

SOURCE	<i>General</i>		
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THIS AGREEMENT made and entered into this 1st day of May,

B E T W E E N :

ONTARIO CONCRETE & DRAIN CONTRACTORS' ASSOCIATION
 400 Creditstone Road, Unit #6
 CONCORD, Ontario
 L4K 3Z3

hereinafter called the "Employer"

OF THE FIRST PART

- and -

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA,
 LOCAL 183

hereinafter called the "Union" or "Local 183",
 as the case may be

OF THE SECOND PART

- and -

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 793

hereinafter referred to as the "Union" or "Local 793",
 as the case may be

OF THE THIRD PART.

WHEREAS the Ontario Concrete and Drain Contractors' Association, acting on behalf of its members, and each of the Unions wish to make a common collective agreement with respect to certain employees of the members of the said Association engaged in concrete and drain work and all work incidental thereto, and to provide for and ensure uniform interpretation and application in the administration of the collective bargaining agreement;

AND WHEREAS in order to ensure uniform interpretation and application, the Unions wish to negotiate and to administer the said agreement collectively for a period of not less than ten (10) years, which ten year period shall run from May 1, 1983 to April 30, 1993, and for that purpose have agreed to constitute a Council and to empower it to act as agent for each of the Unions;

AND WHEREAS the said Association recognizes the Unions and agrees to deal with them collectively in negotiating and administering a common collective agreement and agrees not to negotiate separately with either Union on an individual basis;

AND WHEREAS the Association recognizes the intention of the Unions to constitute a Council and to empower it to act as agent for each of the Unions;

AND WHEREAS the Unions recognize the formation by the companies of the Association. and agree to deal-with the Association as the agent of the companies who are members thereof in negotiating and administering a common collective agreement and agree not to negotiate with any of the said companies on an individual basis;

AND WHEREAS the Union recognizes the Association and agrees to deal with them collectively in negotiating and administering a common collective agreement and agrees not to negotiate separately with any employer on an individual basis.

NOW THEREFORE it is agreed as follows:

ARTICLE 1 - GENERAL PURPOSE

1.01 The general purpose of this agreement is to establish mutually satisfactory relations between the Employer and its employees and to provide a means for prompt and equitable disposition of grievances and to establish and maintain satisfactory working conditions, hours of work and wages for all construction labourers in the employ of the Employer in concrete and drain work.

ARTICLE 2 - RECOGNITION

2.01 (a) The Employer recognizes the Unions as the sole and exclusive bargaining agent for all construction employees of the Employer employed in concrete and drain work while working in and out of Ontario Labour Relations Board geographic area No. 8 and in Simcoe County, save and except non-working foremen and persons above the rank of non-working foreman.

(b) "Concrete and Drain Work" shall mean, and this Collective Agreement shall apply to:

- (i) all drainage, sewer and watermain sector work and all work incidental thereto, irrespective of the end use of the project; and,
- (ii) all concrete work lawfully included in this Collective Agreement, inclusive of, but not limited to concrete placement, finishing and formwork and all work incidental thereto,

including, where applicable, such work in accordance with Article 12.04 hereof.

(c) Employees hired directly at a job site in Simcoe County may be paid three (\$3.00) dollars less than the rates contained in Schedule 'B'. Contributions to Pension, Health and Welfare and training funds will be made on behalf of employees hired under this clause only after such employees have completed thirty (30) consecutive days of work. This provision applies only for work performed in the County of Simcoe.

2.02 If and when the Employer, or any shareholder(s) holding a major equity of control therein, shall perform or shall cause to be performed any work covered by this Agreement under its own name or under the name of another as a person, corporation, company, partnership, enterprise, associate, combination or joint venture, provided the Employer has a majority position, this Agreement shall be applicable to all such work performed under the name of the Employer or the name of any other person, corporation, company, partnership, enterprise, associate, combination or joint venture.

2.03 The Unions recognize the Association as the sole and exclusive bargaining agent for all its members listed in Schedule "A".

2.04 In the event that an Employer who is not a member of the Association, desires to enter into a collective agreement with the Union, the Union agrees that the terms and conditions of the common collective agreement as agreed with the Association will be duplicated.

ARTICLE 3 - UNION SECURITY

3.01 The Employer agrees to hire employees who, as a condition of employment, are members of one of the Unions who are party to this agreement, either Local 183 or Local 793 as follows:

(a) Employees within the following classifications shall be members of Local 183: Labourer, Pipe Layer, Cement Finisher, Carpenter/Formsetter, Working Foreman, Drivers of Trucks under 10,000 lbs. G.V.W. and Drivers of Trucks over 10,000 lbs. G.V.W., including Dumpcrete and Stoneslinger; and

(b) Employees within the following classifications shall be members of Local 793:

- i) Operators of Backhoes and Front-End Loaders (under 1 cu. yd), Farm and Industrial Type Tractors with Excavating Attachments, Compaction Equipment and Bulldozers (under D-4).
- ii) Operators of Shovels, Backhoes, Pitmans, and Front-End Loaders (1 cu. yd. and over), Bulldozers (D-4 or equivalent and over).

Employees shall be required to maintain membership in the applicable Union while working within the bargaining unit for the duration of this Agreement. Such members shall obtain a referral slip from the applicable Union, party to this agreement, and present it to the Employer before commencing work.

3.02 Should the Employer be unable to hire employees who are members of one of the Unions who are party to this collective agreement as applicable, then the Employer shall give 24 hours' notice to either Local 183 or Local 793, as appropriate, to provide at the Employer's shop or job site, the required number of qualified employees in concrete and drain construction.

It is understood that if either Local 183 or Local 793, as appropriate, are unable to provide the required qualified men within the 24 hours, the Employer is free to hire any person available outside the Union, providing that person or persons

obtain a referral slip from the applicable Union and joins the applicable Union, party to this agreement, within 7 working days.

3.03 If a person works for the Employer without obtaining and presenting the required referral slip, the Employer shall pay to the Union, as liquidated damages, a sum equal to the net wages paid to such employee prior to his obtaining and presenting the required referral slip.

3.04 Union Dues and Working Dues

Each employee shall, when working in a position within the bargaining unit described in Article 1 above, be required as a condition of employment to have his regular monthly union dues and any required working dues checked off and the Union agrees to duly inform the Employer of the amounts of such union dues and working dues and any changes in the amounts. The Employer agrees to make such deductions from the first pay issued to the employees each calendar month and remit the same to the Union not later than the 15th day of the same month to the Secretary-Treasurer of the Union. The Employer shall, when remitting such dues, name the employees and their social insurance numbers from whose pay such deductions have been made.

3.05 Lay-off Procedure of Local 793

In the event of lay-off the following procedure shall prevail:

- (a) First laid-off shall be non-members and/or applicants for membership and/or students on permit from the Union;
- (b) Second laid-off shall be members of other Operating Engineers locals working on permit from the Union;

(c) Last laid-off shall be members of the Local.

ARTICLE 4 - BREACH OF COLLECTIVE AGREEMENT BY EMPLOYER

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In the event that the Employer repeatedly fails or refuses to pay any wages to or employee benefit contributions on behalf of any of his employees in the amount(s) and within the time(s) required by this Collective Agreement, the employees may refuse to work and shall have the right to picket at any of the projects where the Employer is engaged and the Employer agrees that such refusal to work or such picketing shall not constitute an unlawful strike or unlawful picketing, as the case may be, within the provisions of the *Ontario Labour Relations Act* or this Collective Agreement and the Employer agrees not to bring any proceedings of any kind or nature whatsoever against any person or the Union for such conduct.

ARTICLE 5 - MANAGEMENT RIGHTS

5.01 The Union agrees that it is the function of the Employer:

- (a) to conduct its business in all respects in accordance with its commitments and responsibilities, including the right to manage the jobs, locate, extend, curtail or cease operations, to determine the number of men required at any or all operations, to determine the kinds and locations of machines, tools and equipment to be used and the schedules of production, to judge the qualifications of the employees and to maintain order, discipline and efficiency;
- (b) to hire, discharge, classify, transfer, promote, demote, lay off, suspend or otherwise discipline employees, provided that a claim by a person that he has been discharged, laid off, suspended or otherwise disciplined

without reasonable cause, shall be subject to the provisions of the Grievance Procedure herein;

(c) to make, alter from time to time and enforce reasonable rules of conduct and procedure to be observed by the employees;

5.02 It is agreed that these functions shall not be exercised in a manner which is unreasonable or unfair or in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 6 - GRIEVANCE PROCEDURE

6.01 The parties to this Agreement are agreed that it is of the utmost importance to adjust complaints and grievances as quickly as possible.

6.02 Grievances properly arising under this Agreement shall be adjusted and settled as follows:

Step No. 1

Within ten (10) working days after the circumstances giving rise to the grievance occurred or originated (save and except grievances arising out of discharge cases in which case the grievance shall be brought forward within five (5) days of the employee being notified of his discharge), the aggrieved employee with his business representative may present his grievance, which shall be reduced to writing, to the Employer. Should no settlement satisfactory to the employee be reached within five (5) full working days, and if this grievance is one which concerns the interpretation or alleged violation of the Agreement, the grievance may be submitted to arbitration as provided in Article 6 below any time within ten (10) working days thereafter but not later.

6.03 Grievances dealing with alleged violations of payment for

hours of work, rates of pay, overtime, premiums (shift and compressed air), travelling expenses, room and board allowances, reporting allowances, but not including grievances arising out of classification assignment, may be brought forward at Step No. 1 within three (3) months after the circumstances giving rise to the grievance occurred or originated. Grievances dealing with payment of Pension contributions, Welfare contributions, Vacation with Pay, Industry Fund, Training contributions and dues, may be brought forward at Step 1 within forty-five (45) days after the circumstances giving rise to the grievance became known or ought reasonably to have become known to the Union. It is further understood that the adjustment of any such grievance may be retroactive to the first day of the alleged violation within the three month period.

6.04 The written grievance shall contain a statement of the nature of the grievance, the remedy sought and the section or sections of the Agreement which are alleged to have been violated and may not be subject to change at a later date.

6.05 In determining the time which is allowed, Sundays and Statutory Holidays shall be excluded; however, any time limit may be extended by agreement in writing.

6.06 If advantage of the provisions of this Article and Article 6 is not taken within the time limits specified, or as extended in writing as set out above, the grievance shall be deemed to have been abandoned and may not be re-opened.

ARTICLE 7 - ARBITRATION

7.01 The parties to this Agreement agree that any grievance concerning the interpretation of alleged violations of this Agreement which has been properly carried through all the steps of the Grievance Procedure outlined in Article 5 above and which has

not been settled, will be referred to a Board of Arbitration at the request of either of the parties hereto.

7.02 The Board of Arbitration will be composed of one (1) person appointed by the Employer, one person appointed by the Union and a third person to act as Chairman, chosen by the other two members of the Board.

7.03 Within five (5) working days of the request of either party for a Board of Arbitration, each party shall notify the other of the name of its appointee.

7.04 Should the person chosen by the Employer to act on the Board and the person chosen by the Union fail to agree on a third member as Chairman within five (5) days of the notification mentioned in 6.03 above, the Office of Arbitration will be asked to appoint a Chairman.

7.05 The decisions of the Board of Arbitration or a majority of such Board, constituted in the above manner, or if there is no majority, the decision of the Chairman, shall be binding upon the employees, the Union, and the Employer.

7.06 The Board of Arbitration shall not have any power to alter or change any of the provisions of this Agreement or to substitute any new provisions for any existing provisions nor to give any decision inconsistent with the terms and provisions of this Agreement.

7.07 Each of the parties to this Agreement will bear the expense of the Arbitrator appointed by it, and the parties will jointly bear the expense, if any, of the Chairman.

ARTICLE 8 - MANAGEMENT GRIEVANCES AND UNION GRIEVANCES

8.01 It is understood that any Employer may file a grievance with the Union and that if such complaint is not settled to the satisfaction of the parties concerned, it may be treated as a grievance of an employee. Such grievance shall be processed in the same manner thus arising under Article 5 - Grievance Procedure.

8.02 A Union policy grievance, which is defined as an alleged violation of this Agreement involving all or a number of employees in the bargaining unit, in regard to which a number of employees have signified an intention to grieve or a grievance involving the Union itself, including the application or interpretation of this Agreement, may be brought forward in writing in the same manner and within the same time limits as in the case of an employee grievance. Such grievance shall be processed at Step No. 1 of the Grievance Procedure as set out in Article 5 hereof. If it is not settled, it may go to a Board of Arbitration in the same manner as a grievance of an employee.

ARTICLE 9 - THE RIGHT TO HONOUR LAWFUL PICKET LINES

The employees of any Employer may refuse to cross a lawful picket line which has been placed at any project where the Employer is engaged and the Employer agrees that the refusal to cross such picket line shall not constitute an unlawful strike within the provisions of the *Ontario Labour Relations Act* or this Collective Agreement and the Employer agrees not to bring any proceedings of any kind or nature whatsoever against any person or the Union for such conduct. This Article shall only apply to such picket lines established by the Union against any Employer which continues to perform work on the project.

ARTICLE 10 - STATUTORY HOLIDAYS, VACATION ALLOWANCE,
HOURS OF WORK, WAGE RATES, ETC.

10.01 Attached hereto as Schedule "B" to this Agreement,

is a schedule covering Statutory Holidays, Vacation Allowances, Hours of Work, Wage Rates and other conditions of employment, which is hereby made a part of this Agreement.

10.02 Both parties agree to adhere to the wage rates , contained in the Collective Agreement for persons classified as Labourers, Pipelayers, Cement Finishers, Carpenters/Formsetters, Combination Skilled Workers and Truck Drivers.

In the event that an Employer finds it necessary to increase a rate or rates for an individual and/or a classification over and above those provided in the Collective Agreement during the term of this Agreement, the Employer will notify the Association and the Unions of such intention. The respective Representatives of both parties shall meet with such Employer or Employers and resolve the issue of wages. Any such agreement will be reduced to writing.

If an Employer implements such increases prior to any agreement with the Union, the Employer shall pay to the Union, as liquidated damages, a sum equal to such increases paid prior to any agreement with the Union.

The provisions of this Article 10.02 will be effective for one (1) year from May 1, 1989, and it shall be automatically renewed unless the Association provides notice in writing within thirty days (30) before May 1, 1990 of its desire to discontinue this provision.

ARTICLE 11 - UNION REPRESENTATION

11.01 The Representative of the Union will have access to assembly points or jobs where members of the Union are employed, but in no case shall such visits interfere with the progress of the work or with the departure time of employees. When visiting the

job such representative will first advise the job supervisor or his designated representative. Where clearance is required from the owner, it is the responsibility of the Union to obtain such clearance. The Union will give assistance as is required of it by the Employer to secure competent and qualified employees.

11.02 The Employer agrees to recognize such reasonable number of Stewards as may be appointed from time to time, but shall not be obliged to recognize such Steward until the job superintendent, or the foreman of the job if there is no job superintendent, has been informed by the Business Representative of the appointment; such appointment shall be confirmed by the Union in writing to the Employer within seven (7) working days thereafter. The Steward shall be one of the last two men to be retained by the Company, provided he is capable of performing the remaining work. Working Foremen shall be excluded from this count.

11.03 The Steward will not be excluded from overtime work on his crew, provided he is capable of doing the work required.

11.04 Subject to the rights of Union or shop stewards in the case of layoffs as provided for in this Collective Agreement, a Health and Safety representative and/or a member of a joint Health and Safety Committee shall be one of the last five (5) employees retained on any job provided that he is competent and capable of performing the remaining work on the job and provided that the Employer is required by legislation or regulation to appoint a safety representative on site.

ARTICLE 12 - PRODUCTIVITY

12.01 The Union and the Employer recognize the mutual value of improving by all proper and reasonable means the productivity of the individual workman, and both will undertake, individually and jointly, to promote such increased productivity.

12.02 During the lifetime of this Agreement, the Union agrees that there will be no illegal strike, slowdown, or picketing, and

the Employer agrees that it will not cause a lockout.

12.03 The Union shall not involve the Employer in any dispute which may arise between the Union and any other company and the employees of such other company. The Union further agrees that it will not condone a work stoppage or observe any picket line placed on a job site for jurisdictional purposes.

12.04 Should the Employer perform any work falling within the scope of the collective agreements with or binding upon the Union as set out in Schedule "B" of this Agreement then the Employer shall abide by and perform such work in accordance with the terms and conditions of the applicable collective agreement including, but without limiting the generality of the foregoing, any terms and conditions thereof with respect to contracting or subcontracting restrictions.

(a) The "Roads Agreement" being a collective agreement between the Metropolitan Toronto Road Builders' Association and A Council of Trade Unions acting as the representative and agent of Teamsters Local 230 and Local 183 and the International Union of Operating Engineers;

(b) The "Sewer and Watermain Agreement" being a collective agreement between the Metropolitan Toronto Sewer & Water-main Contractors' Association and A Council of Trade Unions acting as the representative and agent of Teamsters Local 230 and Local 183 and the International Union of Operating Engineers;

(c) The "Heavy Engineering Agreement" being a collective agreement between the Heavy Construction Association of Toronto and Local 183;

(d) The "Forming Agreement" being a collective agreement between the Ontario Formwork Association and the Formwork

Council of Ontario;

(e) The "Apartment Builders Agreement" being a collective agreement between the Metropolitan Toronto Apartment Builders' Association and Local 183;

(f) The "Utilities Agreement" being a collective agreement between the Utility Contractors' Association of Ontario and Labourers' International Union of North America, Ontario Provincial District Council and its affiliated Local Unions and the International Union of Operating Engineers;

(g) The "House Basements Agreement" being a collective agreement between the Residential Low-Rise Forming Contractors' Association of Metropolitan Toronto and Vicinity and Local 183;

(h) The "House Builders Agreement" being a collective agreement between the Toronto Housing Labour Bureau and Local 183.

(i) The "Residential Housing Carpentry Agreement" being a collective agreement between The Residential Framing Contractors' Association of Metropolitan Toronto and Vicinity Inc. and Labourers' International Union of North America, Local 183 and limited to house framing only.

(j) The "Agreement Covering Building Restoration and Associated Work" being a Collective Agreement between a group of contractors (Delso Restoration Limited) and Labourers' International Union of North America, Local 183.

(k) The "Landscaping Agreement" being a collective agreement between certain landscaping contractors and L.I.U.N.A., Local 183.

(1) The "Bricklayers Agreement" being a collective agreement between the Bricklayers, Masons Independent Union of Canada, Local 1 and The Masonry Contractors' Association of Toronto Inc., or the Collective Agreement between Labourers' International Union of North America, Local 183 and various independent masonry contractors.

ARTICLE 13 - SAFETY, SANITATION AND SHELTER

13.01 The Employer shall supply safety helmets to the employees at no cost to the employee. If any employee at the termination of employment does not return said helmet, he shall be charged at cost which can be deducted from his last pay cheque. If the helmet is returned and has been made unwearable through wilful neglect and abuse, the employee shall be charged for the full replacement value.

13.02 It is further agreed that drinking water and individual cups will be provided for employees on all jobs to be used during their breaks and at other times at the Employer's discretion.

13.03 No employee will be discharged by his Employer because he fails to work in unsafe conditions, as set out in Government Safety Regulations. Any refusal by an employee to abide by such regulations after being duly warned, will be sufficient cause for dismissal.

13.04 When employees are required to perform their duties in wet weather, the Employer agrees to supply suitable protective clothing, including rubber boots and gloves which will be returned to the foreman when the assigned duties are completed. It is understood that this provision does not apply to employees who are required to wear rubber boots in the normal course of their duties. In the event that an employee does not return the protective equipment supplied by the Employer, the employee may be charged for same at cost. These charges may be deducted from his next pay,

provided that the employee has been notified in writing by his Employer.

13.05 The Employer, shall, at his own expense, furnish to any employee injured in his employment who is in need of it, immediate conveyance and transportation to a hospital or to a physician. It is further agreed that an ambulance shall be used where necessary and possible.

13.06 An employee who is injured during working hours in a compensable accident as defined by the Workmen's Compensation Board and is required to leave for treatment or is sent home because of such injury, shall receive payment for the remainder of the shift at his regular rate of pay.

13.07 The trucks to be used to transport employees will be covered and tools will be secured in tool boxes. No materials will be carried in the trucks in a manner endangering the safety of the employees being transported. Such trucks will be equipped with approved first aid kits.

13.08 The Employer agrees to provide the following safety equipment free of cost to the employees: safety belts, steel toed and insoled rubber boots (it is understood that this provision does not apply to employees who are required to wear rubber boots in the normal course of duties), goggles, masks and reinforced gloves where necessary.

13.09 Hand tools normally required by Labourers, Pipelayers and Cement Finishers, except tape measures will be provided by the Employer. Employers who now provide tape measures will continue this practice. Employees will return such tools at the end of the job or for the replacement of worn or broken tools. Employees will be charged for tools not returned as above.

ARTICLE 14 - COFFEE AND LUNCH BREAKS

14.01 Employees will be allowed one coffee break of ten (10) minutes in each half of the working shift.

14.02 Employees shall be allowed a one-half hour unpaid lunch break between 11:30 a.m. and 1:00 p.m. save and except an employee who is performing cement finishing work. It is understood that no employee shall be required to work more than five consecutive hours without a lunch break.

ARTICLE 15 - GOVERNMENT LEGISLATION

15.01 In the event that any of the provisions of this Collective Agreement are found to be in conflict with any valid and applicable federal or provincial law now existing, or hereinafter enacted, it is agreed that such law shall supersede the conflicting provision without in any way affecting the remainder of the Collective Agreement.

ARTICLE 16 - WELFARE AND PENSION FOR MEMBERS OF LOCAL 183

16.01 The Employer agrees to pay the sum of One Dollar (\$1.00) for each hour worked into Local 183 Members' Benefit Fund, jointly administered by an equal number of Employer and Union Trustees, for the purpose of purchasing weekly indemnity, life insurance, major medical, dental care, or similar benefits for the employees covered by this Agreement, represented by Local 183, and to be increased as set out below:

Effective May 1st, 1996 - \$1.15 per hour worked

Effective NOV 1st, 1997 - \$1.25 per hour worked

16.02 The Employer shall pay on behalf of each of his employees, into the Labourers' Pension Fund of Central and Eastern Canada, on the following basis:

- (a) Effective May 1st, 1994 - \$1.62 per hour for each hour worked by each employee.
- (b) Effective May 1st, 1997 - \$1.72 per hour for each hour worked by each employee.

16.03 The Employer and Local 183 acknowledge that they are familiar with the contents of the Agreements and Declarations of trust establishing the said Local 183 Members' Benefit Fund and the Labourers' Pension Fund of Central and Eastern Canada, and they agree to be bound by the terms and conditions of the said Agreements and Declarations as if original parties thereto and as if the same formed part of this Collective Agreement. In the event any of the terms and conditions of the said Agreements and Declarations are in any way altered, added to or amended, then the parties to this Collective Agreement shall be bound by the same as if original parties thereto and as if the same formed part of this Collective Agreement. The parties hereto agree to execute any and all documentation that may be necessary to facilitate the appointment of one (1) trustee on behalf of the Association to the said Local 183 Members Benefit Fund.

16.04 The Employer agrees to remit welfare contributions, vacation pay, training, prepaid legal, and industry fund on one monthly cheque, to the L.I.U.N.A. Local 183 Trust Administration (Clearing); the sole purpose\ of which shall be to collect and disburse all contributions and remittances on behalf of L.I.U.N.A. Local 183 Welfare Fund, Vacation Pay Fund, Training Fund, Prepaid Legal Plan Fund and the Employers' Industry Fund.

Pension contributions shall be sent to the Labourers' Pension Fund of Central and Eastern Canada.

All of the above remittances shall be sent no later than the 15th (fifteenth) day following the end of the month for which the payment is to be made.

ARTICLE 17 - PREPAID LEGAL PLAN FOR MEMBERS OF LOCAL 183

17.01 The Employer agrees to pay the sum of seven cents (7¢) for each hour worked by each employee represented by Local 183 to the Labourers' Local 183 Prepaid Legal Benefits Fund, jointly administered by an equal number of Employer and Union Trustees, for the purpose of providing legal benefits to such employees and their beneficiaries.

17.02 The Employer shall remit contributions to the Labourers' Local 183 Prepaid Legal Benefit Fund monthly, together with a duly completed Employer's report form, by the 15th day of the month following the month for which the payment is due.

ARTICLE 18 - WELFARE AND PENSION FOR MEMBERS OF LOCAL 793

18.01 The Employer shall pay on behalf of each of his employees who is a member of Local 793 into the Local 793 Welfare Benefit Plan on the following basis:

- (a) Effective May 1, 1995 - one dollar and thirty cents (\$1.30) per hour for each hour worked by each employee.
- (b) Effective May 1, 1996 - one dollar and thirty-five cents (\$1.35) per hour for each hour worked by each employee.
- (c) Effective May 1, 1997 - one dollar and forty cents (\$1.40) per hour for each hour worked by each employee.
- (d) Effective Nov 1, 1997 - one dollar and forty-five cents (\$1.45) per hour for each hour worked by each employee.

18.02 The Employer shall pay on behalf of each of his employees who is a member of Local 793 into the Local 793 Pension Fund on the following basis:

- (a) Effective May 1, 1995 - one dollar and seventy cents (\$1.70) per hour for each hour worked by each employee.
- (b) Effective May 1, 1996 - Two dollars (\$2.00) per hour for each hour worked by each employee.
- (c) Effective May 1, 1997 - Two dollars and thirty cents (\$2.30) per hour for each hour worked by each employee.
- (d) Effective NOV 1, 1997 - Two dollars and eighty cents (\$2.80) per hour for each hour worked by each employee.

18.03 The welfare and pension remittances shall be sent no later than the 15th (fifteenth) day of the month following the month for which the remittance is made.

ARTICLE 19 - DEEMED ASSIGNMENT OF COMPENSATION UNDER THE *EMPLOYMENT STANDARDS AMENDMENT ACT, 1991*

The trustees of the Employee Benefit Plans referred to in this collective Agreement or the Administrator on their behalf 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 Program 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 Programme.

ARTICLE 20 - SECURITY FOR PAYMENT OF WAGES

20.01 The Union agrees that a Company who elects not to participate in the Collective Agreement between the Association and the Union, will be required to sign a Collective Agreement similar in substance to the Association Agreement.

In the event that there is a default in the payment of wages or where payments to trust funds are over three months in arrears, such delinquent Company will be required to post a cash bond of \$25,000.00 which will be jointly administered by the Association and the Union. Such cash bond will be for the purpose of paying any arrears in wages or Trust Fund contributions and such company will maintain such cash bond replenished up to the \$25,000.00 level at all times.

A Company that posted a cash bond as above will have such money returned, with interest, upon completion of six months arrears free operation.

20.02 Upon an Employer failing to pay to the Union or to or on behalf of any of the employees covered by this Agreement, any wages, vacation pay, Union dues, travelling expenses, contributions to Welfare Fund, Training Fund and Pension Fund or any other payments of financial benefits payable to the Union or to or on behalf of the said employees, the following procedure is to be followed:

(a) The Union shall advise the Employer in writing of such alleged failure of payment and the Union and the Employer shall forthwith attempt to resolve such dispute. If they are able to agree on the amount due, then the Employer shall make payment of the agreed amount by no later than twenty-four (24) hours after such agreement is reached;

(b) In the event the Employer and the Union are unable to agree on the amount owing to the Union and/or to or on behalf of the employees entitled to the same as aforesaid, or in the event of an agreement of the amount due but the Employer fails to pay the said sum as aforesaid, then the Union shall be entitled to pay out of the said funds to itself and/or to or on behalf of the employees entitled to the same (including

payment of any sums to any Welfare, Vacation Pay, Pension or Training Fund or any other employee benefit fund) such amounts as may be necessary for this purpose; provided that the Union or any of the said employees or the Trustees of any employee benefit fund herein, first obtains an award, order, judgment or decision entitling any of them to payment of any particular sums;

(c) Upon the Employer being notified in writing of the amount of any such payments out of the fund by the Union as aforesaid, the Employer shall replenish the fund by payment of an amount equal to the amount so paid out, within a period of five (5) working days from receipt of such written notification. If the Employer does not replenish the fund as aforesaid then the provisions of Article 22 as well as Articles 5, 6, 7 and 8 of this Collective Agreement shall apply;

(d) In the event of the bankruptcy or insolvency of the Employer, the said funds held by the Union shall be deemed to have been held in trust on account of the payment of wages, vacation pay, working dues, travelling expenses, contributions to Welfare Fund, Training Fund and Pension Fund or any other payments or financial benefits payable to the Union or to or on behalf of the employees the financial benefits referred to in Articles 14 and 15 herein, paid in advance for employees of the Employer, who, at the date of the insolvency or bankruptcy, have performed work or services for the Employer for which the employees and/or the Union, as the case may be, have not been paid any of the said financial benefits and the Union shall be entitled to pay out of the said funds to itself and/or to or on behalf of the employees of the bankrupt or insolvent Employer, (including payment of any sums of Welfare, Vacation Pay, Pension or any other employee benefit fund), such amounts as may be due to any of them.

20.03 The Union shall deposit the said funds which have been paid to it by the Employer, in a separate interest bearing account with a chartered bank, trust company or credit union and the interest thereon shall be added to and form part of the said fund, which is to be available to the Union, the said employees or any employee benefit funds as provided in this Agreement in the event of any default by the Employer. In the event there is no default by the Employer under the terms of this Agreement, then the funds and interest thereon shall be forthwith returned.

20.04 Notwithstanding Article 20.02, if the Employer is requested to deposit any of the funds under the terms of this Article, interest thereon shall accrue to the benefit of the Employer and the principal sum and the interest thereon shall be immediately returned to the Employer as soon as the particular project for which the security was requested has been completed, unless such principal and interest are necessary to fulfil the Employer's obligation as contemplated by this Article.

ARTICLE 21 - LOCAL 183 MEMBERS' TRAINING FUND

21.01 The Employer and Local 183 agree to recognize and be bound to Local 183 Members' Training Trust Fund as if original parties thereto, and as if the same formed part of this Collective Agreement. In the event any of the terms and conditions of the said Agreement and Declaration are in any way altered, added to or amended, then the Employer and Local 183 shall be bound by the same as if original parties thereto and as if the same formed part of this Collective Agreement.

21.02 The Employer shall contribute twenty cents (20¢) per hour for each hour worked by each employee who is a member of Local 183 to the Local 183 Members' Training Fund.

21.03 The above contributions are to be remitted by the 15th (fifteenth) day of the month following the month for which the payments are due.

21.04 The Labourers' International Union of North America, Local 183 and the Association agree to amend Section 8.01 of the Agreement and Declaration of Trust made as of the 1st day of May, 1977 establishing the Labourers' Local 183 Members' Training and Rehabilitation Fund, as amended, so that it provides as follows:

Section 8.01

"Except as otherwise provided for, this Agreement may only be amended by an instrument in writing under seal, properly executed by the Union and at least sixty percent (60%) of the Associations. Each such amendment shall be by an instrument in writing fixing the effective date of such amendment, and a copy shall be forwarded to the principal office of the Fund.

If the Trust Agreement is so amended by agreement involving at least sixty percent (60%) but less than one hundred percent (100%) of the Associations, any Association which claims that it will suffer undue hardship as a result of the amendment may refer the issue to an Arbitrator appointed by mutual agreement, in which case the Arbitrator shall have the authority to rescind the amendment if the grieving Association can substantiate the claim of undue hardship. If the parties cannot agree upon an Arbitrator, the Office of Arbitration will be asked to appoint an Arbitrator for them."

ARTICLE 22 - LOCAL 793 TRAINING FUND

22.01 The Employer shall contribute 5¢ (five cents) per hour for each hour worked by each employee who is a member of Local 793 to the International Union of Operating Engineers Local 793 Training Fund.

22.02 The above contributions are to be remitted by the 15th (fifteenth) day of the month following the month for which the payments are due.

ARTICLE 23 - INDUSTRY FUND

23.01 Each Employer bound by this Agreement or a like agreement adopting in substance but not necessarily in form the terms and conditions herein, shall contribute fifteen cents (15¢) cents per hour earned by each employee covered by this Agreement or such like agreement, and remit such contributions with the Welfare and Training Fund remittances payable to "Local 183 Trust Administration" on or before the 15th (fifteenth) day of the month following the month for which the contributions were due. Such amounts on receipt, together with a copy of the computer print-out indicating the total number of hours paid by each Employer, shall be forwarded once per month to the Association by the Administrator of the "Local 183 Trust Administration" as each Employer's contribution to the costs of negotiating and administering this Agreement. The Association will give the Union thirty (30) days notice in the event of any increase.

ARTICLE 24 - RE-INSTATEMENT UPON RETURN FROM ILLNESS
RESULTING FROM INDUSTRIAL ACCIDENT

24.01 An employee returning from absence resulting from an accident encountered during his employment with the Employer shall return to the job he held prior to such absence or if such job is not available, be re-employed at work generally similar to this which he last performed, if such work is available, he is medically able to perform the same and he applies at the rate of pay prevailing for such job at the time of his return.

24.02 This Article does not apply if the injury is attributable to the wilful misconduct of the employee.

ARTICLE 25 - AMENDMENT OR EXEMPTION

25.01 Where the application of certain articles or sections of this agreement work a hardship on the Employer, the parties may reach a memorandum of amendment or exemption, in writing, to amend

or exempt certain clauses or provisions of this Agreement.

A memorandum of exemption or amendment will apply equally to all member Employers and member Unions for the area involved and during the term of such exemption or amendment.

ARTICLE 26 - UPGRADING OF EMPLOYEES

26.01 Upon giving the Union seven days' notice from the commencement of upgrading, the parties agree that an Employer may upgrade an employee from his original classification and that the Union recognizes a training period of up to three months. During the training period, it is agreed that the employee will receive the hourly rate based on his previous classification.

ARTICLE 27 - DELINQUENCIES

27.01 In the event that Welfare, Pension, Vacation with Pay, Training and Industry Fund payments are received by the Union after the 15th of the month following the date due, the Employer shall pay, as liquidated damages to the Union, at the rate of 2% per month (24% per annum) or fraction thereof, on the outstanding overdue amount. Such late payments received from Employers shall be applied firstly to arrears of contributions already owing starting with amounts owing from the earliest month forward.

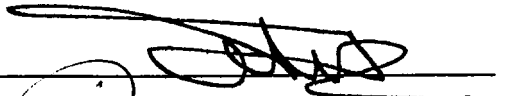
ARTICLE 28 - DURATION

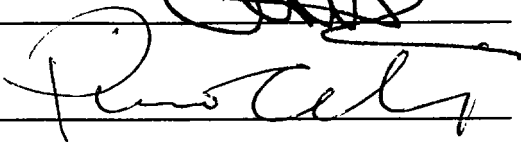
28.01 This Agreement shall become effective on the 1st day of May, 1995, and shall remain in effect until the 30th day of April, 1998, and shall continue in force from year to year thereafter, unless either party shall furnish the other with notice of termination of or proposed revision of this Agreement not more than one hundred and twenty days and not less than thirty days before the 30th day of April, 1998, or in a like period in any year thereafter.



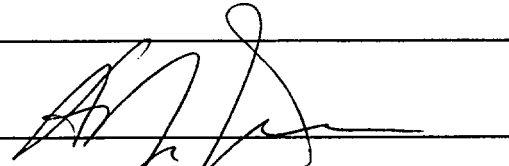
IN WITNESS WHEREOF the Party of the First Part and the Party of the Second Part and the Party of the Third Part have caused their proper officers to affix their signatures below, this *15th* day of *November*, 1995.

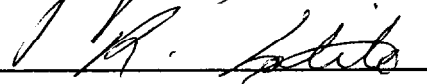
ON BEHALF OF THE ASSOCIATION






ON BEHALF OF LABOURERS'
INTERNATIONAL UNION OF
NORTH AMERICA, LOCAL 183





ON BEHALF OF INTERNATIONAL
UNION OF OPERATING ENGINEERS
LOCAL 793



SCHEDULE "A" - Association Members

- ✓ ACU Contracting
- ✓ Aspen Concrete and Drain Inc.
- ✓ Beltem Contractig Inc.
- ✓ Belvedere Drain & Concrete
- ✓ Brentview Construction (Ontario) Limited
- ✓ Choiceland Contracting Ltd.
- ✓ Cobra Drain & Development Corporation
- ✓ Columbia Drain & Concrete Contractors Ltd.
- ✓ Concord Concrete & Drain Inc.
- ✓ Demi Concrete & Drain Ltd.
- ✓ D.I. Construction Co. Inc.
- ✓ Dolente Concrete & Drain Co.
- ✓ Dominic DiCarlo Ltd.
- ✓ Donald Concrete & Drain Inc.
- ✓ Donald Construction Limited
- ✓ Dranco Construction Limited
- ✓ Faga Group
- ✓ Fourwinds Construction Inc.
- ✓ Franore Drain & Concrete Limited
- ✓ Goldstar Drain & Concrete Inc.
- ✓ Jentry Construction Limited
- ✓ Joe DiMonte Contracting Ltd.
- ✓ King-Con Construction Ont. Ltd.
- ✓ Long Valley Construction Limited
- ✓ Maple Drain & Concrete Inc.
- ✓ Marlisi Construction Ltd.
- ✓ Plastina Investments Limited
- ✓ Pro-Drain (1984) Construction Ltd.
- ✓ Ram Drain Contracting Inc.
- ✓ Rinlor Construction Limited
- ✓ Roy-Val Construction Limited
- ✓ San-Jac Concrete & Drains Limited
- ✓ Tony Reda Drain & Concrete Contractors Ltd.
- ✓ Toronto Concrete & Drain Limited
- ✓ Triple A Concrete & Drain
- ✓ Viomar Concrete & Drain Ltd.
- ✓ Westcon Construction Ltd.
- ✓ Zicardo Construction Ltd.

SCHEDULE "B"

1. HOURS OF WORK AND OVERTIME

(a) Hours of work shall be in accordance with the *Employment Standards Act 1974*, of the Province of Ontario, and shall be based on 44 (forty-four) hours per week Monday to Friday with a maximum of twelve (12) hours per day.

(b) Overtime at the rate of time and one-half the employee's current hourly rate shall be paid to all employees for all work performed after twelve (12) hours per day Monday to Friday inclusive, and for all work performed in excess of 44 (forty-four) hours per week Monday to Friday inclusive and for all work performed on Saturday.

(c) Overtime at the rate of double the employee's current hourly rate shall be paid to all employees for all work performed on Sundays and holidays.

(d) There shall be no pyramiding of overtime.

2. STATUTORY HOLIDAYS

The following shall be recognized by the Employer as Statutory Holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Dominion Day	Boxing Day
Civic Holiday	

and any other holidays as may be proclaimed by the federal or provincial governments.

3. VACATION PAY FOR MEMBERS OF LOCAL 183

(a) The Employer and Local 183 agree to be bound by the terms and conditions of the Labourers' Local 183 Members Holiday and Vacation with Pay Trust, as if original parties thereto and agree to be bound by any additions, alterations or amendments of the said Trust, as if original parties thereto and as if the same formed part of this Collective Agreement. The parties hereto agree to execute any and all necessary documentation that may be necessary to facilitate the appointment of one (1) trustee on behalf of the Association to the said Vacation with Pay Fund.

(b) Vacation with Pay at the rate of ten per cent (10%) of gross earnings shall be paid to the Vacation with Pay Trust Fund on behalf of employees covered by this Collective Agreement who are members of Local 183.

(c) Local 183 Members' Vacation Pay Fund

The Labourers' International Union of North America, Local 183 and the Association agree, subject to acceptance and adoption by the Trustees of the Labourers' International Union of North America, Local 183, Member's Vacation Pay Fund (the "Fund"), that Section 4.03 (h) of the Agreement and Declaration of Trust made as of the 29th day of January, 1975, as amended, establishing the said Fund, be amended as follows:

Section 4.03 (h)

"Any income earned by the Fund shall be applied as follows:

(i) To the payment of the expenses incurred in the administration of the Fund including but not limited to, the expenses of the Trustees, the Administrator and such legal counsel, investment counsel, accounting, actuarial and clerical assistants as are employed from time to time by the Trustees;

- (ii) To provide for any liability for income tax in respect of the income of the Fund;
- (iii) To the payment of vacation pay to employees of a bankrupt or insolvent Employer or an Employer who no longer carries on business where the said Employer defaulted on payment to the Fund due to bankruptcy, insolvency or discontinuance of a business, at any time after the date of this Agreement, on such terms, in such amounts and subject to such conditions as the Trustees may decide from time to time as may be required by the Employment Standards Branch, of the Ministry of Labour;
- (iv) To the setting up of any reserves which Trustees may deem appropriate; and
- (v) Any surplus balance will be split between the Union and the Association on a 50/50 basis and remitted to the Union and the Association. If there is a deficit in the fund subsequent to the remittance of the surplus to the Union and the Association it is agreed that this deficit will be covered by any future surplus in the fund.

3.01 Local 183 Members' Benefit Fund

The Labourers' Local 183 and the Association agree to amend Section 8.01 of the Agreement of Declaration and Trust made as of October 1, 1980, as amended, establishing the Local 183 Members' Benefit Fund to provide that, with respect to the amendment of the Trust Agreement by the Union and the Party Associations, the Trust Agreement may be amended by the mutual agreement of the Union and at least sixty percent (60%) but less than one hundred percent (100%) of the Party Associations, any

Association which claims it will suffer undue hardship as a result of such amendment may refer the issue to an Arbitrator appointed by mutual agreement, in which case the Arbitrator shall have the authority to rescind the amendment if the grieving Association can substantiate its claim of undue hardship. If the parties cannot agree upon an Arbitrator, the Office of Arbitration will be asked to appoint an Arbitrator for them.

4. VACATION PAY FOR MEMBERS OF LOCAL 793

(a) Local 793 and the Association agree to create and establish a jointly administered trust fund to be known as the "Operating Engineer, Local 793 Members Holiday and Vacation with Pay Trust" subject to 4 (c) below.

(b) Vacation with Pay at the rate of ten percent (10%) of gross earnings shall be paid to the Vacation with Pay Trust Fund on behalf of employees covered by this Collective Agreement who are members of Local 793.

(c) It is understood and agreed by the parties that the establishment of this Trust Fund, as set out in 4 (a) above is contingent on the establishment of said fund in conjunction with at least one other employer's association. In the event that this Trust Fund cannot be established, the Vacation Pay shall be paid in accordance with the Collective Agreement expiring April 30, 1992.

5. WAGES AND CLASSIFICATIONS(a) Local 183 Classifications and Wages:

	<u>May 1/95</u>	<u>May 1/96</u>	<u>May 1/97</u>	<u>Nov 1/97</u>
(i) Labourer	\$20.75	<u>\$20.85</u>	\$21.00	\$21.15
(ii) Pipe Layer	21.75	21.85	22.00	22.15
(iii) Cement Finisher	22.25	22.35	22.50	22.65
(iv) Carpenter, Formsetter (see Note 1 below)	22.25	22.35	22.50	22.65
(v) Combination Skilled Worker (see Note 2 below)	22.75	22.85	23.00	23.15
(vi) Working Foreman	24.75	24.85	25.00	25.15
(vii) Drivers of Trucks under 10,000 lbs. G.V.W.	20.75	20.85	21.00	21.15
(viii) Drivers of Trucks over 10,000 lbs.	21.50	21.60	21.75	21.90

Note 1

It is expressly understood that the Carpenter/Formsetter rate will apply only to those employees able to set grades for concrete, lay drains, finish concrete and actually cutting and installing formwork for stairways, landings, balconies, verandas and fireplaces. (Not applicable to setting door or window sills, garage floor bulkheads, sidewalk or deck forms.)

Note 2

The category of Combination Skilled Worker applies to an Employee who is skilled in and actually performs

pipelaying, cement finishing and carpenter formsetter work.

Note 3

Transportation of Employees: Employees, excluding Working Foremen, who are requested to pick up other employees at assembly points and transport them to the job and from the job back to the assembly points, shall be paid the equivalent of one hour per day straight time, which time shall not be included in calculating said employees' hours worked per week.

(b) Local 793 Classifications and Wages:

- (i) Operators of:
 Backhoes and Front End
 Loaders (under 1 cu. yd.),
 Farm and Industrial Type
 Tractors with Excavating
 Attachments, Compaction
 Equipment and Bulldozers
 (under D-4) - \$21.52
- (ii) Operators of:
 Shovels, Backhoes,
 Pitmans, Front-End Loaders
 (1 cu. yd. and over),
 Bulldozers (D-4 or equivalent
 and over) - \$22.52

6. WORKING DUES FOR MEMBERS OF LOCAL 183

Effective May 1, 1995, the Employer agrees to deduct from the employees' wages working dues in the amount of two percent (2%) of the gross wages of employees who are members of Local 183 (excluding vacation pay) and to remit such amount, by using Section "B" of the standard remittance form, not later than the fifteenth day of the month following the month for which the deduction is made, to L.I.U.N.A. Local 183.

The Union may direct the Employer to alter the amount and/or

the method of remittance of working dues as described in this provision, and the Employer agrees that it shall comply with such direction. The Union agrees that it shall provide thirty (30) days notice of any such alteration.

7. WORKING DUES FOR MEMBERS OF LOCAL 793

Working dues of two per cent (2%) of the gross wages of employees who are members of Local 793 (excluding vacation pay) shall be deducted and shall be remitted to Local 793 not later than the 15th (fifteenth) day of the month following the month for which the dues were deducted.

8. MAINTENANCE OF EXISTING BATES

It is agreed that at the commencement of this agreement no employee covered by this Agreement shall receive a reduction in his rate of wages through the introduction of this Schedule. This Article will not be applied in such a way that an Employer will be put in violation of Article 10.02 as a result thereof.

9. PAYMENT OF WAGES

(a) It is agreed and understood that all employees shall be paid on a weekly basis. However, all employees shall receive their cheques no later than Thursday on or before 5:00 p.m. in any given week.

The employee's pay slips shall outline his hourly rate, all hours worked, overtime hours, vacation with pay, deductions for income tax, unemployment insurance, pension, etc. where applicable.

(b) Whenever Unemployment Insurance Separation Slip and pay cheques are not given to employees at the time of termination, they shall be sent by the Employer concerned to the employee by registered mail to his last known address within three (3) days of the time of termination.

10. CONTRACTING/SUBCONTRACTING

In the event that an Employer bound by this Agreement contracts and/or subcontracts work falling within the scope of this Collective Agreement, then the Employer shall contract and/or subcontract such work only to Employers who are in contractual relations with the Union.

11. TRAVEL TIME AND OUT OF TOWN ALLOWANCE

No travelling expenses will be paid on jobs located within the area described in the attached map.

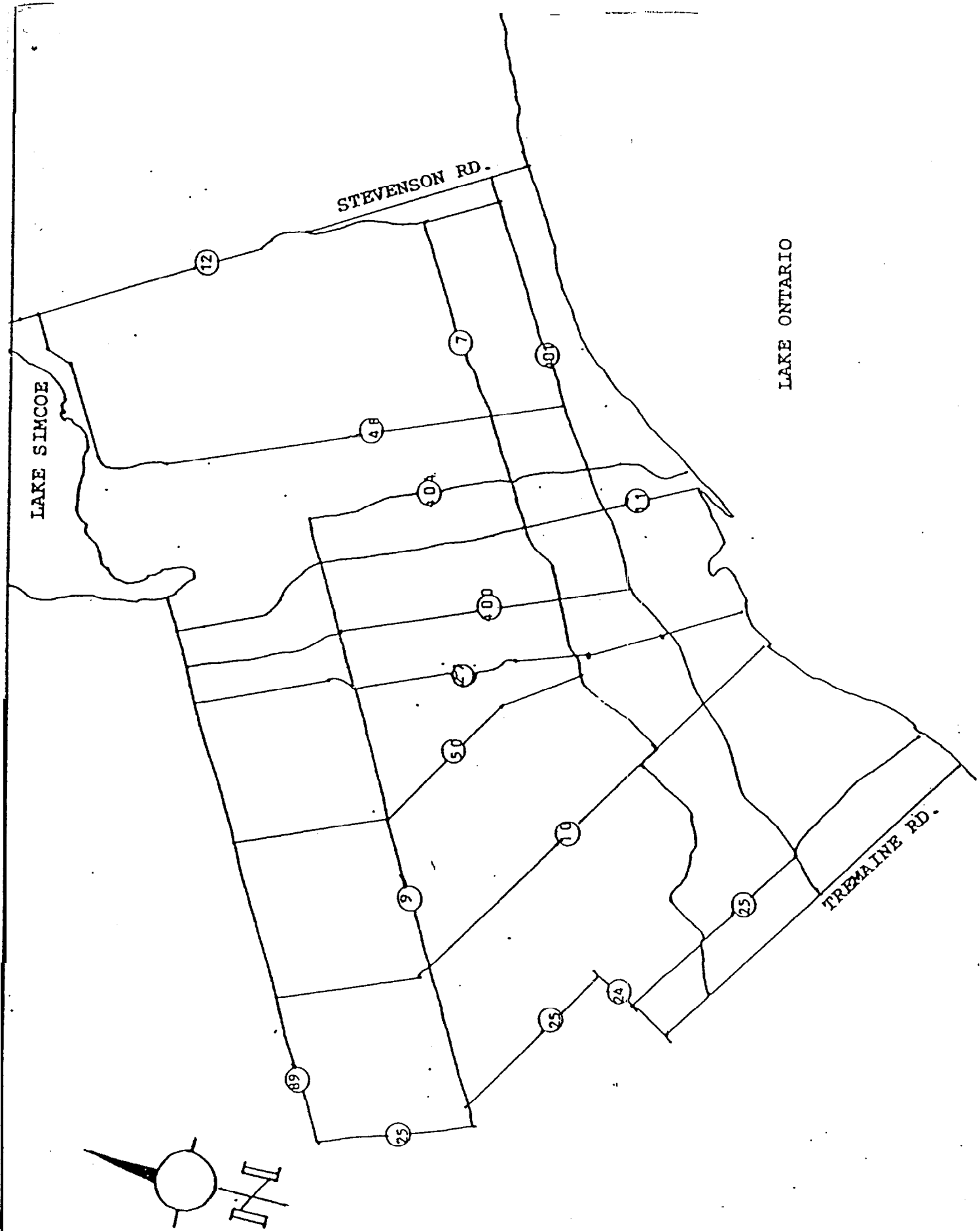
11.2 For all jobs outside the geographical area described in the attached map, the following travelling expenses will apply.

- (a) If employers provide a company vehicle, \$10.00 per day
- (b) Employees who are required to use their own transportation at the request of the Employer will be paid thirty-five cents (35¢) per road kilometer from the work site to the nearest point of the boundary of the Metro area.

11.3 It is understood that if an Employer requires an employee to be out of town overnight, the Employer will provide at his own expense adequate room and board for the employee, or will pay to the employee a daily allowance of fifty (\$50.00) dollars per day to a maximum of two hundred and fifty (\$250.00) dollars per week.

11.4 An Employee required to work out of town by his Employer in the circumstances contemplated above, the Employer will maintain the rates of wages and overtime rates and all fringe benefits provided for in this agreement, including but not limited to Health and Welfare, Pension, Vacation and statutory Holiday pay, training and Union dues.

SCHEDULE "C"



LETTER OF UNDERSTANDING NO. 1

B E T W E E N :

ONTARIO CONCRETE & DRAIN CONTRACTORS' ASSOCIATION

- and -

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA,
LOCAL 183

- and -

INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL 793

It is agreed and understood that the Union will not, during bargaining leading to the next two (2) successive collective agreements following the within collective agreement, request changes to the Union Security clause - Article 3. That is, this clause will remain as is for the next two collective agreements following the within collective agreement.

Dated at TORONTO this 12th day of June , 1989.

**INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 793**

LABOURERS' INTERNATIONAL
UNION OF NORTH AMERICA,
LOCAL 183

ONTARIO CONCRETE & DRAIN
CONTRACTORS' ASSOCIATION

LETTER OF UNDERSTANDING NO. 2

B E T W E E N :

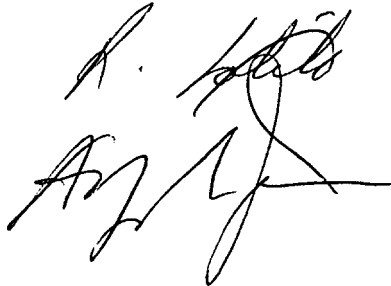
ONTARIO CONCRETE & DRAIN CONTRACTORS' ASSOCIATION

- and -

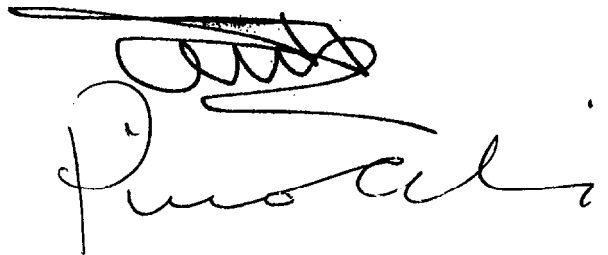
LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA,
LOCAL 183

The parties agree to establish a committee consisting of three (3) representatives of the Association and three (3) representatives of the Union to meet and attempt to negotiate special rates and conditions for labourer trainees subject to their agreement that in any event the Employer must first obtain the Union's approval prior to the hiring of any such trainee.

**LABOURERS' INTERNATIONAL UNION
OF NORTH AMERICA, LOCAL 183**



**ONTARIO CONCRETE & DRAIN
CONTRACTORS' ASSOCIATION**



LETTER OF UNDERSTANDING NO. 3

B E T W E E N :

ONTARIO CONCRETE & DRAIN CONTRACTORS' ASSOCIATION

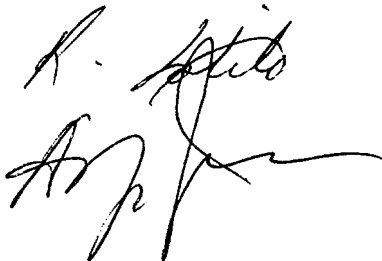
- and -

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA,
LOCAL 183

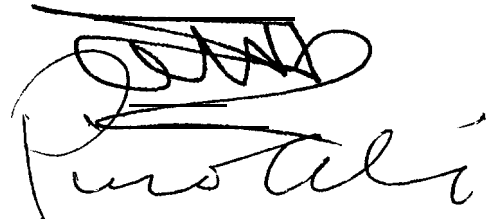
In conjunction with the L.I.U.N.A. Local 183 Training and Rehabilitation Centre, the Ontario Concrete & Drain Contractors' Association (O.C.D.C.A.) agrees to the development of a Training Curriculum, prepared by the Centre and directed to the employees of the O.C.D.C.A. member companies.

It is understood that Ergonomics Training will be an integral component of said curriculum.

LABOURERS' INTERNATIONAL UNION
OF NORTH AMERICA, LOCAL 183



ONTARIO CONCRETE & DRAIN
CONTRACTORS' ASSOCIATION



LETTER OF UNDERSTANDING NO. 4

B E T W E E N :

ONTARIO CONCRETE & DRAIN CONTRACTORS' ASSOCIATION

- and -

INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL 793

(a) It is agreed and understood that the employer will advise Local 793 of any owner/operator which an employer employs or intends to employ for the purpose of allowing Local 793 to verify the status of its owner/operator.

(b) The parties agree to establish a committee of three representatives from the Ontario Concrete and Drain Contractors' Association and three representatives from Local 793 to meet and attempt to set up special rates and conditions for operator trainees.

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 793



ONTARIO CONCRETE & DRAIN
CONTRACTORS' ASSOCIATION

