

SOURCE	<i>Assn</i>		
EFF.	<i>98</i>	<i>05</i>	<i>01</i>
TERM.	<i>2000</i>	<i>04</i>	<i>30</i>
No. OF EMPLOYEES	<i>150</i>		
NOMBRE D'EMPLOYES	<i>150</i>		

PRINCIPAL AGREEMENT

for

Generation Projects Construction

in the

Electrical Power Systems Sector

made and entered into

between

**THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION
(hereinafter called "EPSCA")**

and

**THE IBEW
CONSTRUCTION COUNCIL OF ONTARIO
representing the following affiliated Local Unions
105, 115, 120, 303, 353, 402, 530, 586,
773, 804, 894, 1687, 1739
(hereinafter called the "Union")**

May 1, 1998 - April 30, 2000

02692(06)

EPSCA/IBEW CCO GENERATION PROJECTS COLLECTIVE AGREEMENT

GENERAL NOTE

This Collective Agreement distinguishes between two broad categories of work; namely, work that is covered by the “*modified provisions*” of this construction agreement and work that is not. “*Modified provisions*” apply to most work on existing generating sites. Following is a more detailed explanation:

The “*Modified Provisions*” of this Construction Agreement will apply to:

- all work on existing generating sites except the construction of:
- a new facility which provides a new function
 - a new (ie. additional) generating unit

Appendix A contains the “*Modified Provisions of this Construction Agreement*”. All terms of this collective agreement shall apply to work covered by Appendix A, with the exception of Section 8 - Hours of Work and Section 11 - Travel and Room and Board Allowance. The above Sections 8 and 11 do not apply when working under the terms and conditions of the “*modified provisions*”, as these Sections are replaced by Articles 1 and 2 of Appendix A.

When work does not fall within the scope of Appendix A, all terms of this agreement, with the exception of Appendix A, apply.

A chart to illustrate the above applications follows:

Generating - Existing Sites Excluding construction of new facility (new function) &/or new (additional) generating unit(s)	Generating - Existing Sites Involving construction of new facility (new function) & /or new (additional) generating unit(s)	Generating - New Sites (ie. Greenfield Work)
<i>Use Appendix A - Modified Provisions for Hours of Work, and Travel & Room & Board Allowance.</i>	Use all the provisions of the collective agreement, except Appendix A.	Use all the provisions of the collective agreement, except Appendix A.

EPSCA/IBEW CCO GENERATION PROJECTS COLLECTIVE AGREEMENT

INDEX

	<u>Title</u>	<u>Page</u>
Section 1	Preamble	1
Section 2	Scope of Agreement	1
Section 3	Duration of Agreement	<u>5</u>
Section 4	Work Assignment	6
Section 5	Union Rights and Representatives	9
Section 6	Employee Designation	10
Section 7	Employment Practices/Hiring	11
Section 8	Hours of Work	13
Section 9	Wages and Pay Procedure	17
Section 10	Union and Benefit Funds	19
Section 11	Travel and Room and Board Allowance	20
Section 12	Tools and Clothing	24
Section 13	Grievances and Arbitrations	26
Section 14	Committees	30
Section 15	Lunchroom Facilities	32
Section 16	Association Fund	32
Section 17	Radiation Work	32
Section 18	Aboriginal Content Commitment	33
	Tool List	34
Appendix A	Modified Provisions of this Construction Agreement	35
Appendix B	7 Day Coverage	46
Letter # 1 re: Room & Board Allowance Understanding, North of the French River		48
Letter of Understanding # 1		49
Letter of Understanding #2		50
Letter of Understanding #3		51
Letter of Understanding #4		52

SECTION 1

PREAMBLE

100
Witnesseth
REV

- A. WHEREAS **EPSCA** is an Association formed to represent 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, as defined in the covering page of this Collective Agreement, has in its membership **competent**, skilled and qualified journeymen and apprentices to perform work coming within the trade and craft jurisdiction; and

WHEREAS **EPSCA** 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 co-operation and understanding between **EPSCA** and the Union to the end that a satisfactory, continuous and harmonious relationship will exist between the parties to this Agreement.

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

SECTION 2

SCOPE OF AGREEMENT

200
Recognition
REV

- A. (i) **EPSCA recognizes** the Union as the exclusive collective bargaining agency for a bargaining unit as defined in Section 200 A (ii) engaged in construction industry work performed on Ontario Power Generation Inc. (**OPGI**) facilities.
- (ii) The bargaining unit shall comprise the classifications of electrician journeyman (including foreman and subforeman), electrician welder, electrician apprentice and communications electrician. If additional classifications are required, they will be negotiated as appropriate for work on Ontario Power Generations Inc. (**OPGI**) property.

- (iii) Ontario Power Generations Inc. (**OPGI**) generating facilities shall mean generating stations, hydraulic works, heavy water facilities, microwave and repeater stations and Miscellaneous Hydraulic Projects located on Ontario Power Generation Inc. (**OPGI**) property but excludes the building of commercial-type office facilities at locations remote from operating facilities.

REV

- B.** The terms and conditions of this Agreement will apply when contracts are awarded by Ontario Power Generation Inc. (**OPGI**) to Employers in contractual relations with the **IBEW**, or otherwise required to apply the terms of this Agreement.
- C.** 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.
- D.** The term “employee” shall include all employees of the Employers in the classifications as set out in Item A (ii) above.
- E.** A subforeman is an individual who exercises supervisory responsibility and may use the tools of the trade.
- F.** The term “Employers” shall include individual members of **EPSCA** and any company, partnership, sole proprietorship, joint venture, contractor, subcontractor or any person that agrees to be bound by the terms and conditions of this Agreement.
- G.** Notwithstanding the provisions contained in this Subsection, this Agreement does not alter existing agreements and practices operative between individual Employers and the Union with respect to General Foremen.
- H.** The classifications referred to in Item A (ii) do not establish craft jurisdiction. Such jurisdiction is established in accordance with Section 4 of this Collective Agreement.
- I.** **EPSCA** and the Union agree that the use of nomenclature is meant to refer to both genders.

201
Form of
Agreement

- A. This Agreement shall consist of a master portion of general application to the construction field forces represented by the Union together with the following Appendices and/or wage schedules of particular application to employees represented by the Union at Projects or in areas as noted in Subsection **202** below, and shall also be deemed to include any additional Appendix and/or wage schedule added, as the said Appendices and/or wage schedules may be revised by **EPSCA** and the Union from time to time.

202
Geographic
Jurisdiction
REV

A.	Local	Geographic Jurisdiction	Project
	Hamilton (105)	Brant, Haldimand-Norfolk Region, Hamilton-Wentworth Region and that portion of Halton Region west of Trafalgar Road and South of the 401 in the Province of Ontario except the portion of Haldimand-Norfolk Region east of the road running south from Caistorville to Lake Erie.	Nanticoke
	Quinte-St. Lawrence (Kingston) (115)	Counties of Prince Edward, Hastings, Lennox and Addington, Frontenac , Leeds, Grenville, Dundas, Stormont and Glengarry .	
	London (120)	Counties of Elgin , Huron, Middlesex and that portion of the Restructured County of Oxford north of a straight east to west line connecting the Town Line Road and Newell Road in the Town of Tillsonburg in the Province of Ontario	
	Niagara Peninsula (St. Catharines) (303)	The Niagara Region and the portion of Haldimand-Norfolk Region east of the road running south of Caistorville to Lake Erie.	

Local	Geographic Jurisdiction	Project
Toronto (353)	The Regional Municipalities of York and Peel and that portion Dufferin County east of Highway #10 and south of Highway #9 and is part of the Town of Orangeville . That portion of Regional Municipality of Halton east of the Eighth Concession Line and south of 401 to Lake Ontario and the Municipality of Metro Toronto.	Lakeview R.L. Hearn
Thunder Bay (402)	Districts of Thunder Bay, Rainy River and that portion of the District of Kenora bounded on the West by the Manitoba border and on the East by the 87° Meridian, in the Province of Ontario.	Thunder Bay Atikokan
Sarnia (530)	Lambton County.	
Ottawa (586)	Counties of Lanark , Regional municipality of Ottawa-Carleton Renfrew , Prescott and Russell in the Province of Ontario, and the entire Province of Quebec.	
Windsor (773)	Essex and County and the municipality of Chatham-Kent .	J.C. Keith
Central Ontario (Kitchener) (804)	The Region of Waterloo, the Counties of Wellington, Perth, Bruce, Grey and Dufferin except that portion of Dufferin County laying east of Hwy #10 and south of Hwy #9 and in that portion of Halton Region north of Hwy 401 in the Province of Ontario.	Bruce

Local	Geographic Jurisdiction	Project
Oshawa- Port Hope (894)	Durham Region, Northumberland Victoria, Peterborough and Haliburton Counties in the Province of Ontario, and that portion of Simcoe County east of Lake Simcoe and Lake Couchiching .	Pickering Darlington Wesleyville
Sudbury (1687)	Districts of Algoma, Cochrane, Nipissing Sudbury, Timiskaming, Manitoulin Island the District of Parry Sound, and the Sudbury Region save and except the Townships of Humphrey, Conger , Christie, Foley, Cowper , McKellar , McDougall and Hagerman; that portion of the District of Kenora bounded on the West by the 87° Meridian and on the East by the Quebec border in the Province of Ontario.	
Georgian Bay (1739)	Barrie and Orillia , all of Simcoe County and the District Municipality of Muskoka and the Townships of Humphrey, Conger , Christie, Foley, Cowper, McKellar , McDougall and Hagerman in the County of Parry Sound, except the portion of Simcoe County east of Lake Simcoe and Lake Couchiching .	

SECTION 3 **DURATION OF AGREEMENT**

300
Duration
REV

A. This Agreement shall become effective **May 1, 1998** and
will expire on **April 30, 2000**.

301
Notice

A. Either party to this Agreement may give notice in writing to
the other party not more than **90** days prior to the **expiry** date and not
less than **30** days prior to the **expiry** date of this Agreement and
negotiations must begin within **15** days of the giving of notice. If
there is no notice given of change or termination of this Agreement, as
mentioned in this Section, this Agreement shall remain in effect **from**
term to term thereafter.

302
Amendments

- A. This Agreement shall be subject to amendment at any time by mutual consent of the parties hereto. Any such amendment agreed upon shall be reduced to writing, signed by the parties hereto and approved by the International Office of the Union, the same as this Agreement.

SECTION 4 WORK ASSIGNMENT

400
Advance
Notice

- A. **EPSCA** will advise the Union of all new construction work coming under the scope of this Agreement for the construction field forces of the Employers.
- EPSCA** will convene a **prejob** 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.
- B. Subsequent **prejob** 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.
- C. Upon the request of the Union a **prejob** conference will be convened by **EPSCA**.
- D. **EPSCA** will provide written notice to the Union as far in advance as possible of new work and **prejob** conferences as noted in Item A and Item B above.

401
Work
Assignment
REV

- A. The Employer who has the responsibility for the work shall make a proposed assignment of the work involved. The Employer shall be responsible for providing copies of proposed assignments to the Union (International Office and Local Union Office). The Employer will specify a time limit for the Union to submit evidence supporting its 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 Union of the **final** assignments prior to the work commencing.

When a jurisdictional dispute exists between unions and upon request by the **IBEW**, the Employer shall furnish the **IBEW** International Office a signed letter from a duly **authorized** official of the company on employer stationery, stating whether or not the Union was employed on specific types of work on a given project. The Employer agrees to consider evidence of established practices within the construction industry generally when making jurisdictional assignments.

REV

- B.** A markup process will be **utilized** when an Employer intends to perform work on a project site*. The purpose of the markup process is to indicate to the Union the work which is planned to be carried out by the Employer in order to **minimize** the potential for jurisdictional disputes.

When work is to be performed on a project site and it meets the following criteria; same employer, same work, same project site, the markup process will not be required. This procedure shall not preclude the Union's right to contest previously disputed work.

When an Employer has work that is less than a three (3) week duration and there are ten (10) or fewer employees covered by **EPSCA** Collective Agreements employed on this specific work, the Union will be notified of the scope of work and the Employer's proposed work assignments. The Union will have two (2) weeks from the date of notification to submit jurisdictional claims and supporting evidence to the Employer for consideration. The Employer will notify the Union of the **final** work assignments prior to the commencement of the work.

All work that does not meet the criteria set out in paragraphs 2 and 3 above, will be reviewed and assigned at a markup meeting.

EPSCA will provide written notice to the Union (International Office and Local Union Office) as far in advance as possible of markup meetings. The Union may attend these markup meetings and every effort will be made to settle questions of jurisdiction before the work is expected to commence.

- * For the purposes of this Section, Bruce Nuclear Power Development (**BNPD**) will be considered a single project site.

The **EPSCA** representative will record the proposed assignments and jurisdictional claims and forward a copy of them within fifteen **(15)** working days to the Union (International Office and Local Union **Office**).

The parties **recognize** that circumstances may arise, particularly with discovery and emergency work, where the mark-up process **may** not be practical or possible. However, reasonable effort will be made by the Employer to adhere to the **jurisdiction** of the **IBEW**.

402
Jurisdictional
Disputes

- A. The jurisdiction of the Union 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.
- B. In the event that a jurisdictional dispute arises over a work assignment, the Employer will make an assignment for the work to be done. If any Union or Unions disagree with such a work assignment, 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, or any successor thereto.
- C. In the event that a 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. In the event the dispute is not settled by the International Unions involved, it shall then be submitted to the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry for resolution. The International Representative of the Union will advise **EPSCA** in writing of his intent to submit a jurisdictional dispute to the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry and will identify in detail the work in question. The decision of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry will be final and binding to the parties to this Agreement.
- D. **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 employees who are covered by this Agreement.

SECTION 5

UNION RIGHTS AND REPRESENTATIVES

500
Accredited
Union
Representatives

- A. 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 representatives from the Union for each Project. 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 associated with the administration of this Collective Agreement. The Union undertakes that these representatives will not unduly interfere in any way with said work.

501
Union
Stewards

- A. The Accredited Union Representative reserves the right to appoint or remove a steward or stewards on any job where workmen are employed under the terms of this Agreement.
- B. The **EPSCA** Representative and the Employer shall be notified in writing when a steward is appointed and when such stewards cease to act as stewards.
- C. The steward will be responsible for his regularly assigned work on behalf of his Employer.
- D. Such stewards shall be allowed **sufficient** time to see that the provisions of this Agreement are observed.
- E. No steward shall be discriminated against by the Employer because of the performance of his duties as a steward.
- F. Provided he is qualified to perform the work, the steward shall have the opportunity to work on all overtime. The steward shall be notified in advance of all overtime.
- G. Where appropriate and where more than one steward is required, one steward shall be appointed Chief Steward.

- H. The Chief Steward shall not have his employment terminated without the consent of the Accredited Union Representative until as near as possible to the completion of the job, unless with just cause. Where an Employer has only one steward appointed for a job, such steward will receive the same consideration given a Chief Steward as noted above.
- I. The Employer shall receive the approval of the Accredited Union Representative prior to transferring a steward to another Project.

502
Health &
Safety
Representatives

- A. As the parties **recognize** the responsibilities of the Health and Safety Representative/Joint Health & Safety Committee member, this individual will be among the last five (5) employees kept on a project, providing s/he is capable of performing the remaining work.
- B. If management feels that the Health and Safety representative/Joint Health & Safety Committee member is not discharging his/her health and safety duties in a manner that follows the intent and spirit of the legislation , the Employer may refer the issue to the Executive Committee for resolution. If the matter cannot be resolved by the Executive Committee, the grievance procedure may be invoked.

SECTION 6

EMPLOYEE DESIGNATION

600
Foremen and
Subforemen

- A. It is understood that foremen and subforemen hold responsible 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.
- B. 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 referred to in Section 14 - Committees, Subsection 1400 - Executive Committee, for resolution. If the matter **cannot** be resolved by the Executive Committee, the grievance procedure may be invoked by either party.

- C. 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 consideration to those journeymen they presently employ, however this consideration does not create an obligation to make an appointment from these employees.
- D. Such foremen and subforemen shall be members of the **IBEW** and **shall** register at the local union **office** and shall be issued with clearance cards.
- E. In the interest of efficiency and productivity, the Employer shall have the right to move foremen and subforemen **from** construction site to construction site.
- F. The foremen's differential shall be the greater of two dollars and twenty-five cents (**\$2.25**) or the established percentage above the journeyman rate differential as set out in the existing wage schedules. The subforeman's differential shall be the greater of **\$1.20** or the established percentage differential above the journeyman rate as set out in the existing wage schedules. The rates of pay for all foremen and subforemen covered by this Agreement will be set forth in the current wage schedules. **EPSCA** will provide the Union with current wage schedules.
- G. For conditions applying to General Foremen, refer to Subsection **200**, Item G.
- H. Where the crew size is five (**5**) or less, including the foreman, the foreman **may be required** to work with the tools of the trade.

SECTION 7

EMPLOYMENT PRACTICES/HIRING

700
Employment
Practices

- A. For purposes of this Section, a geographic area will be established for each Project in accordance with the geographic jurisdiction established in Section **2**, Subsection **202**, of this Agreement.

REV

- B. An **office** will be established by **EPSCA**, or by the Employer with the approval of **EPSCA**, for each Project. A purpose of this office will be to coordinate employment as specified in this Section.

REV

- C. **EPSCA**, or the Employer with the approval of **EPSCA**, and the Union will exchange the names of their representatives in each of the areas described in Item A who will be responsible for co-operating in the referral and employment of reliable and competent Union members.
- D. **EPSCA** will notify the Union of future manpower requirements for all employees coming within the scope of this Agreement.
- E. The Union **recognizes** that where key tradesmen are required, the number will be jointly determined at a **prejob** conference provided for in Section 4, Subsection 400, of this Agreement.

701
Hiring
REV

- A. The employment and layoff of tradesmen and apprentices, excluding key tradesmen, shall be carried out on the following basis and sequence:
 - (i) The Employer agrees to hire and employ only members of the International Brotherhood of Electrical Workers on all electrical work. The **EPSCA** office, or the Employer's office will request the appropriate Local Union office for certified tradesmen and apprentices required and no one will be employed unless they are in possession of a clearance card from the Local Union office.
 - (ii) If the Local Union is unable to furnish certified Local Union or travel card members to the Employer within three **(3)** working days of the time the Local Union office receives the request for tradesmen (excepting Saturdays, Sundays and Holidays), the Employer shall be afforded the right to employ certified tradesmen (travel card members or permit holders) as are available. The Local Union will issue clearance cards to tradesmen hired in these circumstances. All employees will report to the **EPSCA** office, or the Employer's **office**, prior to commencing work. Travel card members may be replaced by Local Union members and permit holders may be replaced by Local Union members or travel card members who maintain a regular residence in the geographic area of the project after three **(3)** working days' notice to the Employer, but in no case until a tradesman has worked a minimum of one week.

REV

- B. In all cases of layoff, the Employer shall layoff its employees in the following sequence:
 - (i) permit holders;
 - (ii) travel card members **from** Local Unions outside Ontario;
 - (iii) travel card members **from** Local Unions within Ontario;
 - (iv) Applicable Local Union members.

- C. When possible, the Employer shall notify the Local Union Office three (3) days prior to layoff but no later than by the day of the layoff. Failure of the Employer to notify the Union **office** by the day of layoff will entitle the Employee to an additional one (1) hour's pay.
- D. Notwithstanding 701 A, 701 B and 701 C, **re-employment** as required by **the** Workplace Safety and Insurance Board shall not be a violation of **this** collective agreement nor be subject to **the** provisions of Section 7.
- NEW E. Any Employer undertaking electrical work within **the** jurisdiction of a Local Union shall be allowed two (2) Key Trades Persons. Such Key Trades Person(s) shall be Members of **the IBEW** and shall notify the Local Union **Office** in **the** appropriate jurisdiction, prior to commencing work. Such Key Trades Person(s) shall be issued a referral(s). Upon completion of said work the Key Trades Person(s) shall notify **the** applicable Local Union in the area where the work was completed of **his/her** departure. Should additional Key Trades Person(s) be required, the number will be determined by mutual agreement.

SECTION 8 HOURS OF WORK

*Section 8 is applicable to work which is not covered by Appendix A - **Modified** Provisions of this Construction Agreement. Please refer to the **GENERAL NOTE** preceding the Index Page of this Agreement*

800
Hours of
Work

- A. The normal weekly hours of work for all employees of Employers covered by this Agreement shall be thirty-eight (38) except as described in subsection **800B** below. The weekly hours shall be worked in four (4) eight (8) hour days, Monday to Thursday inclusive, with the remaining six (6) hours to be worked on Friday.

REV

- B. The normal 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.

The hours of work on 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.

A Miscellaneous Project is any work which will require less than one year to complete and comprise a total Employers' work force of not more than one hundred employees at one time.

801
Daily
Hours

- A. The normal starting time for day work hours shall be **8:00** a.m. By mutual agreement between **EPSCA** and the Union, the starting time may be varied by **one-half (1/2)** hour either way. This variance will be established at ~~the~~ **prejob** conference or while the job is in **progress**.

802
Rest
Periods

- A. 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. Where a half shift is less than four **(4)** hours, there shall be no rest period excluding the third shift.
- B. 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.
- C. For employees working overtime, a fifteen **(15)** minute rest period will be allotted, at the time directed by the Employer, after each two hours of overtime worked.

803
Reporting
Pay

- A. An employee who reports for work, unless directed not to report the previous day by his Employer, shall receive a minimum of three **(3)** hours' pay plus his appropriate daily travel or board allowance at the applicable rate when he reports for work but is unable to commence or continue to work because of circumstances beyond his control. An employee will not receive this allowance if he is unable to complete his shift as a result of inclement weather.
- B. Notwithstanding Subsection **803**, Item A above, when an Employer considers it necessary to shut down a job to avoid the possible loss of human life, because of an emergency situation that could endanger the life and safety of an employee, in such cases, employees will be compensated only for the actual time worked.

804
Inclement
Weather Pay

- A. An employee who reports for work at the beginning of a shift and is unable to commence work due to inclement weather will receive **three (3)** hours' pay at the applicable rate. To qualify, the employee must remain at a protected place or area as designated by the Employer for three **(3)** hours unless excused by an **authorized** representative of his Employer.

- B. An employee who reports for and commences work but is unable to continue work due to inclement weather shall receive three (3) hours' pay at the applicable rate or pay for the actual time worked for that shift, whichever is the greater.
- C. An employee in receipt of inclement weather pay shall also. receive travel or board allowance if applicable.

805
Recognized
Holidays

- A. 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
- B. **EPSCA** agrees to **recognize** Heritage Day when proclaimed by legislation.
- C. **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 or Sunday, it shall be observed either on the preceding Friday or following Monday.
- D. **EPSCA** reserves the right to change the day of observation of a **recognized** holiday when such holiday falls on a Tuesday or Thursday.

806
Overtime
Rates

- A. Overtime shall be paid at two times the straight time rate for all work performed outside of normal hours as defined in Section 8 and for work performed on Saturday, Sunday and the **recognized** holidays listed in Subsection **805**, Item A above.
- B. When an employee has not been notified the previous day that he will be required to work for more than two (2) hours beyond the normal quitting time of his shift and after approximately two (2) hours has been worked, he shall be provided with a lunch and allowed thirty (30) minutes to consume same and be paid at the base hourly rate of pay. After each additional four (4) hours is worked, the employee shall be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay and a lunch when work is required beyond that four (4) hour period. Where an employee has been notified the previous day, no lunch will be provided, but the employee will be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay.

When a paid meal period overlaps a rest period, the paid meal period will supplant the rest period.

To qualify for the above-noted provisions, on a Friday, an employee 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 and **Recognized** Holidays.

807
Call-In
Pay

- A. When an employee is called in to work outside of his normal hours of work, he shall receive a minimum of two (2) hours' work at the appropriate premium rate plus travel allowance where applicable.
- B. If the employee's normal hours of work commences within this two (2) hour period, the employee will be paid premium time for the actual hours worked and revert to his normal rate at **the** commencement of his normal hours of work.

808
Shift Work

- A.
 - (i) Shift work may be established providing there are at least four (4) consecutive days of shifts to be worked excluding Saturdays, Sundays and **Recognized** Holidays.
 - (ii) Where shift work is established, the normal shift hours shall be the same as the day hours. The third shift hours shall be worked between 1:00 a.m. and 8:00 a.m. Monday through Friday 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 Subsection 801.
 - (iv) On Monday to Thursday inclusive, the second shift hours shall start at 4:30 p.m. or a variance of one-half (1/2) hour either way to coincide with the end of the day shift. On Friday, the second shift hours may start at 4:30 p.m. or at the end of the day shift.
- B.
 - (i) Employees required to work shift work on the second shift of a two or three-shift operation shall receive a shift differential of time and one-seventh (1/7) for normal scheduled shift hours worked. Employees required to work shift work on the third shift shall receive a shift differential of time and **one-fifth** (1/5) for normal scheduled **shift** hours worked.

- (ii) No employee shall be required to work more than one shift in any twenty-four (24) hour period unless the overtime rate is paid.
- (iii) The shift rate will be based on the day in which the shift begins.

809
Special
Circumstances

- A. The normal days of work and normal hours of work established in ~~the~~ Subsections 800, 801 and 808 may be varied. Any amendments to the hours of work or working days will established by mutual agreement between the Local Union, the Employer and EPSCA.

SECTION 9

WAGES AND PAY PROCEDURE

900
Wages

- A. The rates of pay for employees in **the** classifications listed in Subsection 200, Item B, of this Agreement and working on Generation Station Projects shall be as set forth in the wage schedules attached hereto.

NEW

- B. When properly **authorized** by the Local Union, EPSCA shall increase or decrease all Union benefit funds once per contract year as well as at previously negotiated wage rate change dates. Adjustments shall be made to the wage schedules in such a manner that the overall monetary package does not change. EPSCA shall be given a minimum notice of two (2) months if such a change is contemplated.

901
Pay
Procedure

- A. Normal
 - (i) Employees shall be paid weekly and payment for any given week will be made not later than the sixth working day after the close of the payroll period, but in any event not later than Thursday of the following week.
 - (ii) 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:
 - (a) the period of time or the work for which the wages are being paid;

- (b) the rate of wages to which the employee is entitled;
 - (c) the amount of wages to which the employee is entitled;
 - (d) the amount of each deduction from the wages of ~~the~~ employee and the purpose for which each ~~deduction~~ is made;
 - (e) any allowance or other payment to which the employee is entitled;
 - (f) the amount of vacation pay for which the employee is being credited;
 - (g) the amount of **recognized** holiday pay for which the employee is being credited; and
 - (h) the net amount of money being paid to the employee.
- (iii) 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.

B. On Termination

- (i) An employee who voluntarily terminates his employment will be provided his final pay on the next regular pay day.
- (ii) At projects where the Employer does not have an on-site pay office, an employee will have his **final** pay and termination documents mailed to his last known address by registered mail within **five (5)** working days from termination. This does not preclude an employee being paid his final pay, on the job, prior to the expiration of the **five (5)** day period.
- (iii) 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 Item B (ii) above if the Employer's pay facilities are not on site.

- (iv) Failure of the Employer to comply with the requirements in Clause 901 B (i), (ii) and (iii) will entitle the employee to two (2) hours at the straight time rate for each normal work day of non-compliance.

902
Vacation and
Recognized
Holiday Pay

- A. The vacation and **recognized** holiday pay rate shall be ten ~~(10)~~ percent of hourly earnings. For conditions applying to vacation and **recognized** holiday pay, refer to Section 10, Subsection 1001.

SECTION 10

UNION AND BENEFIT FUNDS

1000
Benefit
Funds
REV

- A. The Employer agrees to pay into operative welfare, pension and **S.U.B.** plans the amounts specified by the **IBEW-CCO** and identified in the wage schedules attached hereto. Payment to the above-noted funds shall be based on each hour earned.

1001
Vacation and
Recognized
Holiday Pay

- A. The Employer agrees to pay vacation and **recognized** holiday pay on a weekly basis. The vacation pay rate shall be four (4) percent of hourly earnings and the **recognized** holiday pay rate shall be six (6) percent of hourly earnings.

1002
Union
Funds

- A. The Employer agrees to deduct from wages and remit to the Union, Union Funds. The amounts to be deducted and remitted will be as set out in the wage schedules attached hereto.

1003
Administration

- A. The Union agrees to supply the Employers with administrative material and information regarding the Funds identified in this Section.

1004
Assignment
of Benefits

- A. The trustees of the employee benefit plans referred to in this collective agreement shall promptly notify the union of the failure by any employer to pay any employee benefit contributions required to be made under this collective agreement and which are owed under the said plans in order that the program administrator of the Employee Wage Protection Plan may deem that there has been an assignment of compensation under the said program in compliance with the regulation to the Employment Standards Amendment Act, 1991 in relation to the Employee Wage Protection Program.

**Section II is applicable to work which is n&covered by
Appendix A - Modified Provisions of this Construction Agreement.
Please refer to the GENERAL NOTE preceding,
the Index 'Page of this Agreement.,**

**SECTION 11
REV**

TRAVEL AND ROOM AND BOARD ALLOWANCE

1100
Daily Travel
Allowance

- A. The daily travel allowance will be paid by the Employers to their employees who are not receiving room and board allowance as referred to in Subsection **1101**, on the following basis:
- (i) If an employee lives within **20** radius kilometers* of the project, no travel allowance will be paid.
 - (ii) If an employee lives within **20** to **40** radius kilometers of the project, he shall receive **\$14.60** per day travel allowance for each day worked or reported for.
 - (iii) If an employee lives within **40** to **56** radius kilometers of the project, he shall receive **\$17.85** per day travel allowance for each day worked or reported for.
 - (iv) If an employee lives within **56** to **80** radius kilometers of the project, he shall receive **\$21.10** per day travel allowance for each day worked or reported for.
 - (v) If an employee lives within **80** to **97** radius kilometers of the project, he shall receive **\$24.60** per day travel allowance for each day worked or reported for.

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

Note: Bruce G.S. "A", Bruce G.S. "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 G.S. "A" and Bruce G.S. "B" turbine halls.

- (vi) If an employee lives greater than **97** radius kilometers from the project and does not qualify for subsistence allowance under Subsection **110 1** below, he shall receive **\$28.85** per day travel allowance for each day worked or reported for provided he continues to travel greater **than 97** radius kilometers daily.
- (vii) 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, board allowance entitlement and initial and return allowance entitlement.
- (viii) A natural barrier is defined as any obstruction or impediment which creates an unreasonable relationship between radius kilometers and actual kilometers travelled.
- (ix) Upon application, payment of Room and Board/Travel Allowance will be issued for the first two pay periods. Failure to provide satisfactory proof of eligibility during this period, will result in cessation of payments and the recovery in two equal amounts. In the event of termination for any reason before full recovery, any balance owing will be deducted from the final pay.

1101
Room and
Board
Allowance

- A. The following conditions will apply for employees whose regular residence* is more than **97** radius kilometers from the project:

* **An Employee's "Regular Residence" is:**

- 1. The place where the employee maintains a self-contained, domestic establishment (a dwelling house, apartment or similar place of residence where a person generally eats and sleeps and for which he can show proof of financial commitment). This is in contrast to a boarding house facility which is not self-contained; and**
- 2. The employee normally resides in the residence except for those periods of time when, because of the location of the work, the employee obtains temporary accommodation for that work location.**

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

- (ii) An employee may exercise his option not to stay in a camp or accept free room and board. An employee who exercises this option shall receive a room and board allowance as follows:
 - (a) When an employee's regular residence is more than **97** radius kilometers **from** a Project located North of **the** French River and the employee maintains temporary accommodation at or near the Project, the employee shall be paid a subsistence allowance of **\$68.00** per day for each day worked or reported for.
 - (b) When an employee's regular residence is more than **97** radius kilometers from a Project located South of the French River and the employee maintains temporary accommodation at or near the project, the employee shall be paid a subsistence allowance of **\$55.00** per day for each day worked or reported for, subject to (d) below .
 - (c) When an employee's regular residence is more than **97** radius kilometers from the Project and the employee commutes to work on a daily basis, the employee shall receive **\$29.10** per day for each day worked or reported for.
 - (d) At the Pickering and Darlington Projects, employees who live beyond **97** radius kilometers from the Project, shall receive **\$41.55** per day for each day worked or reported for.

- B. An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Subsection **1100** and Subsection **1101**, Item A 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.

- C. 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 **\$25.00** per day. This will be applied on the following basis:

- (i) An employee who remains in camp on a normally scheduled work day on which he does not work will be charged **\$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.
- (ii) 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.
- (iii) An employee who remains in camp and 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.
- (iv) An employee who remains in camp and 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.

1102
Initial and
Return
Travel and
Transportation

- A. On recruitment of tradesmen who live between **97** and **161** radius kilometers from the project, the Employer shall pay **\$20.00** for the initial trip to **the** project.
- B. On recruitment of tradesmen who live beyond **161** radius kilometers from **the** project, the Employer shall pay **\$0.32** per radius kilometer plus travel time based on one hour's pay for each **80** radius kilometers of travel, or part thereof, to a maximum of 8 hours' pay for the initial trip to the project **from** where the tradesman lives or the Local Union Referral Hall for the project, whichever is closer to the project.
- C. To qualify for payment in Items A or **B**, the employee must remain at the project for a minimum of **fifteen (15)** working days or the duration of the job, whichever is lesser.
- D. On termination of employment due to a reduction of staff, an employee entitled to payment under Items A or B shall be entitled to return expenses calculated in the same manner as in Items A or B above for the return trip from the project to where the tradesman lives or place of recruitment, whichever is closer to the project. An employee whose employment terminates for any reason other than reduction of staff shall not be eligible for return payment.

- E. (i) 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.
- (ii) 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 of travel, or part thereof, to a maximum of eight **(8)** hours' pay.

1103
Use of
Personal
Vehicle

- A. An employee who is requested or receives approval from an **authorized** representative of his Employer to use his personal vehicle for the convenience of his Employer shall be reimbursed **\$0.35** per kilometer travelled for such use of his vehicle.

SECTION 12

TOOLS AND CLOTHING

1200
Tools and
Clothing

- A. Employees shall be required to provide themselves with the ordinary hand tools of the trade as specified in the attached tool list. 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:
 - (i) When personal tools valued in excess of **\$15.00** are lost due to fire, the Employer will consider replacement or payment value to a maximum of **\$500.00** 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.
 - (ii) The Employer agrees to compensate employees for tools 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 **\$500.00**.
 - (iii) In the event of a loss by fire at a work location, replacement or payment of the **full** estimated value in excess of **\$15.00** but not exceeding **\$500.00** for the loss of personal clothing will be made.

(iv) In the event of a loss by fire at an Employer operated camp, replacement or payment of the full estimated value in excess of \$15.00 but not exceeding \$750.00 for the loss of personal clothing will be made.

B. Employees who have obtained tools from the Employer's tool crib shall be allowed sufficient time, in the opinion of Management, to return such tools 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.

C. 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 Items A and B of this Section. Such tools shall be the responsibility of the Employer.

D. Employees eligible for payment under A above shall be reimbursed within 60 days after the date of submitting a claim. The Employer shall provide tools for the employee to use during the replacement period.

1201
Protective
Clothing and
Equipment

A. Employees are required to wear protective clothing and use protective equipment appropriate for the work being done. The Employer shall supply employees working in close proximity to obvious **fire** hazards (i.e. open flame) with fire retardant coveralls.

On abnormally dirty and/or corrosive work, in which the employee's clothing may be excessively or permanently damaged, the Employer will supply protective clothing and equipment (including gloves and coveralls where appropriate) at no cost to the employee.

B. Employees shall supply themselves with, and wear at all times on the job, an approved safety helmet and safety shoes.

When an Employer wishes an employee to wear a specifically identified safety helmet, the Employer shall provide it on loan complete with a new liner.

- C. Protective clothing and equipment (including gloves, coveralls and fire retardant coveralls) and rainwear that is provided by the Employer will be charged out to an employee and the employee shall be responsible for the return of such protective clothing and equipment (including gloves, coveralls and fire retardant coveralls) and rainwear upon completion of the work involved.

SECTION 13

GRIEVANCES AND ARBITRATIONS

1300 Grievances

- A. 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 procedure, the parties shall process grievances in the following manner.

- B. **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.

REV

- C. **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. 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 shall investigate the grievance and convene a meeting which he or the Accredited Union Representative considers necessary to resolve it. The Manager of Construction 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 with the General Manager of **EPSCA** and by the Accredited Union Representative with the Secretary of the **IBEW** Construction Council of Ontario.

If a First Step grievance meeting is considered appropriate, the Management Committee shall comprise the Manager of Construction plus two Management officials, one 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 additional Union officials.

REV

D. 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 Secretary of the **IBEW** Construction Council of Ontario.

The **EPSCA** Grievance Officer shall investigate the grievance and convene a meeting which he or the Secretary of the **IBEW** Construction Council of Ontario considers necessary to resolve it and give his reply on the prescribed form to the Secretary of the **IBEW** Construction Council of Ontario 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 other Management representatives, one of whom shall be a representative of the Employer against whom the grievance has been filed. The Union Committee shall comprise three persons, including one of the Secretary-Treasurer, Chairman or a designate appointed by the Secretary-Treasurer or Chairman of the **IBEW** Construction Council of Ontario and the Accredited Representative for the **grievor**, plus one other representative of the Union.

E. 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.

F. TIME LIMITS

The time limits as to both documents and procedure set out in the above Subsections 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 withdrawn and ineligible for arbitration.

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

REV

H. Disputes about the interpretation or application of particular clauses of this Agreement and about alleged violations of this Agreement shall not be processed under Section **133** of the Labour Relations Act of Ontario by either party until the provisions set forth in this Section for the resolution of such disputes have been fully exhausted.

I. GRIEVANCE FACILITIES

EPSCA shall provide the necessary facilities for all grievance meetings.

1301
Arbitrations

A. 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 Subsection **1300**, 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 its 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 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, or if the nominees fail to agree upon a Chairman, the appointment shall be made by the Minister of Labour for Ontario upon the request of either party. The arbitration board, when selected or appointed, will 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.

- B. 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.
- C. 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.
- D. The time limits as to both documents and procedure set out in this Subsection 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.
- A. There shall be no strikes or lockouts so long as this Agreement continues to operate.

1302
No Strike-
No Lockout

SECTION 14

COMMITTEES

1400
Executive
Committee
REV

- A. To advance harmonious relations between **EPSCA**, the Employers, the Union, and the employees, **EPSCA** and the Union shall each appoint an Executive Committee. The Executive Committee of **EPSCA** shall consist of the Board of Directors and Officers of the Association. The Executive Committee of the Union shall **consist** of the **IBEW** Construction Council of Ontario.

The Committee 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 working in the Province.

The Committees may also consider matters related to construction **safety**.

1401
Apprenticeship
Committee

- A. An Apprenticeship Council shall be established within each Local Union's jurisdictional area and shall meet on a regular basis. This Council shall consist of an equal number of members of the Local Union and representative of the Employers from the area covered by the Local Union. Where applicable, a representative of the Apprenticeship Branch of the Ontario Government may also be appointed as an advisor to the regular Council members.
- B. The Joint Apprenticeship Council shall be responsible for the establishment and maintenance of an apprenticeship training program, as well as adopting operating rules and conditions with respect thereto which are complementary to and in keeping with the intent of the Apprenticeship and Tradesmen's Qualification Act **R.S.O.1970** as **amended**.
- C. All founding documents and/or agreements, and terms of reference establishing and guiding the activities of the local Apprenticeship Councils shall be registered with the Provincial Joint Council.
- D. Apprentices shall be hired by the Employers, as and when required, from a pool of qualified apprentices established by the local **JAC** (or **LAC**) in accordance with the procedures established under the local **JAC (LAC)** Terms of Reference.
- E. All apprentices shall be governed by the Ontario Apprenticeship and Tradesman's Qualification Act and Regulations but the ratio of apprentices to journeymen may be set from time to time by the Executive Committee.

- F. In order to expedite the Apprentice's entrance into Journeyman status, the following policy shall apply:
- (i) The Apprentice must apply to the Apprenticeship Branch to write his examination as soon as possible after he has reached his total hours, less **300**.
 - (ii) The Apprentice will give the **LAC/JAC** two weeks' notice that he is going to write his **examination**.
 - (iii) After writing the examination, the Apprentice will check his hours in his Progress Record Book, with **LAC/JAC**.
 - (iv) The Employer will commence paying the Journeyman's rate of pay the day after the Apprentice completes his hours and providing the following conditions have been met:
 - (a) The Employer is satisfied that the Apprentice has completed his hours. If there is a question concerning the completion of hours, confirmation will be supplied by the **LAC/JAC** and/or the Union, **and**,
 - (b) The Employer is shown written proof of Certification from the Apprenticeship Branch, or has verbal confirmation from the **LAC/JAC** and/or the Union, **and**
 - (c) The Apprentice has passed his examination for his Certification of **Qualification (C of Q)**.
- G. In the event that an Apprentice fails his examination for his C of Q, he will be paid the journeyman rate of pay from the day he passes any future examinations.
- H. Where the Apprenticeship Council is unable to reach an agreement on any matter concerning apprenticeship, the issue shall be referred to the Executive Committee for their decision.

SECTION 15

LUNCHROOM FACILITIES

1500
Lunchroom
Facilities

A. Adequately heated accommodation separate from changerooms and washrooms shall be provided by the Employer on each project when necessary and where such accommodation can be reasonably provided for. Such accommodation shall be weatherproof and shall be kept reasonably clean. A table and sufficient benches or seats for the employees on the job shall be provided in the accommodation. **Trailerized** or portable accommodation shall include tables, benches, light, **heat** maintained at a minimum sixty-eight **(68)** degrees Fahrenheit, proper access and egress, and shall not be used for material storage.

Washroom
Facilities

B. The Employer will provide, where practical, clean, heated, lighted and ventilated facilities containing flush toilets and hand basins.

SECTION 16

ASSOCIATION FUND

1600
Association
Fund

A. Each Employer bound by this agreement shall contribute to the Electrical Power Systems Construction Association Fund, the amount specified on the wage schedules attached hereto for each hour worked by each employee covered by this Agreement.

The Employer shall remit such contribution to **EPSCA** together with the supporting information as required on the reporting forms.

SECTION 17

RADIATION WORK

1700
REV

A. A copy of Ontario Power Generation Radiation Protection Procedures and any revisions will be made available to the Local Union.

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

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

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

- E. Employees working in a radiation area, in plastic suits or replacement material of the **fully** enveloping type with an independent air supply, will receive **\$8.00** per day. A day for the purpose of this item shall be defined as any period up to twelve (12) hours.

SECTION 18

ABORIGINAL CONTENT COMMITMENT

1800

- A. Where an aboriginal commitment has been established on a project, the Union will cooperate in meeting the content commitments.

For projects, or jobs within a project, that are less than \$100,000 field labour, and have aboriginal content commitments, the terms of the collective agreement will not apply to these aboriginal commitments.

Dated at Toronto, this 3rd day of November, 1999.

For:

**THE ELECTRICAL POWER
SYSTEMS CONSTRUCTION
ASSOCIATION**



J. K. Slotkin

For:

**THE IBEW CONSTRUCTION COUNCIL
OF ONTARIO**



TOOL LIST

All journeymen electricians are required to have the following tools:

- 1 Centre Punch
- 1 1/2" Cold Chisel
- 1 Half-round File
- 1 Ball **Peen** Hammer
- 1 Adjustable Hacksaw Frame
- 1 Knife
- 1 Medium Level
- 5 **Prs.** of Pliers -
- 8"** Sidecutters, Diagonal, **Longnose** and 2 pairs of **Chanelock**
- 6 Screwdrivers, Robertson and Standard types
- 1 **6"** Square or Combination Square
- 1 Steel Tape, **10** or **12-foot**
- 1 Small Tap Wrench
- 1 Tool box
- 1 Tool Pouch and belt for hand tools

APPENDIX A

**MODIFIED PROVISIONS
OF THIS CONSTRUCTION AGREEMENT**

1. These provisions will apply to:

- (a) All work on existing generating sites except the construction of:
- a new facility which provides a new function
 - a new (ie. additional generating unit

2. Definitions:

Facility Something that is built composed of multi-systems which serves a specific function

Function Examples - Generation, Administration, Warehousing, Heavy Water Production, Flue Gas **Desulphurization**, **Tritium** Removal, Site Services (**eg.** Shops)

3. Dispute Resolution Process

A dispute as to whether the “Modified Provisions of this Construction Agreement” apply to the construction of a new facility will be referred to the Executive Committee for resolution and the Executive Committee will meet within five (5) working days. If the Executive Committee is unable to resolve the dispute, the dispute will be referred to a single arbitrator within ten (10) working days for a **final** and binding resolution. The arbitrator shall give an oral decision within five (5) working days, and a written decision, if requested, **within** twenty (20) working days.

All terms of this collective agreement shall apply to work covered by Appendix A, with the exception of Section 8 - Hours of Work, and Section 11 - Travel and Room and Board Allowance.

**EPSCA/IBEW CCO
GENERATION PROJECTS
COLLECTIVE AGREEMENT**

APPENDIX A

MODIFIED PROVISIONS

OF THIS CONSTRUCTION AGREEMENT

INDEX

		<u>Page</u>
Article I	Hours of Work	37
Article 2	Travel and Room and Board Allowance	41

Article 1

HOURS OF WORK

100
Hours of
Work

- A. 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. If an employee is removed **from** their scheduled shift prior to completing four **(4)** consecutive shifts, the employee will be paid shift differential for the balance of the four **(4)** consecutive shifts that would have been worked had the employee not been reassigned.

It may be necessary from time to time to vary the hours of work established in this Article. Any amendments to the hours of work will be established by mutual agreement between **EPSCA** and the Union.

REV

B. One (1) or Two (2) Shift Operation

The weekly hours of work shall consist of forty **(40)** hours for all employees of Employers covered by this agreement and working on a one **(1)** or two **(2)** shift operation.

The weekly hours of work (Monday to Friday inclusive) for all employees may be arrived at by having the employees work four **(4)** consecutive ten-hour shifts or by having the employees work five **(5)** consecutive eight-hour shifts. Each Employer will notify the Local Union of the weekly hours of work that the site has elected to work **(4)** days x **10** hours per day or 5 days x 8 hours per day).

Weekly hours of work will be established for a minimum period of **two (2)** weeks.

If an Employer intends to change the weekly hours of work, a minimum of seven **(7)** days written notice shall be sent to the Local Union.

The start time for the day shift shall be **8:00** a.m. with a possible one **(1)** hour variance either way. The start time for the afternoon **shift** shall be immediately following the day shift or within one-half **(1/2)** hour either way to coincide with the end of the day shift.

Modified Provisions

The shift differential for those employees working the afternoon shift when a two shift operation has been established by the Employer will be one-seventh (1/7) for scheduled hours worked on that shift.

C. Three (3) Shift Operation

When a three (3) shift operation is established by ~~the~~ Employer, the following conditions will apply:

Those employees working on the day shift shall work eight (8) hours at the straight time rate.

Those employees working on the afternoon shift shall work seven and one-half (7 1/2) hours per shift. A shift differential of one-seventh (1/7) shall be paid for all normal scheduled shift hours worked.

Those employees working on the night shift shall work seven (7) hours per shift. A shift differential of one-fifth (1/5) shall be paid for all normal scheduled shift hours worked.

101
Rest
Periods

- A. 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. Where a half shift is less than four (4) hours, there shall be no rest period excluding the third shift.
- B. 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.
- C. For employees working overtime, a fifteen (15) minute rest period will be allotted, at the time directed by the Employer, after each two hours of overtime worked.

102
Reporting
Pay

- A. An employee who reports for work, unless directed not to report the previous day by his Employer, shall receive a minimum of three (3) hours' pay plus his appropriate daily travel or board allowance at the applicable rate when he reports for work but is unable to commence or continue to work because of circumstances beyond his control. An employee will not receive this allowance if he is unable to complete his shift as a result of inclement weather.

- B. Notwithstanding Subsection 102, Item A above, when an Employer considers it necessary to shut down a job to avoid the possible loss of human life, because of an emergency situation that could endanger the life and safety of an employee, in such cases, employees will be compensated only for the actual time worked.

103
Inclement
Weather Pay

- A. An employee who reports for work at the beginning of a shift and is unable to commence work due to inclement weather will receive three (3) hours' pay at the applicable rate. To **qualify**, the employee must remain at a protected place or area as designated by the Employer for three (3) hours unless excused by an **authorized** representative of his Employer.
- B. An employee who reports for and commences work but is unable to continue work due to inclement weather shall receive three (3) hours' pay at the applicable rate or pay for the actual time worked for that shift, whichever is the greater.
- C. An employee in receipt of inclement weather pay shall also receive travel or board allowance if applicable.

104
Recognized
Holidays

- A. 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
- B. EPSCA agrees to **recognize** Heritage Day when proclaimed by legislation.
- C. **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 or Sunday, it shall be observed either on the preceding Friday or following Monday.
- D. EPSCA reserves the right to change the day of observation of a **recognized** holiday when such holiday falls on a Tuesday or Thursday.

105
Overtime
Rates

- A. When working on an eight (8) hour day and five (5) day per week work schedule (Monday to Friday inclusive), overtime work shall be paid at one and one-half (11/2) times the basic hourly rate for all hours worked beyond the normal daily scheduled number of hours up to a maximum of two (2) hours per day. All hours in excess of 10 hours per day shall be paid at two (2) times the base hourly rate.

When working on a ten (10) hour day and four (4) day per week work schedule (Monday to Friday inclusive), overtime work shall be paid at one and one-half (11/2) times the basic hourly rate for all hours worked beyond the normal daily scheduled number of hours up to a maximum of two (2) hours per day. All hours in excess of 12 hours per day shall be paid at two (2) times the base hourly rate.

Overtime work performed on Saturday, Sunday, **Recognized** Holidays and non-shift days shall be paid at two (2) times the basic hourly rate.

- B. When an employee has not been notified the previous day that he will be required to work for more than two (2) hours beyond the normal quitting time of his shift and after approximately two (2) hours has been worked, he shall be provided with a lunch and allowed thirty (30) minutes to consume same and be paid at the base hourly rate of pay.

After each additional four (4) hours is worked, the employee shall be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay and a lunch when work is required beyond that four (4) hour period. Where an employee has been notified the previous day, no lunch will be provided, but the employee will be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay.

When a paid meal period overlaps a rest period, the paid meal period will supplant the rest period.

The above-noted is not applicable to the first eight (8) hours worked on Saturdays, Sundays and **Recognized** Holidays.

106
Call-In
Pay

- A. When an employee is called in to work outside of his normal hours of work, he shall receive a minimum of two (2) hours' work at the appropriate premium rate plus travel allowance where applicable.

- B. If the employee's normal hours of work commences within this two (2) hour period, the employee will be paid premium time for the actual hours worked and revert to his normal rate at the commencement of his normal hours of work.

**ARTICLE 2
REV**

TRAVEL AND ROOM AND BOARD ALLOWANCE

200
Daily
Travel
Allowance

- A. The daily travel allowance will be paid by the Employers to their employees who are not receiving room and board allowance as referred to in Article 201, on the following basis:
 - (i) If an employee lives within forty (40) radius kilometers* of the project, no travel allowance will be paid.
 - (ii) If an employee lives within 40 to 56 radius kilometers of the project, he shall receive \$17.85 per day travel allowance for each day worked or reported for.
 - (iii) If an employee lives within 56 to 80 radius kilometers of the project, he shall receive \$21.10 per day travel allowance for each day worked or reported for.
 - (iv) If an employee lives within 80 to 97 radius kilometers of the project, he shall receive \$24.60 per day travel allowance for each day worked or reported for.
 - (v) If an employee lives greater than 97 radius kilometers from the project and does not **qualify** for subsistence allowance under Article 201 below, he shall receive \$28.85 per day travel allowance for each day worked or reported for provided he continues to travel greater than 97 radius kilometers daily.

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

Note: Bruce G.S. "A", Bruce G.S. "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 G.S. "A' and Bruce G.S. "B" turbine halls.

- (vi) 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, board allowance entitlement and initial and return allowance entitlement.
- (vii) A natural barrier is defined as any obstruction or impediment which creates an unreasonable relationship between radius kilometers and actual kilometers travelled.
- (viii) Upon application, payment of Room and Board/Travel Allowance will be issued for the first two pay periods. Failure to provide satisfactory proof of eligibility during this period, will result in cessation of payments and the recovery in two equal amounts. In the event of termination for any reason before full recovery, any balance owing will be deducted from the final pay.

201
Room and
Board
Allowance

- A. The following conditions will apply for employees whose regular residence* is more than 97 radius kilometers from the project:
 - (i) An Employer may supply either:
 - (a) **free** room and board in camp or a good standard of board and lodging within a reasonable distance of a project; or

*** An Employee's "Regular Residence" is:**

- 1. The place where the employee maintains a self-contained, domestic establishment (a dwelling house, apartment or similar place of residence where a person generally eats and sleeps and for which he can show proof of financial commitment). This is in contrast to a boarding house facility which is not self-contained; and**
- 2. The employee normally resides in the residence except for those periods of time when, because of the location of the work, the employee obtains temporary accommodation for that work location.**

- (b) a subsistence allowance; or
 - (c) a travel allowance.
- (ii) **An** employee may exercise his option not to stay in a camp or accept free room and board. An **employee** who exercises this option shall receive a room and board **allowance** as follows:
- (a) When an employee's regular residence is more than **97** radius kilometers from a Project located North of the French River and the employee maintains temporary accommodation at or near the Project, the employee shall be paid a subsistence allowance of **\$68.00** per day for each day worked or reported for.
 - (b) When an employee's regular residence is more than **97** radius kilometers from a Project located South of the French River and the employee maintains temporary accommodation at or near the project, the employee shall be paid a subsistence allowance of **\$55.00** per day for each day worked or reported for, subject to **(d)** below.
 - (c) When an employee's regular residence is more than **97** radius kilometers from the Project and the employee commutes to work on a daily basis, the employee shall receive **\$29.10** per day for each day worked or reported for.
 - (d) At the Pickering and Darlington Projects, employees who live beyond **97** radius kilometers from the Project, shall receive **\$41.55** per day for each day worked or reported for.
- B.** An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Article **200** and Article **201**, Item A 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.
- C.** 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 **\$25.00** per day. This will be applied on the following basis:

Modified Provisions

- (i) An employee who remains in camp on a normally scheduled work day on which he does not work will be charged **\$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.
- (ii) 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.
- (iii) An employee who remains in camp and 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.
- (iv) An employee who remains in camp and 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.

202
Initial and
Return
Travel and
Transport&ion

- A. On recruitment of tradesmen who live between **97** and **161** radius kilometers from the project, the Employer shall pay **\$20.00** for the initial trip to the project.
- B. On recruitment of tradesmen who live beyond **161** radius kilometers from the project, the Employer shall pay **\$0.32** per radius kilometer plus travel time based on one hour's pay for each **80** radius kilometers of travel, or part thereof, to a maximum of 8 hours' pay for the initial trip to the project from where the tradesman lives or the Local Union Referral **Hall** for the project, whichever is closer to the project.
- C. To qualify for payment in Items A or **B**, the employee must remain at the project for a minimum of fifteen (**15**) working days or the duration of the job, whichever is lesser.

- D. On termination of employment due to a reduction of staff, an employee entitled to payment under Items A or B shall be entitled to return expenses calculated in the same manner as in Items A or B above for the return trip from the project to where the tradesman lives or place of recruitment, whichever is closer to the project. An employee whose employment terminates for any reason other than reduction of staff shall not be eligible for return payment.
- E. (i) 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.
- (ii) 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 of travel, or part thereof, to a maximum of eight **(8)** hours' pay.
- A. An employee who is requested or receives approval from an **authorized** representative of his Employer to use his personal vehicle for the convenience of his Employer shall be reimbursed **\$0.35** per kilometer travelled for such use of his vehicle.

203
Use of
Personal
Vehicle

APPENDIX B
7 DAY COVERAGE

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

These provisions would only apply to work covered by the “Modified Provisions of this Construction Agreement.”

This shift schedule is intended for work greater than four (4) weeks in duration, however, it is **recognized** that unforeseen circumstances may require the cancellation of this schedule.

It in the transition onto or off this 7 day shift schedule an employee would receive less than **40** paid hours in a pay period, the employee shall receive the difference between the total paid hours for that pay period and **40** hours pay. This does not apply to those employees who are laid off during or at the end of the schedule. The employee(s) shift schedule consists of four consecutive shifts (day, afternoon, or night) followed by four scheduled days off. Shift overlap may be required.

Shift work may be established by the employer to provide seven (7) days per week coverage, on a one (1), two (2), or three (3) shift per day basis. When this occurs, a specific **shift** arrangement will be established by the employer detailing the shift schedule to be worked. The employer will provide the Union with forty-eight (48) hours notice prior to the implementation of these **shift** provisions.

Day Shift

Regularly scheduled hours of work Monday to Friday inclusive shall be paid at straight time hourly rates.

Afternoon Shift

Regularly scheduled hours of work, Monday to Friday inclusive shall be paid at straight time hourly rates plus a shift differential of one-seventh (1/7) of the straight time hourly rate.

Night Shift

Regularly scheduled hours of work, Monday to Friday inclusive shall be paid at straight time hourly rates plus a shift differential of one-fifth (1/5) of the straight time hourly rate.

All Shifts

Regularly scheduled hours of work on Saturday, Sunday, Statutory and **Recognized** Holidays shall be paid at two (2) times the straight time hourly rate. **Recognized** Holidays will be observed on the actual day on which the holiday occurs or as declared. by legislation.

The rate for the shift will be based on the day in which the shift begins.

An unpaid lunch period of one-half (1/2) hour shall be allowed to be taken no later than five (5) hours after the commencement of a shift.

For employees working regularly scheduled hours, two (2) fifteen (15) minute rest periods will be allotted at a time and location directed by the employer for employees to rest.

It may be necessary, from time to time, to vary the established shift arrangements. When this occurs, a revised shift arrangement will be established.

LETTER #1

June 23 1992

Mr. J. SPRACKETT
President,
Electrical Power Systems
Construction Council of Ontario
International Brotherhood of
Electrical Workers
6 1 International Blvd.
Toronto, Ontario

Dear Mr. **Sprackett**:

Room & Board Allowance Understanding
North of the French River

This letter will **confirm** an understanding reached at current bargaining between **EPSCA** and the **IBEW EPSCCO** ("Generation Project") as follows:

Individuals in the **80-97 kilometre** radius ring working north of the French River will be eligible for room and board allowance if their actual road kilometres travelled exceed their radius distance by more than thirty-three (**33%**) percent.

Yours truly,



V.W. Medri
Secretary-Treasurer

LETTER OF UNDERSTANDING #1

Employment Referrals to Nuclear Generating Facilities

It is agreed by the parties to this understanding that, prior to any member being referred for employment at a nuclear generating facility, the member must submit to a security check. Only members who successfully obtain security clearance will be referred to the facility for employment. Once these ~~referrals have~~ been hired on, they will be paid fifty (\$50.00) dollars on their first week's pay cheque, in consideration of their time spent filling out the security clearance forms.


The Union will be notified, as soon as possible, whether or not an individual has successfully obtained security clearance. This **pre-clearance** process does not prohibit the Union from filing a grievance against the Employer on behalf of any member who is refused employment due to his/her failure to obtain security clearance.

Dated at Toronto this 23rd Day of April, 1999

For the EPSCA

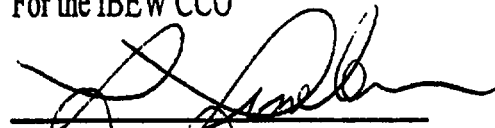


Barry Roberts

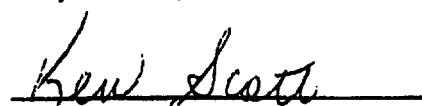


Dave Radtke

For the IBEW CCO



Larry Lineham, Chair



Ken Scott, President



John Pender, Exe. Sec. Treasurer



Bob Hill, Executive Chairman




Bill Daniels, Local Union 402

LETTER OF UNDERSTANDING #2

As discussed during negotiations, in order to ensure an adequate supply of qualified tradesmen for employment opportunities, it is agreed that the **IBEW** and/or Local Union(s) will cooperate in a training process as follows:

When it is determined that a requirement can be foreseen for **IBEW/Local** Union members with particular skills or qualifications, the Employer will provide the instructor(s) and the facilities at his cost and the **IBEW** members, on their own time, will attend such training courses to acquire such skills and/or qualifications.

For the EPSCA



Barry Roberts



Dave Radtke

For the IBEW CCO




Larry Linham, Chair



Ken Scott, President



John Pender, Exe. Sec. Treasurer



Bob Hill, Executive Chairman



Bill Daniels, Local Union 402

Dated at Toronto this 23rd Day of April 1999.

LETTER OF UNDERSTANDING #3

LETTER OF UNDERSTANDING

BETWEEN

THE ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION (EPSCA)

AND

THE IBEW CONSTRUCTION COUNCIL OF ONTARIO (IBEW CCO)

Mr. Barry Roberts, Chairman
EPSCA Negotiating Committee

Dear Sir:

The IBEW CCO/EPSCA Negotiating Committees agree to the following:

Regarding: **LOCAL AREA HIRING HALL PRACTICES**

It is agreed that Local area Hiring Hall practices shall be available to the Employers under this Agreement.

Dated this 23rd Day of April 1999

Expiry: Duration of this Collective Agreement

For the EPSCA




Barry Roberts



Dave Radtke

For the IBEW CCO



Larry Lineham, Chair



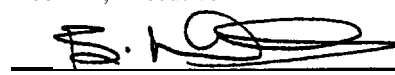
Ken Scott, President



John Pender, Exe. Sec. Treasurer



Bob Hill, Executive Chairman



Bill Daniels, Local Union 402

LETTER OF UNDERSTANDING #4

LETTER OF UNDERSTANDING

BETWEEN

THE ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION (EPSCA)

AND

THE IBEW CONSTRUCTION COUNCIL OF ONTARIO (IBEW CCO)

Mr. **Barry** Roberts, Chairman
EPSCA Negotiating Committee

Dear Sir:

The **IBEW CCO/EPSCA** Negotiating Committees agree to the following:

Regarding: **SECTOR TO SECTOR 'TRANSFERS'**

It is agreed for Local Union jurisdictions which do not permit 'transfers' from Sector to Sector, that the following conditions shall apply; for work requiring one month or less to complete, the Employer will be allowed to 'transfer' six (6) employees, who shall be Members of the Local Union, already in their employ.

For Local Union jurisdictions that do allow Sector to Sector 'transfers' they may continue to do so, as is their practice.

Dates this 23rd Day of April 1999

Expiry: Duration of this Collective Agreement.

For the EPSCA



Barry Roberts




Dave Radtke

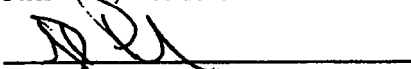
For the IBEW CCO



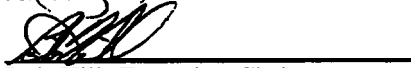
Larry Lineham, Chair



Ken Scott, President



John Pender, Exec. Sec. Treasurer



Bob Hill, Executive Chairman



Bill Daniels, Local Union 402

