

COLLECTIVE AGREEMENT

between

**THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION**

and the

**INTERNATIONAL ASSOCIATION OF HEAT
AND FROST INSULATORS AND ALLIED WORKERS**

May 1, 2025 – April 30, 2030

**EPSCA/INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS' AND ALLIED
WORKERS' COLLECTIVE AGREEMENT**

INDEX

Page

Article 1 RECOGNITION.....	1
Article 2 FOREPERSON.....	1
Article 3 ACCREDITED UNION REPRESENTATIVES.....	2
Article 4 UNION STEWARDS.....	3
Article 5 ADVANCE NOTICE.....	4
Article 6 WORK ASSIGNMENT.....	4
Article 7 JURISDICTIONAL DISPUTES.....	6
Article 8 UNION SECURITY.....	8
Article 9 BENEFITS.....	9
Article 10 EMPLOYMENT.....	9
Article 11 EMPLOYMENT - EMERGENCY SITUATIONS.....	11
Article 12 EMPLOYMENT - ASBESTOS REMOVAL OPERATIONS.....	12
Article 13 LAYOFF PROCEDURE.....	12
Article 14 WAGES.....	13
Article 15 SHIFT DIFFERENTIAL.....	13
Article 16 OVERTIME RATES.....	13
Article 17 PAY PROCEDURE.....	14
Article 18 INCLEMENT WEATHER PAY.....	15
Article 19 PREMIUMS.....	15
Article 20 CALL-IN PAY.....	16
Article 21 REPORTING PAY ON 8 HOUR AND 10 HOUR SHIFTS.....	16
Article 22 VACATION AND STATUTORY HOLIDAY PAY.....	17
Article 23 STATUTORY HOLIDAYS.....	17
Article 24 GENERATION PROJECTS DAILY TRAVEL ALLOWANCE AND ROOM AND BOARD.....	17
Article 25 HYDRO ONE (LINES AND STATIONS CONSTRUCTION)DAILY TRAVEL ALLOWANCE AND ROOM AND BOARD.....	21
Article 26 HYDRO ONE (LINES AND STATIONS CONSTRUCTION)DAILY TRAVEL TIME..	24
Article 27 GENERATION PROJECTS- TRAVEL AND TRANSPORTATION.....	24
Article 28 HYDRO ONE (LINES AND STATIONS CONSTRUCTION)TRAVEL AND TRANSPORTATION.....	25
Article 29 STANDOFF.....	26
Article 30 REST PERIOD.....	27
Article 31 LUNCHROOM FACILITIES.....	27
Article 32 MEALS ON OVERTIME.....	28
Article 33 TOOLS AND CLOTHING.....	29
Article 34 PROTECTIVE CLOTHING AND EQUIPMENT.....	30
Article 35 APPRENTICESHIP AND TRAINING PROGRAMS.....	30
Article 36 HOURS OF WORK.....	31
Article 37 GRIEVANCE PROCEDURE.....	33
Article 38 ARBITRATION.....	35
Article 39 NO STRIKE - NO LOCKOUT.....	36
Article 40 ASSOCIATION FUND.....	36
Article 41 DE NOVO.....	36
Article 42 HELMETS TO HARDHATS.....	36
Article 43 RADIATION WORK.....	37
Article 44 INDIGENOUS CONTENT COMMITMENT.....	37

Article 45 EQUITY, DIVERSITY AND INCLUSION	37
Article 46 RESPECT IN THE WORKPLACE	37
Article 47 TERM OF AGREEMENT	38
APPENDIX A: MOOSE RIVER BASIN: NORTHERN ONTARIO.....	39
APPENDIX B: 7-DAY COVERAGE HYDRO ONE (LINES AND STATIONS).....	40
APPENDIX C: NUCLEAR APPENDIX.....	42
APPENDIX D: 7 DAY COVERAGE	43
STATEMENT OF UNDERSTANDING No. 1: EMPLOYMENT REFERRALS.....	45
STATEMENT OF UNDERSTANDING No. 2	46
LETTER OF UNDERSTANDING No. 3	47
LETTER OF UNDERSTANDING No. 4 HYDRO ONE DIRECT HIRES	48
LETTER OF UNDERSTANDING No. 5: COLLECTIVE AGREEMENT AND WAGE	
SCHEDULE IMPLEMENTATION	49
LETTER OF UNDERSTANDING No. 6 6X3 SCHEDULE- NUCLEAR ONLY.....	50
LETTER OF UNDERSTANDING No. 7: APPRENTICE RATIO	52
LETTER OF UNDERSTANDING No. 8 OFF-SITE TRAINING	53
LETTER OF UNDERSTANDING No. 9 SUPPLY STRATEGIES.....	54
TOOL LIST	55

COLLECTIVE AGREEMENT

by and between

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

and the

**INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ALLIED WORKERS
(hereinafter called the "Union")**

WHEREAS EPSCA is an Association formed to represent Employers 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 and the Association desire to mutually establish and stabilize wages, hours and working conditions for journeypeople and apprentices employed by Employers within the Electrical Power Systems Sector of the construction industry, in the Province of Ontario and further to encourage closer co-operation 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 parties hereby agree as follows:

Article 1 RECOGNITION

1.1 EPSCA recognizes the Union as the exclusive bargaining agency for a bargaining unit comprising employees as defined in Article 1.3 engaged in all construction industry work* performed in the Province of Ontario on Ontario Power Generation Inc., Bruce Power LP and Hydro One property for the bulk power system, save and except the building of commercial-type office facilities at urban locations remote from operating facilities.

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

1.2 The Union recognizes EPSCA as the exclusive bargaining representative for all Employers in respect of work performed by their respective employees in the bargaining unit set forth in Article 1.1.

1.3 The term "employee" shall include all employees of the Employers in the classifications set out below:

Insulating Mechanic
Apprentice
Temporary Help
Subforeperson
Foreperson
Working Foreperson

1.4 Working Foreperson

When the crew size is five (5) or less, including the foreperson, the foreperson may be required to work with the tools of the trade.

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

Article 2 FOREPERSON

2.1 It is understood that forepeople hold a key position in the relationship between the Employers and the Union. Both parties agree that every effort should be made to recruit and retain forepeople 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 a Union, the Employers and the Union will make every effort to minimize problems that may arise which concern the relationship between the forepeople, the Employers and the Union.

2.2 Forepeople are the first level of management supervision and, as such, are management representatives. In this capacity, they will exercise duties and

responsibilities, as established by their Employers, and will not work with the tools of the trade, except as provided for in the working foreperson classification.

The parties recognize the responsibility of forepeople to discharge their managerial duties. If the Union feels that a foreperson is not discharging their managerial duties in a manner that is fair, equitable and without bias, or if an Employer feels that the Union is interfering with a foreperson in the performance of their managerial duties, the Employer or the Union may refer the problem to the Project Committee for resolution. If the matter cannot be resolved by the Project Committee, the grievance procedure may be invoked by either party.

2.3 The selection and retention of forepeople will be the responsibility of the Employers. When making appointments to the foreperson level, the Employers will give consideration to those journeypeople they presently employ. The appointment of forepeople in charge of composite or mixed crews will take into account the nature of the work to be done.

2.4 Wages

a) The rates of pay for forepeople shall be the greater of:

- (i) 12% above the journeyperson rate or
- (ii) the Employer's current practice; or
- (ii) the rate negotiated in appropriate local agreements.

b) The rates of pay for subforepeople shall be the greater of 6% above the journeyperson rate.

2.5 Mobility

To maintain efficiency and productivity, an Employer shall have the right to move forepeople from construction site to construction site, as determined at the pre-job conference.

2.6 Tools and Clothing

On a charge-out basis, the Employer shall supply forepeople with protective clothing appropriate for the conditions under which the work is being done.

Forepeople shall be accountable, but not liable, for gang tools used by their crew.

Article 3 ACCREDITED UNION REPRESENTATIVES

3.1 The senior representative of the Union will designate local union representatives as Accredited Union Representatives to handle the day-to-day administration of this Agreement on the basis of not more than two representatives for each Major Project. The Union will notify EPSCA and/or the Employer, 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. Such representatives, after identifying themselves to the Employer representative upon entering the job site, 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.

- 3.2 An Accredited Union Representative may be appointed by the International Representative to be their designate in matters requiring the involvement of the International Representative.

The International Representative will inform EPSCA, in writing, of the name, duration of appointment and function of such designate.

Article 4 UNION STEWARDS

- 4.1 Accredited Union Representatives shall inform the appropriate EPSCA Representative and the Employer of the steward, in writing, of the names of all stewards, one of whom shall be designated Chief Steward, as they are appointed and when they cease to act as stewards. A steward, other than a Chief Steward, shall exercise their duties only in respect to employees of their Employer. A Chief Steward, in order to carry out their duties in respect to employees of other than their Employer, shall first involve the EPSCA Representative. Any steward shall obtain permission from their immediate supervisor before leaving their work area for union business. Such permission shall not be unreasonably denied. For the Pickering, Darlington and Bruce Power LP Nuclear sites, a Chief Steward at each site shall be paid at the foreperson rate. All Chief Stewards in receipt of the foreperson rate are still eligible to work on the tools.

The foreperson rate does not apply when Chief Stewards are working overtime on the tools.

Except at Bruce Nuclear Power Development (BNPD):

Only in situations where an accredited Union Representative is unable to attend pre-job and/or mark-up meetings, may the Chief Steward be designated and attend, as part of the Chief Steward's duties, on behalf of the accredited union representative.

- 4.2 The Union shall receive written notice before the employment of a steward is terminated by their Employer, and provided the steward is able to perform the work required, they will be the last employee to be retained by their Employer in a layoff/standoff situation.
- 4.3 The Chief Steward will be informed of all overtime and shall be given the opportunity to work. In the event they decline the work they shall be responsible to designate a steward to work the overtime who is qualified to perform the available work.
- 4.4 No foreperson or subforeperson shall be permitted to act as a steward.

Article 5 ADVANCE NOTICE

- 5.1 EPSCA will advise the Union of all new Generation Station Projects and Hydro One - Lines and Stations Construction Projects coming under the provisions of this Agreement for the construction field forces of the Employers.

Upon the request of the Union, EPSCA will convene a prejob conference before work commences to discuss preliminary details of the proposed work to be performed and to establish conditions in accordance with this Agreement for the project. EPSCA will record the minutes of prejob conferences and forward them within fifteen (15) working days to the Union.

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

- 5.3 EPSCA will provide written notice to the Union as far in advance as possible of new work and prejob conferences as noted in Articles 5.1 and 5.2 above. For work of less than one week's duration and requiring five (5) or less employees, prejob meetings must be arranged with as much advance notice as possible by the office of the General Manager of EPSCA, but without formal notice, in writing, unless the prejob meeting has been waived by the parties.

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, having regard for the special requirements of thermal, nuclear or hydraulic generation and transmission and transformation construction. An Agreement or Decision of Record is one that is published by the Building and Construction Trades Department, AFL-CIO (Agreement and Decisions Rendered Affecting the Building Industry).

Where no Decision or Agreement applies, the Employer agrees to consider evidence of established practices within the industry when making jurisdictional assignments.

- 6.2 (a) A markup process will be utilized when an Employer intends to perform work on a project site*. The purpose of this markup process is to indicate to the Union the work which is planned to be carried out by the Employer in order to minimize the potential for jurisdictional disputes.
- (b) When work is to be performed on a project site and it meets the following criteria: same employer, same work, same project site, the markup process will not be required. This procedure shall not preclude a Union's right to contest previously disputed work.

In the Electricity Production Zones when work falls within this criteria EPSCA and/or the Employer will send out a “Notification of Work” along with a copy of the original minutes of mark-up meeting(s) to the Local Unions prior to work commencing. This procedure shall not preclude the Union’s right to contest previously assigned work, if the work is in a Local Union jurisdiction other than the one it was marked up in.

- (c) When an Employer has work that is less than a 3 week duration and there are ten (10) or fewer employees covered by EPSCA Collective Agreements employed on this specific work, the Union will be notified of the scope of work and the Employer’s proposed work assignments. The Union will have two (2) weeks from the date of notification to submit jurisdictional claims and supporting evidence to the Employer for consideration. The Employer will notify the Union of the final work assignments prior to the commencement of the work.
- (d) All work that does not meet the criteria set out in clauses 6.2(b) or 6.2(c) will be reviewed and assigned at a markup meeting.
- (e) EPSCA and/or the Employer will provide written notice to the Union as far in advance as possible of markup meetings. The Union may attend these markup meetings, and every effort will be made to settle questions of jurisdiction before the work is expected to commence.
- (f) The Employer who has the responsibility for the work shall make a proposed assignment of the work involved. The Employer shall be responsible for providing copies of proposed assignments to the Unions in attendance at the markup meeting. The Employer will specify a reasonable time limit for the Unions involved to submit evidence of their claims. The Employer will evaluate all evidence submitted and make a final assignment of the work involved. This final assignment will be in accordance with the procedural rules established by the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry. The Employer will advise the Unions of the final assignments prior to the work commencing.
- (g) EPSCA and/or the Employer will record the proposed assignments and jurisdictional claims and forward a copy of them within fifteen (15) working days to the Unions.
- (h) The parties recognize that circumstances may arise, particularly with discovery and emergency work, where the process set out above may not be practical or possible, however reasonable effort will be made by the Employer to adhere to the appropriate trade jurisdiction.

* ***For the purposes of this Article, Nanticoke, Lambton, Lakeview/Hearn, BNPD, Pickering, Darlington, Hydro One (Lines and Stations) and the five (5) Electricity Production Zones are each considered individual project sites***

Article 7 JURISDICTIONAL DISPUTES

- 7.1 (a) In the event there is a jurisdictional dispute which cannot be settled on a local basis by the Unions involved, it shall be submitted to the International Unions involved for settlement without permitting it to interfere in any way with the progress of the work at any time.

Any Union shall have the right to elect to pursue or respond to any jurisdictional disputes at the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry. In the event the Union elects to pursue or respond to the jurisdictional disputes at the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry, clauses 7.1(b), 7.2, 7.3, and 7.4 will apply.

In the event another Union (or other Unions) not signatory to this collective agreement has (have) the option to pursue jurisdictional disputes at the Ontario Labour Relations Board, the Union shall have the right to pursue or respond to any jurisdictional disputes at the Ontario Labour Relations Board when these Unions are involved in the jurisdictional dispute.

In the event the Union elects to pursue or respond to the jurisdictional dispute at the Ontario Labour Relations Board, clauses 7.1(b), 7.2, 7.3, and 7.4 will NOT apply.

- (b) In the event that a jurisdictional dispute arises over a work assignment, the Employer will make an assignment for the work in dispute in accordance with the Procedural Rules and Regulations of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry. Any Union which protests that a contractor has failed to assign work in accordance with the procedures specified above, shall remain at work and process the complaint through its international office. The parties will settle such jurisdictional dispute in accordance with procedure as outlined by the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry of the Building Trades Department, AFL-CIO or any successor agency of the Impartial Jurisdictional Disputes Board authorized by the Building Trades Department.

- 7.2 In the event the dispute is not settled by the International Unions involved, it shall then be submitted to the Administrator of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry for resolution. In the event that the International Office of the Union elects not to file with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry, EPSCA agrees to file the dispute at the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry at the request of the International Representative of the Union. Those Unions and Employers involved shall advise the Union and EPSCA respectively, in writing, of an intent to submit a jurisdictional dispute to the Impartial Jurisdictional Disputes Board and will identify the work in question. An arbitration decision under the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry will be final and binding to the parties to this Agreement with no further recourse to the Ontario Labour Relations Board on the issue decided by the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry.

- 7.3 EPSCA, on behalf of the Employer, shall have direct recourse to the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry when the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry has under its consideration a dispute involving the assignment of work being done by employees who are covered by this Agreement.
- 7.4 In the event that an arbitration decision under the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry is not rendered within sixty (60) days of the disputed assignment being referred to the Plan, EPSCA and/or the Union shall have recourse to the Ontario Labour Relations Board for a decision provided it is processed as a jurisdictional dispute.
- 7.5 When a jurisdictional dispute exists in the electrical power systems sector, upon request by the International Representative of either of the Unions involved, Employers shall furnish the International Representative with a letter from a duly authorized official of the Employer on the Employer's stationery, stating that the Union requesting the letter was employed on specific types of work on a given project. The Union requesting the information will supply the Employer with the name of the other Union involved in the dispute and the Employer will provide that Union's International Representative with a copy of the letter being given to the requesting Union.

When a jurisdictional dispute exists in the electrical power system sector between Unions and upon written request by the International Representative of the Union, the Employer shall supply the International Representative of the Union involved with a copy of the evidence submitted by the other Union(s) involved along with drawings and/or prints plus a description of the work or process in dispute.

- 7.6 In the event the Union elects to pursue or respond to the Jurisdictional Dispute at the Ontario Labour Relations Board as governed by 7.4 above, the arbitration board panel appointed by the Ontario Labour Relations Board pursuant to the Act is not authorized to award damages in respect of a mis-assignment of work only in circumstances where the other union(s) involved in the proceedings is (are) equally restricted in their ability to claim for damages. However this clause 7.6 shall not apply where the Jurisdictional Dispute and the mis-assignment of work involves the same employer and the same work, and on the same job previously the subject of a Jurisdictional Dispute before the Ontario Labour Relations Board or the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry.
- 7.7 The board panel appointed by the Ontario Labour Relations Board will govern its decision pursuant to its normal criteria.
- 7.8 In the event the Union elects to pursue or respond to the Jurisdictional Dispute at the Ontario Labour Relations Board as governed by 7.4 above, the decision of the panel of the Ontario Labour Relations Board will be final and binding upon the parties to this agreement with no further recourse to the Plan on the issue decided by the Ontario Labour Relations Board.

- 7.9 Assignments made with respect to critical path or emergent work of a de minimus nature will not be subject to jurisdictional disputes. However, such assignments must adhere to Ontario Health and Safety Act (OHSA) regulations.

Article 8 UNION SECURITY

8.1 UNION MEMBERSHIP

(a) Employees

As a condition of employment, all employees covered by this Agreement shall either be members of, or will apply for membership in the Union within seven (7) days of employment. It shall also be a condition of continued employment that employees maintain their union membership in good standing.

(b) Foreperson

As a condition of employment, all forepeople covered by this Agreement shall either be members of, or will apply for membership in the Union within seven (7) days of employment. It shall also be a condition of continued employment that forepeople maintain their union membership in good standing.

8.2 CHECKOFF

- (a) The Employers shall deduct union initiation fees and dues from their employees' and foreperson's wages. Such fees and dues will be deducted weekly or monthly and transmitted to the designated officials of the Union, on or before the 15th day of the month following the month in which deductions are made, together with full checkoff lists of employees and forepeople subject to checkoff.

The Union shall indemnify the Employers for any liability arising from the deduction of initiation fees and dues.

- (b) The Union, through its International Office, will notify EPSCA, in writing, of the appropriate initiation fees and Union dues and of any changes to such fees and dues. Upon receipt of acceptable written notice, any changes to such fees and dues will be implemented. The effective date will be the date of implementation.

The Employer will check off initiation fees on receipt from the Union of authorization signed by the employee.

8.3 Dues deduction to be based on cents per hour paid.

Regardless of the option selected, the Employer will only remit monies to a single location. Any redistribution is the responsibility of the Union. By mutual agreement with the Union, an Employer may elect to continue current administrative practices relative to the deduction of union dues.

Article 9 BENEFITS

- 9.1 The Employer agrees to pay into operative welfare, pension and supplementary unemployment benefit plans the amount specified for welfare, pension, and supplementary unemployment benefits as set forth in the wage schedules, attached hereto, for employees covered by this agreement.
- 9.2 The Union agrees to supply the Employer with all information regarding the welfare, pension and supplementary unemployment benefit plans and also all administrative material that is required for the implementation of them.
- 9.3 Any changes in welfare, pension or S.U.B. plan contributions recognized under this Agreement will be confirmed, in writing, by the Union to EPSCA before such changes are put into effect.

Wage schedule, dues and remittance changes are to be provided in writing to EPSCA and changes shall only take place during the months of March of each calendar year. The effective date of such changed wage schedules, dues and remittances shall be the date of issuance. Should the welfare or pension plan contributions change during the term of this Agreement, then an adjustment may be made to the base rate. The total wage package will not be changed.

- 9.4 In the event an Employer is more than fifteen (15) days in arrears of the requirement to forward contributions and/or deductions to the Trustees by the fifteenth of the month following, the Employer shall pay as liquidated damages and not as a penalty an amount equal to two (2%) percent (equivalent to 24%) per annum for each month or part thereof that the contributions and/or deductions are in default for greater than fifteen (15) days provided the Employer has received five (5) days' written notice to correct such default. The trustees may require a delinquent Employer to pay for the costs, legal or otherwise, of collecting the amount owing, as outlined in the operative benefit plan trust documents.
- 9.5 The Trustees of the Employee Benefit Plans referred to in this Collective Agreement shall promptly notify the Union of the failure by the 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 Program.

Article 10 EMPLOYMENT

- 10.1 (a) For purposes of this Article, a geographic area will be established for each Major Project. The size of these geographic areas will be dependent upon the location of the work and the trade concerned.
- (b) The boundaries of the geographic areas will be jointly established at prejob conferences.

- 10.2 An office will be established by the Employer for each Major Project. A purpose of this office will be to co-ordinate employment as specified in this Article.
- 10.3 The Employer and the Union will exchange the names of their representatives in each of the areas described in 10.1(a), who will be responsible for co-operating in the referral and employment of reliable and competent union members.
- 10.4 The Employer will notify the Union of future worker requirements for all employees coming within the scope of this Agreement.
- 10.5 The Employer reserves the right to transfer employees throughout Project sites within the Electrical Power Sector without penalty to hiring hall ratios.

For Bruce Power Only:

- a. For employees transferred to Bruce Power from another Nuclear site, 75% may be transferred and 25% will be from the local hall and a resident in the area
 - b. For employees transferred to Bruce Power from a non-nuclear site in the Electrical Power Sector or from another sector, 50% may be transferred and 50% will be from the local hall and a resident in the area
 - c. The ratios in (a) and (b) above will only be in force providing the local hiring hall can supply
- 10.6 The employment of additional tradespeople and apprentices, excluding key tradespeople and employees transferred to the project, shall be carried out on the following basis and sequence:
 - (i) Referrals from the out of work list up to the number of transferred employees
 - (ii) Fifty percent (50%) name-hire from the local municipal hiring hall
 - (iii) The Employer will request the local union office for tradespeople and apprentices required. The request will include a description of the work, the number of qualified tradespeople and apprentices required, and the name of the Employer for whom the tradespeople and apprentices will be working.
 - (iv) The Union members who are resident in the designated geographic area will be referred by the Union for employment. As much as their out-of-work lists will permit, the Unions will supply members on a fan-out basis from the project or work location.

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

The Union will co-operate with the Employer and advise of the name, address and telephone number of members being referred for work as soon as they are known.

- (v) If, after a request has been made, the Union is unable to supply sufficient tradespeople and apprentices to meet the worker requirements of the Employers, the Employers may employ tradespeople and apprentices who are resident within the geographic area. Such tradespeople and apprentices shall comply with the requirements of Article 8 of this Agreement. The Employer shall promptly notify the Accredited Union Representative, in writing, of the names, addresses, date of hire, social insurance numbers, telephone numbers, job location and classification of the persons hired.
 - (vi) Once the supply of suitable tradespeople and apprentices within the geographic area has been exhausted and additional tradespeople and apprentices are required, the Employer will contact the International Representative for the trade concerned, or their designee, in order to determine whether suitable union tradespeople and apprentices are available outside of the geographic area. The Employer will co-operate in providing employment to such union tradespeople and apprentices on the basis that they be supplied from the nearest location where they are available.
- 10.7 Notwithstanding the provisions of Articles 10.5 and 10.6, re-employment as required by the Workers Compensation Board shall not be a violation of this collective agreement nor be subject to the provisions of Articles 27 and 29.
- 10.8 If the Local Union hiring practice in the ICI sector exceeds the percentage of the Employer selection through name hires, transfers or recall in this collective agreement, Employers under this collective agreement will be entitled to the same percentage in their hiring.
- 10.9 An employee who voluntarily terminates their employment with an Employer on an EPSCA site shall not be entitled to be referred to another Employer on the same site for a period of thirty (30) days unless both Employers agree.
- 10.10 In Nuclear, the Employer reserves the right to recall any available trained Employee during a 12 month period from the date of layoff.
- For non-Nuclear, the Employer reserves the right to recall any available trained Employee during a 12 month period from the date of layoff. However, these members will not be eligible for transfer to the ICI sector unless previously agreed to between the Union and employer.
- 10.11 The hired employee agrees to work in an efficient, competent and productive fashion, in mindful stewardship of their costs to the Employer.
- 10.12 Absenteeism will not be tolerated. Employees who miss regular time may be excluded from the opportunity to work overtime.

Article 11 EMPLOYMENT - EMERGENCY SITUATIONS

- 11.1 When the Union has failed to supply the required number of competent and qualified employees (including the appropriate term apprentices for asbestos removal) after two (2) working days following a written request by an Employer, the Employer may declare that an emergency situation exists. Notice of such declaration shall be made, in writing, or by telegram to the Union.

When an emergency situation is declared the Employer shall have the right to procure workpeople from available sources other than the Union on jobs located within the geographic jurisdiction of the Union. Immediately upon being hired, such employees shall be classified as temporary help.

- 11.2 An emergency situation shall be deemed terminated when the Union has notified the Employer of the Union's ability to fulfill the Employer's worker requirements. The Employer shall agree to hire such available Union members and agree to lay off temporary help within two (2) working days of such notice.
- 11.3 The Employer shall notify the Union each time a temporary employee is hired. Upon receiving such notice the Union will immediately issue referral cards to the Employer on behalf of such employees.

Article 12 EMPLOYMENT - ASBESTOS REMOVAL OPERATIONS

- 12.1 Asbestos removal work shall be performed by crews of mechanics and apprentices maintaining a one (1) to five (5) ratio. The first hire must be a mechanic. Every crew of five (5) apprentices shall consist of a maximum of one (1) 4th year, and a minimum of two (2) 1st year (or 2 temporary helpers). Any deviation from the above mix must be approved in advance by the Employer representative.
- 12.2 If the total crew size is less than six (6) on any job, the apprentice crew mix will be mutually agreed upon by the Union and Employer representative.
- 12.3 In the event the Union is unable to provide the required workers as provided in the above paragraph, Article 11 of this Agreement will apply.

Article 13 LAYOFF PROCEDURE

- 13.1 In the event of a reduction of staff, the Employer shall layoff employees in the following sequence:
- (i) Temporary Help
 - (ii) Travel Card Members from Out-of-Province
 - (iii) Members of Local Union

During a reduction of staff, the normal ratio of apprentices to journeypeople shall be maintained.

Article 14 WAGES

- 14.1 Effective May 1, 2025 and until April 30, 2030, the rates of pay for employees in the classifications listed in Article 1 of this Appendix shall be as set forth in the wage schedules, attached hereto.
- 14.2 In the event that an error is subsequently discovered on the wage schedules the error shall be corrected and applied on a prospective basis and there shall be no retroactive adjustment or claw back.

Article 15 SHIFT DIFFERENTIAL

- 15.1 Employees required to work shift work other than the regular day shift will receive a shift differential of one-fifth (1/5) for normal scheduled shift hours worked on the second shift of a two-shift operation and one-seventh (1/7) for normal scheduled shift hours worked on the second shift of a three shift operation.

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

Article 16 OVERTIME RATES

- 16.1 (a) When working on an eight (8) hour day and five (5) day per week work schedule (Monday to Friday inclusive as per Article 36.1), overtime work shall be paid at one and one-half (1 ½) times the basic hourly rate for all hours worked beyond the normal daily scheduled number of hours up to a maximum of 2 hours per day. All hours in excess of 10 hours per day shall be paid at two (2) times the base hourly rate.
- (b) When working on a ten (10) hour day and four (4) day per week work schedule (Monday to Friday inclusive as per Article 36.1), overtime work shall be paid at one and one-half (1 ½) times the basic hourly rate for all hours worked beyond the normal daily scheduled number of hours up to a maximum of 2 hours per day. All hours in excess of 12 hours per day shall be paid at two (2) times the base hourly rate.
- (c) Overtime work performed on Saturday, Sunday, Recognized Holidays, and Unscheduled days shall be paid at two (2) times the basic hourly rate.
- 16.2 The Union and Employer have a mutual interest in reducing unauthorized absenteeism. At the Employer's discretion, an unapproved absence of the Employee may disentitle the Employee to overtime opportunities. The application of the Employer's discretion, will be subject to referral to the Nuclear Project Committee.
- 16.3 When overtime work is required Monday to Friday and an employee has already commenced working the overtime, a minimum of one-half (1/2) hour's work will be provided at the applicable rate of pay.

Article 17 PAY PROCEDURE

17.1 NORMAL

- (a) Employees shall be paid weekly and payment for any given week will be made not later than the sixth working day after the close of the payroll period, but in any event not later than Thursday of the following week. Except as provided for in 17.1(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, before quitting time. Direct deposit to be implemented at the Employer's option. The Employer will make a statement available, 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 statutory 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 payday, employees will receive their pay before leaving the site provided it is available on the site.

17.2 ON TERMINATION

- (a) An employee who voluntarily terminates their employment will be provided their final pay on the next regular payday.
- (b) An employee who is laid off will have their final pay and termination documents either mailed by Priority Post or electronically provided to their last known address on file with the Employer within eight (8) days of termination. This does not preclude any employee being issued their final pay and termination documents prior to the eight (8) day period. After 48 hours of notifying the Employer, the Employee will be entitled to four (4) hours at straight time for each normal workday for which there is non-compliance thereafter.
- (c) An employee who is discharged shall be provided with their final pay immediately if the Employer's pay facilities are on site or as per 17.2 (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.

When possible, the Employer shall notify the Local Union three (3) days prior to layoff.

- (e) When an employee is laid off, they will be paid for a reasonable amount of time by the Employer if they are required to travel or wait unduly before they receive their final pay.
- (f) In established cases of long-term sickness, compensable accident or jury duty, an employee will be maintained on the Employer's payroll until their normal date of layoff.
- (g) The Employer will provide a Record of Employment (ROE) form in the employee's final pay or will send the ROE information electronically to Service Canada within the timelines specified by the relevant legislation.

Article 18 INCLEMENT WEATHER PAY

18.1 When an employee reports for work at the beginning of a shift and inclement weather is declared, an employee shall be entitled to the following payment unless notified not to report by their Employer:

- (a) If not put to work, a minimum of two (2) hours' pay at the appropriate rate, providing they remain at their place of work for two (2) hours unless given their Employer's permission to leave;

OR

- (b) If put to work, a minimum of four (4) hours' pay at the appropriate rate. If inclement weather is declared during the shift, an employee shall receive a minimum of two (2) hours' pay at the appropriate rate;

OR

- (c) Pay for the actual time worked for that shift, whichever is the greater.

18.2 An employee who qualifies for inclement weather pay shall also receive travel or board allowance, if applicable.

Article 19 PREMIUMS

19.1 When work is performed from a bosun chair or swing stage, the following premium shall be paid:

Over 15 meters above a working floor or platform - (50¢) per hour worked

19.2 *Construction Radiation Protection Assistant (R.P.A.)* is a Construction Trades Person who has achieved the full radiation qualification via the approved Ontario Power Generation Training Program or Bruce Power Training Program. This requires successful completion of the construction R.P.A. training and checkouts and the performance of R.P.A. functions while under the supervision of a fully qualified construction R.P.A. to the satisfaction of the Construction Site Safety Officer and the Station Health Physics Unit.

R.P.A. will be paid the appropriate equivalent foreperson's rate when performing an R.P.A. function and will report to the Site Safety Unit. An R.P.A. is a "qualification" and not a "trade function" irrespective of union or trade affiliation.

19.3 In the case of a recall to work, Employers reserve the right to recall Green qualified Atomic Radiation Workers (R.P.A.) in sequence from the out-of-work list to the location from where they were laid off. Recalled Greenpeople (R.P.A.) will perform sufficient Greenperson work to maintain their skill level, or be laid off.

Article 20 CALL-IN PAY

20.1 When an employee is called in to work outside of their normal hours of work, they shall receive a minimum of four (4) hours' work at the appropriate premium rate plus travel or board allowance where applicable.

If the employee's normal hours of work commence within this four (4) hour period, the employee will be paid premium time from the time they commence work until the start of their normal hours and will revert to their normal hourly rate at the commencement of their normal hours of work.

Article 21 REPORTING PAY ON 8 HOUR AND 10 HOUR SHIFTS

21.1 An employee who reports for work, unless directed not to report the previous day by their Employer, shall receive a minimum of a half shifts pay (4 hours or 5 hours) at the applicable rate when they report for work, but is given no opportunity to work because none is available. This allowance will be paid to an employee if they are requested to report for any part of the first half of a shift and an additional half shifts pay (4 hours or 5 hours) will also be paid if they are requested to report for work for any part of the second half of the same shift. It is not intended by this Section that an employee receive a reporting pay allowance greater than their pay for normal daily hours.

21.2 An employee in receipt of reporting pay shall also receive travel or board allowance, if applicable.

21.3 Notwithstanding that work is available and an employee is able to commence or continue work, the Employer may shut down a job to avoid the possible loss of human life because of an emergency situation such as H₂S leaks, bomb threats, fire, etc., that could endanger the life and safety of an employee. In such cases, employees will be compensated only for the actual time worked.

Article 22 VACATION AND STATUTORY HOLIDAY PAY

22.1 The Vacation and Statutory Holiday pay rate shall be ten (10) percent of vacationable gross earnings*. Payment shall be made weekly on the employee’s regular pay cheque.

A three (3) week leave of absence for the purpose of taking an annual vacation will be granted in the calendar year in which the employee completes one year of continuous service with the Employer. In special circumstances, where the work schedule permits, additional time off may be granted to an employee. The additional time off will not be unreasonably denied.

* ***“Vacationable gross earnings” means pay for regular hours, overtime, premium pay, shift differential, lines and stations daily travel time, retroactive pay adjustments, reporting pay, inclement weather pay, call-in pay, Saturday and Sunday premiums and trade training, but does not include payment for initial and return travel.”***

Article 23 STATUTORY HOLIDAYS

23.1 The Statutory Holidays recognized under this Agreement are:

- | | |
|----------------|------------------|
| New Year’s Day | Civic Holiday |
| Family Day | Labour Day |
| Good Friday | Thanksgiving Day |
| Easter Monday | Christmas Day |
| Victoria Day | Boxing Day |
| Canada Day | |

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

EPSCA and/or the Employer reserves the right to change the day of observance of a Statutory Holiday when such a holiday falls on a Tuesday, Wednesday or Thursday.

Article 24 GENERATION PROJECTS DAILY TRAVEL ALLOWANCE AND ROOM AND BOARD

DAILY TRAVEL ALLOWANCE

24.1 The daily travel allowance will be paid by the Employers to employees who are not receiving room and board as referred to in Article 24.2, on the following basis:

- (a) Effective May 1, 1996, if an employee lives less than fifty (50) road-driven kilometers from the project no travel allowance will be paid.
- (b) If an employee lives within 50 to 70 road-driven kilometers from the project, they shall receive the rates as set out below, travel allowance for each day worked or reported for.
- (c) If an employee lives within 70 to 96 road-driven kilometers from the project, they shall receive the rates as set out below travel allowance for each day worked or reported for.
- (d) If an employee lives within 96 to 110 road-driven kilometers from the project, they shall receive the rates as set out below travel allowance for each day worked or reported for.
- (e) If an employee lives greater than or equal to 110 road-driven kilometers from the project and does not qualify for subsistence allowance under Article 24.2 below, they will receive the rates as set out below travel allowance provided they continue to travel greater than or equal to 110 road-driven kilometers for each day worked or reported for.
- (f) Employees using company vehicles are not entitled to daily travel.

For the purpose of the Collective Agreement, “road-driven kilometers” is based on the shortest available road-driven distance in Canada from where an employee lives to the project as measured through Google Maps.

Article	Daily Travel road-driven km			
	24.1 b	24.1 c	24.1 d	24.1 e
	Zone 1	Zone 2	Zone 3	Zone 4
5/1/2025	\$33.14	\$38.50	\$42.00	\$49.37
5/1/2026	\$33.97	\$39.46	\$43.05	\$50.60
5/1/2027	\$34.82	\$40.45	\$44.13	\$51.87
5/1/2028	\$35.69	\$41.46	\$45.23	\$53.17
5/1/2029	\$36.58	\$42.50	\$46.36	\$54.50

ROOM AND BOARD

24.2 The following conditions will apply for employees whose regular residence* greater than or equal to 110 road-driven kilometers from the project:

- (a) An Employer may supply either:
 - (i) Room and board in camp or a good standard of board and lodging within a reasonable distance of a project; or
 - (ii) a subsistence allowance;subject to Sections 24.2(b), (c) and (d) below.
- (b) An employee may exercise their 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 the rates as set out below, for each day worked or reported for when employed at a location south of the French River and the rates as set out below for each day worked or reported for when employed at a location north of the French River subject to Sections 24.2(c) and .2(d) below.

* ***An employee's 'regular residence' is:***

The place where the employee maintains a self-contained, domestic establishment (a dwelling house, apartment or similar place of residence where a person generally eats and sleeps and for which they can show proof of financial commitment). This is in contrast to a boarding house facility which is not self-contained; and

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.

- (c) To qualify for subsistence allowance an employee must maintain temporary accommodation at or near a project. Employees who travel daily to locations greater than or equal to 110 road-driven kilometers from the project will be entitled to the rates as set out below for each day worked or reported for.
- (d) An employee employed at the Pickering or Darlington Project who qualifies for a subsistence allowance as provided for above shall receive a subsistence allowance of the rates as set out below for each day worked or reported for.

Article	Board Allowance			
	24.2 b	24.2 b	24.2 c	24.2 d
	South of French	North of French and Bruce Power	Daily travel in room and board	Pickering & Darlington
5/1/2025	\$130	\$130	\$61.34	\$130
5/1/2026	\$135	\$135	\$62.87	\$135
5/1/2027	\$140	\$140	\$64.44	\$140
5/1/2028	\$145	\$145	\$66.05	\$145
5/1/2029	\$150	\$150	\$67.70	\$150

- 24.3 An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Sections 24.1 and 24.2 above when such employee reports for work but does not remain at work for their scheduled daily hours unless excused by an authorized representative of their Employer.
- 24.4 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 they do not work will be charged \$25.00 per day, unless they are excused from work for a legitimate reason by the project medical attendant or an authorized representative of their 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.
- 24.5 All applications for daily travel allowance and room and board must be complete and filed with the Employer within seven (7) days of the start of employment. The Employer will not be responsible for any application filed thereafter, inclusive of an employee who has been laid off, has quit or has been terminated within the first seven (7) days of employment.
- 24.6 All distances for the purpose of this Section will be determined by electronic means.

Article 25 HYDRO ONE (LINES AND STATIONS CONSTRUCTION) DAILY TRAVEL ALLOWANCE AND ROOM AND BOARD

DAILY TRAVEL ALLOWANCE

- 25.1 The daily travel allowance will be paid by the Employers to their employees who are not living in camp or receiving a subsistence allowance as referred to in Section 25.3 on the following basis:
- (a) Effective May 1, 1996, if an employee lives less than fifty (50) road-driven kilometers from the work location or declared assembly point, no travel allowance will be paid.
 - (b) If an employee lives fifty (50) to seventy (70) road-driven kilometers from the work location or declared assembly point, they shall receive the rates as set out below for each day worked or reported for.
 - (c) If an employee lives seventy (70) to ninety-six (96) road-driven kilometers from the work location or declared assembly point, they shall receive the rates as set out below for each day worked or reported for.
 - (d) If an employee lives ninety-six (96) to one hundred and ten (110) road-driven kilometers from the work location or declared assembly point, they shall receive the rates as set out below for each day worked or reported for.
 - (e) If an employee lives greater than or equal to one hundred and ten (110) road-driven kilometers from the work location or declared assembly point, and does not qualify for subsistence allowance under Article 25.4 below, they shall receive the rates as set out below provided they continue to travel greater than or equal to one hundred and ten (110) road-driven kilometers daily for each day worked or reported for.

Article	Daily road-driven km Travel			
	25.1 b	25.1 c	25.1 d	25.1 e
	Zone 1	Zone 2	Zone 3	Zone 4
5/1/2025	\$32.56	\$37.14	\$42.00	\$49.29
5/1/2026	\$33.37	\$38.07	\$43.05	\$50.52
5/1/2027	\$34.20	\$39.02	\$44.13	\$51.78
5/1/2028	\$35.06	\$40.00	\$45.23	\$53.07
5/1/2029	\$35.94	\$41.00	\$46.36	\$54.40

- (f) Employees using company vehicles are not entitled to daily travel.

- 25.2 The Employer reserves the right to base daily travel allowance on the distance in road-driven kilometers from where an employee lives to either the work location or declared assembly point, depending on where the employee is directed to report.
- 25.3 For the purpose of the Collective Agreement, “road-driven kilometres” is based on the shortest available road-driven distance from where an employee lives to either the work location or declared assembly point, depending on where the employee is directed to report, as measured through Google Maps.

ROOM AND BOARD

- 25.4 The following conditions will apply for employees whose regular residence* is greater than or equal to one hundred and ten (110) road-driven kilometers from the work location:
- (a) An employer may supply either:
 - (i) room and board in camp or a good standard of board and lodging; or
 - (ii) a subsistence allowance;subject to Sections 25.4(b) and (c) below.
 - (b) An employee may exercise their 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 the rates as set out below for each day worked or reported for subject to Section 25.4(c) below.
 - (c) To qualify for subsistence allowance an employee must maintain temporary accommodation at or near the work location. Employees who travel daily to locations greater than or equal to one hundred and ten (110) road-driven kilometers from the project will be entitled to the rates as set out below for each day worked or reported for.

* ***An employee's 'regular residence' is:***

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

Article	Room and Board	
	25.4 b	25.4 c
	Subsistence Allowance	Daily travel in room and board
5/1/2025	\$132.60	\$56.96
5/1/2026	\$135.25	\$58.38
5/1/2027	\$137.96	\$59.84
5/1/2028	\$140.71	\$61.34
5/1/2029	\$143.53	\$62.87

- 25.5 An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Sections 25.1 and 25.4 above, when such employee reports for work but does not remain at work for their scheduled daily hours unless excused by an authorized representative of their Employer. Such permission shall not be unreasonably denied.
- 25.6 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.
- 25.7 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 workday on which they do not work will be charged \$25.00 per day unless they are excused from work by an authorized representative of their 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.
- 25.8 All applications for daily travel allowance and room and board must be complete and

filed with the Employer within seven (7) days of the start of employment. The Employer will not be responsible for any application filed thereafter, inclusive of an employee who has been laid off, has quit or has been terminated within the first seven (7) days of employment.

Article 26 HYDRO ONE (LINES AND STATIONS CONSTRUCTION) DAILY TRAVEL TIME

- 26.1 All travel time will be outside of normal working hours.
- 26.2 (a) An employee will be paid their straight-time rate for all time spent travelling from their assembly point to their work location on normal working days.
- An employee will be paid premium time for all time spent travelling from their assembly point to their work location on days other than normal working days.
- (b) An employee will travel up to a maximum of one hour on their own time when returning from their work location to their assembly point. An employee will be paid their straight-time rate for all time spent travelling in excess of one hour.
- 26.3 All time in excess of one hour spent travelling from the work location to the assembly point on non-working days shall be compensated for at the appropriate premium rates of pay.
- 26.4 The Employer will supply transportation between the assembly points and work locations.
- 26.5 When an employee's regular residence is more than six hundred (600) road-driven kilometers from the project, and the job or project is worked on a four ten (4x10) hour work week, the employee shall receive room and board allowance on a five day basis for a regular work week. If the employee is required to work an additional ten (10) hour shift beyond the normal four ten (4x10) hour shift, the employee will be entitled to room and board allowance for an additional ten (10) hour shift worked to a maximum of seven (7) days room and board in a week
- 26.6 When an employee's regular residence is South of the French River and more than three hundred (300) road-driven kilometers from the project, and the job or project is worked on a four ten (4x10) hour work week, the employee shall receive room and board allowance on a five day basis for a regular work week. If the employee is required to work an additional ten (10) hour shift beyond the normal four ten (4x10) hour shift, the employee will be entitled to room and board allowance for an additional ten (10) hour shift worked to a maximum of seven (7) days room and board in a week.

Article 27 GENERATION PROJECTS- TRAVEL AND TRANSPORTATION

- 27.1 INITIAL EMPLOYMENT

On recruitment of tradespeople whose regular residence* or place of recruitment, whichever is closer to the project, is between 96 to 189 road-driven kilometers from the project, the Employer shall pay \$29.00 for the initial trip to the project.

** As defined in Article 24 of this Agreement.*

27.2 ONTARIO RESIDENTS

On recruitment of tradespeople whose regular residence is beyond 189 road-driven kilometers from the project, the Employer shall pay mileage based on 30¢ per road-driven kilometer plus an allowance for travel time equivalent to one (1) hour's pay for each 96 road-driven kilometers of travel to a maximum of eight (8) hours' pay for the initial trip to the project from the tradesperson's regular residence or place of recruitment, whichever is closer to the project.

27.3 NON-ONTARIO RESIDENTS

On recruitment of tradespeople whose regular residence is beyond 189 road-driven kilometers from the project, the Employer shall pay the equivalent of the cost of public transportation, plus an allowance for travel time equivalent to one (1) hour's pay for each 96 road-driven kilometers of travel to a maximum of eight (8) hours' pay for the initial trip to the project from the tradesperson's regular residence or place of recruitment, whichever is closer to the project.

27.4 To qualify for payment in 27.1, 27.2 or 27.3, the employee must remain at the project for a minimum of fifteen (15) working days or the duration of their job, whichever is lesser.

27.5 On termination of employment due to a reduction of staff, an employee entitled to payment under 27.1, 27.2 or 27.3 shall be entitled to return expenses calculated in the same manner as in 27.1, 27.2 or 27.3 above, for the return trip from the project to the tradesperson's regular residence 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.

27.6 On the Thunder Bay and Atikokan projects, an employee shall qualify for a return air fare from the project every sixty (60) calendar days, to place of recruitment or their regular residence, whichever is closer to the project; however, to qualify, the regular residence or place of recruitment must be more than 480 road-driven kilometers from the project.

Article 28 HYDRO ONE (LINES AND STATIONS CONSTRUCTION) TRAVEL AND TRANSPORTATION

28.1 INITIAL EMPLOYMENT

On recruitment of tradespeople whose regular residence* or place of recruitment, whichever is closer to the project, is between ninety-six (96) to one hundred and eighty-nine (189) road-driven kilometers from the project, the Employer shall pay \$29.00 for the initial trip to the project.

* As defined in Article 25 of this Agreement.

28.2 ONTARIO RESIDENTS

On recruitment of tradespeople whose regular residence is beyond one hundred and eighty-nine (189) road-driven kilometers from the project, the Employer shall pay 30¢ per road-driven kilometer plus an allowance for travel time equivalent to one (1) hour's pay for each ninety-six (96) road-driven kilometers of travel to a maximum of eight (8) hours' pay for the initial trip to the project from the tradesperson's regular residence or place of recruitment, whichever is closer to the project.

28.3 NON-ONTARIO RESIDENTS

On recruitment of tradespeople whose regular residence is beyond one hundred and eighty-nine (189) road-driven kilometers from the project, the Employer shall pay the equivalent of the cost of public transportation, plus an allowance for travel time equivalent to one (1) hour's pay for each ninety-six (96) road-driven kilometers of travel to a maximum of eight (8) hours' pay for the initial trip to the project from the tradesperson's regular residence or place of recruitment, whichever is closer to the project.

28.4 To qualify for payment in 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 their job, whichever is lesser.

28.5 On termination of employment due to a reduction of staff, an employee entitled to payment under 28.1, 28.2 or 28.3 shall be entitled to return expenses calculated in the same manner as in 28.1, 28.2 or 28.3 above, for the return trip from the project to the tradesperson's regular residence 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 On the Thunder Bay and Atikokan projects, an employee shall qualify for a return air fare from the project every sixty (60) calendar days, to place of recruitment or their regular residence, whichever is closer to the project; however, to qualify, the regular residence or place of recruitment must be more than four hundred and eighty (480) road-driven kilometers from the project.

Article 29 STANDOFF

29.1 When unable to proceed with their work, an Employer may elect to Standoff part or all of their crew. The parties agree Standoff is not intended to circumvent the layoff procedure.

The Employer reserves the right to Standoff its employees without pay up to a maximum of ten (10) consecutive working days. Notification of Standoff will be made by the Employer during normal working hours. A Record of Employment will be issued electronically upon the commencement of the Standoff. No travel allowance

will be paid to an employee for the Standoff period. Subsistence allowance will only be paid when proof that temporary residence is being maintained is provided.

- 29.2 An employee who qualifies for subsistence allowance (subject to 29.1) and who is placed on Standoff will be paid subsistence allowance up to a maximum of ten (10) consecutive working days.
- 29.3 If Standoff continues beyond ten (10) consecutive working days, an employee, at their option, may elect to remain on Standoff for an additional twenty (20) consecutive working days or be removed from Standoff. The Employer retains recall rights on employees electing to continue on Standoff. Subsistence allowance will cease after ten (10) consecutive working days on Standoff.
- 29.4 If an employee elects layoff beyond the tenth (10th) consecutive working day, it shall be carried out in accordance with the terms of the Layoff provisions. An employee laid off will be issued a Record of Employment form electronically on their date of layoff indicating "Layoff – Shortage of Work".
- 29.5 Standoff shall only continue beyond thirty (30) consecutive working days with the mutual consent of the Employer and the Union, in writing.

For the purpose of this Article, when working on a 4 x 10 hour shift arrangement, the following will apply:

- Eight (8) scheduled working days will be considered the equivalent of ten (10) consecutive working days.
- Sixteen (16) scheduled working days will be considered the equivalent of twenty (20) consecutive working days.
- Twenty-four (24) scheduled working days will be considered the equivalent of thirty (30) consecutive working days.

Article 30 REST PERIOD

- 30.1 For employees working normal hours, a fifteen (15) minute rest period will be allotted, at the time and in a reasonable location as directed by the Employer, for each half shift worked. Where a half shift is less than four (4) hours, there shall be no rest period.
- 30.2 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.
- 30.3 For employees working overtime, a fifteen (15) minute rest period will be allotted, at the time directed by the Employer, after each two hours of overtime worked.

Article 31 LUNCHROOM FACILITIES

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

Article 32 MEALS ON OVERTIME

32.1 Scheduled Eight (8) Hour Shifts

When an employee has not been notified the previous day that they will be required to work for more than two (2) hours beyond the normal quitting time of the first or second shifts or for more than three and one half (3 ½) hours beyond the normal quitting time of the third shift, they shall be provided with a meal and be allowed thirty (30) minutes to consume same and the employee shall be paid at the base hourly rate of pay. This meal break will be taken following the first two (2) hours of overtime worked. After each additional four (4) is worked and when work is required beyond that four (4) hour period, the employee shall be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay and they shall be provided with a meal. The Employer will supply a hot meal when possible. Where an employee has been notified the previous day, no meal will be provided after the first two (2) hours of overtime worked, but the employee will be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay. After each additional four (4) hours is worked and when work is required beyond that four (4) hour period, the employee shall be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay and they shall be provided with a meal.

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

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

The above-noted is not applicable to the first six and one half (6 ½) hours worked on Saturdays, Sundays or Recognized Holidays for employees who normally work the third shift.

32.2 Scheduled Ten (10) Hour Shifts

When an employee has not been notified the previous day that they will be required to work beyond their normal quitting time, prior to commencing the overtime work, they shall be provided with a meal and be allowed thirty (30) minutes to consume same and the employee shall be paid at the base hourly rate of pay. After each additional four (4) hours is worked and when work is required beyond that four (4) hour period, the employee shall be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay and they shall be provided with a meal. The Employer will supply a hot meal

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

The above-noted is not applicable to the first ten (10) hours worked on Saturdays, Sundays or Recognized Holidays for employees who normally work the first and second shifts.

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

Article 33 TOOLS AND CLOTHING

- 33.1 An employee shall be required to provide them with the ordinary hand tools of their trade as specified in the tool list attached hereto. 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, or radiation exposure, the Employer will consider the full estimated value on the merit of each case in determining replacement or payment. This will include only personal tools that a tradesperson is required to have to perform their normal duties with their Employer.
 - (b) Each Employer will compensate their employees for ordinary hand tools and clothing lost by theft from locked storage, or radiation exposure, provided by them for their 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 tradesperson is required to have to perform their normal duties with their Employer.
 - (c) In the event of loss by fire or radiation exposure, at an Employer's camp or on the 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 tradesperson is required to have to perform their normal duties with their Employer.
- 33.2 An employee who has obtained tools from their Employer shall be allowed sufficient time, in the opinion of Management, to return such tools to their Employer during working hours. An employee receiving tools from their 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 their Employer.

- 33.3 Gang tools are tools which are issued to a Foreperson and are used by one or more members of the crew. Such tools are not identified on the trades tool list, nor are they the tools and equipment identified in 33.1 and 33.2 of this Article.
- 33.4 If an employee requires a set of banding tools to perform their work, the Employer will supply these tools, and the employee shall sign for the same. Failure to return such tools upon termination of employment will result in the employee being charged the replacement cost of these tools.
- 33.5 Employees working in a radiation area, in plastic suits or replacement material of the fully enveloping type with an independent air supply, will receive \$20.00 per day effective May 1, 2025. A day for the purposes of this item shall be defined as any period up to twelve (12) hours.

Article 34 PROTECTIVE CLOTHING AND EQUIPMENT

- 34.1 Employees are required to wear protective clothing and use protective equipment, as determined by the Employer, for the work being done.
- 34.2 The protective clothing and equipment that is provided by the Employer shall be charged out to the employee and the employee shall be responsible for the return of such clothing and equipment to their Employer.

Article 35 APPRENTICESHIP AND TRAINING PROGRAMS

- 35.1 The Employer agrees to pay into operative apprenticeship or training funds the amounts specified for apprenticeship or training as set forth in the wage schedules, attached hereto, for employees covered by this Agreement during the time they are employed.
- 35.2 The Union agrees to supply EPSCA with all pertinent information regarding the funds including all administrative material that is required for their implementation and provide EPSCA with the opportunity to participate in the training committees.
- 35.3 Training programs established by the Employers to provide skills required in the electrical power systems sector shall be funded by reducing the Employers' contributions to the training fund in the specific locality where the training is taking place by an amount of money equivalent to the cost of such programs.
- 35.4 For the purposes of continued employment and/or training the Employer, with agreement of the Union, may transfer apprentices to any work location.

Article 36 HOURS OF WORK

36.1 One (1) or Two (2) Shift Operation

The start time for the day shift shall be between 6:00am and 9:00am. The start time for the afternoon shift shall be immediately following the day shift or within two (2) hours either way of the end of the days shift. Crews may have different start times.

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

The weekly hours of work may be arrived at by having the employees work either:

- four (4) consecutive ten-hour shifts, Monday to Thursday or:
- four (4) consecutive ten-hour shifts Tuesday to Friday or:
- five (5) consecutive eight-hour shifts

but not concurrently on the same work program.*

Employees will not be moved from work program to work program to circumvent overtime. Disputes arising from this Article are subject to the grievance procedure.

Each Employer will notify the Local Union of the weekly hours of work for each work program * at the site. Weekly hours of work will be established for a minimum period of two (2) weeks. The Employer will notify the Local Union at the applicable mark-up meeting of the weekly hours of work for each work program at the site. If an employer, with the approval of the owner, intends to change the weekly hours of work, a minimum of three (3) days written notice shall be sent to the Local Union.

****For the purposes of this section, a work program may be defined as work taking place on a site that could include the following:***

- ***Outages,***
- ***Specific contracted scopes of work***
- ***Various and different modifications in an operating plant where the owner dictates the hours of work, or***
- ***Subcontracts for a prime contractor where the prime contractor dictates the hours of work***

The shift differential for those employees working the afternoon shift when a two shift operation has been established by the Employer will be one-fifth (1/5) for scheduled hours worked on that shift.

Three (3) Shift Operation

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

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

Those employees working on the afternoon shift shall work seven and one-half (7 1/2) hours per shift at the straight time plus the appropriate shift differential.

Those employees working on the night shift shall work seven (7) hours per shift plus the appropriate shift differential.

36.2 Shift Change

A shift will be deemed to be established providing at least four (4) consecutive days of a shift are to be worked excluding Saturdays, Sundays and recognized holidays. If an employee is removed from their scheduled shift prior to completing four (4) consecutive shifts, the employee will be paid shift differential for the balance of the four (4) consecutive shifts that would have been worked had the employee not been reassigned.

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

36.4 A lunch period will be given no earlier than four (4) hours and no more than five (5) hours after the start of the shift and will be one-half (1/2) hour in duration.

A lunch period will be given no earlier than three and one-half (3-1/2) hours and no more than five (5) hours after the start of the third shift and will be one-half (1/2) hour in duration.

36.5 When an employee is required to return to work without an eight (8) hour break, all work performed shall be at the premium rate until such time as the employee receives an eight (8) hour break. This provision does not apply when a change in an employee's normal shift (as defined in this Article) occurs or to call-in situations.

36.6 Trades assigned to fire watch duties may commence work after the start of the rest of the crew. In these cases, normal scheduled hours of work beyond the quit time of the rest of the crew will not be subject to overtime premiums.

36.7 Shift differential will not be paid on overtime.

36.8 Northern Hours of Work

For work North of the French River, in remote locations (excluding the city limits of Sudbury) where it is not practical for employees to return home daily, the employer, at their discretion, may establish a shift consisting of fourteen (14) consecutive days, at the applicable rates, followed by seven (7) consecutive days off.

- 36.9 The Union and EPSCA may, upon mutual agreement, establish alternative work schedules.
- 36.10 Notwithstanding any other Article in this collective agreement, employees performing plastics work in a Zone 3 nuclear environment will have the following meal and rest periods:
- a. 1 – 30 minute meal period in each 8 or 10 hour shift;
 - b. 1 – 30 minute meal period for the first 2 hours worked beyond the regular quitting time on an 8 or 10 hour shift and for each 4 hours thereafter; Overtime meal periods will be at straight time if the employee has been notified of the overtime the day before or if a free meal is provided. The meal period will be at a premium time if a meal is not provided;
 - c. 2 – 15 minute rest periods in each 8 or 10 hour shift;
 - d. 1 – 10 minute rest period if an employee works beyond the normal quitting time of an 8 or 10 hour shift;
 - e. An employee will receive a 15 minute rest break for each 2 hours of overtime worked when not entitled to a meal break as per (b) above
 - f. Meal and rest breaks will be taken as conditions permit and may be postponed to allow employees to start and complete work assignments.

Article 37 GRIEVANCE PROCEDURE

- 37.1 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:

The grievance procedure and arbitration procedure in Article 37 do not apply to jurisdictional disputes.

37.2 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 their steward and the employee's supervisor. If the employee affected is a foreperson, the preliminary discussion will be between the Accredited Union Representative and the foreperson's supervisor.

37.3 FIRST STEP

If a dispute cannot be resolved by this method, the Accredited Union Representative for the trade concerned may file a formal grievance on the prescribed form with EPSCA/the Employer within fifteen (15) working days of the alleged grievous act.

Within ten (10) working days of the filing of the grievance, EPSCA/the Employer will investigate the grievance and convene a First Step meeting which they or the Accredited Union Representative considers necessary to resolve it.

The Management Committee shall be comprised of EPSCA/the Employer with at least one representative of the Employer named in the grievance. The Union Committee shall include at least two persons, one of whom shall be the Accredited Union Representative for the grievor.

EPSCA/the Employer shall give their 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 EPSCA/the Employer with the General Manager of EPSCA. The Accredited Union Representative for the grievor will file a copy with the Union.

The EPSCA Representative will send a copy of any signed first step grievance settlement between the Accredited Union Representative and EPSCA to the Union and the EPSCA office.

37.4 SECOND STEP

Within ten (10) working days after the disposition has been issued under the First Step of this procedure, the Accredited Union Representative may refer the grievance on the prescribed form to EPSCA's Representative or the Employer. A copy of the grievance form shall be forwarded by the Accredited Union Representative to the International Representative of the Union.

The EPSCA Representative or the Employer shall investigate the grievance and convene a meeting which they or the International Representative considers necessary to resolve it and give their 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.

The Management Committee shall comprise the EPSCA Representative or the Employer plus two other Management Representatives, one of whom shall be a representative of the Employer named in the grievance. The Union Committee shall be comprised of at least the International Representative or their designate for the grievor. If the International Representative elects to appoint a designate, they shall inform EPSCA, in writing, of the name of the designate and the duration of appointment.

37.5 EPSCA GRIEVANCES

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

37.6 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.

37.7 Alleged unjustified termination, discharge, suspension or disciplinary action may be grieved against the griever's employer beginning at First Step.

37.8 GRIEVANCE FACILITIES

EPSCA shall provide the necessary facilities for all grievance meetings.

Article 38 ARBITRATION

38.1 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 37, 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 Chair. If the recipient of the notice fails to appoint a nominee, or if the nominees fail to agree upon a Chair, the appointment shall be made by the Minister of Labour for Ontario upon the request of either party. The arbitration board, when selected or appointed, will proceed as soon as practicable to hear and determine the dispute and it shall issue a decision which is final and binding upon the parties and upon their respective members. The decision of a majority is the decision of the arbitration board, but if there is no majority, the decision of the Chair governs.

38.2 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.

38.3 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 Chair shall be shared equally by the parties.

38.4 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 39 NO STRIKE - NO LOCKOUT

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

Article 40 ASSOCIATION FUND

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

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

EPSCA shall indemnify the Union for any liability arising from an Employer's failure to remit such contributions.

Article 41 DE NOVO

41.1 The parties agree there is benefit to continue addressing the mental and physical well being of our members. In support of the objectives of the De Novo Treatment Centre, the Parties to this Agreement agree that \$0.10 per hour worked shall be contributed to De Novo. Each Employer and employee, working under the terms and conditions of this Agreement shall each contribute \$0.05 per hour worked as set out in the wage schedules attached hereto.

Article 42 HELMETS TO HARDHATS

42.1 EPSCA and the Union will contribute 1 cent/hour worked effective May 1, 2025- April 30, 2030.

Article 43 RADIATION WORK

- 43.1 (a) Local Union to be provided with a copy of Ontario Power Generation and Bruce Power LP Radiation Protection Regulations and any revisions.
- (b) Local Union to be provided with a copy of Ontario Power Generation and Bruce Power LP Radiation Protection Procedures and any revisions.
- (c) Each employee will have access to their personal radiation exposure record.
- (d) Long-term employees who reach their exposure limit will be given alternate employment until they can resume radiation work.
- (e) Short-term employees will be given a guaranteed period of employment at their time of hire.

Article 44 INDIGENOUS CONTENT COMMITMENT

- 44.1 Where an Indigenous commitment has been established on a project, the Union will agree to the conditions required to meet the commitment.

The parties acknowledge the traditional lands and treaty territories of the Indigenous communities of Ontario and are committed to a strong and respectful relationship with participating Indigenous communities.

The parties agree to work together with the Indigenous communities proactively towards removing barriers that hinder the appropriate participation of Indigenous people in the Building Trade Union workforce.

The terms and conditions of this article may be modified by the mutual consent of the Union and EPSCA when they deem it prudent.

Article 45 EQUITY, DIVERSITY AND INCLUSION

- 45.1 The parties are committed to achieving and maintaining a fair and representative workforce through EDI strategies intended to reduce barriers to equity, diversity and inclusivity in the EPSCA sector. To further this goal, EDI initiatives shall be a standing agenda item at regularly scheduled meetings between the parties.

Article 46 RESPECT IN THE WORKPLACE

- 46.1 The Union commits to train apprentices on “Respect in the Workplace.”

The Union commits to being equal partners in respect in the workplace principles.

The Union has all employees swear an oath on the Professional Craft Code of Conduct which outlines respect in the workplace principle.

Article 47 TERM OF AGREEMENT

47.1 This Agreement shall continue in full force and effect from **May 1, 2025 to April 30, 2030** inclusive, and thereafter it shall be considered automatically renewed for successive periods of two (2) years unless at least sixty (60) days prior to the end of any two (2) year period, either party serves written notice upon the other that it desires termination, revision or modification of any provision or provisions of this Agreement.

In witness whereof, EPSCA and the Union have caused this Agreement to be executed in their names by duly authorized representatives at Toronto this 14th day of April, 2025.

For:

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

Alex Lolua

For:

THE INTERNATIONAL ASSOCIATION
OF HEAT AND FROST INSULATORS
AND ALLIED WORKERS

David Gardner

Adam Barton

APPENDIX A: MOOSE RIVER BASIN: NORTHERN ONTARIO

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 Articles 24.1 and 24.2.
- (c) An employee who remains in camp on a normally scheduled work day on which they do not work will be charged \$25.00 per day unless they are excused from work for a legitimate reason by the project medical attendant or an authorized representative of their Employer.
- (d) An employee who is absent from work without approval and who remains in camp and is still absent from work 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

- (1) The hours of work will consist of a twenty-one (21) day cycle of fourteen (14) consecutive work days followed by seven (7) consecutive days off.
- (2) Regularly scheduled hours of work of ten (10) hours per day shall be paid at straight time hourly rates.
- (3) 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 they are on the project on the following basis:

- (a) If an employee lives within 189 road-driven kilometres from the project, the Employer shall pay forty dollars (\$40.00).
- (b) If an employee lives greater than 189 road-driven kilometres from the project, the Employer shall pay as an allowance, forty dollars (\$40.00) plus travel time based on the equivalent of one (1) hour's base rate of pay for each ninety-six (96) road-driven kilometres from where the employee lives or place of recruitment, whichever is closer to the project.

APPENDIX B: 7-DAY COVERAGE HYDRO ONE (LINES AND STATIONS)

This shift schedule is intended for work greater than two (2) weeks in duration; however, it is recognized that unforeseen circumstances may require the cancellation of this schedule.

These provisions will only apply to work performed on Lines and Stations as follows:

“for emergency work until the system is restored to the pre-emergent state”

If in the transition onto or off this 7-day shift schedule an employee would receive less than 40 paid hours in a pay period, the employee shall receive the difference between the total paid hours for that pay period and 40 hours' pay. This does not apply to those employees who are laid off during or at the end of the schedule.

The employee(s) shift schedule consists of four consecutive shifts (day, afternoon, or night) followed by four scheduled days off. Shift overlap may be required.

Shift work may be established by the Employer to provide seven days per week work coverage, on a one, two, or three shift per day basis. When this occurs, a specific shift arrangement will be established by the Employer detailing the shift schedule to be worked. The Employer will provide the Union with 48 hours' notice prior to the implementation of these shift provisions.

First Shift

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

Second Shift

Regularly scheduled hours of work, Monday to Friday inclusive, shall be paid at straight time hourly rates, plus a shift differential of one-seventh (1/7) the normal scheduled hours worked on the second shift of a three shift operation and one-fifth (1/5) the normal scheduled hours worked on the second shift of a two shift operation.

Third Shift

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

All Shifts

Regularly scheduled hours of work on Saturday, Sunday, Statutory and Recognized Holidays shall be paid the appropriate overtime rate. Recognized Holidays will be observed on the actual day on which the holiday occurs or as declared by legislation.

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

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

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

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

APPENDIX C: NUCLEAR APPENDIX

During the course of this collective agreement, the parties will meet to negotiate terms and conditions for Nuclear sites that will establish the framework for Nuclear Projects and/or outages.

This appendix will come into effect at the date of the successful completion of these negotiations and will form part of the EPSCA/Insulator Agreement.

APPENDIX D: 7 DAY COVERAGE

This shift schedule is intended for work greater than four (4), eight (8) day cycles (32 days) in duration, however, it is recognized that unforeseen circumstances may require the cancellation of this schedule.

If in the transition onto or off this 7-day shift schedule an employee would receive less than 40 paid hours in a pay period, the employee shall receive the difference between the total paid hours for that pay period and 40 hours pay. This does not apply to those employees who are laid off during or at the end of the schedule.

The employee(s) shift schedule consists of four consecutive shifts (day, afternoon, or night) followed by four scheduled days off. Shift overlap may be required.

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

First Shift (Day Shift)

Regularly scheduled hours of work of ten (10) hours per shift Monday to Friday inclusive shall be paid at straight time hourly rates.

Second Shift (Afternoon Shift)

Regularly scheduled hours of work of ten (10) hours per shift Monday to Friday inclusive shall be paid at straight time hourly rates plus the applicable shift differential per the collective agreement.

Third Shift (Night Shift)

Regularly scheduled hours of work of ten (10) hours per shift Monday to Friday inclusive shall be paid at straight time hourly rates plus the applicable shift differential per the collective agreement.

All Shifts

Regularly scheduled hours of work on Saturday and Sunday shall be paid at two (2) times the straight time hourly rate.

Statutory 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 or as declared by legislation.

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

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

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

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

Overtime will be in accordance with the provisions of the collective agreement.

STATEMENT OF UNDERSTANDING No. 1: EMPLOYMENT REFERRALS

Between

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

And

INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ASBESTOS WORKERS

It is agreed by the Parties to this understanding, that prior to any member being referred for employment under this agreement, the member must submit to a security check (OPG and Bruce Power) and reliability screening (Hydro One). Only members who successfully obtain security clearance will be referred for employment. Once a member has been hired on, they will receive an allowance of \$50.00 on their first weeks pay, in consideration of their time spent filling out the security clearance forms. For clarity, the allowance will only be paid to employees when they have been hired on and such forms have been required to be filled out.

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

Dated at Toronto, this 30th day of May, 2000.

Joe de Wit

Barry Roberts

INTERNATIONAL ASSOCIATION OF
HEAT AND FROST INSULATORS
AND ASBESTOS WORKERS

EPSCA

STATEMENT OF UNDERSTANDING No. 2

Between

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

And

INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ASBESTOS WORKERS

It is agreed that an employer may refuse to hire former employees who have retired and signed a waiver that they will not be re-employed.

Dated at Toronto, this 30th day of May, 2000.

Joe de Wit

INTERNATIONAL ASSOCIATION
OF HEAT AND FROST INSULATORS
AND ASBESTOS WORKERS

Barry Roberts

EPSCA

LETTER OF UNDERSTANDING No. 3

Between

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

AND

INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ASBESTOS WORKERS

In order to address the issues of training and cost competitiveness, the parties agree that the following shall constitute the principles that will govern training for the term of the collective agreement.

1. The EPSCA Owners will continue to mandate the training requirements for workers on EPSCA owner sites
2. Insulators will attend industry standard training at no cost to EPSCA owners/contractors. This training is to be completed prior to referral and the Union will provide proof of successful completion to the Owner with the referral package. The parties agree that the following training courses will be recognized as industry standard:
 - WHMIS
 - Working at Heights/Fall Protection
 - Standard First Aid/CPR/AED
 - Asbestos Awareness
3. The parties agree that EPSCA owners/contractors can request workers with industry standard training (as outlined above).


EPSCA Alex Lalua


Insulators

April 16, 2020

LETTER OF UNDERSTANDING No. 4 HYDRO
ONE DIRECT HIRES

Between

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

AND

INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ASBESTOS WORKERS

The parties agree that for Hydro One Direct Hires Only the following will apply:

- 1.1 The Employer, with the mutual agreement of the union (which shall not be unreasonably denied), may establish the following hours of work arrangement for work north of the French River:
 - i. The Employer may establish a shift consisting of eight (8) consecutive ten (10) hour days at straight time followed by six (6) consecutive days off
 - ii. Board allowance will be paid for all days worked. Board allowance will be as per Article 25 or the Employer may pay expenses in lieu of Board Allowance
- 2.1 The Employer reserves the right to implement bi-weekly pay for Hydro One Direct Hires only, and will notify the union in advance of such implementation.
- 2.2 For any overpayment that amounts to \$250.00 or less, the Employer will deduct the full amount of the overpayment from the next regular pay.

LETTER OF UNDERSTANDING No. 5:
COLLECTIVE AGREEMENT AND WAGE
SCHEDULE IMPLEMENTATION

Between

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

AND

INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ASBESTOS WORKERS

- 1.1 The Union will have 15 calendar days from ratification to provide the breakdown of pension, welfare, benefits to EPSCA. The parties will have 30 calendar days upon ratification to review, approve and implement the wage schedules. The parties will have 60 calendar days from ratification to review, approve the new collective agreement. If no approval is received by the accredited union representative, within the timelines above the Association shall approve the wage schedule and shall apply any negotiated increase to the base wage. The union will only be able to make changes in the next available window per the collective agreement.

LETTER OF UNDERSTANDING No. 6 6X3
SCHEDULE- NUCLEAR ONLY

Between

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

AND

INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ASBESTOS WORKERS

When working under the provisions of this LOU, all conditions listed below will supersede those contained in the main agreement. Where this LOU is silent, the appropriate Article in the Collective Agreement applies.

If in the transition onto or off this schedule, other than a layoff, an employee would receive less than 40 paid hours in a pay period, the employee shall receive the difference between the total paid hours for that pay period and 40 hours pay. This does not apply to those employees who are laid off during or at the end of the schedule.

This schedule will consist of rotations of six (6) consecutive eight (8) hour shifts, followed by three (3) consecutive days off. When employees work Monday to Friday, they shall be paid at straight time, with overtime as required. When working on a Saturday, Sunday and Statutory Holidays, employees will be paid at the applicable rate. Where this schedule is utilized, there will be a scheduled rest rotation where the employee will not be scheduled to work- this scheduled rest rotation will occur on every 8th rotation. Overlap of shift and/or start/finish times may be required.

It is intended that this schedule will be worked on a six (6) day, ten (10) hour per day schedule, with two (2) hours paid in accordance with Article 16 - Overtime Rates after eight (8) hours per day Monday to Friday.

Shift work may be established by the employer on a two or three, eight (8) hour per day shift basis, with overtime as required. When this occurs, a specific shift arrangement will be established by the employer detailing the shift schedule to be worked.

Where an employee works a full rotation before and after the scheduled rest rotation, the employer will pay the applicable room and board for the scheduled rest rotation.

Shift changes amongst employees must be authorized by the employer.

Any disputes that arise from the application of this schedule shall be referred to the Nuclear Projects Agreement Project Committee.

Shift Provisions

Day Shift

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

Afternoon Shift

Regularly scheduled hours of work per shift Monday to Friday inclusive shall be paid at straight time hourly rates plus a shift differential of one-seventh (1/7) of the straight time hourly rate on the second shift of a three shift operation and one-fifth (1/5) the straight time hourly rate on the second shift of a two shift operation.

Night Shift

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

All Shifts

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

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

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

Overtime Rates

This is to clarify that overtime will be paid in accordance with Article 16 - Overtime Rates.



EPSCA Alex Lolua



Insulators

April 16, 2020

Date

LETTER OF UNDERSTANDING No. 7:
APPRENTICE RATIO

Between

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

AND

INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ASBESTOS WORKERS

Apprentices shall be employed on work covered by this Agreement in the ratio of one (1) Apprentice to two (2) Journeypeople. By Agreement of the parties the ratio may be further reduced.

**LETTER OF UNDERSTANDING No. 8 OFF-SITE
TRAINING**

Between

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

AND

INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ASBESTOS WORKERS

The purpose of this provision is to compensate employees for the use of their personal vehicle when required to attend training at the direction of the employer.

If an employee is directed to travel for training from either their regular residence or their regular reporting location (site) they shall be paid a flat rate each day reported for at a training location based on the following:

Distance between 0 – 18 road-driven KM = \$0 Distance
Between 18 – 30 road-driven KM = \$10 flat rate Distance
Between 30 – 48 road-driven KM = \$20 flat rate
Distance > 48 road-driven KM = \$30 flat rate

**LETTER OF UNDERSTANDING No. 9 SUPPLY
STRATEGIES**

Between

THE ELECTRICAL POWER SYSTEMS
CONSTRUCTION ASSOCIATION

AND

INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ASBESTOS WORKERS

In order to address the concerns of available labour supply and in the interest of the attraction and retention of the membership, the parties agree to meet within 180 days of ratification of this agreement to establish a committee.

The committee aims to develop effective strategies for addressing the supply of tradespeople. The parties will explore and implement various measures, including but not limited to the following:

- Increased communication on:
 - Membership growth,
 - Recruitment location,
 - Numbers of self-identified ED&I candidates,
 - Provincial intake and attrition,
 - Status updates on filled and failure to fill calls nationally and,
- Commitment to participate in collaboration with company mentorship programs members seeking advancement.
- Explore pre-apprentice program or similar program with collaboration from owners, employers, and union to help attract new people to be exposed to the Insulator Trade.
- Invite a management representative to join and create an attraction and retention committee.
- Insulators actively agree to participate in the Ontario Tripartite Labour Resource Council.
- Utilities to provide regular trade demand profiles.

**INTERNATIONAL ASSOCIATION OF
HEAT AND FROST INSULATORS
AND ASBESTOS WORKERS**

TOOL LIST

- 1 Flat trowel
- 1 Claw hammer
- 2 Pointing trowels (1 large and 1 small)
- 1 10" knife
- 1 Pair pliers with side cutters
- 1 Pair end cutters
- 1 Pruning saw
- 1 4" brush
- 1 12' Steel tape measure
- 1 Pair 8" scissors
- 1 Pair 10" tinsnips
- 2 Pairs metal master cutters (1 left and 1 right)
- 1 Metal punch or ice pick
- Block insulation springs or bands
- Phillips, Robertson and slot screwdrivers
- Coveralls
- Shoes
- Rubber gloves
- Tool Box