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NO. OF EMPLOYEES	300		
NOMBRE D'EMPLOYÉS	D. L.		

COLLECTIVE AGREEMENT

between

THE ELECTRICAL POWER SYSTEMS

CONSTRUCTION ASSOCIATION

and the

INTERNATIONAL BROTHERHOOD OF

BOILERMAKERS, IRON SHIP BUILDERS,

BLACKSMITHS, FORGERS AND HELPERS

May 1, 1990 - April 30, 1992

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EPSCA/BOILERMAKERS COLLECTIVE AGREEMENT

INDEX

		<u>Page</u>
Article 1	Recognition	2
Article 2	Executive Committee	3
Article 3	Accredited Union Representatives	3
Article 4	Union Stewards	3
Article 5	Advance Notices	4
Article 6	Work Assignment	5
Article 7	Union Security	6
Article 8	Employment	6
Article 9	Foremen and Subforemen	8
Article 10	Non-Destructive Testing	9
Article 11	Apprenticeship and Training Programs	9
Article 12	Protective Clothing and Equipment	10
Article 13	Welding Tests	10
Article 14	Wages and Pay Procedure	11
Article 15	Vacation and Recognized Holiday Pay	12
Article 16	Recognized Holidays	13
Article 17	Call-In Pay	13
Article 18	Reporting Pay	13
Article 19	Inclement Weather Pay	14
Article 20	Tools and Clothing	14
Article 21	Hours of Work	15
Article 22	Overtime Rates	16
Article 23	Shift Differential	17
Article 24	Rest Period	17
Article 25	Lunchroom Facilities	17
Article 26	Meals on Overtime	17
Article 27	Generation Projects Daily Travel Allowance and Room and Board	18
Article 28	Initial Travel and Transportation	21
Article 29	Standoff	22
Article 30	Benefits	23
Article 31	Grievance Procedure	24
Article 32	Arbitration	25
Article 33	No Strike - No Lockout	26
Article 34	Term of Agreement	27
Appendix A	Shift Provisions	28
Appendix B	Moose River Basin: Northern Ontario	30
Statement of Understanding No. 1		32
Statement of Understanding No. 2		33

COLLECTIVE AGREEMENT

by and between

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

(hereinafter called EPSCA)

and the

INTERNATIONAL BROTHERHOOD OF
BOILERMAKERS, IRON SHIP BUILDERS,
BLACKSMITHS, FORGERS AND HELPERS

(hereinafter called the Union)

* * * * *

WITNESSETH

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

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

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

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

Article 1

I

- 1.1 EPSCA recognizes the Union as the exclusive bargaining agency for a bargaining unit as defined in section 1.4 engaged in all construction industry work* performed in the Province of Ontario on Ontario Hydro property for the bulk power system, save and except the building of commercial-type office facilities at urban locations remote from operating facilities.

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

- 1.2 The Union recognized EPSCA as the sole and exclusive collective bargaining agency for all of the Employers covered by this Agreement, and in all matters pertaining to the administration of this Collective Agreement.
- 1.3 The term "employee" shall include all employees of the Employers in the classifications as set out in section 1.4 below.
- 1.4 The bargaining unit under this Agreement shall comprise the following classifications:

BOILERMAKERS

Foreman
Assistant Foreman
Journeyman
Apprentice

excepting those described hereunder:

- (i) Employees as set out in section 1.4 above, employed by an Employer signatory to **the** agreement between **the** Quality Control Council of Canada and the NDT Management Association.
- 1.5 The term "Employers" shall include individual members of EPSCA and any company, partnership, sole proprietorship, joint venture, contractor, subcontractor, or any person bound by the terms and conditions of this Agreement as it applies to construction industry work as defined in 1.1.

* ***For the purpose of The Electrical Power Systems Construction Association, the work performed is deemed to be under the responsibility of Major Projects, and Construction and Services Division (Lines and Stations, Miscellaneous Projects, Hydraulic Projects and In-Service Thermal, Nuclear and Hydraulic Stations). The work encompasses:***

- ***construction of new facilities***
- ***additions to existing facilities***
- ***major - modifications***
rehabilitation
reconstruction of existing facilities

- 1.6 The classifications referred to in section 1.4 do not establish craft jurisdiction. Such jurisdiction is established in accordance with Article 6 of this Collective Agreement.
- 1.7 Notwithstanding the provisions contained in this Article, this Agreement does not alter existing practices operative between individual Employers and the Union with respect to general foremen.
- 1.8 EPSCA and the Union agree the use of nomenclature is meant to refer both genders.

Article 2

EXECUTIVE COMMITTEE

- 2.1 To advance harmonious relations between EPSCA, the Employers, the Union, and the employees, the parties shall each appoint an Executive Committee. The Committees shall meet together at least annually to review matters associated with the administration of this Collective Agreement with the intent of achieving uniformity of application of this Agreement wherever employees are working in the Province. This Committee shall consist of not more than four (4) members from each party.

Article 3

ACCREDITED UNION REPRESENTATIVES

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

Article 4

UNION STEWARDS

- 4.1 The Accredited Union Representative shall inform the appropriate EPSCA Representative, in writing, of the names of all stewards as they are appointed and when they cease to act as stewards. There shall not be more than one (1) steward per shift per Employer unless the Employer and

the Union mutually agree that more stewards are required. A steward shall exercise his duties only in respect to employees of his Employer. A Steward shall obtain permission from his immediate supervisor before leaving his work area for Union business. Such permission shall not be unreasonably denied. The steward on the day shift will be the Chief Steward.

The Accredited Union Representative shall inform the appropriate EPSCA Representative, in writing, of the name of one (1) steward who will be the Chief Steward and will represent the Union at stewards' meetings.

- 4.2 In the event of a work stoppage, or threat of a work stoppage, or any other employee activity prohibited by this Agreement, affected stewards, in keeping with their responsibilities, as it is incumbent upon all Union representatives, shall immediately do all in their power to ensure that the prohibited action of the employees is prevented or stopped.
- 4.3 The Union shall be given written notice when a steward is released by the Employer, and under normal conditions, the Chief Steward will be the last employee retained by the Employer in a layoff situation, and the stewards on the second and third shift will be the last employee retained by the Employer on his shift in a layoff situation, provided the Chief Steward, or Steward, is able to perform the work required.
- 4.4 Where practical, and when an additional person is required for a crew, a steward shall be given the first opportunity to work overtime providing he is qualified to perform the work.

Article 5

ADVANCE NOTICES

- 5.1 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.

Upon the request of the Union, EPSCA will convene a pre-job conference before work commences to discuss the preliminary details of the proposed work to be performed and to establish conditions in accordance with this Agreement for the Project. EPSCA will convene a pre-job where more than one trade is involved.

- 5.2 Subsequent pre-job conferences will be convened by EPSCA before specific portions of work commence to discuss the final details of the work and to establish conditions in accordance with this Agreement for that work.
- 5.3 EPSCA will provide written notice to the Union as far in advance as possible of new work and pre-job conferences as noted in sections 5.1 and 5.2 above.

Article 6

WORK ASSIGNMENT

- 6.1 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.
- 6.2 **REV** In recognition of the Union's jurisdictional claims, it is understood that the assignment of work and the settlement of jurisdictional disputes with other Building Trades organizations shall be made and adjusted in accordance with the procedure established in the Procedural Rules and Regulations for the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry dated June **1984** (hereinafter referred to as "the Plan").
- 6.3 **NEW** When a jurisdictional dispute exists between unions and upon request by the Boilermaker Union, the Employer shall furnish the Boilermaker Union 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.
- 6.4 **REV** When there is a dispute as a result of a prejob mark-up, the Employer will make an assignment only after:
- (a) evidence has been submitted by the Unions involved within a time limit specified by the Employer;
 - (b) all evidence submitted **has** been evaluated **by the Employer**.
- A copy of such assignments shall be submitted to the Boilermaker Union office and Accredited Union Representative.
- 6.5 **REV** The International Representative of the Union will advise the Association in **writing of** his intent to submit a jurisdictional dispute to the Plan and will **identify** in detail the work in question. In the event that the International Office of the Union elects not to file with the Plan, EPSCA agrees to file the dispute at the Plan at the request of the Local Union Business Manager or International Representative. The decision of the Plan shall be final and binding on the parties to this Agreement.
- 6.6 **NEW** EPSCA shall have direct recourse to the Plan when a dispute arises involving the assignment of work being done by employees who are covered **by** this Agreement.
- 6.7 **REV** In the event that an arbitration decision under the Plan is not rendered within sixty (60) days of the disputed assignment being referred to the Plan, EPSCA and/or the Union shall have direct recourse to the Ontario Labour Relations Board (hereinafter referred to as the OLRB) for a decision provided it is processed as a Jurisdictional Dispute under Section **91** of the Ontario Labour Relations Act.

- 6.8 **NEW** If a Union not bound by the provisions of this Collective Agreement has the right to pursue a Jurisdictional Dispute under Section 91 of the Ontario Labour Relations Act, EPSCA and/or the Boilermaker Union shall have the right to pursue or respond to a Jurisdictional Dispute under Section 91 of the Act before the OLRB.
- 6.9 **NEW** In the event the Union elects to pursue or respond to the Jurisdictional Dispute at the OLRB, the arbitration board panel appointed by the OLRB pursuant to the Act is not authorized to award damages in respect of a misassignment of work unless the misassignment of work involves the same employer and the same work previously the subject of a Jurisdictional Dispute before the OLRB or the Plan. The decision of the panel of the OLRB will be final and binding upon the parties to this agreement with no further recourse to the Plan on the issue decided by the OLRB.
- 6.10 **NEW** In the event the Building Trades in the Province of Ontario are successful in establishing a Provincial Impartial Jurisdictional Disputes Board, the Association and the Union agree to meet and discuss implementation of procedures set forth by said Board.

Article 7

UNION SECURITY

- 7.1 As a condition of employment, all employees covered by this Agreement shall either be members of, or will apply for membership in, the Union, and will maintain such membership in good standing as a condition of employment.
- 7.2 At the request of the Union, a checkoff system of Union dues will be instituted and made operative for the duration of this Agreement. The Employers will supply full checkoff lists of employees subject to checkoff at regular intervals, and agree to collect monthly for the Union dues payable to the Union. The Employers will transmit the monies so collected to the designated officials of locals of the Union. The Union will indemnify the Association and the Employers for any liability arising from the deduction of dues as requested by the Union.
- 7.3 Any changes in dues will be confirmed by the International Representative to the General Manager of the Association before such changes are put into effect. Within three (3) weeks of receipt of an acceptable written notice any such changes as noted above will be implemented. The effective date will be the date of implementation.

Article 8

EMPLOYMENT

- 8.1 **REV** (a) For the purposes of this Article, a geographic area will be established for each Major Project and geographic areas for the Construction and Services Division. The size of these geographic areas will be dependent upon the location of the work.

- (b) The boundaries of the geographic areas will be jointly established at pre-job conferences.
- 8.2 REV An office will be established by EPSCA for each Major Project and the Construction and Services Division. A purpose of this office will be to co-ordinate employment as specified in this Article.
- 8.3 EPSCA and the Union will exchange the names of their representatives in each of the areas described in section 8.1 (a), who will be responsible for cooperating in the referral and employment of reliable and competent Union members.
- 8.4 EPSCA will notify the Union of all manpower required for all work to be undertaken by Employers coming under the scope of this Agreement. All employees employed under the terms of this Article will be required to obtain a referral slip from the Local Union having jurisdiction for the geographic area except as noted in section 8.5 (b) below. All employees will report to the EPSCA referral office prior to starting work.
- 8.5 The Employer shall have the right to request Union members by name, in writing, who shall be issued a referral slip by the Local Union. Employee members may be transferred within the territory of their Local Union by an Employer and will not require an additional referral slip. The number of employees requested and/or transferred shall not exceed twenty-five per cent (25%) of the employees supplied to the job by the Local Union at any one time, subject to the Local Union being able to supply the employees requested.
- 8.6 The employment of additional tradesmen and apprentices shall be carried out on the following basis and sequence:
 - (a) The EPSCA office will request the appropriate Local Union office for tradesmen and apprentices required. The request will include a description of the work, the number of tradesmen and apprentices required, and the name of the Employer for whom the tradesmen and apprentices will be working.
 - REV (b) The Union members who are resident in the designated geographic area will be referred by the Union for employment through the EPSCA office. As much as their out-of-work lists will permit, the Union will supply members on a fanout basis from the Project or work location.

The Employers will either hire such persons or substantiate their reasons in writing for not doing so.
 - (c) If, after a request has been made, the Union is unable to supply sufficient tradesmen and apprentices to meet the manpower requirements of the Employers, the Employers may employ tradesmen and apprentices who are resident within the geographic area. Such tradesmen and apprentices shall comply with the requirements of the Union Security Article of this Agreement.

(d) Once the supply of suitable tradesmen and apprentices within the geographic area has been exhausted and additional tradesmen and apprentices are required, EPSCA will contact the International Representative or his designee, in order to determine whether suitable Union tradesmen and apprentices are available outside of the geographic area. EPSCA will cooperate in providing employment to such Union tradesmen and apprentices on the basis that they be supplied from the nearest location where they are available. Notwithstanding the provisions of Article 27, daily travel or room and board allowance entitlement will be based on the distance in radius kilometers from the nearest out of work list or from the tradesman's temporary residence in Ontario, whichever is closer to the project.

REV (e) Should it be necessary to reduce the working forces on the job, the Employer shall layoff his employees in the following sequence:

- (i) temporary non-members;
- (ii) travel card members from other lodges with or without their "Certificate of Qualification";
- (iii) members of Local Lodge without "Certificate of Qualification" in whose jurisdiction the work is being performed;
- (iv) "Certificate of Qualification" members of Local Lodge.

Notwithstanding the above-noted sequence, Employers reserve the right to retain employees to utilize their special skills. The Local Business Manager will be notified prior to this occurring.

(f) During a reduction of ~~the~~ work force ~~the~~ existing ratio of apprentices shall be maintained.

Article 9

FOREMEN AND SUBFOREMEN

9.1 It is understood that foremen and subforemen hold key positions in the relationship between the Employers and the Union. Both parties agree that every effort should be made to recruit and retain foremen and subforemen who have a high degree of efficiency in the performance of their jobs and in the handling of their men. Recognizing the responsibilities involved in being a supervisor and a member of the Union, the Employers and the Union will make every effort to minimize problems that may arise which concern the relationship between the foremen and subforemen, the Employers and the Union. The foremen will not work with the tools of the trade with the intent to replace a journeyman.

9.2 The parties recognize the responsibilities of foremen and subforemen to discharge their managerial duties. If the Union feels that the foreman or subforeman is not discharging his managerial duties in a manner that is fair and equitable, or if an Employer feels that the Union is interfering with the foreman or subforeman in the performance of his managerial duties, the

Employer or the Union may refer the problem to the Executive Committee for resolution. If the matter cannot be resolved by the Executive Committee, the grievance procedure may be invoked by either party.

- 9.3 The selection and retention of foremen and subforemen will be the responsibility of the Employers. When making appointments to the foreman and subforeman level, the Employers will give consideration to those journeymen boilermakers they presently employ on site.
- 9.4 The rates of pay for all foremen and subforemen covered by this Agreement will be set out in the wage schedules attached hereto.
- 9.5 **NEW** The foremen's differential shall be \$2.25 or the differential paid in the locality by Employers under Agreement with the Union for construction work of a related nature.

Article 10

NON-DESTRUCTIVE TESTING

- 10.1 Where the member company is responsible for and has control over non-destructive testing, and sublets such work on a construction project, this work shall be performed by a contractor in agreement with the Boilermaker Union.

Article 11

APPRENTICESHIP AND TRAINING PROGRAMS

- 11.1 The Employer agrees to pay into operative apprenticeship and training funds established or recognized by agreements between locals of the Union and builders' exchanges, contractors' associations or contractors the amounts specified as funds for apprenticeship and training in the above agreements when employing tradesmen in the specific locality covered by the agreements.
- 11.2 The Union agrees to supply all pertinent information regarding the funds and provide EPSCA with the opportunity to participate in the local training committees.
- 11.3 **EPSCA** will identify, as far in advance as possible, its training needs and relate these needs to the local training committee.
- 11.4 Should the Local Union be unable to meet EPSCA's training needs, the Employers will establish training programs to provide the skills required in the electrical power systems sector. The Local Union will refund the Employers an amount of money equivalent to the cost of such programs. The amount of money will be determined by the Employers and the Local Union.
- 11.5 Only Boilermaker Mechanics who are in possession of a "Certificate of Qualification" for the Boilermaker trade shall be employed.

- 11.6 Both parties to this Agreement acknowledge the Employer's and Union's responsibilities, respectively, in the training of apprentices to meet the Employer's current and future needs.

Apprentices when available, shall be employed on work covered by this Agreement in the ratio of one (1) Apprentice to five (5) Journeymen. When requested, the first Apprentice shall be a fourth or third year Apprentice, if available.

It is recognized that there may be situations in which the above ratio would be impractical. In order to obtain relief, the Employer must consult with the Business Manager of the Union and reach a mutually acceptable solution.

For the purpose of this article, journeymen shall not include apprentices, foremen or any other supervisory position.

- 11.7 The rates of pay for apprentices covered by the Agreement will be set out in the wage schedules attached hereto.

Article 12

PROTECTIVE CLOTHING AND EQUIPMENT

- 12.1 The Employer shall supply at no cost to the employee when required by the work he is to perform, safety hats, new sweat bands, new liners, welding gloves, working gloves, welding helmets, welding and burning goggles, welding sleeve leathers, and non-prescription safety glasses.
- 12.2 Welders' capes shall be kept available for temporary issue to welders when engaged on work requiring additional protection such as, but not limited to, arc air gouging and overhead welding.
- 12.3 No charge shall be made against the employees for above items which are returned in reasonable condition or which are lost or damaged beyond the employees' control and are reported immediately.
- 12.4 **REV** On abnormally dirty and/or corrosive work, in which the employees' clothing may be abnormally or permanently damaged, the Employer will supply and maintain the necessary protective clothing (including gloves and coveralls where appropriate, particularly on, but not limited to, all corrosive work) at no cost to the employees.
- 12.5 **NEW** Employees will be allowed a reasonable amount of time for clean-up when working on abnormally dirty and corrosive work prior to the end of the shift.

Article 13

WELDING TESTS

- 13.1 Any welder possessing the appropriate current Ontario Government welding certificate of qualification may be required to take a test. Such welder shall be paid for the time required to take a test together with the travel and transportation expenses contained in Article 28 of this Agreement. Failure to pass a welding test shall preclude payment of transportation expenses.

- 13.2 Any welder required to take further welding tests at any other time during his period of employment shall be paid his normal wages for the time required to take such tests.
- 13.3 Welders passing a test will be furnished a copy of test papers from the Employer or party requiring a test as soon as available. Welders when laid off shall be supplied a letter under the letterhead of the Employer specifying date of welding test and procedure to which he is qualified.

Article 14

WAGES AND PAY PROCEDURE

14.1 **NORMAL**

- (a) Employees shall be paid weekly and payment for any given week will be made not later than the sixth (6th) working day after the close of the payroll period, but in any event not later than Thursday of the following week. Except as provided for in 14.1(c), employees who are at work on Thursday and are not paid will be paid on Friday. Such employees will be released one (1) hour, with pay, prior to normal quitting time on Friday to enable them to cash their cheque.
- (b) Wages shall be paid by the Employers on the job site, before quitting time, in cash or by cheque, payable at par in the locality of the job site. Accompanying each payment of wages shall be a statement, in writing, which can be retained by the employee, setting forth:
- (i) the period of time or the work for which the wages are being paid;
 - (ii) the rate of wages to which the employee is entitled;
 - (iii) the amount of wages to which the employee is entitled;
 - (iv) the amount of each deduction from the wages of the employee and the purpose for which each deduction is made;
 - (v) any allowance or other payment to which the employee is entitled;
 - (vi) the amount of vacation pay for which the employee is being credited;
 - (vii) the amount of recognized holiday pay for which the employee is being credited; and
 - (viii) the net amount of money being paid to the employee.
- (c) In cases of inclement weather being declared on pay day, employees will receive their pay before leaving the site provided it is available on the site.

14.2 ON TERMINATION OR LAYOFF

- (a) An employee who voluntarily terminates his employment will be provided his final pay on the next regular pay day.
- REV** (b) An employee who is laid off will have his final pay mailed to his last known address on record with the Employer by registered mail within five (5) working days of termination. Providing the Employer is notified within forty-eight (48) hours that this Article is not being complied with, the employee will be entitled to two (2) hours at the straight time rate for each normal work day of non-compliance thereafter.
- (c) An employee who is discharged shall be provided with his final pay immediately if the Employer's pay facilities are on site or as per section 14.2 (b) if the Employer's pay facilities are not on site.
- (d) Employers will provide one hour's notice of layoff or one hour's pay in lieu of notice to employees who are to be laid off.
- (e) In established cases of long-term illness, compensable accident or jury duty, an employee will be maintained on the Employer's payroll for a period of six (6) months or until his normal date of lay off, whichever occurs first.

14.3 WAGES

- (a) The rates of pay for employees in the classifications listed in Article 1 of this agreement shall be as set forth in the wage schedules attached hereto.

Article 15

VACATION AND RECOGNIZED HOLIDAY PAY

- 15.1 The vacation and recognized holiday pay rate shall be twelve per cent (12%) [nine per cent (9%) vacation and three per cent (3%) in lieu of recognized holidays] of total earnings*.
- 15.2 Payment of the nine per cent (9%) vacation pay and the three per cent (3%) recognized holiday pay shall be made weekly with the employees' regular pay.

* ***Total earnings*** means pay for regular hours, overtime, premium pay, shift differential, retroactive pay adjustments, call-in, Saturday and Sunday premiums, trade training, reporting pay and inclement weather pay.

Article 16

RECOGNIZED HOLIDAYS

16.1 The holidays recognized under this Agreement are:

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

16.2 EPSCA agrees to recognize Heritage Day when proclaimed by legislation.

16.3 Recognized holidays falling on a Saturday or Sunday shall be observed on the following Monday. When Christmas Day falls on a Saturday or Sunday, it shall be observed on the following Monday and Boxing Day on the following Tuesday. When New Years Day falls on a Saturday, it shall be observed either on the preceding Friday or following Monday.

16.4 EPSCA reserves the right to change the day of observance of a recognized holiday when such holiday falls on a Tuesday or Thursday.

Article 17

CALL-IN PAY

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

Article 18

REPORTING PAY

18.1 An employee who reports for work at his regular starting time and for whom no work is available, or an employee who reports for and commences work at the direction of his Employer but is unable to continue working, shall receive pay for four (4) hours at the applicable rate, unless the employee has been notified the previous day not to report to work. An additional four (4) hours shall also be paid if the employee is requested to report for work for the second half of the same shift and no work is available, or if the employee commences working in the second half of the same shift at the direction of his Employer but is unable to continue working. An employee will not receive these allowances if he is unable to commence or complete his shift as a result of inclement weather. It is not intended by this Article that an employee receive a reporting pay allowance greater than his pay for normal daily hours.

- 18.2 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.
- 18.3 An employee in receipt of reporting pay shall **also** receive travel or board allowance, if applicable.

Article 19

INCLEMENT WEATHER PAY

- 19.1 An employee who reports for work at the beginning of a shift and is unable to commence work due to inclement weather will receive two (2) hours' pay at the applicable rate. To qualify, the employee must remain at a protected place designated by the Employer for two (2) hours unless excused by an authorized representative of his Employer.
- 19.2 An employee who reports for and commences work, but is unable to continue work due to inclement weather, shall receive four (**4**) hours' pay at the applicable rate or pay for the actual time worked for that shift, whichever is the greater.
- 19.3 An employee in receipt of inclement weather pay shall also receive travel or board allowance if applicable.

Article 20

TOOLS AND CLOTHING

- 20.1 An employee shall be required to provide himself with the ordinary hand **tools of** his trade, based on established trade union practices at the time of signing of this Agreement. EPSCA and the Union shall establish an appropriate tool list. Each Employer will provide, insofar **as** is practical, separate facilities for storing the tools of each trade, but shall not **be** held responsible for **losses**, except as noted hereunder:
- (a) When personal tools valued in excess of \$15.00 are lost due to fire, the Employer will consider the full estimated value up to \$250.00 on the merit **of** each case in determining replacement or payment. **This** will include only personal tools that a tradesman is required to have to perform his normal duties with his Employer.
- (b) Each Employer will compensate his employees for ordinary hand tools and clothing lost by theft from locker storage provided by him for his employees. Claims must be submitted in writing and must provide substantiating evidence of forcible entry to locked storage. Payment or replacement for personal clothing lost by theft on the work site shall be limited to clothing that a tradesman is required to have to perform his normal duties with his Employer.

- REV** (c) In the event of loss by fire at an Employer's work site in an Employer designated storage area, 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 by the Employer. Payment or replacement for personal clothing lost by fire on the work site shall be limited to clothing that a tradesman is required to have to perform his normal duties with his Employer.
- NEW** (d) In the event of loss by fire at an Employer's 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 by the Employer.
- 20.2 An employee who has obtained tools from his Employer shall be allowed sufficient time, in the opinion of Management, to return such tools to his Employer during working hours. An employee receiving tools from his Employer shall be held responsible for the return of such tools in good condition, subject to normal wear and tear. On layoff, an employee will be allowed reasonable time to return tools to his Employer.
- 20.3 Gang tools as described in the appendices shall be the responsibility of the Employer, however employees are required to take reasonable care in their use of gang tools.
- 20.4 Employees working in a radiation area, in plastic suits of the fully enveloping type with an independent air supply, will receive \$6.00 per day. A day for the purposes of this item shall be defined as any period up to twelve (12) hours.

Article 21

HOURS OF WORK

- 21.1 The normal weekly hours of work for all employees of Employers covered by this Agreement shall be thirty-eight (38), except as described in Section 21.2.
- The weekly hours shall be worked in five (5) days - four (4) eight (8) hour days, Monday to Thursday inclusive, with the remaining six (6) hours to be worked on Friday.
- 21.2 The hours of work at all Lines and Stations Construction locations and Miscellaneous Projects (excluding Lakeview and R.L. Hearn Generating Stations) shall be forty (40) hours per week made up of five (5) days of eight (8) hours each, Monday to Friday inclusive.
- 21.3 PROJECT DAILY HOURS
- REV** (a) Day Work
- The normal starting time for day work hours is 8:00 a.m. By mutual agreement between EPSCA and the Union, the starting time may be varied by one (1) hour either way. This variance will be established at the prejob conference or while the job is in progress.

(b) Shift Work

- (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.
- (iii) The normal starting time for day shift hours shall be the same as the day work hours described in section 21.3(a).
- (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.
- (v) On Monday to Friday inclusive, the third shift can commence at any time after 12:00 a.m. and will constitute all hours worked between 12:00 a.m. and 8:00 a.m.

The third shift at the Darlington Project is worked under the conditions outlined in the attached Letter of Understanding dated July 18, 1986.

(c) Hours of Work - Special Circumstances

It may be necessary from time to time to vary the hours of work established in sections 21.3 (a) and (b). Any amendments to the hours of work will be established by mutual agreement between EPSCA and the Union at the pre-job conference or while the job is in progress.

- 21.4 Employees shall be at their assembly point prepared to work at their regular starting time.
- 21.5 **The** shift rate will be based on the day in which the shift begins.
- 21.6 **A** lunch period will be given no more than four and one-half (4-1/2) hours after the start of the shift, or more than five (5) hours with mutual agreement, and will be one-half (1/2) hour in duration.

Article 22

OVERTIME RATES

- 22.1 Overtime shall be paid at two (2) times the basic rate for all work performed outside of normal hours as defined in the "Hours of Work" Article of this Agreement and for work performed on Saturday, Sunday and the recognized holidays listed in this Agreement.

Article 23

SHIFT DIFFERENTIAL

- 23.1 Employees required to work shift work on the second or third shift shall receive a shift differential of one-fifth for normal scheduled shift hours worked.

Article 24

REST PERIOD

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

Article 25

LUNCHROOM FACILITIES

- 25.1 The Employer will provide clean and adequately heated facilities for employees to eat their lunch at all major work locations, where such facilities may reasonably be provided.

Article 26

MEALS ON OVERTIME

- 26.1 If an employee is notified during the time he is working that he will be required to continue working more than two (2) hours past his normal quitting time that day, the Employer will provide a free meal to the employee after approximately two (2) hours of overtime worked and for each four (4) hours of overtime worked thereafter. The employee will be allowed thirty (30) minutes paid at straight time rate to eat each meal at the time directed by the Employer. When a paid meal period overlaps a rest period the paid meal period will supplant the rest period. When a free meal is not provided, the Employer will pay the employee one-half (1/2) hour at his appropriate rate.

To qualify for the above-noted on a Friday, an employee working a thirty-eight (38) hour week will be required to work for more than four (4) hours beyond the normal quitting time of his shift. This Article is not applicable to the first eight (8) hours worked on Saturdays, Sundays or Recognized Holidays.

26.2 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, paid at straight time rate, at the time directed by the Employer.

Article 27

GENERATION PROJECTS DAILY TRAVEL ALLOWANCE AND ROOM AND BOARD

DAILY TRAVEL ALLOWANCE (EXCLUDING PICKERING AND DARLINGTON)

27.1 The daily travel allowance will be paid by the Employers to their
REV employees who are not receiving room and board as referred to in Section 27.3, on the following basis:

- (a) If an employee lives within twenty (20) radius kilometers* of the project, no travel allowance will be paid.
- (b) If an employee lives within 20 to 40 radius kilometers of the project, he shall receive \$10.50 per day travel allowance for each day worked or reported for.
- (c) If an employee lives within 40 to 56 radius kilometers of the project, he shall receive \$13.75 per day travel allowance for each day worked or reported for.
- (d) If an employee lives within 56 to 80 radius kilometers of the project, he shall receive \$17.00 per day travel allowance for each day worked or reported for.
- (e) If an employee lives within 80 to 97 radius kilometers of the project, he shall receive \$20.50 per day travel allowance for each day worked or reported for.
- (f) If an employee lives greater than 97 radius kilometers from the project and does not qualify for subsistence allowance under Section 27.2 below, he will receive \$21.75 per day travel allowance provided he continues to travel greater than 97 radius kilometers for each day worked or reported for.

DAILY TRAVEL ALLOWANCE (PICKERING AND DARLINGTON)

27.2 The daily travel allowance will be paid by the Employers to their
REV employees who are not receiving room and board as referred to in Section 27.3, on the following basis:

- (a) If an employee lives within twenty (20) radius kilometers* of the project, no travel allowance will be paid.
- (b) If an employee lives within 20 to 40 radius kilometers of the project, he shall receive \$10.50 per day travel allowance for each day worked or reported for.

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

- (c) If an employee lives within 40 to 56 radius kilometers of the project, he shall receive \$13.75 per day travel allowance for each day worked or reported for.
- (d) If an employee lives within 56 to 80 radius kilometers of the project, he shall receive \$17.00 per day travel allowance for each day worked or reported for.
- (e) If an employee lives within 80 to 97 radius kilometers of the project, he shall receive \$20.50 per day travel allowance for each day worked or reported for.
- (f) If an employee lives greater than 97 radius kilometers from the project and does not qualify for subsistence allowance under Section 27.3 below, he will receive \$25.50 per day travel allowance provided he continues to travel greater than 97 radius kilometers for each day worked or reported for.

When an employee is directed to report to a location that involves travelling around a natural barrier, the distance around the natural barrier shall be the shortest distance measured by a series of straight lines. The sum of the distances of these straight lines shall be applied to the ring concept to establish the employee's travel allowance entitlement.

A natural barrier is defined as any obstruction or impediment which creates an unreasonable relationship between the radius kilometers and actual kilometers travelled.

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.

ROOM AND BOARD (EXCLUDING PICKERING AND DARLINGTON)

27.3 The following conditions will apply for employees whose regular REV 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). This is in contrast to a boarding type of situation such as a hotel/motel room, or boarding house facility which is not self-contained; and***
- 2. The total financial responsibility for the continued maintenance and upkeep of the residence rests solely with the employee. The employee must be able to show proof of such financial responsibility in accordance with the "Application for Daily Travel/Room and Board Allowance"; and***
- 3. The employee normally resides in the residence except for those periods of time when, because of the location of the work, the employee is forced to obtain temporary accommodation at that work location.***

- (a) An Employer may supply either:
 - (i) Room and board in camp or a good standard of board and lodging within a reasonable distance of a project; or
 - (ii) a subsistence allowance; or
 - (iii) a travel allowance.
- (b) An employee may exercise his option not to stay in a camp or accept room and board. An employee who exercises this option and qualifies for subsistence allowance shall receive a subsistence allowance of \$44.00 per day until April 30, 1991; \$47.00 per day effective May 1, 1991 for each day worked or reported for subject to Sections 27.3(c) and 27.3(d) below.
- (c) To qualify for subsistence allowance an employee must maintain temporary accommodation at or near a project. Employees who travel daily to locations beyond 97 radius kilometers from the project will be entitled to a daily travel allowance of \$21.75 per day worked or reported for.

NEW

Upon application, and proof of membership in Local Union, payment of Room and Board 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 and balance owing will be deducted from the final pay.

- (d) An employee employed at the Darlington Project as of July 10, 1984 and who was in receipt of a subsistence allowance and who maintains a temporary accommodation at or near the project, shall receive a subsistence allowance of \$25.50 per day effective July 1, 1986 for each day worked or reported for.

An employee who becomes employed at the Pickering or Darlington Project on or after July 10, 1984 and whose regular residence is greater than 97 radius kilometers from the Project shall receive a daily allowance of \$24.50 for each day worked or reported for.

- 27.4 An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Sections 27.1, 27.2 and 27.3 above when such employee reports for work but does not remain at work for his scheduled daily hours unless excused by an authorized representative of his Employer.
- 27.5 An employee who maintained a regular residence within the geographic area for the purposes of employment and who relocates outside the geographic area will not be entitled to an increase in travel or room and board allowance entitlement as a result of this relocation.
- 27.6 The Union recognizes the Employer's right to charge for board and other existing services. The Employer fixes the charge for board and other existing services in camps at \$25.00 per day. This will be applied on the following basis:

- (a) An employee who remains in camp on a normally scheduled work day on which he does not work will be charged \$25.00 per day, unless he is excused from work for a legitimate reason by the project medical attendant or an authorized representative of his Employer.
- (b) An employee who is absent from work on Friday without approval and who remains in camp and who is still absent from work on the following Monday without approval will be charged for room and board for Friday, Saturday, Sunday and Monday.
- (c) An employee who is absent from work without approval on Friday but who works the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.
- (d) An employee who works the Friday and is absent from work without approval on the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.

Article 28

INITIAL TRAVEL AND TRANSPORTATION

- 28.1** On recruitment of tradesmen who live between 97 and 161 radius kilometers from the project, the Employer shall pay \$22.00 for the initial trip to the project. An employee who qualifies for this allowance will also receive travel or board allowance, if applicable, on the first day of employment.
- REV**
- 28.2** **ONTARIO RESIDENTS**
- REV** On recruitment of tradesmen who live in Ontario but beyond 161 radius kilometers from the project, the Employer shall pay as an allowance 25¢ per radius kilometer, plus one (1) hour's base rate of pay for each 80 radius kilometers of travel to a maximum of 640 kilometers for the initial trip to the project from where the tradesmen live or place of recruitment, whichever is closer to the project.
- 28.3** **NON-ONTARIO RESIDENTS**
- On recruitment of tradesmen who live outside Ontario and beyond 161 radius kilometers from the project, the Employer shall pay as an allowance the equivalent of the cost of public transportation plus travel time based on one (1) hour's base rate of pay for each 80 radius kilometers of travel to a maximum of 640 kilometers for the initial trip to the project from where the tradesmen live or place of recruitment, whichever is closer to the project.
- 28.4** To qualify for payment in sections 28.1, 28.2 or 28.3, the employee must remain at the project for a minimum of fifteen (15) working days or the duration of the job, whichever is lesser.
- 28.5** On termination of employment due to a reduction of staff, an employee entitled to payment under sections 29.1, 29.2 or 29.3, shall be entitled to return expenses calculated in the same manner as in sections 28.1, 28.2 or 28.3 above for the return trip from the project to where the tradesman

lives or place of recruitment, whichever is closer to **the** project. An employee whose employment terminates for any reason other than reduction of staff shall not be eligible for return payment.

28.6 TRANSFER

When transferring employees, the Employer shall pay the equivalent cost of public transportation for the initial trip to the project from the employee's most recent work location. In addition, the Employer shall pay travelling time at straight-time rates up to a maximum of eight (**8**) hours' pay based on one (1) hour's pay for each 80 radius kilometers of travel. All payment of wages shall be based on the employee's wage rate at the location to which he is being transferred.

- 28.7 (a) On the Thunder Bay and Atikokan Projects, an employee shall qualify for a return trip from the project for each thirty (30) calendar days he **is** on the project if his regular residence, as defined in Article 27, is more than 400 radius kilometers from the project.
- (b) For each trip taken, the Employer shall provide return transportation at no cost to the employee, or pay him return fare to his established point of hire. Mode of transportation and fare paid will **be** that established at each project.
- (c) If an employee is unable or does not wish to take such trip immediately on qualifying, he may take it later, and any days on the job site in excess of thirty (30) may be credited toward the establishment of subsequent thirty (30) day periods and trip qualifications, provided that in any event such trips shall not **be** taken in intervals of less than twenty (20) days.
- (d) Not more than 25 per cent of the employees on the job shall be away on such trips at one time.
- (e) The employee shall not be away from the job site for more than five (5) working days (not including Saturday, Sunday or Holidays) nor more than nine (9) calendar days, whichever **is less**, otherwise he shall **be** considered to have terminated his employment and Section 8.3 shall apply.

Any additional trips shall be at the employee's own expense and shall not result in absenteeism disruptive to the project.

Provisions in Section 28.7 are separate from Sections 28.4 and 28.5.

Article 29

STANDOFF

- 29.1 When unable to proceed with his work due to inclement weather, an Employer may elect to either layoff or standoff part or all of his crew.

- (a) Layoff
If the Employer elects layoff, it shall be carried out in accordance with the terms of this Agreement. An employee laid off will be issued a Record of Employment form indicating "Layoff - shortage of work".
- (b) Standoff
If the Employer elects standoff, it reserves the right to standoff its employees without pay up to a maximum of five (5) consecutive working days. Notification of standoff will be made by the Employer during normal working hours. No travel allowance will be paid to an employee for the standoff period.
- 29.2 An employee qualifying for subsistence allowance who is placed on standoff will be paid his appropriate subsistence allowance up to a maximum of five (5) consecutive working days. These days are deemed to be non-work days.
- If standoff continues beyond five (5) consecutive working days, an employee at his option may elect to remain on or be removed from standoff. Subsistence allowance will cease after five (5) consecutive working days on standoff.
- 29.3 An employee who elects to remain on standoff shall be issued a Record of Employment form indicating "Standoff - lack of work" dating back to his first day of standoff.
- 29.4 If an employee elects layoff; it shall be carried out in accordance with the terms of this Agreement. An employee laid off will be issued a Record of Employment form indicating "Layoff - shortage of work" dating back to his first day of standoff.
- 29.5 EPSCA and the Union agree standoff provisions can be invoked when the Employer is unable to proceed with his work due to reasons other than inclement weather by mutual agreement through Article 21.3(c) - Special Circumstances.

Article 30

BENEFITS

- 30.1 REV The Employer agrees to pay into operative jointly trusted health and welfare and pension funds established by agreement between the Union and contractors engaged on construction work the hourly contributions specified in the attached wage schedules for all hours paid excluding travel time.
- 30.2 The Union agrees to supply the Employer with all current information regarding the above funds, together with all administrative material required.

Article 31

GRIEVANCE PROCEDURE

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

31.2 PRELIMINARY DISCUSSION

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

31.3 FIRST STEP

If a dispute cannot be resolved by this method, the Accredited Union Representative for the Union may file a formal grievance on the prescribed form with the Manager of Construction. Such grievance shall be filed within ten (10) working days of the alleged grievous act.

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

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

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

31.4 SECOND STEP

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

issued under the First Step of this procedure. A copy of the grievance form shall be forwarded by the Accredited Union Representative to the International Representative of the Union.

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

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

31.5 EPSCA OR UNION GRIEVANCES

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

31.6 TIME LIMITS

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

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

31.8 GRIEVANCE FACILITIES

EPSCA shall provide the necessary facilities for all grievance meetings;

Article 32

ARBITRATION

32.1 If any dispute about the interpretation or application of particular clauses of this Agreement or about an alleged violation of this Agreement cannot be settled through the grievance procedure outlined in Article 31, 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, the appointment shall be made by the Minister of Labour for Ontario upon request of the other party. If the two (2) nominees fail to agree upon a Chairman, the services of the Minister of Labour for Ontario shall be utilized and the request to the Minister may be made by either party. The arbitration board, when selected or appointed, shall proceed as soon as practicable to hear and determine the dispute and it shall issue a decision which is final and binding upon the parties and upon their respective members. The decision of a majority is the decision of the arbitration board, but if there is no majority, the decision of the Chairman governs.

- 32.2** The arbitration board shall have no power to add to or subtract from or modify any of the terms of this Agreement. The arbitration board shall not substitute its discretion for that of the parties except where the board determines that an employee has been discharged or otherwise disciplined for cause when this Agreement does not contain a specific penalty for the infraction that is the subject matter of the arbitration. In such cases, the arbitration board may substitute such other penalty for the discharge or discipline as to the arbitration board seems just and reasonable in all circumstances. The arbitration board shall not exercise any responsibility or function of the parties. The arbitration board shall not deal with any matter not contained in the original statement of grievance filed by the party referring the matter to arbitration.
- 32.3** In arbitration proceedings, each party shall pay the fees and expenses of its nominee, whether appointed by the party or by the Minister of Labour for Ontario, and the fees and expenses of the Chairman shall be shared equally by the parties.
- 32.4** The time limits as to both documents and procedure set out in the above sections shall be observed by the parties to this Agreement provided, however, that the parties may mutually agree in writing in respect to an extension or waiver of any of the time limits imposed.

Article 33

NO STRIKE - NO LOCKOUT

- 33.1** There shall be no strikes or lockouts so long as this Agreement continues to operate.

Article 34

TERM OF AGREEMENT

34.1 This Agreement shall continue in full force and effect from May 1, 1990
REV until April 30, 1992 inclusive, and thereafter it shall be considered
automatically renewed for successive periods of twelve (12) months unless
at least sixty (60) days prior to ~~the end of~~ any twelve (12) months effective
period either party serves written notice upon the other that it desires
cancellation, revision or modification of any provision or provisions of this
Agreement.

In witness whereof, EPSCA and the Union have caused this Agreement to be
executed in their name by duly authorized representatives at
this 17th day of APRIL, 1991.

For:

THE ELECTRICAL POWER
SYSTEMS CONSTRUCTION
ASSOCIATION

For:

INTERNATIONAL BROTHERHOOD
OF BOILERMAKERS, IRON SHIP
BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS

APPENDIX A

SHIFT WORK PROVISIONS- SEVEN DAYS PER WEEK COVERAGE

REV

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.

The following shift work provisions may be applied to all calandria/fuel channel retube work programs, in existing operating plants, of a minimum of eight week duration requiring seven day per week scheduling.

It is agreed by the Parties that upon ratification Appendix **A** will apply to the retube program scheduled to start at the Bruce Nuclear Power Development and Pickering G.S. All future implementation of the Appendix for other than calandria/fuel channel retube will be jointly determined as described in Section 21.3(c) of the current collective agreement.

The schedule consists of:

- four consecutive shifts (day or night) followed by four scheduled days off
- 1. Shift work may be established by the employer to provide seven days per week work coverage, on a **one** or two shift per day basis, with shift hours being a minimum of ten up to a maximum of eleven per shift. When this occurs, a specific shift arrangement will be established by the employer detailing the shift schedule to be worked and the Union will be **so** advised.
- 2. First Shift
 - (a) Regularly scheduled hours of work up to nine and one-half hours per shift Monday to Friday inclusive shall be paid at straight time hourly rates. Regularly scheduled hours of work beyond nine and one-half hours per shift Monday to Friday inclusive shall be paid at two times the straight time hourly rate.
 - (b) Regularly scheduled hours of work on Saturday, Sunday and Recognized Holidays shall be paid at *two* times the straight time hourly rate. Recognized Holidays will be observed on the actual day on which the holiday occurs.
 - (c) Overtime hours worked in excess of nine and one-half hours per day and on scheduled days off shall be paid at two times the straight time hourly rate.
- 3. Second Shift
 - (a) The first nine and one half regularly scheduled hours of work Monday to Friday inclusive shall be paid at straight time hourly rates plus a shift differential of one-fifth of the straight time hourly rate. Regularly scheduled hours of work beyond nine and one-half hours per shift Monday to Friday inclusive shall be paid at two times the straight time hourly rate.

- (b) Regularly scheduled hours of work on Saturday, Sunday and Recognized Holidays shall be paid at two times the straight time hourly rate. Recognized Holidays will be observed on the day on which the holiday occurs.
 - (c) Overtime hours worked in **excess** of nine and one-half hours per day and on scheduled days off shall be paid at two times the straight time hourly rate.
4. The rate for the shift will be based on the day in which the shift begins.
 5. An unpaid lunch period of one-half hour shall be allowed to be taken no later than five hours after the commencement of a shift.
 6. 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.
 7. For employees **working** regularly scheduled hours, two fifteen (15) minute rest periods will be **allotted** at the time and location directed by the Employer for employees to rest.
 8. It may be necessary, from time to time, to vary the established shift **arrangement**. When this occurs, a revised shift arrangement will **be established** and the Union will be notified four (4) days in advance of the revised shift schedule.
 9. Monday to Friday on the second shift, the Employer agrees to pay into operative plans as outlined in Article 30.

APPENDIX B

MOOSE RIVER BASIN: NORTHERN ONTARIO

NEW

Where the Employer elects to establish a camp, the following conditions will apply for employees working in the Moose River Basin:

Camp Conditions

- (a) An Employer may elect to provide free room and board in camp at no cost to the employee. Where the Employer elects to provide a camp such employees will not be entitled to receive a daily travel or room & board allowance.
- (b) When an Employer does not elect to provide free room and board in camp, the employee will be entitled to receive a daily travel or room and board allowance as set out in Article 27.
- (c) 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.
- (d) An employee who is absent from work without approval and who remains in camp and is still absent from work on the following day without approval will be charged \$25.00 for the day of absence and each successive day of unapproved absence.

Hours of Work

- (a) The hours of work will consist of a 21 day cycle of fourteen (14) consecutive work days followed by seven (7) consecutive days off.
- (b) Regularly scheduled hours of work of ten (10) hours per day shall be paid at straight time hourly rates.
- (c) Regularly scheduled hours of work on Saturday, Sunday, Recognized Holidays, and the fifth (5th) consecutive weekday shall be paid at two times the straight time hourly rate.

Wrap Around

An employee shall qualify for a return trip from the project every second twenty-one (21) day cycle he is on the project on the following basis:

- (a) If an employee lives within 161 radius kilometres from the project, the Employer shall pay forty dollars (\$40.00).

- (b) If an employee lives greater than 161 radius kilometres from the project, the Employer shall pay as an allowance, forty dollars (\$40.00) plus travel time based on the equivalent of one (7) hours.base rate of pay for each eighty (80) radius kilometres, or portion thereof, of travel time to a maximum of 800 kilometres from where the employee lives or place of recruitment, whichever is closer to the project.

STATEMENT OF UNDERSTANDING - NO. 1

NEW

It was agreed by the Union and Management that Boilermakers on the third shift at Darlington would be working under the following conditions effective July 1, 1986:

1. Shift work may be established providing there are at least four consecutive days of shifts to be worked excluding Saturdays, Sundays and Statutory Holidays.
2. The normal starting time for day shift hours shall be the same as the day work hours described in section 21.3(a).
3. The third shift is established as starting at 1:00 a.m. Monday and it shall be worked between 1:00 a.m. and 8:00 a.m. Monday, Tuesday, Wednesday, Thursday and Friday.
4. Where shift work is established, the normal shift hours for the first (day) and second shifts shall be the same as the day hours. The third shift normal hours shall be six and one-half (6-1/2) hours' work, to be worked between 1:00 a.m. and 8:00 a.m., with an unpaid one-half (1/2) hour lunch period.

Reporting Pay

An allowance for two and one-half (2-1/2) hours will be paid to an employee on the third shift if he is requested to report for work for any part of the second half of the shift.

Meals on Overtime

If an employee is notified during the time he is working that he will be required to continue working for more than three and one-half (3-1/2) hours beyond the normal quitting time of the third shift, the Employer will provide a free meal to the employee after approximately three and one-half (3-1/2) hours of overtime worked for each four (4) hours of overtime worked thereafter.

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

S. Petronski, Jr.
International Representative
Boilermakers' LU 128

J.G. Knight
General Manager
EPSCA

STATEMENT OF UNDERSTANDING- NO. 2


NEW

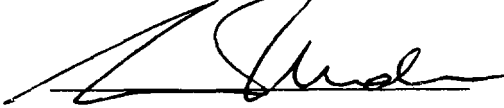
It is agreed by the Electrical Power Systems Construction Association and The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers that all work performed by pregnant female atomic radiation workers will be performed in accordance with the Ontario Hydro ARW Regulations.

Dated at Toronto this 17th day of September, 1990.

For:

THE ELECTRICAL POWER
SYSTEMS CONSTRUCTION
ASSOCIATION





For:

INTERNATIONAL BROTHERHOOD
OF BOILERMAKERS, IRON SHIP
BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS

