

**COLLECTIVE AGREEMENT**

**by and between**

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

**And the**

**THE BRICK AND ALLIED CRAFT UNION of CANADA  
(hereinafter called “BACU” or the “Union”)**

**May 1, 2025 – April 30, 2030**

## EPSCA/BACU COLLECTIVE AGREEMENT

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**by and between**

**THE ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION**

**(hereinafter referred to as the "EPSCA")**

**and**

**THE BRICK AND ALLIED CRAFT UNION of CANADA**

**(hereinafter referred to as "BACU" or 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 is the exclusive bargaining agent for a bargaining unit comprised of employees as defined in Article 1;

AND WHEREAS it is the desire of the parties to conclude an agreement with a new concept designed to bring stability, harmony, and an effective method to amicably resolve problems in the electrical power systems sector of the construction industry, in the Province of Ontario;

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 as defined in Article 1.3 engaged in all construction industry work performed in the Province of Ontario on Ontario Power Generation Inc. and Bruce Power LP, property for the bulk power system, save and except for 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, microwave and repeater stations.

- 1.2 The term 'Employee' shall include all Employees of the Employer in the classifications set out in Article 1.3 below:

The following is a list of classifications covered by this Agreement:

Working Foreperson	Sub-foreperson Bricklayer Apprentice
Bricklayer Journeyman	Stonemason Journeyman
Bricklayer Improver	Stonemason Improver
Stonemason Apprentice	Plasterer Apprentice
Plasterer Journeyman	Marble Mason Journeyman
Plaster Improver	Marble Mason Apprentice
Tile Journeyman	Terrazzo Apprentice Improver
Tile Apprentice	Helper
Terrazzo Mechanic	Stonemason Apprentice
Bricklayer Subforeperson	

- 1.3 The classifications referred to in Article 1.3 do not establish craft jurisdiction. Such jurisdiction is established in Article 9.1.
- 1.4 The Collective Agreement requires Ontario Power Generation Inc. and Bruce Power LP to contract and subcontract work in accordance with its past practice and the past practice of its predecessor.

For the life of the current Collective Agreement, the parties acknowledge and agree that such practice is to contract and subcontract work covered by the current collective agreement only to Employers who apply all of the terms and conditions of the current Collective Agreement to the performance of such work.

Contractors and subcontractors are required to sign Appendix E.

The parties agree that this acknowledgement and agreement will end with the expiry of the current Collective Agreement.

- 1.5 The term "Local Union" in this Agreement refers to Local Unions identified by the BACU as having specific territorial jurisdiction under this Agreement.
- 1.6 The term "Employer" shall include
- a) Any company, partnership, sole proprietorship, joint venture, contractor, sub-contractor or any person, that is bound or agrees to be bound by the terms and conditions of this Agreement,

And performs work within the scope of this Agreement.

## **Article 2 TERM OF AGREEMENT**

- 2.1 This Agreement shall continue in full force and effect from May 1, 2025 until April 30, 2030 inclusive, and thereafter it shall be considered automatically renewed for successive periods of two (2) years unless, not more than 120 days and not less than 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.

## **Article 3 MANAGEMENT RIGHTS**

- 3.1 BACU agrees and acknowledges that the Employer has the exclusive right to manage the business and to exercise such right without restrictions save and except as such prerogatives of management may be specifically modified by the terms and conditions of this Agreement.
- 3.2 Without restricting the generality of the foregoing section, it is the exclusive

function of the Employer:

- (a) to hire, direct, promote, demote, lay off, transfer, discipline and discharge any Employee and to increase and decrease working forces, provided that a claim that an Employee has been discharged or disciplined without cause may be the subject of a grievance and dealt with, as herein provided;
- (b) to determine the materials to be used, design of the products to be handled, the facilities and equipment required, scheduling of work and location of equipment.

#### **Article 4 SAFETY**

- 4.1 It is mutually agreed by both the Employer and BACU that they shall comply with the *Occupational Health and Safety Act* and Regulations for Construction Projects and as amended from time to time.
- 4.2 Mason lines, paper cups and potable drinking water shall be supplied to the Employees, from a clean covered container having a drain faucet, and an adequate supply of potable drinking water and paper cups shall be readily accessible for the workperson at all times. All such cups shall be deposited in receptacles, as provided.

The Employer agrees to supply all special tools and equipment which are not normally contained in the tool kits of the Employees covered by this Agreement.

- 4.3 It is agreed that when using 20 cm solids (100%), 25 cm and 30 cm regular, semi-solid (75%) and solid (100%) standard aggregate concrete blocks, two (2) Employees shall work in pairs to lay said blocks. This shall not, however, apply to L.W. block, such as cinder, haydite or slag, other than 25 cm (100% solid) and 30 cm semi-solid (75%) or solid (100%) haydite, cinder and slag.

#### **Article 5 APPRENTICES**

- 5.1 The Employer and BACU mutually agree that, in the best interests of the Industry, Apprentices ought to be hired and properly trained, and further agree that a provincial training trust fund shall be established immediately.
- 5.2 Apprentices must be registered with the Industrial Training Branch, Ministry of Colleges and Universities.
- 5.3 The minimum rate for Apprentices and Improvers shall be set out in the wage schedule.
- 5.4 No Apprentice shall operate a Masonry Saw for more than eight (8) hours in any

one work week.

- 5.5 For the purpose of continued employment Apprentices or Improvers may be transferred to any Local of the Union, providing that the Local Union in which the Apprentice is to work does not have any Apprentices or Improvers available for employment.
- 5.6 The ratio of Apprentices or Improvers to be applicable to any one project shall be one (1) Apprentice or Improver for the first Journeyman employed plus an additional Apprentice or Improver for each additional two (2) Journeymen employed; said Apprentices or Improvers will be registered with the Union and will be paid a rate of wages not less than stated above.
- 5.7 The Employer's participation in wages while the Apprentice is attending trade school shall be a minimum of twenty-five dollars (\$25.00) per week. However, an Apprentice shall apply and if eligible to receive EI benefits, this provision shall not be applicable when such benefits commence.

## **Article 6 STATUTORY HOLIDAYS**

- 6.1 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	

- 6.2 EPSCA reserves the right to change the day of observance of a Statutory Holiday when such a holiday falls on a Tuesday, Wednesday (Canada Day only), or Thursday.
- 6.3 Statutory 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.



## **Article 7 ACCREDITED UNION REPRESENTATIVES**

- 7.1 BACU will designate Local Union representatives as Accredited Union Representatives to handle the day-to-day administration of this Agreement. BACU will notify 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 upon entering the job site, will be free to observe the progress and conduct of the work and to conduct normal Union business. BACU undertakes that these representatives will not hinder or interfere in any way with the said work.

## **Article 8 UNION STEWARDS**

- 8.1 Accredited Union Representatives shall inform the Employer of the Steward, in writing, of the names of all Stewards as they are appointed and when they cease to act as stewards. A Steward shall obtain permission from their immediate Supervisor before leaving their work area for Union business. Such permission shall not be unreasonably denied.

Only in situations where an accredited Union Representative is unable to attend pre-job and/or markup meetings, may the Steward be designated and attend, on behalf of the accredited Union representative.

- 8.2 BACU shall receive written notice before the employment of a Steward is terminated and provided the Steward is able to perform the work required, they will be one of the last two (2) Employees to be retained in a layoff/standoff situation.

Should the work resume, they shall be one of the first Employees recalled.

- 8.3 The Steward will be informed of all scheduled overtime. Where practical, a Steward shall be given the first opportunity to work the overtime providing they are qualified to perform the work.

- 8.4 No Foreperson or Subforeperson shall be permitted to act as a Steward.

## Article 9 WORK ASSIGNMENT

- 9.1 The Employer recognizes the traditional work jurisdiction of the Union and when making assignments agrees to assign in accordance with this.
- 9.2
- (a) A markup process will be utilized when the Employer intends to perform work on a project site\*. The purpose of this markup process is to indicate to BACU 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 BACU's right to contest previously disputed work.
  - (c) When the Employer has work that is less than a 3 week duration and there are ten (10) or fewer Employees employed on this specific work, BACU will be notified of the scope of work and the Employer's proposed work assignments. BACU 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 BACU 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 9.2(b) or 9.2(c) will be reviewed and assigned at a markup meeting.
  - (e) The Employer will provide written notice to BACU 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 shall make a proposed assignment of the work involved. The Employer shall be responsible for providing copies of proposed assignments to those attending the markup meeting. The Employer will specify a reasonable time limit for BACU to submit evidence of their claims. The Employer will evaluate all evidence submitted and make a final assignment of the work involved. The Employer will advise BACU of the final assignments prior to the work commencing.
  - (g) The Employer will record the proposed assignments and jurisdictional claims and forward a copy of them within fifteen (15) working days to BACU
  - (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, Pickering, Darlington and the 5 Electricity Production Zones are each considered individual project sites.***

### **Article 10 JURISDICTIONAL DISPUTES**

- 10.1 In the event that a Jurisdictional Dispute arises over a work assignment, such assignments will remain in effect until the dispute is resolved, if necessary, by the Ontario Labour Relations Board, and will not interfere in any way with the progress of the work.
- 10.2 In the event the Union elects to pursue or respond to the Jurisdictional Dispute, the Board pursuant to the Act is not authorized to award damages in respect of a mis-assignment of work only in circumstances where the other Union(s) involved in the proceedings is (are) equally restricted in their ability to claim for damages. However, this paragraph shall not apply when the Jurisdictional Dispute and the mis-assignment of work results from a bad faith assignment on the same work that was previously the subject of a Jurisdictional Dispute before the OLRB.
- 10.3 The Employer shall have direct recourse to the Ontario Labour Relations Board when the Board has under its consideration a dispute involving the assignment of work being done by Employees covered by this Agreement.
- 10.4 Assignments made with respect to critical path or emergent work will not be subject to Jurisdictional Disputes and will not be precedent setting.

### **Article 11 EMPLOYMENT AND UNION SECURITY**

- 11.1 An office will be established by the Employer for each Project. A purpose of this office will be to coordinate employment, as specified in this Article.
- 11.2 The Employer and BACU will exchange the names of their representatives in each areas. These individuals will be responsible for cooperating in the referral and employment of reliable and competent Union Members.
- 11.3 The employment of Tradespersons, Apprentices and Improvers shall be carried out on the following basis and sequence:
- (a) The Employer agrees to first hire Members of the Local Union on projects within the territorial area of the Local Union. The Union will refer Members on a fan-out basis from the project or work location. When hiring the Employer shall hire through the Local Union office 100% of all Bricklayers, Masons and Plasterers who are Members of the Union as long as the Local Union is able to supply Members in sufficient numbers to take care of the needs of the Employer. Fifty percent (50%) of this number may be name requests. It is agreed that the Employer may transfer Members from

one job to another within the territorial jurisdiction of the Local Union but not from one sector to another. It is further agreed that an Employer may transfer Members between the Pickering and Darlington sites up to fifty percent (50%) of the crew. It is agreed that all Members must produce a referral slip signed by the business representative before being hired or starting work.

- (b) This also applies to the out-of-town persons coming to work within the jurisdiction of the Local Union and no other means of hiring will be allowed. All Employees in the employ of the Employer shall be Members in good standing as long as they are employed by the Employer. It is agreed that the Union will give preference to the Employer in the employment of its Union Members and the Employer agrees to first hire and to employ Local Union Members.
- (c) Should the Employer's requirements still not be complied with, it shall have the right to hire Employees from other sources, providing such Employees make application to become Members of BACU prior to commencement of work.
- (d) In the event that the percentages of Employer selection (i.e. name hire, transfers, recall) in the ICI sector are greater than contained in this Article, the Employers under this agreement will have access to those higher percentages.

#### 11.4 Union Membership

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

- 11.5 The Employer shall deduct Union dues from each Employee's and Working Foreperson's wages. Such dues shall be deducted monthly and forwarded to the designated officials of the Union on or before the 15th day of the month following the month in which the deductions are made. The Union will indemnify the Employer for any liability arising from the deduction of Union dues.

Wage schedules, dues and remittance changes are to be provided to EPSCA in writing within sixty (60) days following ratification of the Memorandum of Agreement.

For subsequent years, wage schedules, dues and remittance changes are to be provided to EPSCA in writing and shall only take place once per calendar year in the month of March. The effective date of such changed wage schedules, dues and remittances shall be effective the date of issuance.

- 11.6 An Employee who voluntarily terminates their employment with an Employer on an Ontario Power Generation Inc. or Bruce Power LP 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.
- 11.7 The Employer shall have the right to recall former employees provided the employees have been employed by the Employer in the past twelve (12) months and are Local Union members in good standing.
- 11.8 Employers reserve the right to employ and transfer key tradespeople to effectively utilize their special skills, having regard for the special requirements of thermal, nuclear or hydraulic generation projects and transmission and transformation construction.

## **Article 12 PAY PROCEDURE**

### **12.1 NORMAL**

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. Any Employee failing to receive their pay on their regular payday shall give notice to their Employer or their representative. If the Employer does not make payment of wages before twelve-noon on the following working day, the Employer shall pay two (2) hours' pay at the applicable straight time hourly rate in addition to their wages to the Employee.

- (a) Wages shall be paid by the Employer before quitting time. 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.
- (b) The parties agree to direct deposit. The Employer will provide

assistance to Employees who require assistance obtaining bank accounts.

## 12.2 ON TERMINATION

- (a) An Employee who voluntarily terminates their employment will be provided their final pay on the next regular payday.
- (b) Employees who do not receive their pay per (a) above shall receive two (2) hours' pay at the regular hourly rate for each working day or designated shift until such time as the Employer mails the Employee's pay by registered or certified mail. The days for which the allowance of two (2) hours is paid shall not include the day on which the Employee's pay was mailed.
- (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 12.2 (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 BACU 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 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 13 REPORTING PAY REPORTING PAY ON 8 HOUR AND 10 HOUR SHIFTS**

- 13.1 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 Article that an Employee receive a reporting pay allowance greater than their pay for normal daily hours.

- 13.2 An Employee in receipt of reporting pay shall also receive Travel or Board Allowance, if applicable.
- 13.3 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 H<sub>2</sub>S 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 14 DAILY TRAVEL ALLOWANCE AND ROOM AND BOARD**

All applications for travel allowance and room and board must be complete and filed with the Employer during the course of employment. The Employer will not be responsible for any application filed after an Employee has been laid off, has quit, or has been terminated.

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

#### **DAILY TRAVEL ALLOWANCE**

- 14.1 The daily Travel Allowance will be paid by the Employers to Employees who are not receiving Room and Board as referred to in Article 14.2, on the following basis:
- (a) 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 fifty (50) to seventy (70) road-driven kilometers from the project, they shall receive the rates as set out below, for each day worked or reported for.
  - (c) If an Employee lives within seventy (70) to ninety-six (96) road-driven kilometers from the project, they shall receive the rates as set out below, for each day worked or reported for.
  - (d) If an Employee lives within ninety-six (96) to one hundred and ten (110) road-driven kilometers from the project, 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 project and does not qualify for Subsistence Allowance under Section 14.2 below, they will 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 for each day worked or reported for.
- (f) Employees using company vehicles are not entitled to daily travel.

Article	Daily Travel Allowance			
	14.1 b	14.1 c	14.1 d	14.1 e
	50-70 road driven km	70-96 road driven km	96-110 road driven km	≥110 road driven km
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

14.2 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 project:

- (a) The 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 Articles 14.2(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 Articles 14.2(c) and 14.2(d) below.
- (c) To qualify for Subsistence Allowance an Employee must maintain temporary accommodation at or near a project. Employees who travel



daily to locations 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.

- (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.
- (e) An employee employed at the Bruce Power site who qualifies for a subsistence allowance as provided for above shall receive a subsistence allowance of the rates set out below per day worked or reported for.

Article	Room and Board Allowance				
	14.2 b	14.2 b	14.2 c	14.2 d	14.2 e
	South of French	North of French	≥110 Road Driven km	Pickering & Darlington	Bruce Power
5/1/2025	\$125.00	\$145.00	\$61.34	\$120.00	\$135.00
5/1/2026	\$130.00	\$150.00	\$62.87	\$125.00	\$140.00
5/1/2027	\$135.00	\$155.00	\$64.44	\$130.00	\$145.00
5/1/2028	\$140.00	\$155.00	\$66.05	\$135.00	\$150.00
5/1/2029	\$145.00	\$160.00	\$67.70	\$140.00	\$150.00

- **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.**

14.3 An Employee shall not qualify for daily Travel Allowance or Room and Board Allowance as provided for in Articles 14.1 and 14.2 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.

14.4 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.

14.5 BACU 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.

14.6 Travel and Transportation – Ontario Residents

On recruitment of tradespeople who live in Ontario but beyond one hundred and eighty-nine (189) road-driven kilometres from the project, the Employer shall pay as an allowance \$0.63, per road-driven kilometre, effective May 1, 2025 plus one (1) hour's pay for each ninety-six (96) road-driven kilometres of travel to a maximum of eight (8) hours' pay, for the initial trip to the project from where the tradespeople lives or place of recruitment, whichever is closer to the project.

### **Article 15 OVERTIME**

15.1 On Monday to Friday inclusive, overtime work shall be paid at one and one-half (1-1/2) times the basic hourly rate for all hours worked beyond the normal daily scheduled number of hours.

When overtime is scheduled for Friday or Monday and when the regular schedule is 4 X 10 hour shifts the time will be compensated as follows:

First 2 hours	Time and a half
Balance of shift	Double Time

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

15.2 All Employees shall cooperate with the Employer in performing overtime work.

15.3 Wherever practical, the Steward will be informed of all overtime.

15.4 MEALS ON OVERTIME

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) 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 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.

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.

- 15.5 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.

#### **Article 16 WORK BREAK**

- 16.1 It is agreed that Employees shall be given two (2) fifteen (15) minute breaks on each regular shift, with no loss of pay, to be taken at a place designated by the Employer. The Employer shall exercise its discretion as to when the breaks shall occur, but every reasonable effort shall be made to schedule such breaks at the midway points of each half shift. Where a normal half shift is less than four (4) hours, there shall be no rest period in that half shift.
- 16.2 The Employer shall provide accommodation with adequate tables and seating facilities for Employees covered by this Collective Agreement. This shelter shall be provided at the commencement of the work. Adequately heated accommodation separate from changerooms and washrooms shall be provided by the Employer on each project when necessary and where such accommodation can be reasonably provided for. Such accommodation shall be weatherproof and shall be kept reasonably clean. A table and sufficient benches or seats for the Employees on the job shall be provided in the accommodation. Trailerized or portable accommodation shall include tables, benches, light, heat maintained at a minimum sixty-eight (68) degrees Fahrenheit, proper access and egress, and shall not be used for material storage.
- 16.3 Employees shall receive a one half (1/2) hour unpaid lunch break.

## **Article 17 STANDOFF**

- 17.1 When unable to proceed with their work, the Employer may elect to Standoff part or all of a 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 upon the commencement of the Standoff. No Travel or Subsistence Allowance will be paid to an Employee for the Standoff period.

- 17.2 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 Standoff.
- 17.3 If an Employee elects layoff beyond the tenth (10<sup>th</sup>) consecutive working day, it shall be carried out in accordance with the Collective Agreement. An Employee laid off will be issued a Record of Employment form on their date of layoff indicating "Layoff – Shortage of Work". The Employer retains recall rights on Employees electing layoff.
- 17.4 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 18 TOOLS AND CLOTHING**

- 18.1 Employees' tools and clothing lost by fire or theft from the Employer's designated storage area shall be compensated by the Employer on written proof of loss. This provision will include only personal tools and clothing that a Tradesperson is required to have to perform their normal duties with their Employer.
- 18.2 An Employee who has obtained tools from the 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 the 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 the Employer.

Employees will immediately report the theft or loss of any the Employer-supplied tools, and the Employer will charge any employee who fails to do so, the value of such tools or clothing.

Gang tools shall be the responsibility of the Employer.

- 18.3 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. A day for the purpose of this item shall be defined as any period up to twelve (12) hours.

## **Article 19 HOURS OF WORK**

### **19.1 One (1) or Two (2) Shift Operation**

The weekly hours of work shall consist of forty (40) hours, worked between Monday and Friday, for all employees covered by this Agreement and working on a one (1) or two (2) shift operation except as described in Articles 19.2, 19.3, 19.4, 20.5 and 19.6.

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 on 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 –Thursday  
or
- four (4) consecutive ten-hour shifts, Tuesday – 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) week.

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.

Weekly hours of work will be established for a minimum period of two (2) weeks. If an Employer, with the approval of the owner, intends to change the weekly hours of work, a minimum of seven (7) days written notice shall be sent to the Local Union.

The start time for the day shift shall be between 6:00 am and 9:00 am. 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 day shift. Crews may have different start times.

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

### 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 as set out in the trade appendices.

Those Employees working on the night shift shall work seven (7) hours per shift plus the appropriate shift differential as set out in the trade appendices.

19.2 The hours of work for such work as driveway and parking lot construction, railroad construction, landscaping, tunnelling, precast concrete erection, fencing or demolition, shall be as established in applicable local agreements

for the class and character of work.

An applicable local agreement shall be an agreement between a local of any Union signatory to this Agreement and a builders' exchange, contractors' association or contractor applicable in the locality of the project for the class and character of the work.

19.3 The weekly hours of work for structural steel erection shall be forty (40) hours made up of five (5) days of eight (8) hours each, Monday to Friday inclusive.

19.4 The weekly hours of work for site preparation and earth dams shall be forty-five (45) hours made up of five (5) days of nine (9) hours each, Monday to Friday inclusive.

19.5 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.

19.6 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 BACU.

19.7 LUNCH PERIODS FOR MAJOR PROJECTS

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.

19.8 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.



19.9 Shift differential will not be paid on overtime hours.

19.10 Make-up Time

By mutual consent of both parties and/or the Local Union and the affected Employer, should inclement weather cause employees to lose eight hours or more, during a Monday to Friday work week, then Saturday may be worked as make-up time at straight time rates. Employees working on the Saturday shall not work in excess of forty hours on Miscellaneous Projects (excluding Lakeview and R.L. Hearn Generating Stations) or thirty-eight hours on the remaining projects on a Monday-to-Saturday basis. If the employee works the regularly scheduled hours then double time rates will be applicable.

It is understood and agreed that make-up time is on a voluntary basis only. Employees not wishing to work the make-up time shall not be subjected to disciplinary action.

19.11 The Union and EPSCA may, upon mutual agreement, establish alternative work schedules.

19.12 NORTHERN HOURS OF WORK

For work North of the French River, in remote locations 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.

## **Article 20 GRIEVANCE PROCEDURE**

20.1 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 the Employer and BACU. In the interests of expediting the procedure, the parties shall process grievances in the following manner:

The Grievance Procedure and Arbitration Procedure in Article 21 do not apply to Jurisdictional Disputes.

A grievance referral can only be filed against the direct Employer of an Employee or group of Employees.

20.2 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.

### 20.3 FIRST STEP

If a dispute cannot be resolved through Preliminary Discussion, the Accredited Union Representative for the Union may file a formal grievance on the prescribed form with the Appropriate EPSCA representative. Such grievance shall be filed within fifteen (15) working days of the alleged grievous act.

Within ten (10) working days of the filing of the grievance, the appropriate EPSCA representative or their designate shall investigate the grievance and convene a meeting which they or the Accredited Union Representative considers necessary to resolve it. The appropriate EPSCA representative or their designate 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 the appropriate EPSCA representative or their designate with the General Manager of EPSCA and by the Accredited Union Representative with the International Representative of the Union.

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

### 20.4 SECOND STEP

If a grievance cannot be resolved at Preliminary Discussion, within ten (10) working days the Accredited Union Representative may file a formal grievance on the prescribed form with the Employer.

The Employer shall investigate the grievance and within ten (10) working days convene a meeting which it or the Accredited Representative considers necessary to resolve it and give their reply on the prescribed form to the Accredited Representative of the Union within five (5) working days from the date of the meeting.

If a Second Step grievance meeting is considered appropriate, the Management Committee shall comprise the appropriate EPSCA

representative plus two (2) other Management Representatives, one (1) of whom shall be a representative of the Employer against whom the grievance has been filed. The Union Committee shall comprise three (3) persons, including the International Representative and the Accredited Representative for the grievor, plus one (1) other representative of the Union.

#### 20.5 THE EMPLOYER GRIEVANCES

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

#### 20.6 TIME LIMITS

The time limits as to both documents and procedures set out in the above Articles 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 Employer or BACU 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.

20.7 Alleged unjustified termination, discharge, suspension or disciplinary action may be grieved against the grievor's Employer beginning at First Step.

#### 20.8 GRIEVANCE FACILITIES

The Employer shall provide the necessary facilities for all grievance meetings.

### **Article 21 ARBITRATION**

21.1 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 20, the matter may be submitted within thirty (30) days of its failure of settlement by Grievance Procedure by either the Employer or BACU to a Board of Arbitration (the "Arbitration Board") 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 the 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 Chairperson. If the recipient of the notice fails to appoint a

nominee, or if the nominees fail to agree upon a Chairperson, 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 Chairperson governs.

An arbitration referral can only be filed against the direct Employer of an Employee or group of Employees.

- 21.2 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 Arbitration 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.
- 21.3 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 Chairperson shall be shared equally by the parties.
- 21.4 The time limits as to both documents and procedure set out in the above Articles 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 22 NO STRIKE - NO LOCKOUT**

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

## **Article 23 RADIATION WORK**

- 23.1 (a) Local Union to be provided with a copy of Ontario Power Generation Inc. and Bruce Power LP Radiation Protection Regulations and any revisions.
- (b) Local Union to be provided with a copy of Ontario Power Generation Inc. 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 24 INDIGENOUS CONTENT COMMITMENT**

24.1 Where an Indigenous employment Commitment has been established on a project, the Union will agree to the conditions required to meet the Commitment.

For a project, or jobs within a project, that are less than \$100,000 field labour, and have Indigenous Content Commitments, the terms of the Collective Agreement will not apply to those Indigenous Content Commitments.

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 25 Wages**

25.1 Total wage packages shall be increased as follows:

Year 1 – May 1, 2025 – 6%

Year 2 – May 1, 2026 – 5%

Year 3 – May 1, 2027 – 4.5%

Year 4 – May 1, 2028 – 3%

Year 5 – May 1, 2029 – 2.5%

The increases are incorporated into the appropriate wage schedules.

The allocation of the wage package shall be provided by the applicable Local Union in writing. The parties agree a Local Union may amend the breakdown of the wage package but in no case will it affect the amount of the total wage package. Subject to amended Article 11.5.

(For clarity the parties acknowledge the Foreperson rate is 12% above the Journey person rate and the Subforeperson rate is 6% above the Journey person rate.)

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.

- 25.2 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. Notification of the overpayment will be sent to the employee and the Union. The Employer shall advise the Union and obtain the employee's consent prior to recovery of the funds for any overpayment over \$250.00. Should the employee withhold consent, the Employer reserves its right to seek recovery through the grievance procedure or other legal proceedings.

### **Article 26 DE NOVO**

- 26.1 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 Substance 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 27 EQUITY, DIVERSITY AND INCLUSION**

- 27.1 The parties are committed to achieving and maintaining a fair and representative work force 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.

## APPENDIX A MOOSE RIVER BASIN: NORTHERN ONTARIO

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Where the Employer elects to establish a camp, the following conditions will apply for employees working in the Moose River Basin (excluding the “Lower Mattagami Project”):

### Camp Conditions

- (a) The 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 the 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 14.1 and 14.2.
- (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 the 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 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 one hundred and eighty-nine (189) road-driven kilometres from the project, the Employer shall pay forty dollars (\$40.00).
- (b) If an employee lives greater than one hundred and eighty-nine (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 A – MOOSE RIVER BASIN: Lower Mattagami Project**

In light of the particular circumstances surrounding the Hydro- Re-Development on the Lower Mattagami River ("Lower Mattagami Project"), including the establishment of a camp at Smoky Falls": the parties agree as follows:

### **Camp Conditions**

- (a) The Employer will provide free room and board in camp at no cost to the employee. Employees will not be entitled to receive a daily travel or room and board allowance.
- (b) 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.
- (c) 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.
- (d) Given the circumstances and location of the Project, all employees are encouraged to stay in camp. No personal vehicles will be allowed past the guardhouses planned to be located on either side of Little Long Dam
- (e) The Employer will provide transportation (busing) between the camp and designated external pick-up points for Initial Reporting, Wrap-Arounds and Final Departure. This will be at no cost to the employee and will be on the employee's own time (i.e. without compensation).

For those employees arriving in or departing Kapuskasing by personal vehicle there will be a parking facility just east of Kapuskasing (near the start of Fred Flatt Road) for their use. The bus will make scheduled trips to pick up and drop off employees from this location. For those employees arriving in or departing Kapuskasing by public transportation, the Employer will make arrangements to transport them to the camp.



There will be no parking facilities anywhere on site or in the anticipated parking facility at Little Long Guard house for personal vehicles of employees staying in camp.

- f) Employees who decide to not live in camp will be responsible for their own transportation to the designated parking lot (anticipated at guard house at Little Long), where a bus will pick them up and transport them to site, so they arrive at the designated starting location of work, at the designated start time. There is no fee for the bus nor will there be any additional compensation. These employees will be transported from the work area to parking facility at the end of the shift. Employees will be required to provide proof of identification so that confirmation can be made that they are not a camp resident.

## Hours of Work and Rotations

1. The Project will run on a 7 day a week basis for both day shift and nightshift
2. Regular hours of work will be:
  - 7:00 am to 5:30 pm (Day Shift)
  - 7:00 pm to 5:30 am (Night Shift)

These hours of work may be varied one hour either way with notice to the affected Unions

Lunch breaks and rest periods will be as per the EPSCA Agreement.

3. There will be a number of shift schedules:
  - a 21 day cycle of fourteen (14) consecutive work days followed by seven (7) consecutive days off.
  - a 28 day cycle of twenty one (21) consecutive work days followed by seven (7) consecutive a 35 day cycle of twenty eight (28) consecutive work days followed by seven (7) consecutive days off
  - a 42 day cycle of twenty eight (28) consecutive work days followed by fourteen (14) consecutive days off
  - a 49 day cycle of thirty five (35) consecutive work days followed by fourteen (14) consecutive days off

There will be a grace period of 2 days either way to the above schedule rotations to allow flexibility for camp management and travel arrangements.

4. Upon employment, employees will indicate their preferred shift schedule to the Employer. The Employer will make reasonable effort to accommodate this request. The parties recognize that project conditions and schedules may dictate that the employee goes on a different Shift Schedule. Once an employee is on a Shift Schedule, no changes to alternate Shift Schedules will be permitted unless the Employer determines there will be no detrimental impact to project schedule.
- (5) Regularly scheduled hours of work on Monday-Thursday of ten (10) hours per day shall be paid at straight time hourly rates.
- (6) Regularly scheduled hours of work on Friday, Saturday, Sunday, and Recognized Holidays shall be paid at two times the straight time hourly rate.

## Transportation on Site

Transportation will be provided from the camp to the respective work zones and back to the camp. It is intended that the start of shift will be at the work zones and the end of shift will be at the camp kitchen.

### Start of Shift:

Buses will leave the camp (kitchen area) at predetermined times (to be established) to transport workers to their respective work zones, with the last bus for each location leaving the camp so the workers will be at their place of work for start of shift

## Wrap Around

An employee shall qualify for a trip home from the Project and compensation depending on the rotation schedule being worked as follows:

1. **14 days on/7 days off:** The employee shall qualify for a trip home from the Project every twenty-one (21) day cycle they are on the Project on the following basis:
  - a. If an employee lives within one hundred and eighty-nine (189) road-driven km from the Project, the Employer shall pay sixtydollars (\$60.00).
  - b. If an employee lives greater than one hundred and eighty-nine (189) road-driven km from the Project, the Employer shall pay as allowance, sixty dollars (\$60.00) plus travel time based on the equivalent of one (1) hour's base rate of pay for each ninety-six (96) road-driven km from where the employee lives or place of recruitment, whichever is closer to the project, up to a maximum of 8 hours pay.
2. **21 days on/7 days off:** The employee shall qualify for a trip home from the Project every twenty-eight (28) cycle they are on the Project on the following basis:
  - a. If an employee lives within one hundred and eighty-nine (189) road-driven km from the project, the Employer shall pay onehundred and twenty dollars (\$120.00).
  - b. If an employee lives greater than one hundred and eighty-nine (189) road-driven km from the project, the Employer shall payas allowance, one hundred and twenty dollars (\$120.00) plus travel time based on the equivalent of one (1) hour's rate of pay for each ninety-six (96) road-driven km from where the employee lives up to a maximum of 8 hours pay in each direction.
  - c. If an employee lives greater than 600 road-driven km from the project they can opt for the cost ofreturn in public transportation in lieu of travel allowance explained in clause 2.2 above. (The Employer will determine the appropriate public transportation depending on employees place of residence and will be responsible for working with the employee to book the arrangements)
3. **28 days on/7 days off:** The employee shall qualify for a trip home from the Project every thirty- five (35) day cycle they are on the Project on the following basis:

- a. If an employee within one hundred and eighty-nine (189) road-driven km from the project, the Employer shall pay 300 dollars(\$300.00).
  - b. If an employee lives greater than one hundred and eighty-nine (189) road-driven km from the project, the Employer shall pay a allowance, three hundred dollars (\$300.00) plus travel time based on the equivalent of one (1) hour's rate of pay for each ninety-six (96) road-driven km from where the employee lives up to a maximum of 8 hours pay in each direction
  - c. If an employee lives greater than 600 road-driven km from the project they can opt for the cost of return in public transportation in lieu of travel allowance explained in clause 3 b) above. (The Employer will determine the appropriate public transportation depending on employees place of residence and will be responsible for working with the employee to book the arrangements)
- 4. 28 days on/14 days off:** The employee shall qualify for a trip home from the Project every forty- two (42) day cycle they are on the Project on the following basis:
- a. If an employee lives within one hundred and eighty-nine (189) road-driven km from the project, the Employer shall pay one hundred and fifty dollars (\$150.00).
  - b. If an employee lives greater than one hundred and eighty-nine (189) road-driven km from the project, the Employer shall pay a allowance, one hundred and fifty dollars (\$150.00) plus travel time based on the equivalent of one (1) hour's rate of pay for each ninety-six (96) road-driven km from where the employee lives up to a maximum of 8 hours pay in each direction
  - c. If an employee lives greater than 600 road-driven km from the project they can opt for the cost of return in public transportation in lieu of travel allowance explained in clause 4 b) above. (The Employer will determine the appropriate public transportation depending on employees place of residence and will be responsible for working with the employee to book the arrangements)
- 5. 35 days on/14 days off:** The employee shall qualify for a trip home from the Project every forty- nine (49) day cycle they are on the Project on the following basis:
- a. If an employee lives within one hundred and eighty-nine (189) road-driven km from the project, the Employer shall pay three hundred dollars (\$300).
  - b. If an employee lives greater than one hundred and eighty-nine (189) road-driven km from the project, the Employer shall pay a allowance, three hundred dollars (\$300) plus travel time based on the equivalent of one (1) hour's rate of pay for each ninety-six (96) road-driven km from where the employee lives up to a maximum of 8 hours pay in each direction
  - c. If an employee lives greater than 600 road-driven km from the project they can opt for the cost of return in public transportation in lieu of travel allowance explained in clause 5 b) above. (The Employer will determine the appropriate public transportation depending on

employees place of residence and will be responsible for working with the employee to book the arrangements)

5. Other Rotation schedules: If other rotations besides those mentioned above are proposed and agreed to between the Employer and Union, a wrap around provision will be developed and agreed to before implementing.

## **APPENDIX B 7-DAY COVERAGE NUCLEAR SITES**

When working under the provisions of this 7-day shift schedule, all conditions listed below will supersede those in the other Articles/Sections of this Collective Agreement. Where this shift schedule is silent, the appropriate Article/Section in the Collective Agreement applies.

These provisions would only apply to work performed on a Nuclear Facility and the work must be covered by the "Modified Provisions of this Construction Agreement.

This shift schedule is intended for work of at least five (5) weeks 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 two or three ten (10) hour per day shift basis. When this occurs, a specific shift arrangement will be established by the Employer detailing the shift schedule to be worked.

### Notice Provision

If this shift schedule is to be used for work on a "planned outage", the Employer will provide the Union with two (2) weeks' notice prior to the implementation of these shift provisions.

### 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 which shall be equal to the Shift Differential as found in the appropriate trade appendix for this shift.

### 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 which shall be equal to the Shift Differential as found in the appropriate trade appendix for this shift.

### All Shifts

Regularly scheduled hours of work on Saturday, Sunday, Statutory and Recognized Holidays shall be paid at the appropriate overtime rate for that trade. 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 7 DAY COVERAGE NUCLEAR SITES**

The implementation of this Appendix is contingent on EPSCA and the Millwrights agreeing to comparable rates for regularly scheduled hours on Saturday and Sunday on 7 day coverage. This agreement shall become effective immediately upon such agreement between EPSCA and the Millwright Regional Council of Ontario. In the 30 day period immediately following the date this Appendix becomes effective, the Union shall have the option to put forth other alternatives that will provide savings at least equivalent to those that would result from the implementation of this Appendix and EPSCA will consider all such alternatives. Failure to agree to an acceptable alternative will result in the continued application of this Appendix.

If EPSCA provides an incentive to the Millwright Regional Council of Ontario to obtain the agreement of this Appendix within the Millwright Agreement, then EPSCA shall make available the same incentives to the Unions that have become bound to this Appendix. This “me too” is effective only for the duration of the collective agreement and will expire on April 30, 2020.

When an employee is assigned to, and working as a member of, a composite crew with one or more employees working under the Carpenter Collective Agreement who is also working under provisions of the applicable 7 Day Coverage of the Carpenter Collective Agreement (7 Day Coverage), they shall receive the same premium pay treatment as the Carpenter for regular scheduled hours for Saturday and Sundays.

**This new Appendix C replaces the existing Appendix B (7-Day Coverage Nuclear Sites) if the requirements identified above have been fulfilled.**

### **7 DAY COVERAGE – NUCLEAR SITES ONLY**

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 one and a half 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.



## APPENDIX D REFRACTORY CONDITIONS\*

### 1.1 Shift Schedule for Refractory Work

<u>Working Period</u>	<u>Starting Time</u>	<u>Lunch Break</u>	<u>Finish Work</u>	<u>Actual Hours Worked</u>	<u>Hours to be Paid</u>	<u>Sat and Sun</u>
<b><u>Regular Hours**</u></b>	8:00 am	12:00-12:30 pm	4:30 pm	8	8	16
<b><u>Two-Shift Operation</u></b>						
1st 12 hr	8:00 am	12:00-12:30 pm	8:00 pm*	11	16	24
2nd 12 hr	8:00 pm	12:00-12:30 am	8:00 am*	11	17	25
1st 10 hr	8:00 am	12:00-12:30 pm	6:30 pm	10	12	20
2nd 10 hr	8:00 pm	12:00-12:30 am	6:30 am	10	13	21
1st 9 hr	8:00 am	12:00-12:30 pm	5:30 pm	9	10	18
2nd 9 hr	5:30 pm	9:30-10:00 pm	3:00 am	9	11	19
1st 8 hr	8:00 am	12:00-12:30 pm	4:30 pm	8	8	16
2nd 8 hr	4:30 pm	8:30- 9:00 pm	1:00 am	8	9	17
<b><u>Three-Shift Operation</u></b>						
1st Shift	8:00 am	12:00-12:30 pm	4:00 pm	7-1/2	8	15
2nd Shift	4:00 pm	8:00- 8:30 pm	12:00 Mid	7-1/2	9	16
3rd Shift	12:00 Mid	4:00- 4:30 am	8:00 am	7-1/2	9	16

**Note:** Starting time may be adjusted by mutual consent.

Times for the third work break on a ten (10) hour shift operation, and the second lunch period and third work break on a twelve (12) hour shift operation will be arranged by mutual consent.

- \* ***Meaning "Firebrick, Acid Resistant Structural Materials, Carbon Graphite Materials, Gunite, Acid Resistant, Tar Impregnated Brick and All Other Refractory Materials".***
- \* ***Also to include a hot meal where over ten (10) hour shifts are worked. Time of meal to be arranged by mutual agreement.***
- \* ***On work over a ten (10) hour shift and a hot meal cannot be provided, the Employer agrees to pay the equivalent of 1/2 hourly wage rate at the regular rate in lieu of the cost of the hot meal.***

**\*\*** *All overtime on the regular hours of work shall be paid at the rate of double time the applicable refractory rates.*

## **1.2 Sawperson**

- (a) Employees, while engaged as a Sawperson, shall receive a premium rate of thirty cents (30¢) an hour above the basic refractory rate for the hours spent operating the saw and shall wear all safety clothing provided.
- (b) All protective equipment to be supplied by the Employer.
- (c) Employers will, where practical, assign one Bricklayer for each saw.

## **1.3 Stackwork**

- (d) For work on a stack the wage rate shall be the base rate, as stipulated in Section 1.5 below, refractory conditions plus a premium of two dollars (\$2.00) per hour commencing at the base of the structure and shall cease when the structure is completed. The premium pay shall not apply to reporting pay and further shall not be multiplied by overtime premiums.
- (e) The above premium shall not apply to blast furnace work.

## **1.4 Facilities**

- (f) As warranted when graphite, carbon, acid, tar-impregnated brick, gunite work and on all work on blast furnace relines and coke oven repairs, coveralls and gloves shall be provided by the Employer and such clothing shall remain the property of the Employer.
- (g) The Employer agrees to provide clean hot and cold water, soap and clean individual paper towels and provide sufficient time to wash up. Such facilities described herein shall be provided at commencement of the appropriate work herein.
- (h) Where dust conditions prevail, adequate ventilation will be provided, and employees will be provided with proper respiratory equipment.

**1.5 Basic Refractory Wages and Premiums**

- (i) Minimum basic refractory rate shall be paid at a premium of no less than thirty-five cents (35¢) per hour earned over the established rate as set out in the area rate schedules and the wage schedules, attached hereto.
- (j) Employees working with carbon and/or graphite materials shall be paid a premium of fifty cents (50¢) per hour earned over the prescribed basic refractory rate, as set out in Subsection 1.5 (a) above.
- (k) Employees working where the temperature of the immediate working area is one hundred and fifty degrees (150°) Fahrenheit or sixty-five degrees (65°) Celsius, shall be paid a premium of fifty cents (50¢) per hour earned over the prescribed basic refractory rate, as set out in Subsection 1.5 (a) above.
- (d) When refractory work is carried out in Local #12, the base rate of wages shall be the same as that shown for Local 1, Hamilton.

**1.6 Laid Off or Dismissed**

The Employer agrees to notify the Steward forthwith when an employee has been laid off or dismissed.

## APPENDIX E

B E T W E E N:

---

(the “Contractor/Subcontractor”)

- and -

**BRICK AND ALLIED CRAFT UNION OF CANADA,**  
on its own behalf and on behalf of its Locals,1, 2, 5, 10, 12, 23, 28 and 29

(the “Union”)

**WHEREAS** the Union is entitled to represent employees of the Contractor/Subcontractor within the bargaining unit described herein.

**THEREFORE**, the Contractor/Subcontractor and the Union hereby acknowledge and agree as follows:

1. The Contractor/Subcontractor requires the Union to supply skilled workers who are members of the Union, and the Union agrees to supply such persons to perform work within the jurisdiction of the Union.
2. The Contractor/Subcontractor recognizes the Union as the sole and exclusive bargaining agent for all of its journeypeople and apprentice bricklayers, stonemasons and plasterers, their respective apprentices, improvers and working forepeople in the bargaining unit described in Article 1 of the collective agreement.
3. The Contractor/Subcontractor hereby agrees to be bound to and apply all of the terms, conditions, practices, understandings, amendments and renewals of the BACU-EPSCA collective agreement.

4. In recognition of the BACU Local Training Initiative, the Employers shall pay an additional 64 cents for each hour paid to employees in the bargaining unit to the training fund of the BACU Local Union having jurisdiction in the area where the work was performed.
  
5. This Agreement is in effect from the date hereof and so long as the collective agreement continues to operate

DATED at \_\_\_\_\_ Ontario, this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

<b>SIGNED ON BEHALF OF THE CONTRACTOR/SUBCONTRACTOR:</b>	<b>SIGNED ON BEHALF OF THE BRICK AND ALLIED CRAFT UNION OF CANADA on its own behalf and on behalf of its Locals 1, 2, 5, 10, 12, 23, 28, and 29:</b>
Signature	Signature
(Name)	
(Contact Name)	
(Address)	
(Tel.) (    )	
(Fax) (    )	
(Email Address)	

## APPENDIX F NUCLEAR PROJECTS AGREEMENT

### Article 1.0 Scope

- 1.1 This agreement shall apply only to work performed by the Building Trades Unions (BTU) notwithstanding the current EPSCA (and or OPG/Bruce Power) Collective Agreements. This agreement shall apply on existing Ontario Power Generation Inc (OPGI) Nuclear Sites (Pickering, Darlington, Bruce) and Bruce Power LP property.
- 1.2 Unless otherwise altered by this Nuclear Projects Agreement, all Articles in the existing EPSCA collective agreement continue to apply.

### Article 2.0 Term

- 2.1 The provisions of this agreement will continue from date of signing until December 31, 2032 and may be modified only on the mutual consent of the parties in writing.

### Article 3.0 No Strike and/or Lockout During the Term of Agreement

- 3.1 There shall be no strike and/or lockout at any of the sites covered by this agreement during the term of this agreement.

### Article 4.0 Cooperation between Unions to Minimize Disputes

- 4.1 In recognition of each of the parties entering in this agreement, the "Union(s)" agrees not to raid the jurisdiction of any other construction trades on sites covered by this agreement.

### Article 5.0 Employment- Hiring and Mobility

- 5.1 The name hire ratios set out in the collective agreement shall continue to apply. When workers are required on a Project, the Employer may use the following to fill the requirements:
  - A) Nuclear Qualified Worker (NQW) Referral \*
    - i) Submitting an Employment Request to the local hiring hall and the Union will refer Nuclear Qualified Workers (NQW) who are members of the appropriate hiring list.
    - ii) If the local Union is unable to fill as per 5.1 (A.i) then they will proceed on a fan out (closest first) basis to refer a NQW from outside the local hiring list
    - iii) If the local Union is unable to fill as per 5.1 (A.ii) then they will proceed on a fan out (closest first) basis to refer a non-NQW who is otherwise a qualified Journey person or Apprentice (first 2 years of this agreement)
    - iv) After the first two (2) years of this agreement, only NQW's will be referred.

\*It is the intent of the parties to encourage and promote the completion of Nuclear Qualified Worker status amongst members of the Unions. During the first two (2) years of this agreement, priority will be given to NQW's but referral of NQW's is not a mandatory referral requirement. After the first two (2) years of this agreement the Unions will only refer Nuclear Qualified Workers. Within ninety (90) days of the signing of this agreement, the parties shall agree what qualifications apply to a NQW. For clarity, the 2- year timeline to refer only Nuclear Qualified Workers does not begin until the NQW qualifications have been determined.

- B) Recall of Local Union members who have worked on any site covered by this agreement in the previous forty five (45) days from the date of termination with the same Employer and who have not been employed during that time period. An Employer loses the right to Recall employees from a particular Local whenever the Employer hires from that Local's out-of-work list. If the Employer chooses to bypass employees who are eligible for Recall, the Employer forfeits the right to recall those bypassed employees.

## 5.2 Transfers

The Employer shall notify the Local Union having jurisdiction over the project prior to transfers being utilized.

- A) **Transfer between Employers** Transfer employees already working on a site covered under this agreement between Employers, provided both Employers agree. Such transfers will be limited to: short term work assignments (14 calendar days); or emergent work that may involve specific skill requirements; or radiological dose management. Any disputes that cannot be resolved shall be referred to the Project Committee.
- B) **Transfer between sites** Transfer employees who are already employed on a site covered under this agreement to another site provided the employees are already Nuclear Qualified Workers and the Local with jurisdiction for the work has no Nuclear Qualified Workers available. Employees previously dispatched to a project will not be laid off to accommodate such transfers.
- C) **Transfer same Employer different sector** Transfer employees already working for the same Employer between sectors within the Jurisdiction of the Local Union provided the employees are already Nuclear Qualified Workers (NQWs).

- 5.3 Notwithstanding the above, should the Employment Request remain unfilled after seven (7) days the Employer may use any other means to hire qualified labour. All workers hired on this basis shall become members of the appropriate Union within seven (7) days of their first day of employment.

## Article 6.0 Bumping and Lay-off

- 6.1 Once a worker is hired onto a site covered by this agreement, travelers and/or permit workers shall not be displaced and/or bumped by any other member.
- 6.2 For reductions of staff, the normal Lay-off procedure will apply. In all cases of Lay-off, the remaining employees must be already trained and qualified to perform the remaining work.

**Article 7.0 Reporting Location**

- 7.1 The Employer will designate the reporting location(s) according to the nature and location of the work.
- 7.2 All employees will report to the reporting location point at their scheduled starttime.

**Article 8.0 Breaks**

- 8.1 The Employer will designate break areas, at or immediately adjacent to the workplace and schedule rest and lunch periods as safe and efficient work scheduling dictates.

Unless within the immediate vicinity of break areas, there will be instances when a designated break area will not allow for consumption of food and/or beverages. Water will be provided in designated break areas.

The Employer will accommodate employees with legitimate medical conditions.

**Article 9.0 Project Committee**

- 9.1 The parties agree that early identification and resolution of issues is in the best interests of all. To facilitate this, the parties agree as follows:

- a) A Project Committee will be formed for each project site covered under this agreement
- b) The parties will determine the representation, dispute resolution mechanisms and terms of reference for each Project Committee covered under this agreement within 90 days of signing this agreement.
- c) This Project Committee will deal with disputes and issues that have not been resolved through the Grievance procedure.
- d) All disputes will be referred to the Project Committee prior to referral to the Ontario Labour Relations Board. If the dispute is not resolved within fifteen (15) days of being referred to the Project Committee (or unless otherwise mutually agreed to), the matter can be referred to the Ontario Labour Relations Board. For disputes referred to the Project Committee, Grievance Procedure time limits shall be held in abeyance until dispositioned by the Project Committee.
- e) The Project Committee shall not deal with issues and disputes that are intended to be dealt with under the Joint Health and Safety Committee (JHSC).

**Article 10.0 Stand Off**

- 10.1 When unable to proceed with its work, an Employer may elect to either layoff or standoff part or all of its crew.

- (a) **Layoff** If the Employer elects layoff, it shall be carried out in accordance with the provisions of the collective agreement. An employee laid off will be issued or provided electronically with a Record of Employment indicating "Lay-Off - shortage of work."
- (b) **Standoff** If the Employer elects standoff, it reserves the right to standoff its employees without pay up to a maximum of ten (10) consecutive working days. Notification of standoff will be made by the Employer during normal working hours. No travel allowance will



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

- 10.2 An employee qualifying for subsistence allowance (subject to 10.1(b) who is placed on standoff will be paid their appropriate subsistence allowance for the duration of the standoff. These days are deemed to be non-work days.

If standoff continues beyond ten (10) consecutive working days, an employee at their option may elect to remain on standoff for an additional five (5) consecutive working days or be laid off.

After fifteen (15) consecutive working days on standoff the employee will be laid off or will return to work.

The parties acknowledge that the above-noted Standoff provision shall be applied to an Employer's employees equitably subject to the necessity of retaining the necessary skills of particular employees.

- 10.3 On commencement of standoff an employee will be issued a Record of Employment.

- 10.4 If an employee elects layoff, it shall be carried out in accordance with the terms of the collective agreement. An employee laid off will be issued a Record of Employment indicating "Layoff - shortage of work" dating back to their first day of standoff.

#### **Article 11.0 Composite Crews**

- 11.1 The use of Composite Crews does not establish precedent or change the appropriate jurisdiction of the crafts involved. Composite crews may be formed where conditions warrant, but this is not to be construed under regular operating conditions as the Employers prerogative to assign workers out of their usual skill classification. The principle of "One Person, One Job" will be used to determine composite crews. A composite crew shall be determined no later than at the MarkUp Meeting with prior notice to be given to the Local Unions involved.

- 11.2 The Employer may, if it desires, maintain a variety of skills within its group of employees to be prepared to have skills and/or supervision for any type of work that may arise.

- 11.3 It is understood that all employees will work together harmoniously as a group and as directed by the Employer.

- 11.4 In the event that any jurisdictional disputes shall arise between two or more Unions represented by this Agreement, an immediate assignment of the work in question shall be made by the Employer representative, based upon decisions and agreements of record or other information available. The work is then to continue and, if any of the Unions involved are not satisfied with the assignment, the matter shall be referred to the Site Project Committee involved for a decision.

- 11.5 The Employer and the Unions agree that such assignment of work involved in a jurisdictional dispute is imperative to the satisfactory operation of this Agreement and the continued operation of Ontario Power Generation and Bruce Power LP Projects.

#### **Article 12.0 Radiation Protection**

- 12.1 The parties recognize that a trained pool of "green qualified" members (Construction Radiation Protection Coordinators 'RPCs') is critical to project success. The parties will

meet annually to review, discuss, and identify potential shortfalls and actions to ensure an adequate supply of qualified labour. The parties agree to work together to provide and maintain training opportunities that are aligned with Project needs.

12.2 While no Union has jurisdiction over this role, the Employer will undertake to employ RPCs in general proportion to the craft jurisdiction of the Project in question.

12.3 At the annual meeting referenced in 12.1 above OPGI, Bruce Power and the Employers will provide information regarding projected craft requirements (based on established jurisdiction) together with estimated numbers of supporting RPCs. The required training will occur in time so that qualified BTU RPCs will be available in time to support upcoming Projects.

#### **Article 13.0 Indigenous Commitment**

13.1 In addition to the Indigenous Content provisions in the collective agreement, the Parties agree to work together proactively towards removing barriers that hinder appropriate participation of Indigenous peoples in the BTU workforce on sites covered by this agreement.

#### **Article 14.0 Code of Conduct**

14.1 The Parties agree that a Code of Conduct is in the best interests of all stakeholders to ensure efficient, productive projects. They also agree that failure to adhere strictly to all Code of Conduct provisions is grounds for serious disciplinary action, up to and including dismissal and/or removal from the Project. All Employees working under this agreement will be required to follow and adhere to the OPGI or Bruce Power LP Code of Conduct.

#### **Article 15.0 Apprenticeship**

15.1 The Employer will work with local Union's signatory to this Agreement to develop an apprenticeship protocol. The intention is that such protocol will include a minimum 20 percent "apprentice ratio" applicable to each Employer covered by this agreement.

#### **Article 16.0 Socially Progressive Programs**

16.1 The parties agree to promote other socially progressive programs (e.g., Helmets to Hardhats, Hammerheads, CHOICE Pre-Apprenticeship Program, etc.). These programs may vary on a trade-by-trade basis.

#### **Letter of Understanding Nuclear Certified Worker (NCW)/Training**

The parties recognize that a pool of trained members will benefit all parties to this agreement, the industry and the public at large by making the Nuclear industry more competitive.

The parties recognize that to ensure an adequate supply of members for available employment opportunities that it will be necessary to provide and maintain training and upgrading opportunities that are aligned with the needs of the industry, the Employer and the members.

The parties recognize that individual Employers have training standards that are required for all workers coming to work at their facilities and that these can be identified. It is understood that it is the desire of the parties to track the training records of the members and work towards providing trained members to the workplace.

The parties recognize that to maintain the skills necessary to keep pace with changes in the industry (technology and work methods) that it will be necessary to work together to identify these changes and to develop the training and upgrading needed to ensure that the members have the skills and qualifications to participate in the workplace.

The parties agree to participate in a training process for unemployed members as follows:

When it is determined that a requirement can be foreseen for members with particular skills or qualifications, the Union will provide the instructors and facilities for Nuclear Qualified Workers (NQW) and the members, on their own time, will attend such training courses to acquire such skills and/or qualifications. The parties will determine funding for incremental training costs incurred by the Union.

#### Principles to Govern Initial Start Up

The parties will meet within thirty (30) days of signing of this agreement to develop a joint training committee that will:

- Establish training standards for NCW. Work towards a broader referral application on the agreed upon training.
- Develop and implement a standard Nuclear Worker Qualification.
- Work towards getting approval of payment of Employment Insurance (EI) during the delivery of this training.
- Work towards a delivery system that can accommodate the members in their home area (e.g., Computer-Based Training).
- Establish training standards and equivalencies.
- Establishment and maintenance of ongoing qualifications and related issues.
- The parties will explore the inclusion of the Security Clearance process as a part of the NCW.

The Employer will notify the Union of work requests in advance to allow members that do not have the required training to attend.

The parties agree that these courses will be set up and delivered at an appropriate location.

#### **Letter of Understanding 1992 Darlington Settlement on Blues**

Effective date of ratification of this agreement, the Memorandum of Settlement dated January 12, 1993 is no longer in effect.

Agreement is subject to the elimination of the Memorandum of Settlement in the majority of all other Nuclear Project Agreements.

## APPENDIX G 6X3 SCHEDULE

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 at straight time, with overtime as required, followed by three (3) consecutive days off. 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.

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.

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) when working a three-shift operation and one-fifth (1/5) when working a two-shift operation of the straight time hourly rate.

### **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 15 Overtime.

# STATEMENT OF UNDERSTANDING

between

**THE EMPLOYER**

and

**BACU**

## EMPLOYMENT REFERRALS

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. 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 cheque, in consideration of their time spent filling out the security clearance forms.

The Union will be notified, as soon as possible, whether or not an individual has successfully obtained security clearance. This pre-clearance 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 3<sup>rd</sup> day of March, 2005.

Max Jackson

Kerry Wilson

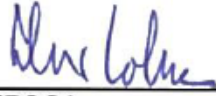
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**THE EMPLOYER**

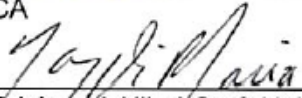
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**BACU**

2025-2030 Collective Agreement Dated at Toronto this 25 day of April, 2025.



EPSCA



The Brick and Allied Craft Union of Canada