

**COLLECTIVE AGREEMENT**

**by and between**

**THE ELECTRICAL POWER SYSTEMS**

**CONSTRUCTION ASSOCIATION**

**(hereinafter called “EPSCA”)**

**and the**

**MILLWRIGHT REGIONAL COUNCIL**

**UNITED BROTHERHOOD OF CARPENTERS AND**

**JOINERS OF AMERICA**

**On behalf of Affiliated Local Unions**

**1151,1244,1410,1425,1592,1916 and 2309**

**(hereinafter called the “Union”)**

**May 1, 2025 - April 30, 2030**

EPSCA/MILLWRIGHTS  
COLLECTIVE AGREEMENT

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## **COLLECTIVE AGREEMENT**

**by and between**

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

**and the**

**MILLWRIGHT REGIONAL COUNCIL  
(hereinafter called the "Union")**

WHEREAS EPSCA is an Association formed to represent Employers in collective bargaining and on their behalf enter into collective agreements covering those of their employees in the bargaining unit as hereinafter defined;

AND WHEREAS the Union 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 comprising employees as defined in Section 1.4 and forepersons as defined in Section 1.5 engaged in all construction industry work\* performed in the Province of Ontario on Ontario Power Generation Inc (OPGI), Bruce Power LP, and Hydro One property for the bulk power system, save and except the building of commercial-type office facilities at urban locations remote from operating facilities.

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

1.2 The work described in Section 1.1 shall also include work on property acquired by Ontario Power Generation Inc (OPGI), Bruce Power LP, and Hydro One for:

- (a) the supply of aggregate and concrete used in the construction of said facilities; and
- (b) ancillary material yards which are defined as property acquired by Ontario Power Generation Inc (OPGI), Bruce Power LP, and Hydro One for the storage of materials to be used on a project by Employers.

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

1.4 The term "employee" shall include all employees of the Employers in the Millwright classifications as set in the wage schedules.

**\* For the purpose of The Electrical Power Systems Construction Association, the work performed is deemed to be under the responsibility of the Engineering and Construction Services Branch. The work encompasses:**

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

- 1.5 The term "employee" includes "foreperson" and shall include all forepersons of the Employers between the ranks of, but not including, working foreperson and general foreperson. The term "employee" includes forepersons in Articles 16, 17, 18, 20, 21, 22, 25, 26, 27, 28, 29.1(b), 29.1(c), 32, 36 and 41.
- 1.6 The term "Employers" shall include individual members of EPSCA and any company, partnership, sole proprietorship, joint venture, contractor, subcontractor or any person that is bound to this agreement.

## **Article 2 CLASSIFICATIONS**

- 2.1 The terms of this collective agreement shall apply to the classification of Millwright.
- 2.2 Reference to Millwright in Article 2.1 above shall include welders, burners, subforepersons, journeypersons, and apprentices employed in the Millwright trade.

## **Article 3 EXECUTIVE COMMITTEES**

- 3.1 The Union and EPSCA shall each appoint an Executive Committee. The Executive Committee of EPSCA shall consist of the Board of Directors and the officers of EPSCA. The Committees will meet together at least annually to review matters associated with the administration of this Collective Agreement, with the intent that administrative policies will be formulated for consideration by each Executive Committee. The Executive Committees will also meet together to receive reports of joint committees established under this Agreement.

## **Article 4 PROJECT COMMITTEES**

- 4.1 A Project Committee shall be established for each of the Major Projects and the Construction and Services Division.
- 4.2 The Committee will be responsible for conducting EPSCA/Millwright concerns for each Major Project or Construction and Services Division and will meet quarterly or as necessary to deal with working and living conditions on the job, excluding matters which may be grieved or negotiated and disputes involving work assignments.
- 4.3 On the part of EPSCA, each Project Committee shall comprise the appropriate Manager of Construction, General Superintendent, EPSCA Representative, and a like number of contractor representatives elected from among and by the contractors on each particular Major Project or Construction and Services

Division. In addition, the officers of EPSCA are ex officio members of this Committee.

- 4.4 On the part of the Union, each Project Committee shall comprise the appropriate accredited Union Representative for each Major Project or Construction and Service Division, as defined in Article 5, and may include the senior Union representatives. In addition, the officers of the Union are ex officio members of this Committee.
- 4.5 The chairperson of each EPSCA Project Committee shall be the Manager of Construction for the appropriate Major Project or Construction and Services Division, as the case may be.
- 4.6 The chairperson of each Union Project Committee shall be appointed by the Union.
- 4.7 Chairpersonship of the meetings will alternate between the EPSCA Project Committee chairperson and the Union Project Committee chairperson.
- 4.8 Answers to questions raised by either party shall be given, in writing, within five (5) working days of the meeting by the party answering the questions to the party who raised the questions.
- 4.9 When an urgent answer is needed to a problem not relevant to negotiation, grievance or work assignment, the Project Committee will be called to meet within forty-eight (48) hours, where practicable, to deal with the problem. The Committee's answer will be given, in writing, to the party raising the question within forty-eight (48) hours of the meeting.
- 4.10 EPSCA and the Union will set the time and place of all Project Committee meetings.

## **Article 5 ACCREDITED UNION REPRESENTATIVES**

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

- 5.2 An Accredited Union Representative may be appointed by the Executive Secretary Treasurer of the Millwrights Council to be their designate in matters requiring the involvement of Executive Secretary-Treasurer of the Millwrights Council.

The Executive Secretary-Treasurer of the Millwrights Council will inform EPSCA, in writing, of the name, duration of, appointment and function of such designate.

## **Article 6 UNION STEWARDS**

- 6.1 The Accredited Union Representatives shall inform the appropriate EPSCA Representative and the Employer of the steward, in writing, of the names of all stewards, one of whom shall be designated Chief Steward, as they are appointed and when they cease to act as stewards, except as noted below. A steward, other than a Chief Steward, shall exercise their duties only in respect to employees of their Employer. A Chief Steward, in order to carry out their duties in respect to employees of other than their Employer, shall first involve the EPSCA Representative. A steward shall obtain permission from their immediate supervisor before leaving their work area for Union business. Such permission shall not be unreasonably denied.

For the Pickering, Darlington and Bruce Power LP Nuclear sites, a Chief Steward at each site shall be paid at the foreperson rate. All Chief Stewards in receipt of the foreperson rate are still eligible to work on the tools.

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

Except at Bruce Nuclear Power Development (BNPD):

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

- 6.2 The Union shall receive written notice before the employment of a steward is terminated by their Employer, and provided the steward is able to perform the work required, they will be the last employee to be retained by their Employer in a layoff/standoff situation.
- 6.3 The chief steward will be informed of all scheduled overtime. Where practical, a steward, in accordance with practices set out in individual trade appendices, shall be given the first opportunity to work the overtime providing they are qualified to perform the work.



- 6.4 No foreperson or subforeperson shall be permitted to act as a steward.

### **Article 7 ADVANCE NOTICE**

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

Upon the request of the Union, EPSCA will convene a prejob conference before work commences to discuss preliminary details of the proposed work to be performed and to establish conditions in accordance with this Agreement for the project. EPSCA will record the minutes of prejob conferences and forward them within ten (10) working days to the Union.

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

- 7.3 EPSCA will provide written notice to the Union as far in advance as possible of new work and prejob conferences as noted in Sections 7.1 and 7.2 above. For work of less than one week's duration and requiring five (5) or less employees, prejob meetings must be arranged with as much advance notice as possible by the office of the General Manager of EPSCA, but without formal notice, in writing, unless the prejob meeting has been waived by the parties.

### **Article 8 WORK ASSIGNMENT**

- 8.1 The jurisdiction of the Unions shall be that jurisdiction established by Agreements between International Unions claiming the work or Decisions of Record recognized by the AFL-CIO for the various classifications and the character of work performed, having regard for the special requirements of thermal, nuclear or hydraulic generation and transmission and transformation construction. An Agreement or Decision of Record is one that is published by the Building and Construction Trades Department, AFL-CIO (Agreement and Decisions Rendered Affecting the Building Industry).

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

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

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

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

- (c) When an Employer has work that is less than 3 weeks duration and there are ten (10) or fewer employees covered by EPSCA Collective Agreements employed on this specific work, the Union and Union affiliates will be notified of the scope of work and the Employer's proposed work assignments. The Unions will have two (2) weeks from the date of notification to submit jurisdictional claims and supporting evidence to the Employer for consideration. The Employer will notify the Union of the final work assignments prior to the commencement of the work.
- (d) All work that does not meet the criteria set out in clauses 8.2(b) or 8.2(c) will be reviewed and assigned at a markup meeting.
- (e) EPSCA will provide written notice to the Union as far in advance as possible of markup meetings. The Unions may attend these markup meetings, and every effort will be made to settle questions of jurisdiction before the work is expected to commence.
- (f) The Employer who has the responsibility for the work shall make a proposed assignment of the work involved. The Employer shall be responsible for providing copies of proposed assignments to the Union at the markup meeting. The Employer will specify a reasonable time limit for the Unions involved to submit evidence of their claims. The Employer will evaluate all evidence submitted and make a final assignment of the work involved. This final assignment will be in accordance with the procedural rules established by the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry. The Employer will advise the Unions of the final assignments prior to the work commencing.
- (g) The EPSCA representative will record the proposed assignments and jurisdictional claims and forward a copy of them within fifteen (15) working days to the Union.
- (h) The parties recognize that circumstances may arise, particularly with discovery and emergency work, where the process set out above may

not be practical or possible, however reasonable effort will be made by the Employer to adhere to the appropriate trade jurisdiction.

- \* ***For the purposes of this Article, Nanticoke, Lambton, Lakeview/Hearn, BNPD, Pickering, Darlington, Lines and Stations and the 5 Electricity Production Zones are each considered individual project sites.***

## **Article 9 JURISDICTIONAL DISPUTES**

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

Any Union shall have the right to elect to pursue or respond to any jurisdictional disputes at the Ontario Labour Relations Board.

In the event another Union (or other Unions) has (have) the option to pursue jurisdictional disputes at the Ontario Labour Relations Board, the Union shall have the right to pursue or respond to any jurisdictional disputes at the Ontario Labour Relations Board when these Unions are involved in the jurisdictional dispute.

In the event the Union elects to pursue or respond to the jurisdictional dispute at the Ontario Labour Relations Board, clauses 9.1(b) and 9.3 will NOT apply.

- (b) In the event that a jurisdictional dispute arises over a work assignment, the Employer will make an assignment for the work. Any Union which protests that a contractor has failed to assign work in accordance with the procedures specified above, shall remain at work and process the complaint through its international office.

- 9.2 When a jurisdictional dispute exists in the electrical power systems sector, upon request by the Executive Secretary Treasurer of the Millwrights Council of either of the Unions involved, Employers shall furnish the Executive Secretary Treasurer of the Millwrights Council with a letter from a duly authorized official of the Employer on the Employer's stationery, stating that the Union requesting the letter was employed on specific types of work on a given project. The Union requesting the information will supply the Employer with the name of the other Union involved in the dispute and the Employer will provide that Union's Executive Secretary Treasurer of the Millwrights Council with a copy of the letter being given to the requesting Union.

When a jurisdictional dispute exists in the electrical power system sector between Unions and upon written request by the Executive Secretary Treasurer of the Millwrights Council, the Employer shall supply the Executive Secretary

Treasurer of the Millwrights Council of the Union involved with a copy of the evidence submitted by the other Union(s) involved along with drawings and/or prints plus a description of the work or process in dispute.

- 9.3 In the event the Union elects to pursue or respond to the Jurisdictional Dispute at the Ontario Labour Relations Board as governed by 9.4 above, the arbitration board panel appointed by the Ontario Labour Relations Board pursuant to the Act is not authorized to award damages in respect of a misassignment 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, clause 9.6 shall not apply where the Jurisdictional Dispute and the misassignment of work involves the same Employer and the same work, and on the same job previously the subject of a Jurisdictional Dispute before the Ontario Labour Relations Board or the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry.
- 9.4 The board panel appointed by the Ontario Labour Relations Board will govern its decision pursuant to its normal criteria.
- 9.5 In the event the Union elects to pursue or respond to the Jurisdictional Dispute at the Ontario Labour Relations Board as governed by above, the decision of the panel of the Ontario Labour Relations Board will be final and binding upon the parties to this agreement with no further recourse to the Plan on the issue decided by the Ontario Labour Relations Board.
- 9.6 Assignments made with respect to critical path or emergent work of a de minimus nature will not be subject to jurisdictional disputes. Such assignments will not set practice or precedent and cannot be relied upon as evidence for future assignments. This provision is only applicable when dealing with other trades that have similar language in their collective agreement.

## **Article 10 UNION SECURITY**

### **10.1 UNION MEMBERSHIP**

(a) Employees

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

(b) Forepersons

As a condition of employment, all forepersons covered by this Agreement shall either be members of, or will apply for membership in,

the Union within seven (7) days of employment. It shall also be a condition of continued employment that forepersons maintain their Union membership in good standing.

## CHECKOFF

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

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

Subject to 10.3 below, the Union, through the Executive Secretary-Treasurer of the Millwrights Council, will notify EPSCA, in writing, of the appropriate initiation fees and Union dues and of any changes to such fees and dues.

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

- 10.3 Wage schedule, dues and remittance changes are to be provided in writing to EPSCA and changes shall only take place during the month of March, except for emergency situations as agreed to by both parties. The effective date of such changed wage schedules, dues and remittances shall be the date of issuance.

Dues deduction to be based on cents per hour paid and reflected on the wage schedule.

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

## Article 11 EMPLOYMENT

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

- 11.2 An office will be established by EPSCA, or the Employer with the approval of EPSCA, for each Major Project and the Construction and Services Division. A purpose of this office will be to co-ordinate employment as specified in this Article.
- 11.3 EPSCA, or the Employer with the approval of EPSCA, and the Union will exchange the names of their representatives in each of the areas described in 11.1(a), who will be responsible for co-operating in the referral and employment of reliable and competent Union members.
- 11.4 EPSCA, or the Employer with the approval of EPSCA, will notify the appropriate Unions of future workforce requirements for all employees coming within the scope of this Agreement.
- 11.5 The employment of additional tradespersons and apprentices, excluding key tradespersons and tradespersons employed through the Employment Request Article 11.6, shall be carried out on the following basis and sequence:
- (a) The EPSCA office, or the Employer with the approval of EPSCA, will request the local Union office for tradespersons and apprentices required. The request will include a description of the work, the number of qualified tradespersons and apprentices required, and the name of the Employer for whom the tradespersons and apprentices will be working.

The Employer shall have the right to transfer employees from project to project within a Local Union geographic area.

In addition, the Employer shall have the right to:

- i. Name hire Union members from that Local Union having jurisdiction for the geographic area by name, in writing; or
- ii. Transfer employees from sector to sector in the Local Union area; or
- iii. Transfer employees from a project in one Local Union geographic area to any project under this collective agreement; or
- iv. Hire a combination of employees not to exceed fifty percent (50%) of all employees hired using (i) to (iii) above.

If the percentage of Employer selection in the ICI sector exceeds the percentage above the Employer shall have access to the higher percentage.

An employee who voluntarily terminates their employment with an Employer on an EPSCA site shall not be entitled to be referred to another Employer on the same site for a period of thirty (30) days unless both Employers agree.

- (b) The Union members who are resident in the designated geographic area will be referred by the Union for employment through the EPSCA office. As much as their out-of-work lists will permit, the Union will supply members on a fan-out basis from the project or work location.

The Employers will either hire such persons or substantiate their reasons, in writing, for not doing so. The Union will co-operate with the Employer and advise the EPSCA office of the name, address and telephone number of members being referred for work with Lines and Stations Construction as soon as they are known.

- (c) If, after a request has been made, the Union is unable to supply sufficient tradespersons and apprentices to meet the workforce requirements of the Employers, the Employers may employ tradespersons and apprentices who are resident within the geographic area. Such tradespersons and apprentices shall comply with the requirements of Article 10 of this Agreement. EPSCA shall promptly notify the Accredited Union Representative, in writing, of the names, addresses, date of hire, social insurance numbers, telephone numbers, job location and classification of the persons hired.
- (d) Once the supply of suitable tradespersons and apprentices within the geographic area has been exhausted and additional tradespersons and apprentices are required, EPSCA will contact the Executive Secretary-Treasurer of the Millwrights Council, or their designee, in order to determine whether suitable Union tradespersons and apprentices are available outside of the geographic area. EPSCA will co-operate in providing employment to such Union tradespersons and apprentices on the basis that they be supplied from the nearest location where they are available.

- 11.6 Notwithstanding the provisions of Article 11.5 re-employment as required by the Workers Compensation Board shall not be a violation of this collective agreement nor be subject to the provisions of Articles 37 and 38.

## **Article 12 KEY TRADESPERSONS**

- 12.1 The parties agree that an Employer shall be allowed to employ and transfer from one project to another, key tradespersons in order to effectively utilize their special skills, having regard for the special requirements of thermal, nuclear or hydraulic generation and transmission and transformation construction. The number of key tradespersons employed and transferred shall not exceed more than 20% of the employees at a project, not to exceed 10 tradespersons.



If the Employer finds it necessary to transfer additional key tradespersons, the number shall be mutually agreed to by the Employer and the Union.

- 12.2 After the work force of an Employer reaches twenty (20) Millwrights, the total number of key tradespersons to be transferred will be based on a ratio of 1 to 5, but in no case will exceed 10.
- 12.3 An apprentice shall not be considered a key tradesperson for the purposes of this Article.
- 12.4 Construction Radiation Protection Assistant (R.P.A.) is a Construction tradesperson who has achieved the full radiation qualification (Green) via the approved Health and Safety Division Training Program, plus has successfully completed the Construction R.P.A. (Green Manning) training and checkouts, also has performed R.P.A. functions while under the supervision of a fully qualified Construction R.P.A. to the satisfaction of the Construction Site Safety Officer and the Station Health Physics Unit.

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

### **Article 13 RECALL**

- 13.1 In the case of a recall to work, the Employer reserves the right to recall qualified Greenpersons in sequence from the out of work list to the location from which they were laid off. Recalled Greenpersons will perform sufficient Greenpersons work to maintain their skill levels.
- 13.2 The Employer shall have the right to recall former employees within forty-five (45) days providing the employees are Local Union Members in good standing and are on the out of work list in the geographic area.

### **Article 14 FOREPERSONS**

- 14.1 It is understood that forepersons hold a key position in the relationship between the Employers and the Union. Both parties agree that every effort should be made to recruit and retain forepersons who have a high degree of efficiency in the performance of their jobs and in the handling of their people. Recognizing the responsibilities involved in being a supervisor and a member of a Union, the Employers and the Union will make every effort to minimize problems that may arise which concern the relationship between the forepersons, the Employers and the Union.



- 14.2 Forepersons are the first level of management supervision and, as such, are management representatives. In this capacity, they will exercise duties and responsibilities, as established by their Employers, and will not work with the tools of the trade, except as specified elsewhere in the collective agreement. The parties recognize the responsibility of forepersons to discharge their managerial duties. If the Union feels that a foreperson is not discharging their managerial duties in a manner that is fair, equitable and without bias, or if an Employer feels that the Union is interfering with a foreperson in the performance of their managerial duties, the Employer or the Union may refer the problem to the Project Committee for resolution. If the matter cannot be resolved by the Project Committee, the grievance procedure may be invoked by either party.
- 14.3 The selection and retention of forepersons will be the responsibility of the Employers. When making appointments to the foreperson level, the Employers will give consideration to those journeypersons they presently employ. The appointment of forepersons in charge of composite or mixed crews will take into account the nature of the work to be done.
- 14.4 In accordance with Article 10 – Union Security and Article 14.3 above, the appropriate Union affiliation for forepersons shall be determined, as follows:
- (a) Forepersons appointed by internal promotion shall retain the Union membership held prior to appointment.
  - (b) Forepersons recruited externally shall:
    - (i) if a Union member, continue that Union membership; or
    - (ii) if not a Union member, join the Union in keeping with the nature of the work to be done.
- 14.5 (a) The rates of pay for forepersons shall be the greater of:
- (i) fifteen percent (15%) per hour above the journeyperson rate effective May 1, 2020; or
  - (ii) the Employer's current practice; or
  - (iii) the rate negotiated in appropriate local agreements
- 14.6 When the normal weekly hours of work are amended by the "exceptions" recognized under this Agreement, the weekly hours of work for forepersons shall be the same as for the tradespersons represented by the Union with which the foreperson is affiliated.

- 14.7 Forepersons required to work shift work other than the regular day shift shall receive the same shift differential rate as the tradespersons represented by the Union.
- 14.8 Overtime rates for Forepersons for work performed outside normal hours as defined in Article 32 - Hours of Work and outside hours of work amended by the "exceptions" recognized under this Agreement, shall be the same as for tradespersons represented by the Union.
- 14.9 The Employer agrees to pay into operative welfare, pension, and supplementary unemployment benefit plans on behalf of forepersons. Payments will be made on the same basis and in the same amounts as are paid on behalf of tradespersons represented by the Union.
- 14.10 To maintain efficiency and productivity, an Employer shall have the right to move forepersons from construction site to construction site, as determined at the pre-job conference.
- 14.11 The Employer agrees to pay into operative apprenticeship and training funds on behalf of forepersons. Payments will be made on the same basis and in the same amounts as are paid on behalf of tradespersons represented by the Union.
- 14.12 On a charge-out basis, the Employer shall supply forepersons with protective clothing appropriate for the conditions under which the work is being done.
- 14.13 Forepersons shall be accountable, but not liable, for gang tools used by their crew.
- 14.14 Working Forepersons:  
Where the crew size is five (5) or less, including the foreperson, the foreperson may be required to work with the tools of the trade.

## **Article 15 WAGES**

- 15.1 Effective May 1, 2020 and until April 30, 2025 EPSCA will amend the wage schedules for the classifications referred to in Article 2 as set forth in the wage schedules, attached hereto.
- EPSCA will provide the Millwright Regional Council with the current wage schedules.
- 15.2 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. For any overpayment over \$250.00, the Employer shall advise the Union and obtain the employee's consent prior to recovery of the funds. Should the employee withhold consent,

the Employer reserves its right to seek recovery through the grievance procedure or other legal proceedings.

## **Article 16 PAY PROCEDURE**

### **16.1 NORMAL**

- (a) Employees shall be paid weekly and payment for any given week will be made not later than the sixth working day after the close of the payroll period, but in any event not later than Thursday of the following week. Except as provided for in 16.1(c) employees who are at work on Thursday and are not paid will be paid on Friday. Such employees will be released one (1) hour, with pay, prior to normal quitting time on Friday to enable them to cash their cheque.
- (b) Wages shall be paid by the Employers, before quitting time. 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.

### **16.2 ON TERMINATION**

- (a) An employee who voluntarily terminates their employment will be provided their final pay on the next regular payday.
- (b) An employee who is laid off from a Generation Project will have their final pay and termination documents mailed to their last known address on file with the Employer by Priority Post within five (5) working days of termination. An employee who is laid off from a Lines and Stations construction site will have their final pay and termination documents mailed to their last known address on file with the Employer within eight (8) working days of termination. This does not preclude an employee being issued their final pay and termination documents on the job prior to the five or eight-day period. After 48 hours of notifying the Employer, the Employee will be entitled to four (4) hours at straight time for each normal workday for which there is non-compliance thereafter.

- (c) An employee who is discharged shall be provided with their final pay immediately if the Employer's pay facilities are on site or as per 16.2(b) if the Employer's pay facilities are not on site.
  - (d) Employers will provide one hour's notice of layoff or one hour's pay in lieu of notice to employees who are to be laid off. When possible, the Employer shall notify the Local Union three (3) days prior to layoff.
  - (e) When an employee is laid off, they will be paid for a reasonable amount of time by the Employer if they are required to travel or wait unduly before they receive their final pay.
  - (f) In established cases of long-term sickness, compensable accident or jury duty, an employee will be maintained on the Employer's payroll until their normal date of layoff.
- 16.3 The parties agree to direct deposit. An Employer will provide assistance to employees who require assistance obtaining a bank account.
- 16.4 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.
- If an Employee cannot obtain a hard copy of their ROE from Service Canada, the Employer will provide assistance in obtaining a hard copy.
- 16.5 If an Employee has been overpaid they shall notify the Employer's site supervisor or payroll office immediately. The Employer shall correct the overpayment in the next or subsequent weekly payment of wages to the employee, ensuring that there is no undue hardship on the Employee.

### **Article 17 CALL-IN-PAY**

- 17.1 When an employee is called in to work outside of their normal hours of work, they shall receive a minimum of four (4) hours' work at the appropriate premium rate plus travel allowance where applicable. If the employee's normal hours of work commence within this four (4) hour period, the employee will be paid premium time from the time they commence work until the start of their normal hours and will revert to their normal hourly rate at the commencement of their normal hours of work.

## **Article 18 REPORTING PAY ON 8 HOUR AND 10 HOUR SHIFTS**

- 18.1 An employee who reports for work, unless directed not to report the previous day by their Employer, shall receive a minimum of a half shift's 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 shift's pay (4 hours or 5 hours) will also be paid if they are requested to report for work for any part of the second half of the same shift. It is not intended by this Section that an employee receive a reporting pay allowance greater than their pay for normal daily hours.
- 18.2 An employee in receipt of reporting pay shall also receive travel or board allowance, if applicable.
- 18.3 Notwithstanding that work is available and an employee is able to commence or continue work, the Employer may shut down a job to avoid the possible loss of human life because of an emergency situation such as H2S leaks, bomb threats, fire, etc., that could endanger the life and safety of an employee. In such cases, employees will be compensated only for the actual time worked.

## **Article 19 INCLEMENT WEATHER PAY**

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

## **Article 20 GENERATION PROJECTS DAILY TRAVEL ALLOWANCE AND ROOM AND BOARD**

### **DAILY TRAVEL ALLOWANCE**

- 20.1 The daily travel allowance will be paid by the Employers to employees who are not receiving room and board as referred to in Section 20.2, on the following basis:

- (a) If an employee lives less than fifty (50) road-driven kilometres from the project, no travel allowance will be paid.
- (b) If an employee lives within 50 to 70 road-driven kilometres 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 70 to 96 road-driven kilometres 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 96 to 110 road-driven kilometres 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 110 road-driven kilometres from the project and does not qualify for subsistence allowance under Section 20.2 below, they will receive the rates as set out below for each day worked or reported for provided they continue to travel greater than or equal to 110 road-driven kilometres for each day worked or reported for.

<b>Daily Travel Rates (Generation)</b>					
<b>Year</b>	<b>50-70 road- driven km 20.1.(b)</b>	<b>70-96 road- driven km 20.1.(c)</b>	<b>96-110 road- driven km 20.1.(d)</b>	<b>≥ 110 road- driven km 20.1.(e)</b>	<b>Daily Travel in Room and Board 20.2 (c)</b>
2025-05-01	\$33.14	\$38.50	\$42.00	\$49.37	\$61.34
2026-05-01	\$33.97	\$39.46	\$43.05	\$50.60	\$62.87
2027-05-01	\$34.82	\$40.45	\$44.13	\$51.87	\$64.44
2028-05-01	\$35.69	\$41.46	\$45.23	\$53.17	\$66.05
2029-05-01	\$36.58	\$42.50	\$46.36	\$54.50	\$67.70

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

## ROOM AND BOARD

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

- (a) An Employer may supply either:
- (i) Room and board in camp or a good standard of board and lodging within a reasonable distance of a project; or
  - (ii) a subsistence allowance;
- subject to Sections 20.2(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 set out below for each day worked or reported for when employed at a location south of the French River and the rates set out below for each day worked or reported for when employed at a location north of the French River or located at Bruce Power LP subject to Sections 20.2(c) and 20.2(d) below.

\* ***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.***
- (c) -To qualify for subsistence allowance an employee must maintain temporary accommodation at or near a project. Employees who travel daily to locations greater than or equal to 110 road-driven kilometres from the project will be entitled to the rates set out in the chart found in 20.1 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 set out below for each day worked or reported for.

	<b>Room and Board (Generation)</b>		
	<b>South of the French 20.2 b)</b>	<b>North of the French and Bruce Power LP 20.2 b)</b>	<b>Pickering and Darlington 20.2 d)</b>
2025	130.00	140.00	130.00
2026	135.00	145.00	135.00
2027	140.00	150.00	140.00
2028	145.00	155.00	145.00
2029	150.00	160.00	150.00

- 20.3 An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Sections 20.1 and 20.2 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.
- 20.4 The Union recognizes the Employer's right to charge for board and other existing services. The Employer fixes the charge for board and other existing services in camps at \$25.00 per day. This will be applied on the following basis:
- (a) An employee who remains in camp on a normally scheduled work day on which they do not work will be charged \$25.00 per day, unless they are excused from work for a legitimate reason by the project medical attendant or an authorized representative of their Employer.
  - (b) An employee who is absent from work on Friday without approval and who remains in camp and who is still absent from work on the following Monday without approval will be charged for room and board for Friday, Saturday, Sunday and Monday.
  - (c) An employee who is absent from work without approval on Friday but who works the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.
  - (d) An employee who works the Friday and is absent from work without approval on the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.
- 20.5 All applications for daily travel allowance and room and board must be completed and filed with the Employer within thirty (30) days of the start of employment. The Employer will not be responsible for any application filed after thirty (30) days thereafter, inclusive of an employee who has been laid off,



has quit, or has been terminated, unless otherwise mutually agreed upon in writing by the Employer and the Union.

- 20.6 A complete and eligible application that has been filed in accordance with the above will be paid within three (3) weeks of the date the complete application was submitted.
- 20.7 All distances for the purpose of this Section will be determined by electronic means such as Google Earth.
- 20.8 If an apprentice does not qualify for Room and Board under Article 20.2, and lives greater than or equal to 110 road-driven kilometres from the project, they shall receive daily travel rates as per the rates in Article 20.1 (e).
- 20.9 This article applies to Ontario Power Generation (OPG) construction projects within the geographic jurisdiction of Local 1151 and 1425. Where an employee is in receipt of Room and Board allowance on remote projects where the nearest available place of accommodation is in excess of forty (40) road-driven kilometres from the job, an employee will receive the following when travelling from the nearest available accommodation.
- If travelling to a project within 40-56 road km, ½ hour regular time pay.
  - If travelling to a project within 57-80 road km, 1 hour regular time pay.
  - If travelling to a project within 81-120 road km, 1 ½ hours regular time pay.
  - If travelling to a project within 121-160 road km, 2 hours regular time pay
  - If travelling to a project over 160 road km, then actual travel time will be paid at the regular time rate of pay.

Travel allowance will be adjusted when the employee's work location changes.

An employee will travel on their own time when returning from their work location to their assembly point.

If an Employer provides a vehicle or transportation, the above Travel Time provisions will not apply.

**Article 21 LINES AND STATIONS CONSTRUCTION DAILY TRAVEL ALLOWANCE  
AND ROOM AND BOARD**

**Article 21 is applicable to all work on Lines & Stations at both existing and new sites**

**DAILY TRAVEL ALLOWANCE**

- 21.1 The daily travel allowance will be paid by the Employers to their employees who are not living in camp or receiving a subsistence allowance as referred to in Section 21.4 on the following basis:
- (a) If an employee lives less than fifty (50) road-driven kilometres from the work location or declared assembly point, no travel allowance will be paid.
  - (b) If an employee lives fifty (50) to seventy (70) road-driven kilometres from the work location or declared assembly point, they shall receive the rates set out below for each day worked or reported for.
  - (c) If an employee lives seventy (70) to ninety-six (96) road-driven kilometres from the work location or declared assembly point, they shall receive the rates set out below for each day worked or reported for.
  - (d) If an employee lives ninety-six (96) to one hundred and ten (110) road-driven kilometres from the work location or declared assembly point, they shall receive the rates 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 kilometres from the work location or declared assembly point, and does not qualify for subsistence allowance under Section 21.4 below, they shall receive the rates set out below provided they continue to travel greater than or equal to one hundred and ten (110) road-driven kilometres daily for each day worked or reported for.

Daily Travel Rates - Millwrights (Transmission)					
Year	50-70 road- driven km 21.1.(b)	70-96 road- driven km 21.1 (c)	96-110 road- driven km 21.1 (d)	Greater than or equal to 110 road- driven km 21.1 (e)	Daily Travel in Room and Board 21.4 (c)
2025-05-01	\$32.56	\$37.14	\$42.00	\$49.29	\$56.96
2026-05-01	\$33.37	\$38.07	\$43.05	\$50.52	\$58.38
2027-05-01	\$34.20	\$39.02	\$44.13	\$51.78	\$59.84
2028-05-01	\$35.06	\$40.00	\$45.23	\$53.07	\$61.34
2029-05-01	\$35.94	\$41.00	\$46.36	\$54.40	\$62.87

21.2 The Employer reserves the right to base daily travel allowance on the distance in road-driven kilometres from where an employee lives to either the work location or declared assembly point, depending on where the employee is directed to report.

21.3 For the purpose of the Collective Agreement, “road-driven kilometres” is based on the shortest available road-driven distance from where an employee lives to either the work location or declared assembly point, depending on where the employee is directed to report, as measured through Google Maps.

#### ROOM AND BOARD

21.4 The following conditions will apply for employees whose regular residence\* is greater than or equal to one hundred and ten (110) road-driven kilometres from the work location:

- (a) An Employer may supply either:
  - (i) room and board in camp or a good standard of board and lodging; or
  - (ii) a subsistence allowance;

subject to Sections 21.4(b) and (c) below.

**\* 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.***

(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 set out below for each day worked or reported for when employed at a location south of the French River;

And the rates set out below for each day worked or reported for when employed at a location north of the French River or located at Bruce Power LP, subject to Section 21.4(c) below

	<b>Room and Board (Transmission)</b>	
	<b>South of the French 21.4 b)</b>	<b>North of the French and Bruce Power LP 21.4 b)</b>
2025	130.00	140.00
2026	135.00	145.00
2027	140.00	150.00
2028	145.00	155.00
2029	150.00	160.00

(c) To qualify for subsistence allowance an employee must maintain temporary accommodation at or near the work location. Employees who travel daily to locations greater than or equal to one hundred and ten (110) road-driven kilometres from the project will be entitled to the rates set out in the chart found in Article 21.1 for each day worked or reported for.

(d) When an employee's regular residence is more than six hundred (600) road-driven kilometres from the project, and the job or project is worked on a four ten (4x10) hour work week, the employee shall receive room and board allowance on a five-day basis for a regular work week. If the employee is required to work an additional ten (10) hour shift beyond the normal four ten (4x10) hour shift, the employee will be entitled to room and board allowance for an additional ten (10) hour shift worked to a maximum of seven (7) days room and board in a week.

21.5 An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Sections 21.1 and 21.4 above, when such employee reports for work but does not remain at work for their scheduled daily

hours unless excused by an authorized representative of their Employer. Such permission shall not be unreasonably denied.

- 21.6 An employee who maintained a regular residence within the geographic area for the purposes of employment and who relocates outside the geographic area will not be entitled to an increase in travel or room and board allowance entitlement as a result of this relocation.
- 21.7 The Union recognizes the Employer's right to charge for board and other existing services. The Employer fixes the charge for board and other existing services in camps at \$25.00 per day. This will be applied on the following basis:
- (a) An employee who remains in camp on a normally scheduled workday on which they do not work will be charged \$25.00 per day unless they are excused from work by an authorized representative of their Employer.
  - (b) An employee who is absent from work on Friday without approval and who remains in camp and who is still absent from work on the following Monday without approval will be charged for room and board for Friday, Saturday, Sunday and Monday.
  - (c) An employee who is absent from work without approval on Friday but who works the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.
  - (d) An employee who works the Friday and is absent from work without approval on the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.
- 21.8 All applications for daily travel allowance and room and board must be completed and filed with the Employer within thirty (30) days of the start of employment. The Employer will not be responsible for any application filed after thirty (30) days thereafter, inclusive of an employee who has been laid off, has quit, or has been terminated, unless otherwise mutually agreed upon in writing by the Employer and the Union.
- 21.9 A complete and eligible application that has been filed in accordance with the above will be paid within three (3) weeks of the date the completed application was submitted.

## **Article 22 LINES AND STATIONS CONSTRUCTION DAILY TRAVEL TIME**

- 22.1 All travel time will be outside of normal working hours.
- 22.2 (a) An employee will be paid their straight-time rate for all time spent travelling from their assembly point to their work location on normal working days.
- An employee will be paid premium time for all time spent travelling from their assembly point to their work location on days other than normal working days.
- (b) An employee will travel up to a maximum of one hour on their own time when returning from their work location to their assembly point. An employee will be paid their straight-time rate for all time spent travelling in excess of one hour.
- 22.3 All time in excess of one hour spent travelling from the work location to the assembly point on non-working days shall be compensated for at the appropriate premium rates of pay.
- 22.4 The Employer will supply transportation between the assembly points and work locations.

## **Article 23 GENERATION PROEJCTS – TRAVEL AND TRANSPORTATION**

### **23.1 INITIAL EMPLOYMENT**

On recruitment of tradespersons whose regular residence\* or place of recruitment, whichever is closer to the project, is between 96 and 189 road-driven kilometres from the project, the Employer shall pay \$50.00 for the initial trip to the Project.

\* ***As defined in Article 20 or Article 21 of this Agreement, whichever is applicable.***

- 23.2 On recruitment of tradespersons whose regular residence is in Ontario but beyond 189 road-driven kilometres from the project, the Employer shall pay mileage based on 0.63¢ effective May 1, 2025, 0.64¢ effective May 1, 2026, 0.65¢ effective May 1, 2027, 0.66¢ effective May 1, 2028, 0.67¢ effective May 1, 2029 per road-driven kilometer, plus an allowance for travel time equivalent to one (1) hour's pay for each 96 road-driven kilometres of travel to a maximum of eight (8) hours' pay for the initial trip to the project from the tradesperson's regular residence or place of recruitment, whichever is closer to the project.
- 23.3 On recruitment of tradespersons whose regular residence is outside Ontario and beyond 189 road-driven kilometres from the project, the Employer shall pay the equivalent of the cost of public transportation, plus an allowance for travel time equivalent to one (1) hour's pay for each 96 road-driven kilometres of

travel to a maximum of eight (8) hours' pay for the initial trip to the project from the tradesperson's regular residence or place of recruitment, whichever is closer to the project.

- 23.4 To qualify for payment in 23.1, 23.2 or 23.3, the employee must remain at the project for a minimum of fifteen (15) working days or the duration of the job, whichever is lesser.
- 23.5 On termination of employment due to a reduction of staff, an employee entitled to payment under 23.1, 23.2 or 23.3 shall be entitled to return expenses calculated in the same manner as in 23.1, 23.2 or 23.3 above for the return trip from the project to the tradesperson's regular residence or place of recruitment, whichever is closer to the project. An employee whose employment terminates for any reason other than reduction of staff shall not be eligible for return payment.
- 23.6 TRANSFER

When transferring employees, the Employer shall pay the equivalent of the cost of public transportation for the initial trip to the project from the employee's most recent work location. In addition, the Employer shall pay an allowance for travelling time equivalent to the straight-time rate up to a maximum of eight (8) hours.

## **Article 24 HYDRO ONE (LINES AND STATIONS CONSTRUCTION) – TRAVEL AND TRANSPORTATION**

### **24.1 INITIAL EMPLOYMENT**

On recruitment of tradespersons whose regular residence\* or place of recruitment, whichever is closer to the project, is between ninety-six (96) road-driven kilometres to one hundred and eighty-nine (189) road-driven kilometres from the project, the Employer shall pay \$50.00 for the initial trip to the Project.

\* ***As defined in Article 21 of this Agreement.***

- 24.2 On recruitment of tradespersons whose regular residence is in Ontario but beyond one hundred and eighty-nine (189) road-driven kilometres from the project, the Employer shall pay mileage based on 0.63¢ effective May 1, 2025, 0.64¢ effective May 1, 2026, 0.65¢ effective May 1, 2027, 0.66¢ effective May 1, 2028, 0.67¢ effective May 1, 2029 per road-driven kilometer, plus an allowance for travel time equivalent to 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 the tradesperson's regular residence or place of recruitment, whichever is closer to the project.

- 24.3 On recruitment of tradespersons whose regular residence is outside Ontario and beyond one hundred and eighty-nine (189) road-driven kilometres from the project, the Employer shall pay the equivalent of the cost of public transportation, plus an allowance for travel time equivalent to one (1) hour's pay for each ninety-six (96) road-driven kilometres of travel to a maximum of eight (8) hours' pay for the initial trip to the project from the tradesperson's regular residence or place of recruitment, whichever is closer to the project.
- 24.4 To qualify for payment in 24.1, 24.2 or 24.3, the employee must remain at the project for a minimum of fifteen (15) working days or the duration of the job, whichever is lesser.
- 24.5 On termination of employment due to a reduction of staff, an employee entitled to payment under 24.1, 24.2 or 24.3 shall be entitled to return expenses calculated in the same manner as in 24.1, 24.2 or 24.3 above for the return trip from the project to the tradesperson's regular residence or place of recruitment, whichever is closer to the project. An employee whose employment terminates for any reason other than reduction of staff shall not be eligible for return payment.
- 24.6 TRANSFER

When transferring employees, the Employer shall pay the equivalent of the cost of public transportation for the initial trip to the project from the employee's most recent work location. In addition, the Employer shall pay an allowance for travelling time equivalent to the straight-time rate up to a maximum of eight (8) hours.

### **Article 25 STANDOFF**

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

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

- 25.2 An employee who qualifies for subsistence allowance (subject to 20.2 or 21.4) and who is placed on Standoff will be paid subsistence allowance for the duration of the Standoff period. Proof of board (proper receipts) must be shown in order for subsistence allowance to be paid to an employee for the Standoff period.



- 25.3 If Standoff continues beyond ten (10) consecutive working days, an employee, at their option, may elect to remain on Standoff for an additional twenty (20) consecutive working days or be removed from Standoff. The Employer retains recall rights on employees electing to continue on Standoff. Subsistence allowance will cease after ten (10) consecutive working days on Standoff.
- 25.4 If an employee elects layoff beyond the tenth (10<sup>th</sup>) consecutive working day, it shall be carried out in accordance with the terms of the Layoff provisions of this Collective Agreement. An employee laid off will be issued a Record of Employment form on their date of layoff indicating "Layoff – Shortage of Work".
- 25.5 Standoff shall only continue beyond thirty (30) consecutive working days with the mutual consent of the Employer and the Union, in writing.
- For the purpose of this Article, when working on a 4 x 10 hour shift arrangement, the following will apply:
  - eight (8) scheduled working days will be considered the equivalent of ten (10) consecutive working days.
  - sixteen (16) scheduled working days will be considered the equivalent of twenty (20) consecutive working days.
  - twenty-four (24) scheduled working days will be considered the equivalent of thirty (30) consecutive working days.
- 25.6 The Employer shall notify the Local Union when standoff occurs.
- 25.7 Record of Employment (ROE) information may be sent electronically. If an Employee cannot obtain a hard copy of their ROE from Service Canada, the Employer will provide assistance in obtaining a hard copy.

## **Article 26 REST PERIOD**

- 26.1 For employees working normal hours, a fifteen (15) minute rest period will be allotted, at the time and in a reasonable location as directed by the Employer, for each half shift worked. Where a half shift is less than four (4) hours, there shall be no rest period.
- 26.2 For employees required to work overtime, a ten (10) minute rest period will be allotted prior to the end of the normal shift before commencing overtime work.
- 26.3 For employees working overtime, a fifteen (15) minute rest period will be allotted, at the time directed by the Employer, after each two hours of overtime worked.

## **Article 27 LUNCHROOM FACILITIES**

- 27.1 Adequately heated accommodation separate from change rooms 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, microwave, heat maintained at a minimum of sixty-eight (68) degrees Fahrenheit, proper access and egress, and shall not be used for material storage.

## **Article 28 MEALS ON OVERTIME**

### **28.1 Scheduled Eight (8) Hour Shifts**

When an employee has not been notified the previous day that they will be required to work for more than two (2) hours beyond the normal quitting time of the first or second shifts or for more than three and one half (3 ½) hours beyond the normal quitting time of the third shift, they shall be provided with a meal and be allowed thirty (30) minutes to consume same and the employee shall be paid at the base hourly rate of pay. This meal break will be taken following the first two (2) hours of overtime worked. After each additional four (4) 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. If supplying a hot meal is not possible, the Employer will pay the employee \$25.00. 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.

## 28.2 Scheduled Ten (10) Hour Shifts

When an employee has not been notified the previous day that they will be required to work beyond their normal quitting time, prior to commencing the overtime work, they shall be provided with a meal and be allowed thirty (30) minutes to consume same and the employee shall be paid at the base hourly rate of pay. After each additional four (4) hours is worked and when work is required beyond that four (4) hour period, the employee shall be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay and they shall be provided with a meal. The Employer will supply a hot meal when possible. If supplying a hot meal is not possible, the Employer will pay the employee \$25.00. Where an employee has been notified the previous day, no meal will be provided prior to commencement of overtime work, but the employee will be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay. After each additional four (4) hours is worked and when work is required beyond that four (4) hour period, the employee shall be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay and they shall be provided with a meal.

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

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

## **Article 29 TOOLS AND CLOTHING**

29.1 An employee shall be required to provide themselves with the ordinary hand tools of their trade, based on established trade Union practices at the time of signing of this Agreement. EPSCA and the Union shall establish an appropriate tool list (list attached hereto). Each Employer will provide, insofar as is practical, separate facilities for storing tools but shall not be held responsible for losses, except as noted hereunder:

- (a) When personal tools valued in excess of \$15.00 are lost due to fire, the Employer will consider the full estimated value on the merit of each case in determining replacement or payment. This will include only personal tools that a tradesperson is required to have to perform their normal duties with their Employer.
- (b) Each Employer will compensate their employees for ordinary hand tools and clothing lost by theft from locked storage provided by them for their employees. Claims must be submitted, in writing, and must provide substantiating evidence of forcible entry to locked storage. Payment or replacement for personal clothing lost by theft on the work site shall be limited to

clothing that a tradesperson is required to have to perform their normal duties with their Employer.

- (c) In the event of loss by fire at an Employer's camp or on the work site in an Employer designated storage area, replacement or payment of the full estimated value in excess of \$15.00 but not exceeding \$750.00 for the loss of personal clothing will be made by the Employer. Payment or replacement for personal clothing lost by fire on the work site shall be limited to clothing that a tradesperson is required to have to perform their normal duties with their Employer.
- 29.2 An employee who has obtained tools from their Employer shall be allowed sufficient time, in the opinion of Management, to return such tools to their Employer during working hours. An employee receiving tools from their Employer shall be held responsible for the return of such tools in good condition, subject to normal wear and tear. On layoff, an employee will be allowed reasonable time to return tools to their Employer.
- 29.3 Gang tools as described in the appendices shall be the responsibility of the Employer.
- 29.4 Employees working in a radiation area, in plastic suits or replacement material of the fully enveloping type with an independent air supply will receive \$20.00 per day effective May 1, 2025. A day for the purposes of this item shall be defined as any period up to twelve (12) hours.
- 29.5 Employers may supply additional tools and equipment to employees. Employees receiving such tools or equipment shall be responsible for them in accordance with this Article. Employees will immediately report the loss of any Employer-supplied tools or equipment.

### **Article 30 PROTECTIVE CLOTHING AND EQUIPMENT**

- 30.1 Employees are required to wear protective clothing and use protective equipment, as determined by the Employer, for the work being done.
- 30.2 The protective clothing and equipment covered in 30.1 of this Article that is provided by the Employer shall be charged out to the employee. Employees will not be held liable for items which are returned in reasonable condition or which are lost or damaged under conditions where no employee negligence is evident and where the loss or damage is reported immediately. Where negligence is determined, the employee will be charged for the cost of repair or replacement.
- 30.3 If job conditions necessitate coveralls and gloves, as determined by the Employer, the Employer shall supply and maintain the necessary protective equipment at no cost to the employee.

- 30.4 The Employer shall supply at no cost to the employee when required by the work they are to perform, safety hats, new sweat bands, new liners, welding gloves, working gloves, welding helmets, welding and burning goggles, welding sleeve leathers, welding jacket and non-prescription safety glasses.
- 30.5 Employees will be allowed a reasonable amount of time for clean-up when working on abnormality dirty and corrosive work prior to the end of the shift.

### **Article 31 APPRENTICESHIP AND TRADES TRAINING/PROGRAMS**

- 31.1 Apprenticeship and other training programs should be instituted as required to maintain an adequate skilled and competent work force to perform work within the electrical power systems sector by apprenticeship training programs, upgrading programs and retraining programs.
- 31.2 Where a ratio of apprentices to journeypersons employed has been established, this ratio shall be maintained.
- 31.3 The Employer agrees to pay into operative apprenticeship or training funds the amounts specified for apprenticeship or training as set forth in the wage schedules, attached hereto, for employees covered by this agreement during the time they are employed.
- 31.4 The Union agrees to supply EPSCA with all administrative material that is required for implementation of these funds.
- 31.5 Training programs established by the Employers to provide skills required in the electrical power systems sector shall be funded by reducing the Employers' contributions to the training fund in the specific locality where the training is taking place by an amount of money equivalent to the cost of such programs.
- 31.6 Where programs are established, the Employer shall ensure that sufficient journeypersons are available and supervisions is provide so that the apprentice has ample opportunity to obtain related their training and work experience to the degree possible during the Employer's tenure on site.
- 31.7 Both parties acknowledge the Employer's and Union's responsibilities, respectively, in the training of apprentices to meet the Employer's current and future needs.

Apprentices, when available, shall be employed on work covered by this agreement in the ratio of one (1) Apprentice to two (2) Journeypersons. When requested, the first Apprentice shall be a fourth or third year Apprentice, if available.

- 31.8 Apprentices will not be required to work shift work when it interferes with attendance at classes by the Local Apprenticeship training program.

## Article 32 HOURS OF WORK

### 32.1 One (1) or Two (2) Shift Operation

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

but not concurrently on the same work program.\*

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

Each Employer will notify the Local Union of the weekly hours of work for each work program\* at the site.

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

If an Employer intends to change the weekly hours of work, a minimum of five (5) days written notice shall be sent to the Local Union, or less with agreement of the Local Union.

The start time for the day shift shall be 7:00 a.m. with a possible one (1) hour variance either way. The start time for the afternoon shift shall be immediately following the day shift or within two (2) hours either way to coincide with the end of the day shift.

\* ***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***

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

### 32.2 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 Shift Differential Article 33 of this agreement.

Those employees working on the night shift shall work seven (7) hours per shift plus the appropriate shift differential as set out in the Shift Differential Article of this agreement.

32.3 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 the Union and a builders' exchange, contractors' association or contractor applicable in the locality of the project for the class and character of the work.

32.4 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.

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

### 32.6 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.

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



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

32.9 **LUNCH PERIODS FOR MAJOR PROJECTS, AND  
CONSTRUCTION AND SERVICES DIVISION**

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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.

32.10 When an employee is told 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. In situations where the eight (8) hour break does not allow an employee to return to work at the normal starting time, the employee shall report for regular work at the end of the eight (8) hour break. The employee shall be paid at the straight time rate from the beginning of their normal work shift.

32.11 **Nuclear Sites Only**

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

When performing work in plastics in a nuclear Zone 3 environment, meal and rest breaks may be delayed in order to start or complete work assignments. Meal breaks will not be delayed more than five (5) hours from the start of the shift.

32.12 **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.

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



### **Article 33 SHIFT DIFFERENTIAL RATE**

- 33.1 Employees required to work shift work, other than the regular day shift, will receive a shift differential rate of one-fifth (1/5) for normal scheduled shift hours worked.
- 33.2 Shift differential will not be paid on overtime hours.

### **Article 34 WELDING TESTS**

- 34.1 On hire, welders must possess the qualifications and class of welding specified by the Employer. It will be at the Employer's discretion whether a welder who does not possess the qualifications and class of welding ticket specified will be hired.
- 34.2 A welder who has been referred to the Employer by the Union and who has never had a welding certificate will take an applicable test on their own time and pay for such test.
- 34.3 Any welder possessing the appropriate current accredited welding certificate of qualification may be required to take a test. Welders shall be paid for the time required to take a test at their base hourly rate.

### **Article 35 OVERTIME RATES**

- 35.1 When working on an eight (8) hour day and five (5) day per week schedule (Monday to Friday inclusive), overtime work shall be paid at one and one-half (1 – ½) times the basic hourly rate for all hours worked beyond the normal daily scheduled number of hours up to a maximum of two (2) hours per day. All hours in excess of ten (10) hours per day shall be paid at two (2) times the basic hourly rate.

When working on a ten (10) hour day and four (4) day per week work schedule (Monday to Friday inclusive) overtime work shall be paid at one and one-half (1 – ½) times the basic rate for all hours worked beyond the normal daily scheduled number of hours up to a maximum of two (2) hours per day. All hours in excess of twelve (12) hours per day shall be paid at two (2) times the basic hourly rate.

- 35.2 Overtime work performed on Saturday, Sunday, non-shift days, and the Statutory Holidays listed in Article 36 shall be paid at two (2) times the basic hourly rate.
- 35.3 The Chief Steward/and or Job Steward will be informed of all overtime and shall be given the opportunity to work. In the event they decline the work they shall be responsible to designate a steward to work the overtime who is qualified to perform the available work. Whenever

practical, overtime shall be divided as equally as possible amongst all employees.

- 35.4 When overtime work is required as an extension of the normal daily hours, a minimum of one (1) hour's work will be provided. Excluding supervisory turnovers.

### **Article 36 STATUTORY HOLIDAYS**

- 36.1 The Statutory Holidays recognized under this Agreement are:

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

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

EPSCA 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.

### **Article 37 GRIEVANCE PROCEDURE**

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

The grievance procedure in Article 37 and arbitration procedure in Article 38 do not apply to jurisdictional disputes.

## 37.2 PRELIMINARY DISCUSSION

Disputes arising out of the interpretation or alleged violation of this Agreement should, if possible, be settled by discussion between the employee and/or their steward and the employee's supervisor. If the employee affected is a foreperson, the preliminary discussion will be between the Accredited Union Representative and the foreperson's supervisor.

## 37.3 FIRST STEP

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

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

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

EPSCA and/or the Employer shall give their reply on the prescribed form to the Accredited Union Representative within five (5) working days from the date of the First Step meeting.

Copies of completed grievance forms signed by the appropriate parties shall be filed by EPSCA and/or the Employer. The Accredited Union Representative for the grievor will file a copy with the Union.

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

## SECOND STEP

- 37.4 Within ten (10) working days after the disposition has been issued under the First Step of this procedure, the Accredited Union Representative may refer the grievance on the prescribed form to the appropriate EPSCA Representative, or their designate. A copy of the grievance form shall be forwarded by the Accredited Union Representative to the Executive Secretary-Treasurer of the Millwrights Council.

The appropriate EPSCA Representative or their designate shall investigate the grievance and convene a meeting which they or the Executive Secretary – Treasurer of the Millwrights Council considers necessary to resolve it and give their reply on the prescribed form to the International Representative of the Union within five (5) working days from the receipt of the grievance form which was completed at First Step.

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

### 37.5 EPSCA OR UNION GRIEVANCES

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

### 37.6 TIME LIMITS

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

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

### 37.8 GRIEVANCE FACILITIES

EPSCA shall provide the necessary facilities for all grievance meetings.

## **Article 38 ARBITRATION**

38.1 If any dispute about the interpretation or application of particular clauses of this Agreement or about an alleged violation of this Agreement cannot be settled through the grievance procedure outlined in Article 37, the matter may be submitted within thirty (30) days of its failure of settlement by grievance

procedure by either EPSCA or the Union to a Board of Arbitration for adjudication.

The party desiring to submit the dispute to arbitration shall notify the other party, in writing, of its desire and the notice shall contain the name of the first party's nominee to an arbitration board. The recipient of the notice shall, within five (5) working days, inform the other party of the name of its nominee to the arbitration board. The two nominees so selected shall, within ten (10) working days of the appointment of the second of them, appoint a third person who shall be the 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.

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

### **Article 39 NO STRIKE – NO LOCKOUT**

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

## **Article 40 BENEFITS**

- 40.1 The Employer agrees to pay into operative welfare, pension and supplementary unemployment benefit plans, whether in addition to the wage rates or deducted from the wage rates, for employees covered by this Agreement. The amounts shall be as set out in the wage schedules, attached hereto.
- 40.2 The Union agrees to supply the Employer with all information regarding the welfare, pension and supplementary unemployment benefit plans and also all administrative material that is required for the implementation of same.
- 40.3 The Trustees of the Employee Benefit Plans referred to in this Collective Agreement shall promptly notify the Union of the failure by any Employer to pay any employee benefit contributions required to be made under this Collective Agreement and which are owed under the said plans in order that the program administrator of the Employee Wage Protection Plan may deem that there has been an assignment of compensation under the said program in compliance with the regulation to the Employment Standards Amendment Act, 1991 in relation to the Employee Wage Protection Program.
- 40.4 In the event an Employer is more than fifteen (15) days in arrears of the requirement to forward contributions and/or deductions to the Trustees by the fifteenth of the month following, the Employer shall pay as liquidated damages and not as a penalty an amount equal to two (2%) percent (equivalent to 24% per annum) for each month or part thereof that the contributions and/or deductions are in default for greater than fifteen (15) days provided the Employer has received five (5) days' written notice to correct such default. The trustees may require a delinquent Employer to pay for the costs, legal or otherwise, of collecting the amount owing, as outlined in the operative benefit plan trust documents.

## **Article 41 VACATION AND STATUTORY HOLIDAY PAY TRUST FUNDS**

- 41.1 Each Employer shall contribute to The Millwright Benefit Plan Trust Funds, ten percent (10%) of the vacationable gross earning \* of each employee covered by this Agreement. The money is to be distributed by the Fund in the following manner: six percent (6%) Vacation Pay to be paid out in June of each calendar year and four percent (4%) Statutory Holiday Pay to be paid out in November of each calendar year.

Each Employer shall remit contributions on behalf of their employees into the Millwright Benefit Plan Trust Funds by the 15<sup>th</sup> day of the month, following the month in which the hours were earned to the Administrator. At no time will any contribution be paid directly to the employee.

Any Employer in default more than fifteen (15) days in remitting payment, shall pay to the Trustees, as liquidated damages and not as penalty, the amount equal to two percent (2%) of the arrears for each month or part thereof in which they are in default. In addition, the defaulting Employer shall be liable to pay and agrees to pay interest at the rate of 1 ½% per month on any unpaid arrears including the liquidated damages specified herein.

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

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

*\*Service will be calculated based on an employee's length of continuous service with their Employer.*

#### **Article 42 ASSOCIATION FUND**

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

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

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

#### **Article 43 RADIATION WORK**

- 43.1 (a) Local Union to be provided with a copy of Radiation Protection Regulations and any revisions from Ontario Power Generation Inc., Bruce Power and any other Nuclear Plant covered by the EPSCA collective agreement.
- (b) Local Union to be provided with a copy of Radiation Protection Procedures and any revisions from Ontario Power Generation Inc., Bruce Power and any other Nuclear Plant covered by the EPSCA collective agreement.
- (c) Each employee will have access to their personal radiation exposure record.



- (d) Long-term employees who reach their exposure limit will be given alternate employment until they can resume radiation work.
- (e) Short-term employees will be given a guaranteed period of employment at their time of hire.

#### **Article 44 R.P.A. QUALIFICATION**

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

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

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

#### **Article 45 INDIGENOUS CONTENT COMMITMENT**

45.1 Where an Indigenous commitment has been established on a project, the Union will cooperate in meeting the content commitments. The Employer will advise the Union prior to implementing the commitment.

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

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

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



## **Article 46 LEAVE OF ABSENCE**

- 46.1 An unpaid leave of absence of up to three (3) days may be granted upon the death of an immediate family member (spouse, mother, father, brother, sister, or child). This leave of absence shall not be unreasonably withheld.

## **Article 47 DE NOVO**

- 47.1 The parties agree there is benefit to continue addressing the mental and physical well being of our members. In support of the objectives of the De Novo Treatment Centre, the Parties to this Agreement agree that \$0.10 per hour worked shall be contributed to De Novo. Each Employer and employee, working under the terms and conditions of this Agreement shall contribute \$0.05 per hour worked as set out in the wage schedules attached hereto. The reflected deductions shall be forwarded from the respective Employer association and Union field dues checkoffs listed in this Agreement.

## **Article 48 EQUITY, DIVERSITY AND INCLUSION**

- 48.1 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.

## **Article 49 RESPECT IN THE WORKPLACE**

- 49.1 The Union commits to training its members in "Respect in the Workplace."

## **Article 50 TERM OF AGREEMENT**

- 50.1 This Agreement shall continue in full force and effect from May 1, 2025 until April 30, 2030 inclusive. During the term of this agreement it is expected that major refurbishment/rehabilitation projects may occur and they will require the parties to meet and discuss how this project can be accomplished successfully. These discussions may result in mutually amendments to this collective agreement. Either party may initiate these discussions upon sixty (60) days notice.

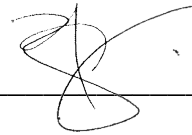
In Witness Whereof, EPSCA and the Union have caused this Agreement to be executed in their names by duly authorized representatives at Toronto this 7th day of April, 2025.

For: The Electrical Power Systems  
Construction Association

*Alex Lolua*

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For: Millwright Regional Council



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## TOOL LIST

The Millwright will supply, on reasonable notice, the following list of ordinary hand tools of the trade when required in the performance of their normal duties.

- 1 carry-type tool Box with lock and key
- 1 set feeler gauges, .0015 to .035 inches
- 1 outside micrometer 0 to 1 inch
- 1 6-inch calipers (inside and outside)
- 1 6-inch or 9-inch machinist's level
- 1 combination square with protractor
- 2 scribes
- 1 set centre punches
- 1 set ½-inch drive sockets, 3/8-inch to 1-¼ inch, consisting of:
  - 10-inch reversible ratchet
  - 5-inch extension
  - 10-inch extension
  - universal joint
  - flex handle
  - extra-deep sockets, 3/16-inch, 7/8-inch, 15/26-inch
  
- 1 set combination wrenches 3/8-inch to 1-1/4-inch or 1 set box-end and 1 set open-end
- 1 set regular screwdrivers (3)
- 1 offset screwdriver
- 1 set Phillips screwdrivers
- 1 set Robertson screwdrivers
- 1 set Allen wrenches 1/8-inch to ½-inch
- 1 set taper punches
- 1 set chisels
- 1 vise grip pliers
- 1 6-inch diagonal cutting pliers
- 1 10-inch rib joints pliers
- 1 needle nose pliers
- 1 8-inch adjustable wrench
- 1 12-inch adjustable wrench
- 2 ball peen hammers
- 1 Pry bar
- 1 hack saw
- 1 tin snips
- 1 hole magnet
- 1 rawhide hammer
- 1 pocket knife
- 1 flat scraper

- 1 bearing scraper
- 1 chalk line
- 1 vernier calipers 6-inch
- 1 set thread gauges
- 1 set depth gauges
- 1 flashlight
- 1 inspection mirror
- 1 adjustable steel tape, 8-foot minimum
- 1 oil stone
- 1 50-foot steel tape
- 1 set dividers
- 1 plumb bob with line

## 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:

### Camp Conditions

- (a) An Employer may elect to provide free room and board in camp at no cost to the employee. Where the Employer elects to provide a camp such employees will not be entitled to receive a daily travel or room and board allowance.
- (b) When an Employer does not elect to provide free room and board in camp, the employee will be entitled to receive a daily travel or room and board allowance as set out in Articles 20.1 and 20.2 (or Articles 21.1 and 21.4 for Lines and Stations).
- (c) An employee who remains in camp on a normally scheduled work day on which they do not work will be charged \$25.00 per day unless they are excused from work for a legitimate reason by the project medical attendant or an authorized representative of their Employer.
- (d) An employee who is absent from work without approval and who remains in camp and is still absent from work the following day without approval will be charged \$25.00 for the day of absence and each successive day of unapproved absence.

### Hours of Work

- (1) The hours of work will consist of a 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.

**(APPENDIX A – Moose River Basin: Northern Ontario - continued)**

Wrap Around

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

- (a) If an employee lives within 189 road-driven kilometres from the project, the Employer shall pay fifty-one dollars and fifty cents (\$51.50) effective May 1, 2025.

May 1, 2026: \$53.56  
May 1, 2027: \$55.70  
May 1, 2028: \$57.92  
May 1, 2029: \$60.23

- (b) If an employee lives greater than 189 road-driven kilometres from the project, the Employer shall pay as an allowance, fifty-one dollars and fifty cents (\$51.50) effective May 1, 2025 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.

May 1, 2026: \$53.56  
May 1, 2027: \$55.70  
May 1, 2028: \$57.92  
May 1, 2029: \$60.23

## 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.

This shift schedule is intended for work of at least four (4) 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 collective agreement for this shift.

## **(APPENDIX B – 7-Day Coverage Nuclear Sites - continued)**

### 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 collective agreement 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. 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 Hydro One (Lines and Stations)**

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

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

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

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

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

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

### **First Shift**

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

### **Second Shift**

Regularly scheduled hours of work, Monday to Friday inclusive, shall be paid at straight time hourly rates, plus a shift differential which shall be equal to the Shift Differential as found in the collective agreement for this shift.

### **Third Shift**

Regularly scheduled hours of work, 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 collective agreement for this shift.

### **All Shifts**

**(APPENDIX C – 7-Day Coverage Hydro One [Lines and Stations] - continued)**

Regularly scheduled hours of work on Saturday, Sunday, Statutory and Recognized Holidays shall be paid 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.

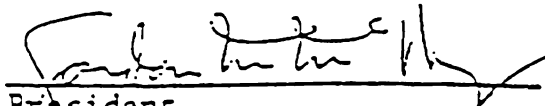
**STATEMENT OF UNDERSTANDING NO. 1**

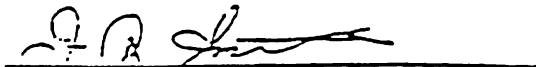
Notwithstanding Article 1, Recognition, of the Collective Agreement between The Electrical Power Systems Construction Association and the Ontario Allied Construction Trades Council, it is recognized and agreed by The Electrical Power Systems Construction Association and the Ontario Allied Construction Trades Council that employees of Ontario Hydro, who, at April 30, 1953, possessed full regular status and who are engaged on property acquired for Ontario Hydro, are exempt from the provisions of this Agreement and that the Council or member Unions of the Council will not attempt to either negotiate for these employees, unless bargaining rights are obtained, or restrict their movements or work on such property.

Dated at Rexdale, Ontario, this 28th day of August, 1974.

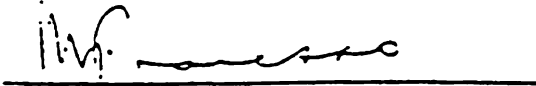
For:

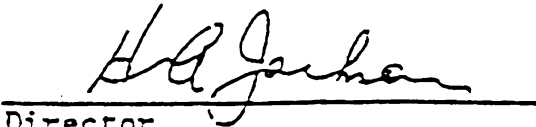
THE ELECTRICAL POWER SYSTEMS  
CONSTRUCTION ASSOCIATION

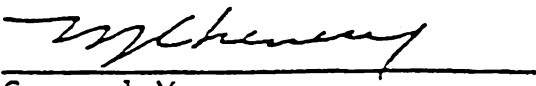
  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Director

  
\_\_\_\_\_  
Director

  
\_\_\_\_\_  
Director

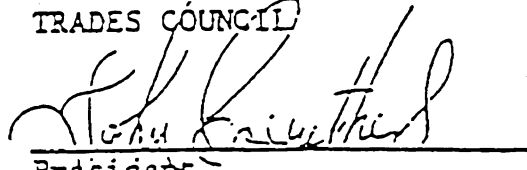
  
\_\_\_\_\_  
Director

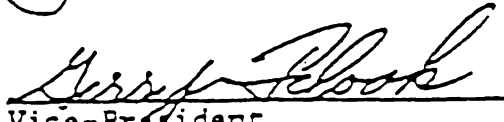
  
\_\_\_\_\_  
General Manager

  
\_\_\_\_\_  
Secretary-Treasurer

For:

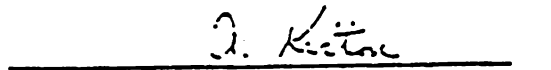
ONTARIO ALLIED CONSTRUCTION  
TRADES COUNCIL

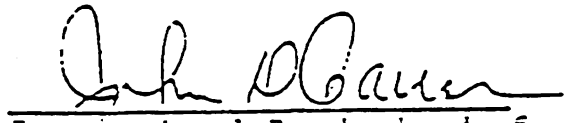
  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Vice-President

  
\_\_\_\_\_  
Secretary-Treasurer

For the Member Unions

  
\_\_\_\_\_  
International Association of  
Heat and Frost Insulators and  
Asbestos Workers

  
\_\_\_\_\_  
International Brotherhood of  
Boilermakers, Iron Ship  
Builders, Blacksmiths, Forgers  
and Helpers

STATEMENT OF UNDERSTANDING NO. 1 (continued)

W. J. Di

International Brotherhood of  
Painters and Allied Trades

W. W. Tillen

International Brotherhood of  
Teamsters, Chauffeurs,  
Warehousemen and Helpers of  
America

Paul E. G. G. G.

International Union of  
Operating Engineers

Harold F. F.

Labourers' International Union  
of North America

John J. J.

United Brotherhood of  
Carpenters and Joiners of  
America

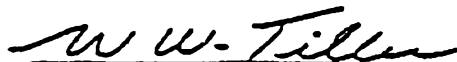
## STATEMENT OF UNDERSTANDING NO. 2

It is recognized and agreed by The Electrical Power Systems Construction Association and the Ontario Allied Construction Trades Council that foremen covered by the Collective Agreement between The Electrical Power Systems Construction Association and the Ontario Allied Construction Trades Council who are employed by Ontario Hydro and who possess full regular status will not be required to comply with subsection (b) section .1 of Article 12, Union Security, of the Master Portion of the Collective Agreement. However, if any of these foremen join a member Union of the Council they will be put on checkoff and will be required to maintain their membership in the Union.

Dated at Rexdale, Ontario, this 28th day of August, 1974.



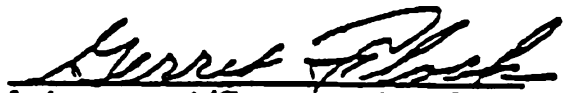
International Brotherhood of  
Painters and Allied Trades



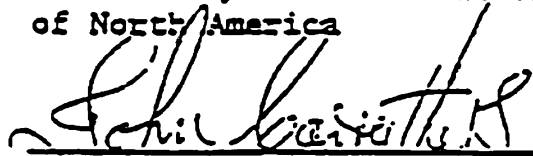
International Brotherhood of  
Teamsters, Chauffeurs,  
Warehousemen and Helpers of  
America



International Union of  
Operating Engineers



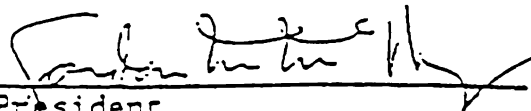
Labourers' International Union  
of North America

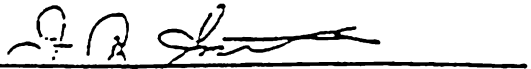


United Brotherhood of  
Carpenters and Joiners of  
America


For:

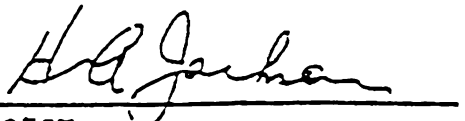
THE ELECTRICAL POWER SYSTEMS  
CONSTRUCTION ASSOCIATION

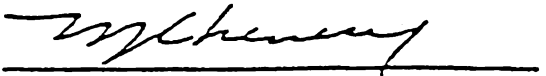
  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Director

  
\_\_\_\_\_  
Director

  
\_\_\_\_\_  
Director

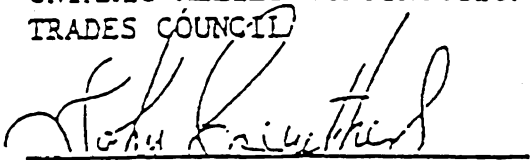
  
\_\_\_\_\_  
Director

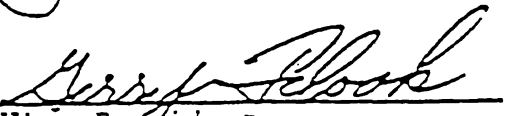
  
\_\_\_\_\_  
General Manager

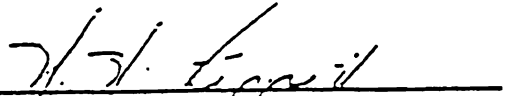
  
\_\_\_\_\_  
Secretary-Treasurer

For:

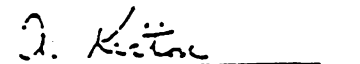
ONTARIO ALLIED CONSTRUCTION  
TRADES COUNCIL


  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Vice-President

  
\_\_\_\_\_  
Secretary-Treasurer

For the Member Unions

  
\_\_\_\_\_  
International Association of  
Heat and Frost Insulators and  
Asbestos Workers

  
\_\_\_\_\_  
International Brotherhood of  
Boilermakers, Iron Ship  
Builders, Blacksmiths, Forgers  
and Helpers

### **STATEMENT OF UNDERSTANDING NO. 3**

Nothing contained in any other Collective Agreement negotiated by EPSCA will prejudice any of the affiliates of the OACTC so far as the trade jurisdiction is concerned.

**STATEMENT OF UNDERSTANDING NO. 4 EMPLOYMENT REFERRALS**

**Between**

**ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION**

**And**

**MILLWRIGHT REGIONAL COUNCIL OF ONTARIO  
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

Re: Security Clearance (OPG/Bruce Power) & Reliability Screening (Hydro One)

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 clearance (OPG and Bruce Power) and reliability screening (Hydro One). Only members who successfully obtain security clearance will be referred for employment. Once a member has been hired on, they will receive an allowance of \$50.00 on their first weeks' pay, in consideration of their time spent filling out the security clearance forms.

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 his/her failure to obtain security clearance.

Dated at Toronto, this 21 day of April, 2020.

  
\_\_\_\_\_  
Millwrights  
Ed France

  
\_\_\_\_\_  
EPSCA Alex Lolua



**STATEMENT OF UNDERSTANDING NO.5 LATE PAYMENT OF BOARD ALLOWANCE**

**Between**

**THE ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION**

**And**

**THE INTERNATIONAL UNION OF OPERATING ENGINEERS**

**LABOURERS INTERNATIONAL UNION OF NORTH AMERICA**

**UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

During the current negotiation discussions, the Unions raised concerns about the late payment of board allowance. It was unclear to what extent payments were being delayed. In order to assess how much of a problem this is, EPSCA agrees to investigate the payment process by June 15, 2000 to determine the extent of the problem and to pinpoint the cause. Once the investigation is complete and the Parties have determined that a problem exists, the Parties agree to re-open negotiations to negotiate an appropriate penalty clause.

Dated this 12<sup>th</sup> of May 2000.

*Phil Bertrand*

\_\_\_\_\_  
IUOE

*Barry Roberts*

\_\_\_\_\_  
EPSCA

*Rick Weiss*

\_\_\_\_\_  
LIUNA

*Claude Cournoyer*

\_\_\_\_\_  
UBCJA

**LETTER OF UNDERSTANDING NO. 1**

**Between**

**THE ELECTRICAL POWER SYSTEMS  
CONSTRUCTION ASSOCIATION**

**And the**

**ONTARIO ALLIED CONSTRUCTION  
TRADES COUNCIL**

It is agreed that STATEMENT OF UNDERSTANDING No. 3 which is dated August 28, 1974 and appended to the Master Portion of the EPSCA/OACTC Collective Agreement, is hereby withdrawn and cancelled effective January 28, 1999.

DATED at Toronto, Ontario, this *16<sup>th</sup>* day of *August*, 1999.

**For: The Electrical Power  
Systems Construction Association**

**For: Ontario Allied  
Construction Trades Council**

*Joe Dotchin*

*Matthew Elliot*

\_\_\_\_\_

\_\_\_\_\_

*Barry Roberts*

*Bryon Black*

\_\_\_\_\_

\_\_\_\_\_

**LETTER OF UNDERSTANDING NO. 2**

**Between**

**THE ELECTRICAL POWER SYSTEMS  
CONSTRUCTION ASSOCIATION**

**And the**

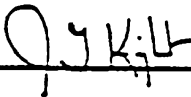
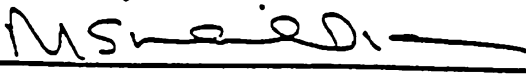
**ONTARIO ALLIED CONSTRUCTION  
TRADES COUNCIL**


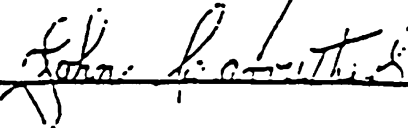
It is agreed that STATEMENT OF UNDERSTANDING NO. 4 which is dated August 28, 1974 and appended to the Master Portion of the EPSCA/OACTC Collective Agreement, is hereby withdrawn and cancelled effective May 31, 1984.

Dated at Toronto, Ontario, this **14<sup>th</sup>** day of **May**, 1984.

For: THE ELECTRICAL POWER SYSTEMS  
CONSTRUCTION ASSOCIATION

For: ONTARIO ALLIED CONSTRUCTION  
TRADES COUNCIL

  
\_\_\_\_\_  
  
\_\_\_\_\_

  
\_\_\_\_\_  
  
\_\_\_\_\_

LETTER OF UNDERSTANDING NO.3

Between

THE ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION

And the

MILLWRIGHT DISTRICT COUNCIL OF ONTARIO,  
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

It is agreed by the parties that if an Employer under this agreement assigns layout/survey type work to the Millwright District Council of Ontario, United Brotherhood of Carpenters and Joiners of America, the Employer will pay those Millwrights in accordance with the Journeyman rates listed in the appropriate EPSCA wage schedules. EPSCA vacation and Statutory Holiday Pay entitlement shall be calculated in the amount of ten percent (10%) of the base hourly rate. Welfare, Pension and Training Fund amounts shall be as set out in the appropriate EPSCA wage schedule. All other conditions contained in the EPSCA Collective Agreement apply.

DATED AT Toronto THIS 5<sup>th</sup> DAY OF Nov 1990.

FOR: EPSCA BARGAINING  
COMMITTEE:

[Signature]  
\_\_\_\_\_  
\_\_\_\_\_

FOR: MILLWRIGHT DISTRICT COUNCIL  
OF ONTARIO BARGAINING  
COMMITTEE:

[Signature]  
[Signature]  
\_\_\_\_\_

FOR: THE ELECTRICAL  
POWER SYSTEMS  
CONSTRUCTION  
ASSOCIATION:

[Signature]  
[Signature]  
\_\_\_\_\_

FOR: THE ONTARIO ALLIED  
CONSTRUCTION TRADES  
COUNCIL:

[Signature]  
[Signature]  
[Signature]  
[Signature]

**LETTER OF UNDERSTANDING No. 4 Working Foremen**

**Between**

**ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION**

**And**

**MILLWRIGHT DISTRICT COUNCIL OF ONTARIO  
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

This will confirm that any issues encountered during the term of the collective agreement regarding the amendment to the language of Article 14.14 - Working Foremen - may be referred to the Executive Committee.

Dated this 10th day of March 2006

For: EPSCA:

For: Millwright District Council:

*Ivars Starasts*

*Ian McIsaac*

\_\_\_\_\_

\_\_\_\_\_

**LETTER OF UNDERSTANDING NO. 5 Hydro One Training**

**Between**

**ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION**

**And**

**MILLWRIGHT REGIONAL COUNCIL OF ONTARIO  
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

In order to address the issues of training and cost competitiveness, the parties agree that EPSCA owners/contractors can request workers with industry standard training (as outlined below) and the MRCO will supply members with such training when available.

- WHMIS
- Working at Heights/ Fall Protection
- Standard First Aid/CPR/AED (optional)

Dated at Toronto, this 21 day of April, 2020.

  
Millwrights Ed Force

  
EPSCA Alex Lolua

**LETTER OF UNDERSTANDING NO. 6 6 x 3 Schedule – Nuclear Only**

**Between**

**ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION**

**And**

**MILLWRIGHT REGIONAL COUNCIL OF ONTARIO  
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

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.

This shift schedule is intended for work of at least four (4) 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 schedule other than a layoff, an employee would receive less than 40 paid hours in a pay period, the employee shall receive the difference between the total paid hours for that pay period and 40 hours pay. This does not apply to those employees who are laid off during or at the end of the schedule.

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

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.

Notice Provision

If this shift schedule is to be used for work on a project, 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 collective agreement 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 collective agreement for this shift.

### All Shifts

Regularly scheduled hours of work on Saturday, Sunday, Statutory and Recognized Holidays shall be paid at the appropriate premium 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 Rates

This is to clarify that overtime will be paid in accordance with Article 35- Overtime Rates.

Dated at Toronto, this 21 day of April, 2020.

  
\_\_\_\_\_  
Millwrights Ed Spence

  
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EPSCA Alex Loh



**LETTER OF UNDERSTANDING No. 7 Long-Term Partnerships**  
**Between**  
**ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION**  
**And**  
**MILLWRIGHT REGIONAL COUNCIL OF ONTARIO**  
**UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

EPSCA and the Millwright Regional Council of Ontario and its local Unions recognize the importance of a long-term partnership to ensure reliable and cost-effective generation and transmission of electricity to the consumer.

The parties commit to work in good faith to ensure that the appropriate generation and transmission work within the jurisdiction of the Millwrights on EPSCA sites will be conducted under the EPSCA-Millwright Regional Council of Ontario Collective Agreement.

EPSCA will advise the Union of all new Generation Station Projects and Lines and Stations Construction Projects coming under the provisions of Article 1, Recognition within the Collective Agreement for the construction field forces of the Employers.

Dated at Toronto, this 21 day of April 2020.

  
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Millwrights  
Ed Spence

  
\_\_\_\_\_  
EPSCA Alex Loluc

**LETTER OF UNDERSTANDING No. 8 Taxable Accommodation Benefit (TAB)**

**Between**

**ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION**

**And**

**MILLWRIGHT REGIONAL COUNCIL  
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

For the duration of this Letter of Understanding, Article 20.1 (e), 20.9 and 21.1 (e) will be suspended, and the terms outlined in this LOU will take precedence.

For employees that do not qualify for Room and Board allowance under the collective agreement in Article 20 and 21 and live greater than 110 road-driven kilometres from the project, they shall receive \$100.00 per day worked or reported for. To qualify, an employee must maintain temporary accommodation at or near the project site and provide evidence of their financial commitment. The Employer retains the right to request receipts for the purpose of verifying ongoing eligibility. For clarity, this is a taxable allowance, and employees will not be entitled to receive both daily travel allowance and TAB.

This LOU will come to an end with the collective agreement expiry. The parties shall convene after November 1, 2027, to assess this LOU. Subsequently, either party may exercise the option to provide written notice and opt out of this LOU if the intent is not met.

**LETTER OF UNDERSTANDING No. 9 Union Leave**

**Between**

**ELECTRICAL POWER SYSTEMS CONSTRUCTION ASSOCIATION**

**And**

**MILLWRIGHT REGIONAL COUNCIL  
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

Millwright Union Members may be granted reasonable leave from the workplace for short durations without pay to attend to union business. Such leave is contingent upon the employee providing sufficient notice and obtaining prior approval from the Employer. The Employer's approval will specify the duration of the leave and outline expectations for the employee's return to work. Requests for leave will not be unreasonably denied.

To ensure operational continuity, the Employer may arrange for a qualified millwright, as determined by the Employer, to temporarily fill the role if required. The backfill process will be structured to minimize disruptions to operations and manage associated costs during the employee's absence.