

SOURCE	Union		
EFF.	88	05	01
TERM.	90	04	30
No. OF EMPLOYEES	450		
NOMBRE D'EMPLOYÉS	450		

COLLECTIVE AGREEMENT

between

**THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION**

and the

**INTERNATIONAL ASSOCIATION OF BRIDGE,
STRUCTURAL AND ORNAMENTAL IRON WORKERS**

May 1, 1988 - April 30, 1990

268702

EPSCA/IRON WORKERS COLLECTIVE AGREEMENT

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COLLECTIVE AGREEMENT

by and between

THE ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION

(hereinafter called **EPSCA**)

and the

INTERNATIONAL ASSOCIATION OF BRIDGE,
STRUCTURAL AND ORNAMENTAL IRON WORKERS

(hereinafter called the Union)

* * * * *

WITNESSETH

WHEREAS **EPSCA** is an Association **formed** to represent all Employers engaged in construction industry work in the electrical power systems sector in collective bargaining and on their behalf enter into collective agreements covering those of their **employees** in the bargaining unit as **hereinafter** defined; and

WHEREAS the Union is affiliated with the American Federation of Labour - Congress of industrial **Organizations** and has in its membership competent, skilled and qualified journeymen and apprentices to perform work coming within the trade and craft jurisdiction; and

WHEREAS **the** Association and the Union desire **to** mutually establish and **stabilize** wages, hours and **working** conditions for journeymen and apprentices employed by Employers within the **electrical** power systems sector of the construction industry, and further, to encourage closer cooperation **and understanding** between the Association and the Union to the end that a **satisfactory**, continuous and harmonious relationship will **exist** between the parties to this Agreement;

NOW THEREFORE, the **Association and the Union mutually agree** that the working conditions, as set out below shall be applicable throughout the Province of Ontario.

Article 1

RECOGNITION

1.1 **EPSCA recognizes** the Union as the exclusive bargaining agency for a bargaining unit as defined in Section 1.4 engaged in all construction industry work* performed in the Province of Ontario on

* ***For the purpose of The Electrical Power Systems Construction Association, the work performed is deemed to be under the responsibility of the Generation Projects and Transmission Systems Divisions.***

Ontario Hydro property for the bulk power system, save and except the building of commercial-type office facilities at urban locations remote from operating facilities.

For the purpose of clarity, the bulk power system comprises generating stations, hydraulic works, heavy water facilities, transmission lines (voltages over 50 kV), transmission stations and microwave and repeater stations.

1.2 The Union recognizes EPSCA as the sole and exclusive collective bargaining agency for all of the Employers covered by this Agreement, and in all matters pertaining to the administration of this Collective Agreement.

1.3 The term "employee" shall include all employees of the Employers in the classifications as set out in Section 1.4 below.

1.4 The bargaining unit under this Agreement shall comprise the following classifications:

IRON WORKERS	Journeyman Iron Worker**
Foreman	Rigger
Subforeman	Industrial Door Mechanic

1.5 The term "Employers" shall include individual members of EPSCA and any company, partnership, sole proprietorship, joint venture, contractor, subcontractor or any person who is bound by the terms and conditions of this Agreement.

It This classification includes, but not limited to, the following job titles:

Machinery Mover	Layout Man
Window Mechanic	Field Fabricator
Precast Erector	Structural Erector
Pile Driver	Instrument Surveyor
Ornamental Miscellaneous	Welder
Steel Erector	Apprentice
Tower Crane Erector	Fence Erector
Finisher (Window and	Fence Erector Helper A
Curtain Wall) Installer	Fence Erector Helper 5
Sheeter	

excepting those described hereunder:

(i) **Employees as set out in Section 1.4 above, employed by an Employer signatory to the National Agreement for Canada, Stacks-Chimneys-Silos, when performing work covered by the scope of that Agreement.**

- 1.6 The classifications referred to in Section 1.4 do not establish craft jurisdiction. Such jurisdiction is established in accordance with Article 6 of this Collective Agreement.

Article 2

EXECUTIVE COMMITTEE

- 2.1 To advance harmonious relations between EPSCA, the Employers, the Union, and the employees, the parties shall each appoint an Executive Committee,, The Committees shall meet together at least annually to review matters associated with the administration of this Collective Agreement with the intent of achieving Uniformity of application of this Agreement wherever employees are workin in the Province. This Committee shall consist of not more than six (8) members from each party.

Article 3

ACCREDITED UNION REPRESENTATIVES

- 3.1 The Senior Representative of the Union will designate Local Union representatives as Accredited Union Representatives to handle the day-to-day administration of this Agreement on the basis of not more than two (2) representatives from the Union for each Project and suitable number for each Lines and Stations Construction Zone. The Union will notify the General Manager of EPSCA in writing of the names of such Union representatives, or alternates in the event of illness or unavailability, so that they may be issued identification cards to permit entry to the site. Upon entering the job site, such representatives after identifying themselves to the EPSCA representative and the authorized representative of the Employer, will be free to observe the progress and conduct of the work and to conduct normal Union business. The Union undertakes that these representatives will not hinder or interfere in any way with the said work.

Article 4

UNION STEWARDS

- 4.1 The Accredited Union Representative shall inform the appropriate EPSCA Representative in writing of the names of all stewards as they are appointed and when they cease to act as stewards. There shall not be more than one (1) steward per Employer unless the Employer and Union mutually agree that more stewards are required. A steward shall exercise his duties only in respect to employees of his Employer. A steward shall obtain permission from his immediate supervisor before leaving his work area for Union business. Such permission shall not be unreasonably denied. No Foreman or Subforeman shall be permitted to act as a Steward.

- The Accredited Union Representative shall inform the appropriate EPSCA Representative in writing of the name of one (1) steward who will represent the Union at stewards' meetings.
- 4.2 The steward shall be supplied by his Employer with a list of employees hired, discharged and to be laid off.
 - 4.3 In the event of a work **stoppage** or threat of a work stoppage, or any other employee activity prohibited by this Agreement, affected **stewards**, in keeping with their responsibilities, as it is incumbent upon all Union representatives, shall immediately do all in their power to ensure that the prohibited action of the employees is prevented or stopped.
 - 4.4 The Union shall be given written notice before a steward is released by the Employer, and under normal conditions, the steward will be the last employee retained by the Employer in a layoff situation, provided the steward is able to perform the work required.
 - 4.5 A Union steward will not be transferred to another project unless mutually **agreed** to by the Employer and the Accredited Union Representative.
 - 4.6 A **steward** shall be given the first opportunity to work overtime. When a crew not containing a steward is required to work overtime, one (1) member of the crew **will be replaced** by a steward in order that a steward may be present for overtime hours worked.

Article 5

ADVANCE NOTICES

- 5.1 **EPSCA** will advise ~~the~~ the Union of all new construction work **coming** under ~~the~~ the scope of this Agreement for ~~the~~ the construction field forces of the Employers.

Upon ~~the~~ the request of the Union, **EPSCA** will convene a **pre-job** conference before work commences to discuss the preliminary details of the proposed work to be performed and to establish conditions in accordance with this **Agreement** for the Project.

- 5.2 **Subsequent pre-job** conferences will be convened by **EPSCA** before specific portions of work commence to discuss the final details of the work and to establish conditions in accordance with this **Agreement** for that work.

- 5.3 **EPSCA** will provide written notice to the Union as far in **advance** as possible of new work and **pre-job conferences** as noted in Section 5.1 and 5.2 above.

For other work of less than one **week's** duration and requiring five (5) or less **employees**, **pre-job** meetings may be arranged with as much advanced notice as possible by the office of the General Manager of **EPSCA** but without formal notice in writing.

Article 6

WORK ASSIGNMENT

6.1 The Jurisdiction of the **Unions** shall be that jurisdiction established by **agreements** between International Unions claiming the work or **Decisions of Record** recognized by the AFL-CIO for the various classifications and ~~the~~ character of work performed, having regard for the **special requirements** of thermal, nuclear or hydraulic generation and transmission and transformation construction.

6.2 Regular mark-up meetings will be conducted for each Project and for transmission and transformation construction at times appropriate to the work progress. The purpose off ~~these~~ mark-up **meetings** is to indicate to ~~the~~ Union the **work** which is to be carried out by the Employer in order to minimize the potential for jurisdictional disputes.

The Employer who has the **responsibility** for the performance and installation shall make a proposed assignment of the work involved. The **Employer** shall be responsible for providing copies of proposed assignments to all Unions in attendance at the mark-up meeting. The **Employer** will specify a time limit for ~~the~~ Unions involved to **submit** evidence of their **claims**. The Employer will evaluate all **evidence submitted** and make a **final** assignment of ~~the~~ work involved. This final **assignment** will be in **accordance** with ~~the~~ procedural rules established by ~~the~~ Plan for the Settlement of **Jurisdictional** Disputes in the Construction Industry. The Employer will advise the Unions of ~~the~~ final assignment prior to work commencing.

EPSCA will provide written notice to the Union as far in advance as possible of mark-up meetings. The Union will attend these mark-up meetings, and every effort will **be made** to **settle** questions of jurisdiction before the dates that the Employer indicates the work is expected to commence.

EPSCA will record the jurisdictional claims and **assignments** and forward a copy of ~~them~~ within a reasonable period of **time** to ~~the~~ Union and those in **attendance** at ~~the~~ meeting.

6.3
REV (a) The Union shall have the exclusive right to elect to **pursue** or respond to any Jurisdictional disputes that arise under this **Agreement** at either the Ontario Labour Relations Board (**OLRB**) or the Plan for ~~the~~ Settlement of **Jurisdictional** Disputes in the **Construction** industry (Plan).

In the event the Union elects 'to pursue or respond to the **Jurisdictional** Dispute at the Plan, paragraphs **6.3(b)**, 6.4, 6.5 and 6.6 will apply.

~~In the event the Union elects to pursue or respond to the~~ **Jurisdictional** Dispute at the **OLRB**, paragraphs **6.3(b)**, 6.4, 6.5, and 6.6 will NOT apply. Further, ~~the~~ sentence within paragraph **6.3(b)** which reads "If the **jurisdictional** dispute cannot be **settled** on a local basis by the **Unions** involved, it shall be submitted to the

International Unions involved for settlement without permitting it to interfere in any way with the progress of the work at anytime.” will apply.

- 6.3** (b) In the event of a jurisdictional dispute, the Employer will make an assignment for the work in dispute in accordance with the Procedural Rules and Regulations of the Plan for the Settlement of **Jurisdictional** Disputes in the Construction Industry. If the jurisdictional dispute cannot be settled on a local basis by the Unions involved,, it shall be submitted to the International Unions **involved for settlement without permitting it to interfere in any way with the progress of the work at any time.** The parties will settle such jurisdictional dispute in accordance with procedure as **outlined** by the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry of the Building Trades [Department, AFL-CIO or any successor agency of the Plan for the Settlement of **Jurisdictional** Disputes in the Construction Industry authorized by the Building Trades Department.
- 6.4** In the **event** the dispute is not settled by the International Unions involved, it **shall** then **be** submitted to the **Administrator** of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry for resolution. The Union and **Employer** involved shall advise **EPSCA** respectively, in writing, of **an** intent to submit a jurisdictional dispute to the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry and will identify the work in question. The arbitration decision **will** be final and binding on the parties to this **Agreement.**
- 6.5** **EPSCA** shall have direct recourse to **the** Plan for the Settlement of Jurisdictional Disputes in the Construction Industry when **the** Plan for the **Settlement** of Jurisdictional Disputes in the Construction Industry has under its consideration a dispute involving the assignment of work being done by employee!; who are covered by this **Agreement.**
- 6.6** In the event that the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry fails to render a decision within sixty (60) days of the disputed assignment being referred to the **Plan, EPSCA,** or the Union, shall have recourse to the Ontario **Labour Relations Board.**
- 6.7** In the event the Union elects to pursue or respond to the **NEW** **Jurisdictional** Dispute at the **OLRB,** the arbitration board panel appointed by the Ontario Labour Relations **Board** pursuant to **the Act is not authorized** to award **damages** in respect of a **mis-assignment** of work only in circumstances where the other union(s) involved in the proceedings is **(are) equally** restricted in their ability to claim for damages. However this paragraph 6.7 shall not apply where the **Jurisdictional** Dispute and the **mis-assignment** of work involves the same employer **and the same work** previously the subject of a Jurisdictional Dispute before the OLRB or the Plan.
- 6.8** The **board** panel appointed by the **OLRB** will govern its decision pursuant **NEW** to it's normal criteria.

6.9 **NEW** In the event the Union elects to pursue or respond to the Jurisdictional Dispute at the OLRB, the decision of the panel of the OLRB will be final and binding upon the parties to this agreement with no further recourse to the Plan on the issue decided by the OLRB.

Article 7

SECURITY

7.1 UNION MEMBERSHIP

As a condition of employment, all employees covered by this Agreement shall either be members of, or will apply for membership in, the Union and, with respect to initiation fees and dues, will maintain such membership in good standing.

7.2 CHECKOFF

REV

The Employer will deduct for Locals 736 and 759, thirty cents (30¢) per hour; for Local 700, sixty-six cents (66¢) per hour; and for Locals 721, 786 and 765, thirty-five cents (35¢) per hour; for each hour paid for each employee covered by this Agreement.

The Employer will forward same to the Financial Secretary of the Local Union where the work is being performed, postmarked not later than the fifteenth (15th) day of the month following the month for which the deductions are made. This amount is for working dues assessment and will be deducted from gross wages and identified on the employee's pay statement. The Union shall indemnify EPSCA and the Employers for any liability arising from the deduction of initiation fees or dues.

7.3 Where an employee works in more than one (1) Local Union territory for a week or less, the Employer will forward deductions to the Local Union in whose territory the employee worked the greater percentage of hours.

7.4 The Union through its International Office will notify EPSCA, in writing, of any changes to initiation fees and dues. Within three (3) weeks of receipt of an acceptable written notice any changes to such fees and dues will be implemented. The effective date will be the date of implementation.

Article 8

EMPLOYMENT

8.1 (a) For purposes of this Article, a geographic area will be established for each Project and geographic areas for each Lines and Stations Zone. The size of these geographic areas will be dependent upon the location of the work.

- (b) The boundaries of the geographic areas will be jointly established at ~~pre-job~~ conferences.
- 8.2 An office will be established by EPSCA for each Project and each Lines and Stations Zone. A purpose of this office will be to coordinate ~~employment~~ as specified in this Article.
- 8.3 EPSCA and the Union will exchange the ~~names~~ of their representatives in each of the areas described in Section 8.1 (a), who will be responsible for cooperating in the referral and employment of reliable and competent Union members.
- 8.4 EPSCA will notify the Union of all manpower required for all work to be undertaken by Employers coming under the scope of this Agreement. All employees employed under the terms of this Article will be required to obtain a referral slip from the Local Union having jurisdiction for the geographic area except as noted in Section 8.5(b) below. All employees will report to the EPSCA referral office prior to ~~starting~~ work,
- 8.5 (a) The Employer shall have the right to request Union members from that Local Union ~~having~~ jurisdiction for ~~the~~ geographic area by name, in ~~writing~~, who shall be issued a referral slip by the Local Union. The number of ~~employees~~ so ~~re~~quested shall not exceed fifty percent (50%) off the employees ~~supplied~~ to the ~~job~~ by the Local Union, subject to the Local Union being able to ~~supply~~.
- (b) Employee members who are transferred 'within the territory of their Local Union by an Employer will not require an additional referral slip.
- (c) When Union members ~~are~~ transferred from one (1) Local Union territory to another, the number of Union members transferred will not exceed forty percent (40%) of the total crew on the job ~~unless~~ approval is obtained from the ~~Local Union~~ office. Such transferred Union members must secure a referral slip from the Local Union in whose ~~territory~~ the work is being performed. However, before ~~members~~ are transferred from one (1) Local Union territory to another,, the Employer shall contact the Local Union Business Agent of the territory where the work is to be performed.
- 8.6 The ~~employment~~ of additional tradesmen and apprentices shall be carried out on the ~~following~~ basis and sequence:
- (a) The EPSCA office will request the appropriate Local Union office for tradesmen and apprentices required. The request will include a description of the work, ~~the~~ number of tradesmen and apprentices required, and ~~the~~ name of the Employer for whom the tradesmen and ~~apprentices~~ will be working.

- (b) The Union members who are resident in the ~~designated~~ geographic area will be referred by the Union for employment through the EPSCA office. As much as ~~their~~ out-of-work list will permit, the Union will supply members on a ~~fanout~~ basis from the project or work location.

The Employer will either hire such persons or ~~substantiate~~ their reasons in writing for not doing so.

- (c) If, after a request has been made, the Union is unable to supply sufficient tradesmen and apprentices to meet the manpower requirements of the Employers, the Employers may employ tradesmen and apprentices who are resident within the geographic area. Such ~~tradesmen~~ and apprentices shall comply with the requirements of the Union Security Article of this Agreement.

Probationary members will be replaced by qualified Local Union members when they become available subject to the following.

- (i) No replacement shall take place within five (5) working days of the end of the job.
- (ii) The Local Union shall provide the Employer with, a minimum of two (2) working days notice when an employee is to be replaced.
- (iii) Notwithstanding Article 28, the local members who replace probationary employees shall not be entitled to initial travel monies and the probationary employees being replaced shall not be entitled to return travel monies.
- (iv) The Employer shall decide which probationary employee or employees shall be replaced.
- (v) This provision will not be cause for grievance by any probationary member.

- (d) Once the supply of suitable tradesmen and apprentices within the geographic area has been exhausted and additional tradesmen and apprentices are required, EPSCA will contact the International Representative or his designee, in order to determine whether suitable Union tradesmen and apprentices are available outside of the geographic area. EPSCA will cooperate in providing employment to such Union tradesmen and apprentices on the basis that: they be supplied from the nearest location where they are available.

The Union shall obtain prior written approval off the General Manager of EPSCA before referring a person who resides outside the Province of Ontario except for members residing in border cities adjacent to the local union having jurisdiction over the job site.

Article 9

FOREMEN AND SUBFOREMEN

- 9.1 It is understood that foremen and subforemen hold key positions in the relationship between the Employers and the Union. Both parties agree that every effort should be made to recruit and retain foremen and subforemen who have a high degree of efficiency in the performance of their jobs and in the handling of their men. Recognizing the responsibilities involved in being a supervisor and a member of the Union, the Employers and the Union will make every effort to minimize problems that may arise which concern the relationship between the foremen and subforemen, the Employers and the Union.
- 9.2 The parties recognize the responsibilities of foremen and subforemen to discharge their managerial duties. If the Union feels that the foreman or subforeman is not discharging his managerial duties in a manner that is fair and equitable, or if an Employer feels that the Union is interfering with the foreman or subforeman in the performance of his managerial duties, the Employer or the Union may refer the problem to the Executive Committee for resolution. If the matter cannot be resolved by the Executive Committee, the grievance procedure may be invoked by either party.
- 9.3 The selection and retention of foremen and subforemen will be the responsibility of the Employers. When making appointments to the foreman and subforeman level, the Employers will give first consideration to those local journeyman ironworkers they presently employ on site. When making appointments to the subforeman level, the provisions of Article 8.5(c) employment will be maintained.
- 9.4 The rates of pay for all foremen and subforemen covered by this Agreement will be set out in the wage schedules attached hereto.

Article 10

MEMBERS ON RIGS

- 10.1 Not less than four (4) employees and a foreman or subforeman shall be employed on or around mobile or power operated rigs of any description used on structural steel erection. When mobile or power operated rigs are used for other than structural steel erection, the number of employees required on said rig shall be determined by the foreman or subforeman who, after conferring with the steward, shall keep in mind the safe and efficient operation of the job.

Article 11

APPRENTICES

- 11.1 The Employer and the Union agree to participate in the Apprenticeship Program through the auspices of the Employment Training Branch, Ministry of Skills Development. To that end, the Employer agrees to employ a full complement of apprentices who are dully registered with the Employment Training Branch, Ministry of Skills Development.
- 11.2 Apprentices shall be hired and transferred in accordance with the provisions of the Local Apprenticeship Committee. The local Apprenticeship Committee will be responsible for the assigning of all apprentices to Employers.
- 11.3 One (1) apprentice shall be permitted for the first journeyman employed by the Employer, plus one (1) additional apprentice for each additional seven (7) journeymen on all work.
- 11.4 After a six thousand (6,000) hour term of apprenticeship, the apprentice must satisfy the requirements as set out in the Apprenticeship and Tradesmen's Qualification Act and applicable regulations pertaining to Ironworkers, and when he has successfully completed same, he shall be paid at the prevailing journeyman rate.
- 11.5 The rates of pay for apprentices covered by this agreement will be set out in the wage schedules attached hereto.

Article 12

PAY PROCEDURE

12.1 NORMAL

- (a) Employees will be paid weekly and payment for any given week will be made not later than the sixth (6th) working day after the close of the payroll period, but in any event not later than Thursday of the following week.
- (b) Wages shall be paid by the Employers on the job site, before quitting time,, in cash or by cheque, payable at par in the locality of the job site. Accompanying each payment of wages shall be a statement, in writing, which can be retained by the employee setting forth:
 - (i) the period of time or the work for which the wages are being paid;
 - (ii) the rate of wages to which the employee is entitled;
 - (iii) the amount of wages to which the employee is entitled;

- (iv) the amount of each deduction from the wages of the employee and the purpose for which each deduction is made;
 - (v) any allowance or other payment to which the employee is entitled;
 - (vi) the amount of vacation pay for which the employee is being paid;
 - (vii) the amount of recognized holiday pay for which the employee is being paid; and
 - (viii) the net amount of money being paid to the employee.
- (c) In cases of inclement weather being declared on pay day, employees will receive their pay before leaving the site provided it is available on the site.

12.2 ON TERMINATION

- (a) An employee who voluntarily terminates his employment will be provided his final pay on the next regular pay day.
- (b) An employee who is laid off will have his final pay mailed to his regular residence*, or as otherwise requested by the employee, by registered or certified mail, within three (3) working days of termination.
- (c) An employee who is discharged shall be provided with his final pay immediately if the Employer's pay facilities are on site or as per Section 12.2(b) if the Employer's pay facilities are not on site.
- (d) Included in an employee's final pay will be vacation and recognized holiday pay owing him, his UIC, Record of Employment Form, and his OHIP, Certificate of Payment Form 104.
- (e) No employee shall be laid off during the first four (4) hours of his shift.
- (f) When an employee is laid off from a job where he is accommodated in a camp, he will be paid one (1) hour at the applicable straight-time rate to check out of camp.

*** An employee's "regular residence" is the place where he maintains a permanent self-contained domestic establishment (a dwelling house, apartment or similar place of residence where a person generally sleeps and eats) in which he resides and for which he can show proof of financial commitment.**

- (g) Should an Employer fail to provide an employee such wages and/or forms as required above within the prescribed three (3) working day time period, then said employee shall be paid any waiting time in excess of the three (3) working day time period at straight-time rates of pay applicable to the regular working hours.

Article 13

WAGES

- 13.1 The rates of pay for employees in the classifications listed in Article 1 of this Agreement and working in Generation Projects, Miscellaneous Projects and Lines and Stations Construction shall be as set forth in the wage schedules attached hereto, subject to Section 13.2 below.
- 13.2 Effective May 1, 1988, and until April 30, 1990, EPSCA will amend the attached wage schedules for the classifications listed in Article 1 of this Agreement to conform to the hourly rates paid in the locality by Employers under agreement with the Union for construction work of a related nature.
- 13.3 Rates of pay established under Section 13.1 above will be paid for the same period as that paid by the contractors responsible for negotiating the focal agreement which EPSCA recognizes as the basis for establishing wage rates.

Article 14

RECOGNIZED HOLIDAYS

- 14.1 The holidays recognized under this Agreement are:

New Year's Day	Civic: Holiday
Good Friday	Labour Day
Easter Monday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

- 14.2 EPSCA agrees to recognize Heritage Day when proclaimed by legislation.
- 14.3 Recognized holidays falling on a Saturday or Sunday shall be observed on the following Monday. When Christmas Day falls on a Saturday or Sunday, it shall be observed on the following Monday and Boxing Day on the following Tuesday. When New Year's Day falls on a Saturday, it shall be observed either on the preceding Friday or following Monday.
- 14.4 EPSCA reserves the right to change the day of observance of Canada Day to the preceding Monday if it falls on Tuesday and to the following Friday if it falls on Thursday.

Article 15

VACATION AND RECOGNIZED HOLIDAY PAY

- 15.1 The vacation and **recognized holiday** pay rate shall be ten percent (10%) (six percent [6%] vacation and four percent [4%] in lieu of **recognized** holidays) of **total earnings***.
- 15.2 Payment of vacation and **recognized holiday** pay shall be made on the regular weekly pay cheque.

Article 16

WELFARE AND PENSION PLANS

- 16.1 For each of his employees working within the **territorial** jurisdiction of Locals 700, 721, 736, 765, 786, and 759 the **Employer agrees** to pay **welfare** contributions on his behalf to the **Ironworkers'** Central Welfare Fund.
- 16.2 For **each** of his employees working within the territorial jurisdiction of Locals 700, 721, 736, 765, 786 and 759, the **Employer** agrees to pay **pension contributions** on his behalf to the Ironworkers' Ontario Pension Fund.
- 16.3 The Union agrees to supply the Employer with **all** necessary information regarding these welfare and pension plans, including **all** administrative **material** that is required.,
- 16.4 **The** amount(s) of welfare and pension contributions **to** be paid will be set out in **the** wage schedules attached hereto.
- 16.5 Contributions shall be postmarked by the fifteenth (**15th**) day of the month following **the** month in which the hours were paid and at no time will the **contributions be** paid directly to the **employee**. A penalty of three percent (**3%**) of any **unpaid** amount of contributions shall become due and payable to the **applicable** plan by a **contributing** Employer on the sixteenth (**16th**) **day** following the day designated for postmark by the Collective Agreement. A further charge of three percent (**3%**) of any monies owing **shall** become due and payable on the **expiry** of each succeeding thirty (**30**) day period until all monies *due* and owing including both contribution and charges) have been paid.

* **"Total earnings"** means **pay for regular hours, overtime, premium pay, shift differential, travel time (initial and return travel), retroactive pay adjustments, call-in, Saturday and Sunday premiums and trade training.**

- 16.6 Any changes in welfare or pension plan contributions **recognized** under this **Agreement** will be confirmed in writing by the Union to **EPSCA** before such **changes** are put into effect. **Within three (3) weeks** of receipt of an **acceptable** written notice, such changes **will** be implemented. The effective date will be the date of implementation, Should **the welfare** or **pension** plan contributions change **during** the term of this Agreement then an **adjustment** shall be made to the **base** rate. The **total** wage package will not be **changed**.

Article 17

IRONWORKERS' TRADE IMPROVEMENT PLAN

- 17.1 Employers **employin** employees covered by this **Agreement** will contribute to the Ironworkers' **Trade Improvement** Plan Trust for **Locals 700, 721, 736, 765 and 786**, or Local **759** as applicable. The Fund is to be used for the education of apprentices, the testing of welders and any purpose deemed necessary and advantageous for the improvement of the trade.
- 17.2 The **amount(s)** of contributions to the ironworkers' Trade improvement Plan for **Locals 700, 721, 736, 759, 765 and 786** will be set out in the wage schedules **attached** hereto.
- 17.3 Employer contributions, including nil reports, shall be postmarked by the fifteenth (**15th**) day of the month following the month in which the hours were plaid, and at no time will the Ironworkers' Trade Improvement Plan Trust contributions be paid directly to the employees. A charge of three percent (**3%**) off any unpaid amount of contributions shall become due and payable to the Trust by a contributing Employer on the sixteenth (**16th**) day **following** the day **designated** for postmark by the **Collective** Agreement in effect between **EPSCA** and the Union. A further charge of three percent (**3%**) of any monies owing shall become **due and payable** on the **expiry** of each succeeding thirty (**30**) day period until all monies **due** and owing (including both **contributions** and charges) have been paid.
- 17.4 **Employers agree** to be bound by the decisions of the Trustees of the Ironworkers' **Trade** Improvement Plan Trust on matters pertaining to the Trust.
- 17.5 **The** Union agrees to supply all pertinent information regarding the Trust to the Employer.

Article 18

ASSOCIATION FUND

- 18.1 All **Employers** shall contribute the amount **specified** on the **wage** schedules attached **hereto** for **each** hour worked by each **employee** covered by this Agreement to the **Electrical Power Systems Construction Association**

Fund. The **Employer** shall remit such contribution in accordance with the standard form of remittance supplied by EPSCA.

Article 19

REPORTING Y

- 19.1 An employee who reports for work at the usual starting time for his shift shall receive a minimum of two (2) hours' pay plus his appropriate daily travel or board allowance at the applicable rate when he reports for work but is unable to commence work because of circumstances beyond his control. To qualify for this allowance, the employee must remain on the job during the two (2) hour period and perform any work requested which, in the opinion or judgment of his foreman or subforeman, after conferring with the steward, can be accomplished safely.

Article 20

CALL-IN Y

- 20.1 When an employee is called in outside of his normal hours of work, he shall receive a minimum of four (4) hours' work at two (2) times the basic rate plus his appropriate daily travel allowance. If the employee's normal hours' of work commence within this four (4) hour period, the employee will be paid premium time until the start of his normal hours and will revert to his normal hourly rate at the commencement of his normal hours of work, except in the circumstances provided for in Section 22.2.

Article 21

HOURS OF WORK

- 21.1 The normal weekly hours of work of all employees of Employers covered by this Agreement shall be thirty-eight (38), except as described in Sections 21.2, 21.3(a) and 21.3(b).

The weekly hours shall be worked in five (5) days - four (4) eight (8) hour days, Monday to Thursday inclusive, with the remaining six (6) hours to be worked on Friday.

- 21.2 The normal weekly hours of work for all employees engaged on major structural steel erection packages on a Project shall be forty (40) hours per week made up of five (5) days of eight (8) hours each, Monday to Friday inclusive.
- 21.3 (a) The hours of work on all Lines and Stations Construction locations and Miscellaneous Projects (excluding Lakeview and R.L. Hearn Generating Stations) shall be forty (40) hours per week made up of five (5) days of eight (8) hours each, Monday to Friday inclusive.

- (b) The hours of work for employees working the third shift shall be thirty-two and one-half (32-1/2) made up of five (5) days of six and one-half (6-1/2) hours each.

21.4 PROJECT DAILY HOURS

(a) Day Work

The normal starting time for daywork hours shall be 8:00 am. By mutual agreement between EPSCA and the Union, the starting time may be varied by one-half (1/2) hour Neither way. This variance will be established at the pre-job conference or while the job is in progress.

(b) Shift Work

- (i) A shift will be deemed to be established providing at least four (4) consecutive days of a shift are to be worked excluding Saturdays, Sundays and recognized holidays. The work and work location of a shift may change from day to day. For the purposes of the third shift, Saturday will be regarded as a consecutive day.
- (ii) Where shift work is established, the normal shift hours for the first (day) and second shifts shall be the same as the day hours. The third shift normal hours shall be six and one-half (6-1/2) hours' work, to be worked between 1 :00 am and 8:00 am, with an unpaid one-half (1/2) hour lunch period.
- (iii) The normal starting time for day shift hours shall be the same as the day work hours described in Section 21.4 (a).
- (iv) On Monday to Thursday inclusive, the second shift hours shall start at 4:30 pm or a variance of one-half hour either way to coincide with the end of the day shift. On Friday, the second shift hours may start at 4:30 pm or at the end of the day shift.
- (v) The third shift will start at 1 :00 am Monday.
- (vi) Where the third shift is established as starting at 1:00 am Monday, it shall be worked between 1:00 am and 8:00 am Monday, Tuesday, Wednesday, Thursday and Friday.

(c) Hours of Work - Special Circumstances

It may be necessary from time to time to vary the hours of work established in Sections 21.4 (a) and (b). Any amendments to the hours of work will be established by mutual agreement between EPSCA and the Union at the pre-job conference or while the job is in progress.

- 21.5 Employees shall be at their posts prepared to work at their regular starting time provided that the shed or room for the employees to change their clothes is adjacent to or within a reasonable distance from their work.
- 21.6 The shift rate will be based on the day in which the shift begins.
- 21.7 An unpaid lunch period will be taken no earlier than four (4) hours and no more than five (5) hours after the start of the shift and will be one-half (1/2) hour in duration.

Article 22

RATESIME

- 22.1 Overtime shall be paid at two (2) times the basic hourly rate for all work performed outside of normal hours as defined in the "Hours of Work" Article of this Agreement and for work performed on Saturday, Sunday and the recognized holidays listed in this Agreement, except where a third shift has been established in accordance with Article 21.4 (b). In such case, the normal scheduled third shift hours worked on Saturday will be paid at the appropriate shift rate.
- 22.2 When an employee is required to return to work without an eight (8) hour break, all work performed shall be paid for at: the appropriate overtime rate, until such time as the employee receives an eight (8) hour break.
- 22.3 Overtime shall be assigned as impartially as possible amongst all members of the crew, subject to their ability to perform the work required.

Article 23

DIFFERENTIAL

- 23.1 Employees required to work shift work on the second shift of a two or three shift operation shall receive a shift differential of one-seventh (1/7) for normal scheduled shift hours worked.

Employees; required to work shift work on the third shift of a three shift operation shall receive a shift differential of one-fifth (1/5) for normal scheduled shift hours worked.

Article 24

REST I O D

- 24.1 For employees working normal hours, a fifteen (15) minute rest period will be allotted,, at the time directed by the Employer, for each half shift worked,

- 24.2 For employees required to work overtime, a **ten (10)** minute rest period will be allotted prior to the end of the normal shift before commencing overtime work.
- 24.3 For employees working overtime, a fifteen (15) minute rest period will be **allotted**, at the time directed by the employer, after **each two (2)** hours of overtime worked.

Article 25

MEALS ON OVERTIME

- 25.1 If an employee is notified **during** the time he is working that he will be required to work for more than **two (2)** hours past his normal quitting time of the first or second shifts or for more than **three and one-half (3-1/2)** hours beyond the normal quitting time of the third shift, the Employer will provide a **free** meal to the employee after **approximately two (2)** hours of overtime worked and for each four (4) hours of overtime worked thereafter. The Employee will be allowed twenty (20) minutes with pay at straight time rates to eat **each** meal at the time directed by the Employer. When a **paid meal** period overlaps a rest period, the **paid meal period** will supplant the rest period.

To **qualify** for the above-noted on a Friday for **work** on the first and second shifts, **an** employee **working** a thirty-eight (38) hour week will be required to work for **more** than four (4) hours beyond the normal **quitting** time of his shift.

The **above-noted** is not applicable to the first eight (8) hours worked on **Saturdays**, Sundays or **Recognized Holidays** for employees who normally work the first or second shifts.

The above-noted is not **applicable** to the first six and one-half (6-1/2) hours worked on Sundays or **Recognized Holidays** for **employees** who normally work the third shift.

- 25.2 Where an employee has been notified the previous day, no lunch will be provided but the employee **will** be allowed time to eat **without** loss of pay.

Article 26

GENERATION PROJECTS DAILY TRAVEL ALLOWANCE AND ROOM AND BOARD

REV

26.1 DAILY TRAVEL ALLOWANCE

A daily travel **allowance** will be paid by the Employers to their employees on the following basis:

- (a) Darlington, Pickering, R.L. Hearn
Lakeview and Lambton Projects
- (i) If an employee lives within twenty (20) radius kilometers* of the Project, no travel allowance will be paid.
 - (ii) If an employee lives within twenty (20) to forty (40) radius kilometers of the Project, he shall receive nine dollars (\$9.00) per day travel allowance for each day worked or reported for.
 - (iii) If an employee lives within forty (40) to fifty-six (56) radius kilometers of the Project, he shall receive twelve dollars (\$12.00) per day travel allowance for each day worked or reported for.
 - (iv) If an employee lives within fifty-six (56) to eighty (80) radius kilometers of the Project, he shall receive fifteen dollars (\$15.00) per day travel allowance for each day worked or reported for.
 - (v) If an employee lives within eighty (80) to ninety-seven (97) radius kilometers of the Project, he shall receive eighteen dollars (\$18.00) per day travel allowance for each day worked or reported for.
 - (vi) If an employee lives greater than ninety-seven (97) radius kilometers from the Project he shall receive twenty-four dollars (\$24.00) per day travel allowance for each day worked or reported for.

(b) All Remaining Projects

- (i) If an employee lives within twenty (20) radius kilometers of the Project, no travel allowance will be paid.
- (ii) If an employee lives within twenty (20) to forty (40) radius kilometers of the Project, he shall receive nine dollars (\$9.00) per day travel allowance for each day worked or reported for.

*** For the purpose of this Article, "radius kilometers" shall be measured from the centre of the turbine hall on each Project.**

Note: Bruce GS "A", Bruce GS "B" and the Bruce Heavy Water Plants will be combined to form the Bruce Complex. Travel allowance for the Bruce Complex will be calculated from the midpoint of a straight line joining the centres of the Bruce GS "A" and Bruce GS "B" turbine halls.

- (iii) If an employee lives within forty (40) to fifty-six (56) radius kilometers of the Project, he shall receive twelve dollars (\$12.00) per day travel allowance for each day worked or reported for.
 - (iv) If an employee lives within fifty-six (56) to eighty (80) radius kilometers of the Project, he shall receive fifteen dollars (\$15.00) per day travel allowance for each day worked or reported for.
 - (v) If an employee lives within eighty (80) to ninety-seven (97) radius kilometers of the Project, he shall receive eighteen dollars (\$18.00) per day travel allowance for each day worked or reported for.
 - (vi) If an employee lives greater than ninety-seven (97) radius kilometers from the Project and does not qualify for subsistence allowance under Section 26.2 below, he shall receive eighteen dollars (\$18.00) per day travel allowance for each day worked or reported for, provided he continues to travel greater than ninety-seven (97) radius kilometers daily.
- (c) When an employee is directed to report to a location that involves travelling around a natural barrier, the distance around the natural barrier shall be the shortest distance measured by a series of straight lines. The sum of the distances of these straight lines shall be applied to the ring concept to establish the employee's travel allowance entitlement. A natural barrier is defined as any obstruction or impediment which creates an unreasonable relationship between radius kilometers and actual kilometers travelled.

26.2 ROOM AND BOARD

(Excluding Darlington, Pickering, R.L. I-learn, Lakeview and Lambton Projects)

The following conditions will apply for employees whose regular residence* is more than ninety-seven (97) radius kilometers from the project:

- (a) An Employer may supply either:
 - (i) room and board in camp or a good standard of board and lodging within a reasonable distance of a project; or
 - ii) a subsistence allowance; or
 - iii) a travel allowance

*** An employee's "regular residence" is the place where he maintains a self-contained domestic establishment (a dwelling house, apartment or similar place of residence where a person generally sleeps and eats) in which he resides, and for which he can show proof of financial commitment.**

- (b) An employee may exercise his option not to stay in a camp or accept room and board, An employee who exercises' this option and qualifies for subsistence allowance shall receive **at** subsistence allowance of \$38.00 (effective May 1, 1989 - \$41.00) per day worked or reported for, subject to Section 26.2(c), 26.2(d), 26.3 and 26.4.
 - (c) To qualify for subsistence allowance an (employee must maintain **temporary** accommodation at or near the Project. Employees who travel daily to locations **beyond ninety-seven (97)** radius kilometers from the Project will be entitled to \$18.00 per day worked or reported for.
- 26.3 An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Sections 26.1 and 26.2 above when such employee reports for work but does not remain at work for his scheduled daily hours of work unless excused by an **authorized** representative of the **Employer**. Such permission shall not **be unreasonably** denied.
- 26.4 An employee who maintained a regular residence within the **geographic** area of the Local Union for 'the purposes of employment and **who** relocates outside the geographic area will not be entitled to an increase in **travel or room and board allowance entitlement** as a result of this relocation.
- 26.5 The Union **recognizes** the **Employer's right** to charge for board and other existing **services**. The Employer fixes **ithe charge** for board and other existing services in camps at twenty-five dollars (**\$25.00**) per day. This will be applied on the following basis:
- (a) An (employee who remains in **camp** on a normally **scheduled** work day on which he does not work will **be** charged twenty-five dollars (**\$25.00**) per day, unless he is excused from **work** for a legitimate reason by **the** Project medical attendant or an **authorized** representative of his **Employer**.
 - (b) An **employee** who is absent from work on **Friday** without approval and who remains in camp and who is still absent **from** work on the **following** Monday without approval will **be** charged for room and board for Friday, Saturday, Sunday and Monday.
 - (c) An **employee** who is absent from work without approval on **Friday** but who works the following **Monday** will be charged for the day of **absence** and will not be charged for Saturday and Sunday.
 - (d) An **employee** who works the Friday and is absent **from** work without approval on the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.

Article 27

LINES AND STATIONS CONSTRUCTION
DAILY TRAVEL ALLOWANCE AND ROOM AND BOARD

REV

27.1 DAILY TRAVEL ALLOWANCE

The daily travel allowance will be paid by the Employers to **their** employees who are not living in camp or receiving a subsistence allowance as referred to in Section 27.3, on the following basis:

- (a) If an employee lives within twenty **(20)** radius kilometers of the work location, no travel allowance will be paid.
- (b) If an employee lives within twenty **(20)** to forty **(40)** radius kilometers of the work location he shall receive ~~nine~~ **nine** dollars **(\$9.00)** per day travel allowance for each day worked or reported for.
- (c) If an employee lives within forty **(40)** to fifty-six **(56)** radius kilometers off the work location, he shall receive twelve dollars **(\$12.00)** per day travel allowance for each day worked or reported for.
- (d) If an employee lives within ~~fifty-six~~ **(56)** to eighty **(80)** radius kilometers of the work location he shall receive fifteen dollars **(\$15.00)** per day travel allowance for each day worked or reported for.
- (e) If an employee lives within eighty **(80)** to ninety-seven **(97)** radius kilometers of the work location. he shall receive ~~eighteen~~ **eighteen** dollars **(\$18.00)** per day travel allowance for each day worked or reported for.
- (f) If an employee lives greater than ninety-seven **(97)** radius kilometers from the work location and does not qualify for subsistence allowance under Section 27.3 below, he shall receive eighteen dollars **(\$18.00)** per day travel allowance for each day worked or reported for, provided he continues to travel greater than ninety-seven **(97)** radius kilometers daily.
- (g) When an employee is directed to report to a location that involves travelling around a **natural** barrier, the distance around the natural barrier shall be ~~the~~ shortest distance, measured by a series of straight lines. The sum of the distances of these straight lines shall be applied to the ring concept to establish the employee's travel allowance entitlement. A natural barrier is defined as any obstruction or impediment which creates an unreasonable relationship between radius kilometers and actual kilometers travelled.

27.2 The Employer reserves the right to base daily travel allowance on the distance in radius kilometers from where an employee lives to either the work location or declared assembly point, depending on where the employee is directed to report.

27.3 ROOM AND BOARD

The following conditions will apply for employees whose regular residence* is more than ninety-seven (97) radius kilometers from the work location:

- (a) An Employer may supply either:
 - (i) room and board in camp or a good standard of board and lodging within a reasonable distance of the work location; or
 - ii) a subsistence allowance; or
 - iii) a travel allowance
- (b) An employee may exercise his option not to stay in a camp or accept room and board. An employee who exercises this option and qualifies for subsistence allowance shall receive a subsistence allowance of \$38.00 (effective May 1, 1989, \$41.00) per day worked or reported for, subject to Sections 27.3(c), 27.4, and 27.5.
- (c) To qualify for subsistence allowance an employee must maintain temporary accommodation at or near the work location. Employees who travel daily to locations beyond ninety-seven (97) radius kilometers from the work location will be entitled to \$18.00 per day worked or reported for.

27.4 An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Sections 27.1 and 27.3 above, when such employee reports for work but does not remain at work for his scheduled daily hours unless excused by an authorized representative of his Employer. Such permission shall not be unreasonably denied.

*** For the purpose of this Article, "regular residence":**

- (i) **for metropolitan areas (Toronto and Hamilton) is the place where an employee maintains a permanent self-contained domestic establishment (a dwelling house, apartment or similar place of residence where a person generally sleeps and eats) in which he resides, and for which he can show proof of financial commitment.**
- (ii) **for all other areas,, shall be deemed to be the city or town hall of the municipality where an employee maintains a permanent self-contained domestic establishment described in (i) above. In those municipalities where a city or town hall does not exist, then the post office serving his permanent self-contained domestic establishment will apply.**

- 27.5 An ~~employee~~ who maintained a regular residence within the geographic area of the Local Union for the purposes of employment and who relocates outside the geographic area will not be entitled to an increase in travel or room and board allowance entitlement as a result of this relocation.
- 27.6 The ~~Union~~ recognizes the Employer's right to charge for board and other existing services. The Employer fixes the charge for board and other existing services in camps at twenty-five dollars (\$25.00) per day. This will be applied on the following basis:
- (a) An employee who remains in camp on a normally scheduled work day on which he does not work will be charged twenty-five dollars (\$25.00) per day, unless he is excused from work by an authorized representative of his Employer.
 - (b) An employee who is absent from work on Friday without approval and who remains in camp and who is still absent from work on the following ~~Monday~~ without approval will be charged for room and board for Friday, Saturday, Sunday and Monday.
 - (c) An employee who is absent from work without approval on Friday but who works the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.
 - (d) An employee who works the Friday and is absent from work without approval on the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.

Article 28

INITIAL AND RETURN TRAVEL AND TRANSPORTATION

- 28.1 On recruitment of tradesmen who live ~~between~~ ninety-seven (97) and one hundred and sixty-one (161) radius kilometers from the Project, the Employer shall pay twenty dollars (\$20.00) for the initial trip to the Project.
- 28.2 REV **ONTARIO RESIDENTS**
On recruitment of ~~tradesmen~~ who live in Ontario, but beyond one hundred and sixty-one (161) radius kilometers from the Project, the Employer shall pay twenty-one cents (21¢) (effective May 1, 1989 - 23¢) per radius kilometer, plus travel time based on one (1) hour's pay for each eighty (80) radius kilometers of travel to a maximum of eight (8) hours' pay, for the initial trip to the Project from where the tradesman lives or place of recruitment, whichever is closer to the Project.
- 28.3 **NON-ONTARIO RESIDENTS**
On recruitment off tradesmen who live outside Ontario and beyond one hundred and sixty-one (161) radius kilometers from the Project, the Employer shall pay the equivalent of the cost of public transportation plus travel time based on one (1) hour's pay for each eighty (80) radius

kilometers of travel to a maximum of eight (8) hours' pay, for the initial trip to the Project from where the tradesman lives or place of recruitment, whichever is closer to the Project.

- 28.4 To qualify for payment on Sections 28.1, 28.2 or 28.3, the employee must remain at the Project for a minimum of thirty (30) calendar days or the duration of the job, whichever is lesser. Such payment shall be included in the employee's first pay cheque. Should the employee subsequently fail to qualify for payment as noted above, the Employer will deduct the payment from the employee's final pay.
- 28.5 On termination of employment for reasons other than discharge for cause, an employee entitled to payment under Sections 28.1, 28.2 or 28.3 shall be entitled to return expenses calculated in the same manner as in Sections 28.1, 28.2 or 28.3 above, for the return trip from the Project to where the tradesman lives or place of recruitment, whichever is closer to the Project. To be eligible for return payment, an employee must remain at the Project for a minimum of sixty (60) calendar days or the duration of the job, whichever is the lesser.
- 28.6 (a) On the Thunder Bay Project and Atikokan Project, an employee shall qualify for a return trip from the Project to his regular residence* for each thirty (30) days worked on the Project providing his regular residence is more than four hundred (400) radius kilometers from the Project.
- (b) For each entitlement, the Employer shall pay travel expenses on the basis of the equivalent cost of public transportation plus travel time based on one (1) hour's pay for each eighty (80) radius kilometers off travel to a maximum of eight (8) hours' pay.

Article 29

WELDING TESTS

- 29.1 On hire a welder must possess the satisfactory qualifications and be in possession of either a current Canadian Welding Bureau (All Position) Certificate or an equivalent Ministry of Consumer and Commercial Relations (MCCR) Certificate in accordance with Section 9 of the ASME code, as required by his Employer. It shall be at the discretion of the Employer whether a welder will be hired who does not possess the satisfactory qualifications or either one (1) of the above certificates.

*** An employee's "regular residence" is the place where he maintains a self-contained domestic establishment (a dwelling house, apartment or similar place of residence where a person generally sleeps and eats) in which he resides and for which he can show proof of financial commitment.**

29.2 Employees scheduled to take Canadian Welding Bureau welding tests during their period of employment shall receive a monetary grant from and as per the regulations of the Ironworkers' Trade Improvement Fund in lieu of wages and allowances lost in taking such tests. Ironworker Welders will be released from duty for necessary Canadian Welding Bureau retesting.

Article 30

TOOLS AND CLOTHING

- 30.1 Employees shall be required to provide themselves with the ordinary hand tools of their trade. The Employer will provide, insofar as is practical, separate facilities for storing the tools, but shall not be held responsible for losses, except as noted hereunder:
- (a) When personal tools valued in excess of fifteen dollars (\$15.00) are lost due to fire, the Employer will consider replacement or payment value to a maximum of two hundred and fifty dollars (\$250.00), based on the merit of each case. This will include only personal tools that a tradesman is required to have to perform his normal duties with the Employer.
 - (b) The Employer agrees to compensate employees for tools and work clothing lost by theft, as supported by claims submitted in writing with substantiating evidence to establish theft resulting from forcible entry to locked storage provided by the Employer to a maximum of two hundred and fifty dollars (\$250.00). The Employer agrees to replace personal tools broken on the job or lost over water to a maximum of two hundred and fifty dollars (\$250.00).
 - (c) In the event of a loss by fire at an Employer-operated camp or on the work site, replacement or payment of the full estimated value in excess of fifteen dollars (\$15.00) but not exceeding four hundred dollars (\$400.00) for the loss of personal clothing will be made.
- 30.2 Employees who have obtained tools from Employer's tool crib shall be allowed sufficient time, in the opinion of Management, to return such tool; to the tool crib during working hours. Employees receiving tools from such tool crib shall be held responsible for the return of such tools in good condition, subject to normal wear and tear. On layoff, employees will be allowed reasonable time to return tools to the tool crib.
- 30.3 Gang tools are tools which are issued to a foreman and are used by one or more members of the crew. Such tools are not identified on trade tool lists, nor are they the tools and equipment identified in Sections 30.1 and 30.2 of this Article. Such tools shall be the responsibility of the Employer.

- 30.4 An employee, upon becoming aware of the theft or loss of Employer supplied tools, or clothing, will immediately report such theft or loss to his Employer. Failures to do so will result in employees being charged for the value of the lost or stolen tools or clothing.

Article 31

PROTECTIVE CLOTHING AND EQUIPMENT:

- 31.1 On jobs of an abnormally dirty nature or on jobs where acid or other chemicals damage clothing, the Employer agrees to supply gloves and coveralls.
- 31.2 On the Thunder Bay and Atikokan Projects the Employer will, without cost to the employee, supply helmet, welding gloves and protective sleeves but the employee will be responsible to return same.
- 31.3 Welding jackets, welding sleeves, welding hoods or hard hats broken or damaged on the job shall be replaced by the Employer.

Article 32

DRINKING WATER AND CLOTHES ROOM

- 32.1 Every Employer shall supply adequate drinking water (with ice when necessary and available) at all times, *from covered containers having a drain faucet and individual drinking cups.
- 32.2 Every Employer shall provide or arrange at the commencement of the job, a sanitary and adequately heated, lighted and ventilated when necessary, place Of shelter of adequate size, with adequate benches and tables where employees may eat their lunch, change their clothes and Safely keep their tools.
- 32.3 Where the employer does not supply a shack of his own, but arranges for facilities, as in Section 32.2 above, he shall supply a gangbox, for each shift, with lock to safeguard his employees' tools.
- 32.4 Every Employer shall arrange for or provide at the commencement of the job, sanitary, adequately heated, lighted and ventilated toilet facilities. Flush toilet facilities shall be arranged for or provided when and where available.

Article 33

RADIATION WORK

- 33.1 Local Union to be provided with a copy of Ontario Hydro Radiation Protection Procedures and any revisions.

Each employee will have access to his personal radiation exposure record.

Long-term employees who reach their exposure limit will be given alternate employment until they can resume radiation work.

Short-term employees will be given a guaranteed period of employment at their time of hire.

Article 34

GRIEVANCE PROCEDURE

34.1 Grievances within the meaning of the grievance and arbitration procedure shall consist only of disputes about the interpretation or application of particular clauses of this Agreement and about alleged violations of this Agreement. In the event of any dispute concerning the meaning or application of any provision of this Agreement or a dispute concerning an alleged violation of this Agreement, there shall be no suspension or disruption of work, but such dispute shall be treated as a grievance and shall be settled, if possible, by EPSCA and the Union. In the interests of expediting the procedures, the parties shall process grievances in the following manner:

34.2 PRELIMINARY DISCUSSION

Disputes arising out of the interpretation or alleged violation of this Agreement shall, if possible, be settled by discussion between the employee and/or his steward and the employee's supervisor.

34.3 FIRST STEP

If a dispute cannot be resolved by this method, the Accredited Union Representative for the Union may file a formal grievance on the prescribed form with the Manager of Construction or the Field Construction Manager. Such grievance shall be filed within fifteen (15) working days of the alleged grievous act.

Within ten (10) working days of the filing of the grievance, the Manager of Construction or Field Construction Manager shall investigate the grievance and convene a meeting which he or the Accredited Union Representative considers necessary to resolve it. The Manager of Construction or Field Construction Manager shall give his reply on the prescribed form to the Accredited Union Representative within five (5) working days from the date of the First Step meeting.

Copies of completed grievance forms signed by the appropriate parties shall be filed by the Manager of Construction or the Field Construction Manager with the General Manager of EPSCA and by the Accredited Union Representative with the International Representative of the Union.

If a First Step grievance meeting is considered appropriate, the Management Committee shall comprise the Manager of Construction or Field Construction Manager, or their designates, plus two (2) Management officials, one (1) of whom shall be a representative of the Employer against whom the grievance has been filed. The Union Committee shall comprise the Accredited Union Representative plus two (2) additional Union officials.

34.4 SECOND STEP

If a dispute has not been resolved at the First Step of the grievance procedure, the Accredited Union Representative may refer the grievance on the prescribed form to EPSCA's Grievance Officer. Such grievances shall be referred within ten (10) working days after the disposition has been issued under the First Step of this procedure. A copy of the grievance form shall be forwarded by the Accredited Union Representative to the International Representative of the Union.

The EPSCA Grievance Officer shall investigate the grievance and convene a meeting which he or the International Representative considers necessary to resolve it and give his reply on the prescribed form to the International Representative of the Union within five (5) working days from the receipt of the grievance form which was completed at First Step.

If a Second Step grievance meeting is considered appropriate, the Management Committee shall comprise the EPSCA Grievance Officer plus two (2) other Management representatives, one (1) of whom shall be a representative of the Employer against whom the grievance has been filed. The Union Committee shall comprise three (3) persons, including the International Representative and the Accredited Representative for the grievor, plus one (1) other representative of the Union.

34.5 EPSCA OR UNION GRIEVANCES

The processing of EPSCA grievances shall begin at the Second Step. EPSCA may submit either policy or specific grievances. The Union may also institute policy grievances at this Step. Such policy or specific grievances shall be submitted within thirty (30) days of the alleged grievous act.

34.6 TIME: LIMITS

The time limits as to both documents and procedure set out in the above Sections shall be complied with by the parties to this Agreement provided, however, that the parties may mutually agree in writing in respect to an extension or waiver of any of the time limits imposed. Where no answer is given within the time limits specified in the grievance procedure, the employee concerned, the Union or EPSCA shall be entitled to submit the grievance to the next step of the grievance procedure. Any grievance not processed within the time limits specified in the grievance procedure shall be deemed to have been settled and ineligible for arbitration.

34.7 Alleged unjustified termination, discharge, suspension or disciplinary action may be grieved beginning at First Step.

34.8 GRIEVANCE FACILITIES

EPSCA shall provide the necessary facilities for all grievance meetings.

Article 35

ARBITRATION

35.1 If any dispute about the interpretation or application of particular clauses of this Agreement or about an alleged violation of this Agreement cannot be settled through the grievance procedure outlined in Article 34, the matter may be submitted within thirty (30) days of its failure of settlement by grievance procedure by either EPSCA or the Union to a Board of Arbitration for adjudication. The party desiring to submit the dispute to arbitration shall notify the other party in writing of this desire and the notice shall contain the name of the first party's nominee to an arbitration board. The recipient of the notice shall, within five (5) working days, inform the other party of the name of its nominee to the arbitration board. The two (2) nominees so selected shall, within ten (10) working days of the appointment of the second of them, appoint a third person who shall be the Chairman. If the recipient of the notice fails to appoint a nominee, the appointment shall be made by the Minister of Labour for Ontario upon the request of the other party. If the two (2) nominees fail to agree upon a Chairman, the services of the Minister of Labour for Ontario shall be utilized and the request to the Minister may be Made by either party. The arbitration board, when selected or appointed, shall proceed as soon as practicable to hear and determine the dispute and it shall issue a decision which is final and binding upon the parties and upon their respective members. The decision of a majority is the decision of the arbitration board, but if there is no majority, the decision of the Chairman governs.

35.2 The arbitration board shall have no power to add to or subtract from or modify any of the terms of this Agreement. The arbitration board shall not substitute its discretion for that of the parties except where the board determines that an employee has been discharged or otherwise disciplined for cause when this Agreement does not contain a specific penalty for the infraction that is the subject matter of the arbitration. In such cases, the arbitration board may substitute such other penalty for the discharge or discipline as to the arbitration board seems just and reasonable in all circumstances. The arbitration board shall not exercise any responsibility or function of the parties. The arbitration board shall not deal with any matter not contained in the original statement of grievance filed by the party referring the matter to arbitration.



- 35.3 In arbitration proceedings, each party shall pay the fees and expenses of its nominee, whether appointed by the party or by the Minister of Labour for Ontario, and the fees and expenses of the Chairman shall be shared equally by the parties.
- 35.4 The time limits as to both documents and procedure set out in the above Sections shall be observed by the parties to this Agreement provided, however, that the parties may mutually agree in writing in respect to an extension or waiver of any of the time limits imposed.

Article 36

NO STRIKE - NO LOCKOUT

- 36.1 There shall be no strikes or lockouts so long as this agreement continues to operate,.

Article 37

ERRECTIONS

- 37.1 For employers engaged in fence erection, the terms and conditions of employment will be those contained in Appendix I attached hereto.

Article 38

TERM OF AGREEMENT

- 38.1 **REV** This Agreement shall continue in full force and effect from May 1, 1988 until April 30, 1990, inclusive, and thereafter it shall be considered **automatically renewed** for successive periods of **twelve (12) months unless** at least sixty (60) days prior to **the end** of any twelve (12) **month** effective period **either party serves** written notice upon the other that It **desires** cancellation, revision, or modification of any provision or provisions of this Agreement.

In witness whereof, EPSCA and the Union have caused this Agreement to be executed in their names by duly authorized representatives at *TORONTO* this *8TH* day of *AUGUST*, 1988.

For:

THE ELECTRICAL POWER
SYSTEMS CONSTRUCTION
ASSOCIATION

For:

INTERNATIONAL ASSOCIATION OF
BRIDGE, STRUCTURAL AND
ORNAMENTAL IRON WORKERS

APPENDIX I
to the
Collective Agreement
between
THE ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION
and the
INTERNATIONAL ASSOCIATION OF BRIDGE,
STRUCTURAL AND ORNAMENTAL IRON WORKERS
May 1, 1988 - April 30, 1990

If members Of the Union are to be engaged in fence erection, the master portion articles of this Agreement shall apply in full with the exception of Article 15, Vacation and Recognized Holiday Pay; Article 13, Wages; Article 21, Hours of Work; Article 22, Overtime Rates; Article 16, Welfare and Pension Plans; Article 11, Apprentices; and Article 17, Ironworkers' Trade Improvement Plan, which are amended as follows:

Article 15 - Vacation and Recognized Holiday Pay

The vacation and recognized holiday pay rate shall be ten percent (10%) {six percent [6%] vacation and four percent [4%] in lieu of recognized holidays) of total earnings.

Article 13 - Wages

The wage rates for employees engaged in fence erection shall be as follows:

Subforeman - Fence Erector rate plus fifty-four cents (54¢) per hour.

	<u>% of J'Man</u>	<u>May 16, 1988</u>	<u>May 1, 1989</u>
Fence Erector	75	\$14.90	\$15.58
Fence Erector Helper "A"	70	13.90	14.54
Fence Erector Helper "B"	60	11.92	12.46

Following completion of not more than three (3) months of continuous employment, an employee classified as Fence Erector Helper "B" shall be reclassified to Fence Erector Helper "A", and be paid the appropriate rate.

Article 21 - Hours of Work

The normal hours of work for employees engaged in fence erection shall be forty-four (44) hours made up of four (4) days of nine (9) hours each, Monday to Thursday inclusive, and eight (8) hours on Friday.

Article 22 - Overtime Rates

One and one-half (1-1/2) times the basic rate for hours worked in excess of normal hours in any one (1) day, Monday to Friday and for all hours worked on **Saturdays** and the Statutory Holidays listed in the master portion of this **Agreement**. Two (2) times the basic rate will be paid for all hours worked on Sundays.

Article 16 - Welfare and Pension Plans

Not applicable.

Article 17 - Ironworkers;' Trade Improvement Plan

Not applicable.

APPENDIX A
to the
Collective Agreement
between
THE ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION
and the
INTERNATIONAL ASSOCIATION OF BRIDGE,
STRUCTURAL AND ORNAMENTAL IRON WORKERS
May 1, 1988 - April 30, 1990

Shift Work Provisions - Seven Days Per Week Coverage

When working under the provisions of this appendix all conditions listed below will supercede those contained in the main agreement. Where this appendix is silent, the appropriate article in the collective agreement applies.

The following shift work provisions may be applied to all **retube** work programs, in existing **operating** plants, of a minimum of eight **weeks** duration requiring seven day per week scheduling. **This** does not apply to new construction work.

All future implementation of the Appendix for other than **retube** will be jointly determined as described in Section 21.4(c) of the current collective agreement.

The schedule consists of:

four consecutive shifts (day or night) followed by four scheduled days off.

1. Shift work may be **established** by the employer to provide seven days per week; work coverage, on a one or two **shift** per day basis, with shift hours being a minimum of ten up to a maximum of **eleven** per **shift**. When this occurs, a specific **shift arrangement** will be **established** by the Employer detailing the shift schedule to be worked and the Union will be so **advised**.
2. First Shift
 - (a) **Regularly** scheduled hours of work up to nine and one half hours per **shift** Monday to Friday inclusive shall be paid at straight time hourly rates. **Regularly** scheduled hours of work beyond nine and one half hours per shift Monday to Friday inclusive shall be paid at two times the straight time hourly rate.
 - (b) Regularly scheduled hours of work on **Saturday, Sunday** and **Recognized** holidays shall be paid at two times the straight time hourly rate. **Recognized Holidays** will be observed on the actual day on which the holiday occurs.

- (c) Overtime hours worked in excess of nine and one half hours per day and on scheduled days off shall be **paid** at two times the straight **time** hourly rate.
3. Second Shift
- (a) The first nine and one half regularly scheduled hours of work Monday to **Friday inclusive** shall be **paid** at straight time hourly rates plus a **shift** differential of **one-seventh** of the straight **time** hourly rate. Regularly **scheduled** hours of work beyond nine and one half hours per shift Monday to Friday inclusive shall be paid at two times the straight **time** hourly rate.
- (b) Regularly scheduled hours of work on Saturday, Sunday and **recognized** Holidays shall be paid at two times the straight **time** hourly rate. **Recognized** Holidays will be observed on **the** day on which the holiday occurs.
- (c) **Overtime hours** worked in excess of nine and one half hours per day and on scheduled days off shall be **paid** at two times **the** straight **time** hourly rate.
4. The rate for the shift will be based on the day in which **the** shift begins.
5. An **unpaid** lunch **period** of one-half hour shall be allowed to be taken no earlier than **three** and one-half hours and no **later** than five hours after the commencement of a shift.
6. For employees working **regularly** scheduled hours, two **fifteen (15)** minute **rest** periods will **be** allotted at the time and location directed by the Employer **for** employees to **rest**.
7. It may be necessary, from time to **time**, to vary the established shift **arrangement**. When this occurs, a revised shift arrangement will be **established** and **the** Union will be notified four **days** in **advance** of the revised shift **arrangement**.

IRONWORKERS
LOCAL 765
Ottawa

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS
PROJECTS AND LINES AND STATIONS CONSTRUCTION

CLASSIFICATIONS AND EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	TRADE IMPROVE PLAN (2)	DISTRICT COUNCIL FUND (2)	TOTAL WAGE PACKAGE	EPSCA ASSOC. FUND (1)
FOREMAN								
88-05-16	22.07	2.21	1.65	2.00	0.05	0.02	28.00	0.03
89-05-01	22.98	2.30	1.65	2.50	0.05	0.02	29.50	0.03
SUBFOREMAN								
88-05-16	21.57	2.16	1.65	2.00	0.05	0.02	27.45	0.03
89-05-01	22.48	2.25	1.65	2.50	0.05	0.02	28.95	0.03
JOURNEYMAN IRONWORKER, RIGGER								
88-05-16	20.32	2.03	1.65	2.00	0.05	0.02	26.07	0.03
89-05-01	21.23	2.12	1.65	2.50	0.05	0.02	27.57	0.03
APPRENTICE								
1st 1000 hrs								
88-05-16	12.19	1.22	1.65	2.00	0.05	0.02	17.13	0.03
89-05-01	12.74	1.27	1.65	2.50	0.05	0.02	18.23	0.03
2nd 1000 hrs								
88-05-16	14.22	1.42	1.65	2.00	0.05	0.02	19.36	0.03
89-05-01	14.86	1.49	1.65	2.50	0.05	0.02	20.57	0.03
3rd 1000 hrs								
88-05-16	15.24	1.52	1.65	2.00	0.05	0.02	20.48	0.03
89-05-01	15.92	1.59	1.65	2.50	0.05	0.02	21.73	0.03
4th 1000 hrs								
88-05-16	16.26	1.63	1.65	2.00	0.05	0.02	21.61	0.03
89-05-01	16.98	1.70	1.65	2.50	0.05	0.02	22.90	0.03
5th 1000 hrs								
88-05-16	17.27	1.73	1.65	2.00	0.05	0.02	22.72	0.03
89-05-01	18.05	1.81	1.65	2.50	0.05	0.02	24.08	0.03
6th 1000 hrs								
88-05-16	18.29	1.83	1.65	2.00	0.05	0.02	23.84	0.03
89-05-01	19.11	1.91	1.65	2.50	0.05	0.02	25.24	0.03

(1) = per hour worked; (2) = per hour paid

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GEOGRAPHIC AREA: Ottawa-Carleton (RM); Counties of Lennox and Addington, Frontenac, Lanark,
Dundas, Stormont, Glengarry, Prescott, Russell and Renfrew; the County of Hastings except
of Marmor, Rawdon, Sidney and Thurlow.
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I-1

IF WORKERS
LOCAL 700
Windsor

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS
PROJECTS AND LINES AND STATIONS CONSTRUCTION

CLASSIFICATIONS AND EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	TRADE IMPROVE PLAN (2)	DISTRICT COUNCIL FUND (2)	TOTAL WAGE PACKAGE	EPSCA ASSOC. FUND (1)
FOREMAN								
88-05-16	21.43	2.14	1.65	2.70	0.05	0.02	27.99	0.03
89-05-01	22.80	2.28	1.65	2.70	0.05	0.02	29.50	0.03
SUBFOREMAN								
88-05-16	20.93	2.09	1.65	2.70	0.05	0.02	27.44	0.03
89-05-01	22.30	2.23	1.65	2.70	0.05	0.02	28.95	0.03
JOURNEYMAN IRONWORKER, RIGGER								
88-05-16	19.68	1.97	1.65	2.70	0.05	0.02	26.07	0.03
89-05-01	21.05	2.10	1.65	2.70	0.05	0.02	27.57	0.03
APPRENTICE								
1st 1000 hrs								
88-05-16	11.81	1.18	1.65	2.70	0.05	0.02	17.41	0.03
89-05-01	12.63	1.26	1.65	2.70	0.05	0.02	18.31	0.03
2nd 1000 hrs								
88-05-16	13.78	1.38	1.65	2.70	0.05	0.02	19.58	0.03
89-05-01	14.74	1.47	1.65	2.70	0.05	0.02	20.63	0.03
3rd 1000 hrs								
88-05-16	14.76	1.48	1.65	2.70	0.05	0.02	20.66	0.03
89-05-01	15.79	1.58	1.65	2.70	0.05	0.02	21.79	0.03
4th 1000 hrs								
88-05-16	15.74	1.57	1.65	2.70	0.05	0.02	21.73	0.03
89-05-01	16.84	1.68	1.65	2.70	0.05	0.02	22.94	0.03
5th 1000 hrs								
88-05-16	16.73	1.67	1.65	2.70	0.05	0.02	22.82	0.03
89-05-01	17.89	1.79	1.65	2.70	0.05	0.02	24.10	0.03

(1) = per hour worked; (2) = per hour paid

IA. JKERS
LOCAL 736
Hamilton

EPSCA WAGE SCHEDULE FOR BRUCE PROJECT, MISCELLANEOUS
PROJECTS AND LINES AND STATIONS CONSTRUCTION

GRADE+ AND STEP	CLASSIFICATIONS AND EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. & HOLIDAY	WELFARE (2)	PENSION (2)	TRADE IMPROVE PLAN (2)	DISTRICT COUNCIL FUND (2)	TOTAL WAGE PACKAGE	EPSCA ASSOC. FUND (1)
.....									
	FOREMAN - 445065								
19-9	88-05-16	21.61	2.16	1.65	2.50	0.05	0.02	27.99	0.03
	89-05-01	22.07	2.21	1.65	3.50	0.05	0.02	29.50	0.03
	SUBFOREMAN - 445055								
19-8	88-05-16	21.11	2.11	1.65	2.50	0.05	0.02	27.44	0.03
	89-05-01	21.57	2.16	1.65	3.50	0.05	0.02	28.95	0.03
	JOURNEYMAN IRONWORKER RIGGER - 445035								
19-6	88-05-16	19.86	1.99	1.65	2.50	0.05	0.02	26.07	0.03
	89-05-01	20.32	2.03	1.65	3.50	0.05	0.02	27.57	0.03
	APPRENTICE - 445015								
	1st 1000 hrs								
19-0	88-05-16	11.92	1.19	1.65	2.50	0.05	0.02	17.33	0.03
	89-05-01	11.19	1.22	1.65	3.50	0.05	0.02	18.63	0.03
	2nd 1000 hrs								
19-1	88-05-16	13.90	1.39	1.65	2.50	0.05	0.02	19.51	0.03
	89-05-01	14.22	1.42	1.65	3.50	0.05	0.02	20.86	0.03
	3rd 1000 hrs								
19-2	88-05-16	14.90	1.49	1.65	2.50	0.05	0.02	20.61	0.03
	89-05-01	15.24	1.52	1.65	3.50	0.05	0.02	21.98	0.03
	4th 1000 hrs								
19-3	88-05-16	15.89	1.59	1.65	2.50	0.05	0.02	21.70	0.03
	89-05-01	16.26	1.63	1.65	3.50	0.05	0.02	23.11	0.03
	5th 1000 hrs								
19-4	88-05-16	16.88	1.69	1.65	2.50	0.05	0.02	22.79	0.03
	89-05-01	17.27	1.73	1.65	3.50	0.05	0.02	24.22	0.03

(1)= per hour worked; (2)= per hour paid

ONTARIO HYDRO PROJECT WAGE SCHEDULE CODE: Bruce G.S. - 70

*Applicable to Ontario Hydro only

11. IRKERS
LOCAL 721
Toronto

EPSCA WAGE SCHEDULE FOR DARLINGTON, LAKEVIEW, PICKERING AND WESLEYVILLE
PROJECTS, MISCELLANEOUS PROJECTS AND LINES AND STATIONS CONSTRUCTION

GRADE* AND STEP	CLASSIFICATIONS AND EFFECTIVE DATES	BASE HOURLY & RATE	VACATION & STAT, HOLIDAY	WELFARE (2)	PENSION (2)	TRADE IMPROVE PLAN(2)	DISTRICT COUNCIL FUND(2)	TOTAL WAGE PACKAGE	EPSCA ASSOC. FUND(1)
.....									
	FOREMAN - 445065								
19-9	88-05-16	21.61	2.16	1.65	2.50	0.05	0.02	27.99	0.03
	89-05-01	22.52	2.25	1.65	3.00	0.05	0.02	29.49	0.03
	SUBFOREMAN - 445055								
19-8	88-05-16	21.11	2.11	1.65	2.50	0.05	0.02	27.44	0.03
	89-05-01	22.02	2.20	1.65	3.00	0.05	0.02	28.94	0.03
	JOURNEYMAN IRONWORKER RIGGER - 445035								
19-6	88-05-16	19.86	1.99	1.65	2.50	0.05	0.02	26.07	0.03
	89-05-01	20.77	2.08	1.65	3.00	0.05	0.02	27.57	0.03
	APPRENTICE - 445015								
	1st 1000 hrs								
19-0	88-05-16	11.92	1.19	1.65	2.50	0.05	0.02	17.33	0.03
	89-05-01	12.46	1.25	1.65	3.00	0.05	0.02	18.43	0.03
	2nd 1000 hrs								
19-1	88-05-16	13.90	1.39	1.65	2.50	0.05	0.02	19.51	0.03
	89-05-01	14.54	1.45	1.65	3.00	0.05	0.02	20.71	0.03
	3rd 1000 hrs								
19-2	88-05-16	14.90	1.49	1.65	2.50	0.05	0.02	20.61	0.03
	89-05-01	15.58	1.56	1.65	3.00	0.05	0.02	21.86	0.03
	4th 1000 hrs								
19-3	88-05-16	15.89	1.59	1.65	2.50	0.05	0.02	21.70	0.03
	89-05-01	16.62	1.66	1.65	3.00	0.05	0.02	23.00	0.03
	5th 1000 hrs								
19-4	88-05-16	16.88	1.69	1.65	2.50	0.05	0.02	22.79	0.03
	89-05-01	17.65	1.77	1.65	3.00	0.05	0.02	24.14	0.03

(1)= per hour worked; (2)= per hour paid

ONTARIO HYDRO PROJECT WAGE SCHEDULE CODE: Lakeview G.S. - 57

----- Pickering G.S. - 62

*Applicable to Ontario Hydro only

Darlington G.S. - 82

Wesleyville G.S. - 66

IR WORKERS
LOCAL 765
Ottawa

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS
PROJECTS AND LINES AND STATIONS CONSTRUCTION

CLASSIFICATIONS AND EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	TRADE IMPROVE PLAN (2)	DISTRICT COUNCIL FUND (2)	TOTAL WAGE PACKAGE	EPSCA ASSOC. FUND (1)
FOREMAN								
88-05-16	22.07	2.21	1.65	2.00	0.05	0.02	28.00	0.03
89-05-01	23.43	2.34	1.65	2.00	0.05	0.02	29.49	0.03
SUBFOREMAN								
88-05-16	21.57	2.16	1.65	2.00	0.05	0.02	27.45	0.03
89-05-01	22.93	2.29	1.65	2.00	0.05	0.02	28.94	0.03
JOURNEYMAN IRONWORKER, RIGGER								
88-05-16	20.32	2.03	1.65	2.00	0.05	0.02	26.07	0.03
89-05-01	21.68	2.17	1.65	2.00	0.05	0.02	27.57	0.03
APPRENTICE								
1st 1000 hrs								
88-05-16	12.19	1.22	1.65	2.00	0.05	0.02	17.13	0.03
89-05-01	13.01	1.30	1.65	2.00	0.05	0.02	18.03	0.03
2nd 1000 hrs								
88-05-16	14.22	1.42	1.65	2.00	0.05	0.02	19.36	0.03
89-05-01	15.18	1.52	1.65	2.00	0.05	0.02	20.42	0.03
3rd 1000 hrs								
88-05-16	15.24	1.52	1.65	2.00	0.05	0.02	20.48	0.03
89-05-01	16.26	1.63	1.65	2.00	0.05	0.02	21.61	0.03
4th 1000 hrs								
88-05-16	16.26	1.63	1.65	2.00	0.05	0.02	21.61	0.03
89-05-01	17.34	1.73	1.65	2.00	0.05	0.02	22.79	0.03
5th 1000 hrs								
88-05-16	17.27	1.73	1.65	2.00	0.05	0.02	22.72	0.03
89-05-01	18.43	1.84	1.65	2.00	0.05	0.02	23.99	0.03

(1)= per hour worked; (2)= per hour paid

IF TRKERS
LOCAL 786
Sudbury

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS
PROJECTS AND LINES AND STATIONS CONSTRUCTION

CLASSIFICATIONS AND EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	TRADE IMPROVE PLAN (2)	DISTRICT COUNCIL FUND (2)	TOTAL WAGE PACKAGE	EPSCA ASSOC. FUND (1)
FOREMAN								
88-05-16	21.39	2.14	1.65	2.75	0.05	0.02	28.00	0.03
89-05-01	22.75	2.28	1.65	2.75	0.05	0.02	29.50	0.03
SUBFOREMAN								
88-05-16	20.89	2.09	1.65	2.75	0.05	0.02	27.45	0.03
89-05-01	22.25	2.23	1.65	2.75	0.05	0.02	28.95	0.03
JOURNEYMAN IRONWORKER, RIGGER								
88-05-16	19.64	1.96	1.65	2.75	0.05	0.02	26.07	0.03
89-05-01	21.00	2.10	1.65	2.75	0.05	0.02	27.57	0.03
APPRENTICE								
1st 1000 hrs								
88-05-16	11.78	1.18	1.65	2.75	0.05	0.02	17.43	0.03
89-05-01	12.60	1.26	1.65	2.75	0.05	0.02	18.33	0.03
2nd 1000 hrs								
88-05-16	13.75	1.38	1.65	2.75	0.05	0.02	19.60	0.03
89-05-01	14.70	1.47	1.65	2.75	0.05	0.02	20.64	0.03
3rd 1000 hrs								
88-05-16	14.73	1.47	1.65	2.75	0.05	0.02	20.67	0.03
89-05-01	15.75	1.58	1.65	2.75	0.05	0.02	21.80	0.03
4th 1000 hrs								
88-05-16	15.71	1.57	1.65	2.75	0.05	0.02	21.75	0.03
89-05-01	16.80	1.68	1.65	2.75	0.05	0.02	22.95	0.03
5th 1000 hrs								
88-05-16	16.69	1.67	1.65	2.75	0.05	0.02	22.83	0.03
89-05-01	17.85	1.79	1.65	2.75	0.05	0.02	24.11	0.03

(1)= per hour worked; (2)= per hour paid

1-6

II JACKERS
 LOCAL 759
 Thunder Bay
 EPSCA WAGE SCHEDULE FOR MISCELLANEOUS
 PROJECTS AND LINES AND STATIONS CONSTRUCTION

CLASSIFICATIONS AND EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (1)	PENSION (2)	TRADE IMPROVE PLAN (2)	DISTRICT COUNCIL FUND (2)	TOTAL WAGE PACKAGE	EPSCA ASSOC. FUND (1)
FOREMAN								
88-05-16	20.65	2.07	1.65	3.00	0.02	0.02	27.41	0.03
89-05-01	22.01	2.20	1.65	3.00	0.02	0.02	28.90	0.03
SUBFOREMAN								
88-05-16	20.15	2.02	1.65	3.00	0.02	0.02	26.86	0.03
89-05-01	21.51	2.15	1.65	3.00	0.02	0.02	28.35	0.03
JOURNEYMAN IRONWORKER, RIGGER								
89-05-16	18.90	1.89	1.65	3.00	0.02	0.02	25.48	0.03
89-05-01	20.26	2.03	1.65	3.00	0.02	0.02	26.98	0.03
APPRENTICE								
1st 1000 hrs								
88-05-16	11.34	1.13	1.65	3.00	0.02	0.02	17.16	0.03
89-05-01	12.16	1.22	1.65	3.00	0.02	0.02	18.07	0.03
2nd 1000 hrs								
88-05-16	13.23	1.32	1.65	3.00	0.02	0.02	19.24	0.03
89-05-01	14.18	1.42	1.65	3.00	0.02	0.02	20.29	0.03
3rd 1000 hrs								
88-05-16	14.18	1.42	1.65	3.00	0.02	0.02	20.29	0.03
89-05-01	15.20	1.52	1.65	3.00	0.02	0.02	21.41	0.03
4th 1000 hrs								
88-05-16	15.12	1.51	1.65	3.00	0.02	0.02	21.32	0.03
89-05-01	16.21	1.62	1.65	3.00	0.02	0.02	22.52	0.03
5th 1000 hrs								
88-05-16	16.07	1.61	1.65	3.00	0.02	0.02	22.37	0.03
89-05-01	17.22	1.72	1.65	3.00	0.02	0.02	23.63	0.03

(1) = per hour worked; (2) = per hour paid