

COLLECTIVE AGREEMENT

Between

ROMAG CONTRACTING LTD.

And

**CONSTRUCTION WORKERS
UNION, CLAC LOCAL 52**

DURATION: FEBRUARY 1, 2021 – JANUARY 31, 2024

COLLECTIVE AGREEMENT

Between

ROMAG CONTRACTING LTD.

(hereinafter referred to as "the Employer")

and

CONSTRUCTION WORKERS UNION, CLAC LOCAL 52

(hereinafter referred to as "the Union")

FEBRUARY 1, 2021 – JANUARY 31, 2024

TABLE OF CONTENTS

ARTICLE 1 - PURPOSE.....	1
ARTICLE 2 - SCOPE AND RECOGNITION	1
ARTICLE 3 - MANAGEMENT RIGHTS	2
ARTICLE 4 - UNION REPRESENTATION	4
ARTICLE 5 - STRIKES OR LOCKOUTS	5
ARTICLE 6 - EMPLOYMENT POLICY AND UNION MEMBERSHIP	6
ARTICLE 7 - CHECKOFF	7
ARTICLE 8 - WAGES AND RATES OF PAY	10
ARTICLE 9 - REPORTING PAY	10
ARTICLE 10 - HOURS OF WORK AND OVERTIME PAY	11
ARTICLE 11 - VACATION PAY.....	12
ARTICLE 12 - HOLIDAYS.....	13
ARTICLE 13 - LAYOFF AND RECALL.....	14
ARTICLE 14 - CLAC HEALTH AND WELFARE TRUST FUND	15
ARTICLE 15 - PENSION PLAN	17
ARTICLE 16 - TRANSPORTATION, TRAVEL TIME, ROOM AND BOARD	18
ARTICLE 17 - TOOLS	20
ARTICLE 18 - SAFETY AND PROTECTIVE EQUIPMENT	20
ARTICLE 19 - BEREAVEMENT PAY AND LEAVES OF ABSENCE	23
ARTICLE 20 - EDUCATION AND TRAINING	25
ARTICLE 21 - INDUSTRY FUND	25

ARTICLE 22 - APPRENTICES AND APPRENTICESHIPS	26
ARTICLE 23 - PROGRESSIVE DISCIPLINE	27
ARTICLE 24 - GRIEVANCE PROCEDURE	29
ARTICLE 25 - ARBITRATION.....	31
ARTICLE 26 - TERM OF AGREEMENT.....	33
SCHEDULE "A"	35

COLLECTIVE AGREEMENT

ARTICLE 1 - PURPOSE

- 1.01 The purpose of this Agreement is to provide orderly collective bargaining relations between the Employer and its employees covered by this Agreement through the Union to secure the efficient operation of the Employer's business without interruption or interference with work and to provide fair wages, hours and working conditions for the employees. It is recognized by this Agreement to be the desire of the Employer, the Union and the employees to co-operate fully, individually and collectively for the advancement of the said conditions.
- 1.02 Where the *Employment Standards Act (ESA)* has terms that are superior to those found in the Collective Agreement, the *ESA* terms will prevail and are effective immediately.

ARTICLE 2 - SCOPE AND RECOGNITION

- 2.01 The Employer recognizes the Union as the sole bargaining agent for, and this Agreement shall apply to, all employees in the bargaining unit defined in Article 2.02 and/or classified in Schedule "A" attached to and made part hereof.
- 2.02 This Agreement covers all employees of the Employer employed in the construction industry in the Province of

Ontario, save and except non-working foremen, persons above the rank of non-working foreman, and office and sales staff.

2.03 It is agreed by the parties that there shall be no revision, amendment, or alteration of the bargaining unit as defined herein or of any of the terms and provision of this Agreement, save and except by the mutual agreement in writing of the parties hereto. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by the mutual agreement in writing of the parties.

2.04 The Employer agrees that the appointed representatives of the Christian Labour Association of Canada are authorized to act on behalf of the Union for the purpose of supervising, administrating and negotiating the terms and conditions of this Agreement and all matters related hereto.

ARTICLE 3 - MANAGEMENT RIGHTS

3.01 The Union recognizes and acknowledges that the management of its operations and the direction of the working forces are fixed exclusively in the Employer and without limiting the generality of the foregoing the Union acknowledges that it is the exclusive function of the Employer to:

- a. To manage the enterprise, including the scheduling of work and the control of materials,
- b. maintain order, discipline and efficiency and in connection therewith to make, alter and amend rules of conduct and procedure for employees, provided such rules are consistent with the purpose and terms of this Agreement and are administered in a fair manner.
- c. To hire, direct, transfer, promote, demote, lay off, suspend and discharge, provided that such actions are consistent with the purpose and terms of this Agreement, and provided that a claim by any employee who has been disciplined or discharged without just cause will be subject to the grievance procedure outlined herein.

3.02 The Employer may subcontract out work where:

- a. he does not possess the necessary facilities or equipment
- b. he does not have and/or cannot acquire the required manpower;
- c. he cannot perform the work in a manner that is competitive in terms of cost, quality and within projected time limits.

Work normally performed by members of the bargaining unit will not be subcontracted out if employees qualified to do the work are on layoff, or if employees qualified to

do the work must be laid off, transferred, demoted or discharged as the result of the subcontracting out of work.

ARTICLE 4 - UNION REPRESENTATION

4.01 The purpose of representation with the Employer, the Union shall function and be recognized as follows:

- a. The Union has the right to appoint stewards. The stewards are representatives of the employees in all matters pertaining to this agreement.
- b. Union Representatives are also representatives of the employees in all matters pertaining to this Agreement, particularly for the purpose of processing grievances, negotiating amendments or renewals of this Agreement and of enforcing the employees' collective bargaining rights and any other rights under this Agreement and under the law.

4.02 The Union agrees to notify the Employer on a timely basis, and in writing, of the names of its officials and stewards and the effective dates of their appointments. On any project where ten (10) or more employees are employed in the bargaining unit, the Employer shall pay the designated trained Union steward one dollar (\$1.00) per hour in addition to the regular hourly rate. It is understood that stewards may require additional time to

properly fulfill their role as a steward. Stewards will use discretion in using this time.

- 4.03 Stewards in the employ of the Employer will not absent themselves from their work to deal with grievances without first obtaining the permission of the Employer. Permission will not be withheld unreasonably and the Employer will pay such stewards at their regular hourly rates while attending to such matters, as well as for time spent on negotiating a collective agreement with the Employer, whenever this takes place during the regular working hours of the stewards concerned.
- 4.04 The Employer and the Union agree that labour-management meetings will be held for the purpose of discussing matters of mutual interest or concern.
- 4.05 There shall be no Union activity during the Employer's time or on Employer's premises except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement.

ARTICLE 5 - STRIKES OR LOCKOUTS

- 5.01 During the term of this Agreement, or while negotiations for a further agreement are being held, the Union will not permit or encourage any strike, slowdown or any stoppage of work or otherwise restrict or interfere with the Employer's operation through its members.

5.02 During the term of this Agreement, or while negotiations for a further agreement are being held, the Employer will not engage in any lockout of its employees or deliberately send men home when this is not warranted by the workload.

ARTICLE 6 - EMPLOYMENT POLICY AND UNION MEMBERSHIP

6.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer has the right to hire new employees as needed and will make every reasonable effort to inform the Union of manpower requirements at least one (1) week prior to any new hiring.

6.02 The Employer shall, as a matter of policy, promote from within the existing workforce whenever possible. Employees who are interested in transferring to another position shall advise the Employer of such interest by filing a request for transfer with the Employer.

6.03 New employees will be hired on a three (3) month probationary period and thereafter shall attain regular employment status. Probationary employees may be dismissed without cause and without notice for any reason, and they shall not have the right to grieve a discharge or layoff.

6.04 Probationary employees are covered by the Agreement, excepting those provisions that specifically exclude such employees.

6.05 Neither the Employer nor the Union will compel employees to join the Union. The Employer will not discriminate against any employee because of Union membership or lack of it, and will inform all new employees of the contractual relationship between the Employer and the Union.

6.06 The Union agrees that it will make membership in the Union available to all non-probationary employees.

Before commencing work, the Employer shall provide a Union information package (prepared by the Union) to any new employee.

ARTICLE 7 - CHECKOFF

7.01 The Employer shall deduct from each employee, from the commencement of employment, an amount equal to the Union dues as set by the National Convention of the Union and as described within the Dues Directive that it issues. The Employer is also authorized to deduct any administration dues owed to the Union by an employee upon hire.

7.02 The total amount(s) deducted on behalf of the Union will be remitted by the Employer to the Union by the fifteenth

(15th) day of each month following the month for which the monies were deducted, together with the itemized list of the employees for whom the deductions are made and the amount remitted for each.

7.03 The Union and the employees agree that the Employer will be saved harmless for all deductions and payments so made.

7.04 The Employer shall remit dues electronically, on a form prescribed by the Union and shall include on such remittance the following information for each employee:

- a. first, middle and last name;
- b. work location/job site;
- c. rate of hourly pay;
- d. any hourly premiums;
- e. gross earnings;
- f. total regular and overtime hours worked in the month for which deductions are made. (If an employee earned both one and one half (1 ½) and double time overtime premiums, these hours shall be recorded separately);
- g. dues deducted and remitted on behalf of the employee as may be prescribed by the Union;
- h. contributions on behalf of the employees and any deductions from and remitted for an employee as may be prescribed by this Agreement;
- i. social insurance number; and,

- j. date of birth.
- 7.05 When the Employer hires a new employee, the Employer shall also include on the next remittance, the following information:
- a. complete mailing address;
 - b. email address;
 - c. primary telephone;
 - d. date of hire;
 - e. classification, including trade certificate number and apprenticeship level or year.
- 7.06 The Employer shall also record on a remittance any of the following changes in employment status:
- a. change in classification, level or apprenticeship year;
or,
 - b. job end date (for temporary, or permanent separation).
- 7.07 All contributions and deductions pursuant to Article 14, Article 15, Article 20, and Article 21 shall be remitted together with and in the manner described for Union dues, as set out here in Article 7.
- 7.08 Neither the Employer nor the Union will compel employees to become members of the Union. The Employer will not discriminate against employees because of Union membership or lack thereof, and it will

inform all new employees of the contractual relationship with the Union.

- 7.09 Employees who cannot support the Union with their dues for reasons of conscience, as determined by the Union's internal guidelines of what constitutes a conscientious objection, may apply to the Union, in writing, to have their dues redirected. Such application shall outline the nature of the conscientious objection.

ARTICLE 8 - WAGES AND RATES OF PAY

- 8.01 The job classifications and rates of pay shall be as set forth in Schedule "A" attached hereto and made part hereof. Classification definitions are set forth on Schedule "B" attached hereto and made part hereof.
- 8.02 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this agreement and the rates for same shall be subject to negotiation between the Employer and the Union.

ARTICLE 9 - REPORTING PAY

- 9.01 Employees, who regularly work more than three hours a day and present themselves for work as required, shall be paid a minimum of three hours' regular wages, despite their having worked fewer than three (3) hours.

9.02 When due to inclement weather, the work has to be stopped; the Employer agrees to continue payment of each employee's regular hourly rate until the foreman on the job advises the men to go home. When this occurs, the employees shall be entitled to a minimum of three (3) hours pay.

ARTICLE 10 - HOURS OF WORK AND OVERTIME PAY

10.01 Employees shall be given an unpaid lunch period of thirty (30) minutes, but such lunch period shall not be considered as time worked.

10.02 In a week in which a statutory holiday occurs the weekly overtime provision in article 10.03 will be reduced by eight (8) hours.

10.03 Employees who work in excess of forty-four (44) hours per week or in excess of ten (10) hours per day, shall be paid at the rate of one and one half (1 ½) their regular rate of pay for all such work performed after forty-four (44) hours.

10.04 Employees shall not normally be required to work on Sundays. Work performed on a Saturday shall be paid at the employee's regular rate of pay until the employee's weekly hours total forty-four (44), after which the provisions of article 10.03 shall apply.

- 10.05 Scheduled Sunday work required by the employer shall be paid at the rate of two times the employee's regular rate of pay.
- 10.06 In addition to the unpaid thirty (30) minute lunch break, employees shall be given two (2) ten (10) minute paid coffee breaks, one in the morning and one in the afternoon. When employees are assigned overtime, there shall be additional coffee breaks every two hours, with the first break scheduled for the eighth (8th) hour. The Employer will ensure that each site is provided with a facility specifically designated as a lunchroom and a clean bathroom facility.
- 10.07 The Employer shall provide a hot meal, or an additional half hour's wage at straight time rates, to any employee who works more than two (2) hours of daily overtime beyond his normal work shift.

ARTICLE 11 - VACATION PAY

- 11.01 All employees shall be entitled to receive an amount equal to ten percent (10%) of their total annual gross earnings in vacation pay and in lieu of statutory holiday pay. For tax purposes, vacation pay shall be taxed over the period of time during which it was earned.

Employees who have completed ten (10) years of service or more shall receive an amount equal to eleven percent (11%) of their total annual gross earnings in vacation pay.

11.02 Vacation pay will be paid out to the Union's Vacation Pay Trust Fund, administered from the Union's Benefit Administration Office. Funds shall be forward to the Vacation Pay Trust Fund after each pay period, and they shall be deposited in trust for each employee.

11.03 The Employer will endeavour to grant vacations at the times requested, in the vacation seasons or periods, considering business requirements. The employees shall attempt to schedule holidays in such a way to cause least interference with workloads.

ARTICLE 12 - HOLIDAYS

12.01 No work shall normally be scheduled on the following statutory holidays:

- a. New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day nor on the Civic Holiday.
- b. Nor on any additional legislated holiday under the Employment Standards Act, 2000, as amended, or any other holiday proclaimed by the federal or provincial government.

12.02 Statutory holidays may be taken on a different day by mutual agreement between the parties. The Employer shall provide the employee with a written and dated statement, before the holiday, which sets out the substituted date.

12.03 In the event employees are required to perform work on any of the above-mentioned holidays, they shall be paid at one and one-half (1 ½) their regular rate of pay for all time worked on the holiday.

ARTICLE 13 - LAYOFF AND RECALL

13.01 In case of layoffs, the Employer shall be guided by the following considerations (not necessarily in this order):

1. The Efficiency level of the employee
2. The Productivity of the employee
3. The Ability of the employee
4. Willingness to travel of the employee
5. Length of service of the employee

13.02 In the event an employee must be laid off, the employee shall be informed of the layoff after 3:00 pm on the day notice is given; in the event notice is given on a Friday, the employee shall be informed after 11:00 am. The laid off employee shall receive one extra day's pay in addition to his hours worked. The Employer shall provide laid off employees with a Record of Employment for E.I. purposes

as soon as possible. If the ROE is sent by mail, it shall be postmarked not later than two (2) days from the end of the pay period during which the employee was last employed.

13.03 Any appeal in regard to a layoff must be taken up under the first step of the Grievance Procedure hereinafter set forth within five (5) working days after the layoff took place.

13.04 Any employee laid off and recalled for work must return within four (4) working days when unemployed and within seven (7) working days when employed elsewhere, after being recalled, or make definite arrangements with the Employer.

13.05 The Employer agrees to notify the stewards, at the site affected, of the names of employees laid off within the pay period of the date during which the layoff occurred.

ARTICLE 14 - CLAC HEALTH AND WELFARE TRUST FUND

14.01 In order to protect employees and their families from the financial hazards of illness, the Employer agrees to the CLAC Health Fund, for each employee beginning with the first month of employment: The amount of such contributions are laid out in Schedule A of this Agreement.

14.02 The Employer agrees to deduct from each employee's hourly wage, the amount required to purchase Long Term Disability Insurance coverage, beginning on the first day of the month after the union provides a written request detailing the amount of the required deduction.

14.03 Subject to the entry requirements of the CLAC Health Fund, the fund agrees to keep each employee for whom the Employer has remitted monies, covered for all Health Fund benefits, as long as there is enough money in the employee's premium account.

In case there is not enough money in the employee's Premium account, the employee will be notified by the CLAC Health Fund and given an opportunity to remain covered on a pay direct basis.

14.04 Employer contributions to the CLAC Health Fund shall be recorded on a remittance sheet to be supplied by the Union. On this sheet the Employer shall record: 1) name of the employee; 2) total hours worked during the month for which the remittance is made; 3) date of hire for new employees only; 4) social insurance number for new employees only; 5) date of termination; and 6) total sum of Employer contribution. The Employer will forward two (2) copies of the remittance sheet plus one (1) separate cheque for the combined amount of each employee's contribution to the Health Fund, monthly, not later than the fifteenth (15th) of the following month.

14.05 All money being earned by the employee, such as the Employer's contribution to the CLAC Health Fund, as well as deductions made from the employee's wages, such as Union dues, will be considered trust money held on behalf of the employee until the money is paid to the Union.

ARTICLE 15 - PENSION PLAN

15.01 It will be mandatory for all employees who have completed the three (3) month probationary period to join the Union Pension Plan. The Pension Plan is a defined contribution, governed by CLAC Pension Plan Board of Trustees, and registered with the Canada Revenue Agency. Employees who were CLAC members prior to their first employment with the Employer shall participate in the Plan from the beginning of their employment.

15.02 The employee contribution to the CLAC Pension Plan shall be three percent (3%) of their regular straight time rates for all hours worked including hours worked in excess of forty-four (44) hours in a week. The Employer shall deduct these monies from the employees' pay. The Employer shall contribute the amount indicated in Schedule "A" and shall remit both amounts to the CLAC Pension Plan. Remittances to the plan shall be made together with remittances to the CLAC Health Fund.

15.03 The Employer agrees to deduct, by way of payroll deduction, and remit to the Union, additional voluntary

employee pension contributions which are above and beyond those contributions outlined above. Employees must request such deductions by submitting a form provided by the Union to the Employer. The Employer will send a copy of the completed form to the Union along with the next remittance which includes such voluntary contributions.

- 15.04 The total amount of pension contributions remitted by the Employer, on an employee's behalf, cannot exceed the annual maximum money purchase outlined by the Canada Revenue Agency. The Employer has no obligation to monitor the employee's contribution made outside the employment relationship. For greater clarity, if employees exceed the annual maximum money purchase limit as a result of contributions made outside the employment relationship, the Employer shall not be liable for any tax consequence imposed on the employee by the Canadian Revenue Agency.

ARTICLE 16 - TRANSPORTATION, TRAVEL TIME, ROOM AND BOARD

- 16.01 There shall be a free travel zone of ninety (90) kilometres by shortest public road from a job site.
- 16.02 Employees who are required to use their own vehicles for transportation purpose outside the free zone established in Article 15.01 shall be paid at the rate of fifty cents

(\$0.50) per kilometre. Such payment will be deemed to represent compensation for the employee's use of his vehicle as well as time spent traveling.

16.03 When employees are sent to work on a project located one hundred and fifty (150) kilometres or more from their residence;

- a. they will be paid a daily subsistence allowance of fifty dollars (\$50.00) per day spent out of town.
- b. they will be provided with suitable accommodation. For jobs of more than two (2) weeks duration, the Employer will ensure that such accommodation is equipped with adequate kitchen facilities. If there is a difference between the parties as to what is adequate, or where there are challenges acquiring adequate accommodations, the Employer will meet with the Union to discuss and mutually resolve the problem.
- c. they will be transported to the job by the Employer, or where the Employer does not provide transportation, shall receive mileage reimbursement for no more than one (1) trip to and from the project each week. The Employer shall reserve the right to make reasonable carpooling arrangements.

16.04 In the event an employee elects to commute to a job site beyond one hundred and fifty (150) kilometres from his home, where the Employer has offered to provide

accommodation, the provisions of Article 13.03 shall not apply and the employee's per day mileage compensation shall not exceed one hundred dollars (\$100.00) per job. Furthermore, where an employee who was not commuting elects to do so, the employee must give the Employer at least one (1) weeks notice or the employee will receive no daily mileage compensation.

16.05 Mileage and travel allowances as set out in this Article shall be paid to employees in the week following in which expenses are incurred.

ARTICLE 17 - TOOLS

17.01 All tradesmen shall supply their own hand tools. Power tools shall be supplied by the Employer.

17.02 All certified tradesmen shall supply their own set of hand tools, as outlined in Schedule "C" of this agreement.

17.03 The Employer shall replace all consumable items such as drill bits and hacksaw blades, as well as any required hand tools which are broken during their regular use. Such replacement shall be of equal quality upon production of the broken tool.

ARTICLE 18 - SAFETY AND PROTECTIVE EQUIPMENT

18.01 The Employer shall provide a safe workplace as prescribed by the *Occupational Health & Safety Act* and shall only use

safety devices which have been approved under the *Occupational Health & Safety Act*.

18.02 The Employees must follow all Company Safety Rules as a condition of employment and failure to do so will result in discipline up to and including termination of employment.

18.03 The Employees must wear all Protective Safety Devices required by the Employer.

18.04 Each employee must wear Industrial Safety Boots at all times while on the construction site.

18.05 The Employer will provide one (1) hard hat per year and gloves for each employee. The employer will provide a new pair of gloves to an employee who returns previously issued gloves.

18.06 The Employer will provide all other required Personal Protective Equipment deemed necessary to protect the health and safety of the employees. This will include, but not limited to:

1. Hearing protection
2. Safety glasses & goggles
3. Face Shields
4. Hot gloves & aprons
5. Particulate masks
6. Breathing apparatus
7. Fall Arrest equipment

8. Rubberized safety boots

Such equipment shall remain the property of the Employer and employees are responsible for their care and for advising supervisors of any defects.

18.07 The Employer shall provide gift cards annually, for work boots and work wear at a value of four hundred dollars (\$400.00) with the first full pay issued each January, to each employee who has successfully completed six (6) month of service.

18.08 Where the company is required by the *Occupational Health and Safety Act* to have a certified Employee Health and Safety Representative on site, the Company agrees to pay the acting Representative a one dollar (\$1.00) per hour premium in addition to his regular rate. Should the designated representative also be a steward, the combined premium shall be two dollars (\$2.00) per hour.

18.09 **Modified Work Program**

The Employer shall provide modified work for any employee injured on the job as per the requirements of the Workplace Safety and Insurance Board. The employee must co-operate in developing and participating in, a modified work program suited to his capabilities, and with the approval of his physician and/or the WSIB. Both the Employer and the employee shall

work together to return the employee to good health and his regular duties.

ARTICLE 19 - BEREAVEMENT PAY AND LEAVES OF ABSENCE

19.01 The Employer shall pay an employee up to three (3) days pay at the employee's straight time hourly rate for all regular time lost in the event of the death of the employee's wife, husband, mother, father, grandparent, brother, sister, mother-in-law, father-in-law, son or daughter, or grandchild. The employer shall pay an employee up to one day's pay at the employee's straight time hourly rate in the event of the death of the employee's sister-in-law, brother-in-law, son-in-law, daughter-in-law. Payment shall be made only to the extent of time lost while making arrangements for and/or attending the funeral.

19.02 The Employer may grant a leave of absence of up to one (1) month without pay to employees for legitimate personal reasons. The employee must renew such a leave of absence at the end of each month period. Leave of absence shall not be granted to an employee for the purpose of working elsewhere.

The Employer will also grant job protected leaves, including but not limited to pregnancy and parental leave, critical illness leave, personal emergency leave, family caregiver leave, organ donor leave, family medical leave,

domestic or sexual violence leave, and reservist leave, in accordance with the *Employment Standards Act*.

19.03 All requests for Leave of Absence must be made in writing, outlining the reason for the request and the expected date of return to work.

19.04 Any Leave of Absence granted by the Employer shall be in writing and shall set out the length of leave of absence granted, the purpose of the leave and the terms, if any, on which it was granted.

19.05 The Employer shall grant a leave of absence of not more than ten (10) calendar days without pay, to not more than one (1) employee at any time to attend a Union conference, convention or other function. Such leave of absence must be requested by the Union by notice in writing at least five (5) working days prior to the date of the employee's expected absence from work. The Employer based upon the requirements of operations will determine the extent to which such leaves of absence will be granted in any one year or at any one time. Such request will not be reasonably denied.

19.06 The Employer shall pay an employee who has one (1) or more years of service (cumulative total) with the Employer, for each day spent on jury duty or crown witness duty. The difference between the employee's regular wages and the amount of court fees received by

the employees, for a maximum of one (1) calendar month. The employee is required to provide proof of court attendance and of the amount paid by the court in order to receive reimbursement.

ARTICLE 20 - EDUCATION AND TRAINING

20.01 The Employer shall contribute twenty cents (\$0.20) to the CLAC Education and Training Fund, for all hours worked by all non-probationary employees in the Union as set out in schedule "A".

20.02 Contributions to the fund will be used by the Union to assist members in exercising their right to work and have access to job sites, to educate and instruct members in the competent and safe practice of their trade, and to instruct stewards in the practice of progressive labour relations on behalf of the members.

ARTICLE 21 - INDUSTRY FUND

21.01 The Employer shall contribute to the Union's industry fund an hourly amount as set out in Schedule "A", for each hour worked by each employee covered by this agreement, and shall remit such contributions to the Union by the fifteenth (15th) of the month following the month in which the contribution is made. It shall be sent to the local Union's remittance office along with the remittance for Union dues as set out in Article 7.01.

21.02 The industry fund is used to promote the CLAC model of open shop unionized construction representation. This is affected by industry development, focusing on owners and purchasers of construction services, advocating at municipal and provincial government, representing open shop union principles at industry conferences and events, and advising the union leaders, including staff and stewards of opportunities and means to promote the CLAC model. The fund is used as determined by the Union to strengthen the position of the Union, its members and contractors.

21.03 The industry fund is not used to fund a grievance or any legal proceeding against any contractor signatory to CLAC or an affiliated local.

ARTICLE 22 - APPRENTICES AND APPRENTICESHIPS

22.01 It is agreed that apprentices shall be paid in accordance with the Regulations issued under the *Ontario College of Trades and Apprenticeship Act, 2009*.

22.02 When an employee requests to be registered in an Apprenticeship Program, the Employer shall review it's requirements and the employee's;

1. Attendance
2. Attitude
3. Skills & Abilities

4. Safety Record

22.03 If it is determined that the employee demonstrates the ability and the will to succeed in the Apprenticeship Program and the Employer is in need of the skill, then the Employer will contact the Ministry of Training, Colleges and Universities and arrange a meeting with the proposed apprentice, the Ministry Consultant and Human Resources.

22.04 The Employer hereby agrees that should the applicant be accepted into the Apprenticeship Program, the Employer shall pay the registration fee to the Ministry.

22.05 The Employer shall pay each apprentice, upon his return to work for the Employer, a five hundred dollar (\$500.00) Education Award for the successful completion of each school component.

22.06 The Company agrees to continue the payment of the benefit premiums as per Article 14.01 during the time an apprentice is attending trade school as if the apprentice was regularly working.

ARTICLE 23 - PROGRESSIVE DISCIPLINE

23.01 When the attitude, attendance, or performance of an employee calls for discipline, the following procedures shall be followed:

1. Verbal Warning
2. Written warning, with a copy to the union
3. One day suspension, documentation to the union
4. Three day suspension, documentation to the union, and the employees will be advised that further misbehaviour will result in dismissal
5. Dismissal

Certain behaviour such as insubordination, stealing and safety violations may result in immediate dismissal. Where there is no repeat violation with one year, the record shall be expunged.

23.02 Probationary employees shall not be able to grieve a dismissal under 21.01.

23.03 Within five (5) workdays following the suspension or discharge, the employee involved, together with a Union steward, may meet with the Supervisor concerning the reason leading to the suspension or discharge.

23.04 Should the matter not be resolved with the immediate Supervisor, the Union may request a meeting with the President or his designate. Should the parties fail to resolve the issue at this stage, either party may proceed immediately to arbitration.

ARTICLE 24 - GRIEVANCE PROCEDURE

24.01 The parties to this Agreement recognize the stewards and the CLAC Representative specified in Article 3 as the agents through which employees shall process their grievances and receive settlement thereof.

24.02 The Employer or the Union shall not be required to consider or process any grievance which arose out of any action or condition more than five (5) work days after the subject of such grievance occurred. If the action or condition is of a continuing or recurring nature, this limitation period shall not begin to run until the action or condition has ceased. The limitation period shall not apply to differences arising between the parties hereto relating to the interpretation, application or administration of this Agreement.

24.03 The procedure for processing grievances shall be as follows:

Step 1

Should the employee be dissatisfied with the immediate supervisor's disposition of the complaint, the employee may, with the assistance of his steward, refer such matter on a written grievance form supplied by the Union to their immediate supervisor no later than five (5) working days from the date of the verbal reply of the immediate supervisor. The complaint shall constitute a formal

grievance at Step 1. The immediate supervisor shall answer the grievance in writing within three (3) working days. The grievance shall contain a brief statement of the nature of the grievance, indicate the relief sought and be signed by the employee or the employees involved.

Step 2

Should the employee be dissatisfied with the disposition of the grievance at Step 1, the grievance may be referred to the President or his designate, within five (5) working days of the immediate supervisor's reply. The President or his designate, shall answer the grievance in writing, within five (5) working days. Should a meeting be required at Step 2, the Union steward shall be in attendance. If the grievance is not settled within five (5) working days, it may be referred to arbitration as hereinafter provided.

24.04 A "Group Grievance" is defined as a single grievance, signed by a steward or a CLAC representative on behalf of a group of employees who have the same complaint. Such grievances must be dealt with at successive stages of the grievance procedure commencing with Step 1. The grievors shall be listed on the grievance form.

24.05 A "Policy Grievance" is defined as one, which involves a question relating to the interpretation, application or administration of this Agreement. The Union or the Employer may initiate a Policy Grievance beginning at Step 2 of the Grievance Procedure. Such grievance shall be filed

within ten (10) working days of the incident giving rise to the complaint and be in the form prescribed in Step 1. Either the Union in the case of a Union grievance or the Employer in the case of an Employer grievance may refer any such grievance to arbitration.

24.06 Any complaint or grievance, which is not commenced or processed through the next stage of the Grievance or Arbitration Procedures within the time specified, shall be deemed to have been dropped. However, time limits specified in the Grievance Procedure may be extended by mutual agreement in writing between the Union and the Employer.

ARTICLE 25 - ARBITRATION

25.01 If the parties fail to settle the grievance at Step 2 of the grievance procedure, the grievance may be referred to Arbitration under the following procedure.

25.02 The party requiring arbitration must serve the other party with written notice of desire to arbitrate within fourteen (14) days after receiving the decision given at Step 2 of the grievance procedure.

25.03 If a notice of desire to arbitrate is served, the two parties shall each nominate an arbitrator within seven (7) days of Service and notify the other party of the name and address of its nominee. The two arbitrators so appointed shall

attempt to select, by agreement, a chairman. If they are unable to agree upon a chairman within seven (7) days of their appointment, either party may request the Minister of Labour to appoint an impartial chairman.

25.04 No person may be appointed as chairman who has been involved in an attempt to negotiate or settle the grievance.

25.05 The decision of the majority is the decision of the Arbitration Board, but if there is no majority, the decision of the chairman of the Arbitration Board governs.

25.06 Notices of desire to arbitrate and of nominations of an arbitrator shall be served personally or by registered mail. If served by registered mail, the date of mailing shall be deemed to be the date of service.

25.07 If a party refuses or neglects to answer a grievance at any stage of the grievance procedure, the other party may commence arbitration proceedings, and if the party in default refuses or neglects to appoint an arbitrator in accordance with Article 23.03, the party not in default may, upon notice to the party in default, appoint a single arbitrator to hear the grievance and his decision shall be final and binding upon both parties.

25.08 It is agreed that the arbitration board shall have the jurisdiction, power and authority to give relief for default in complying with the time limits set out where it appears

that the default was owing to a reliance upon the words or conduct of the other party.

25.09 The Arbitrator or Arbitration Board, shall hear and determine the difference or allegation and shall issue a decision and the decision shall be final and binding upon the parties and upon any employee affected by it.

25.10 Each of the parties hereto will jointly share the expenses of the Arbitration Board, if any.

25.11 The Arbitrator or Arbitration Board, shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement.

ARTICLE 26 - TERM OF AGREEMENT

26.01 This Agreement shall become effective on the first day of February two thousand and twenty-one (2021) and shall remain in effect until the thirty-first (31st) day of January, two thousand and twenty-four (2024) and for further periods of one (1) year, unless notice shall be given by either party of the desire to delete, change or amend day of the provisions contained herein within the period from ninety (90) to thirty (30) days prior to the renewal date.

26.02 Should neither party give such notice, this Agreement shall be renewed for a period of one (1) year.

ROMAG CONTRACTING LTD.

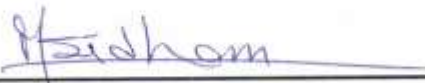
CLAC LOCAL 52

COLLECTIVE AGREEMENT FEBRUARY 1, 2021 – JANUARY 31, 2024

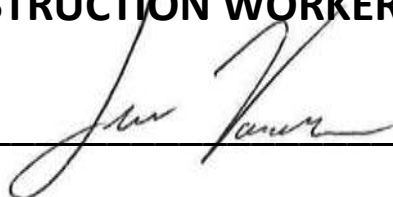
26.03 It is hereby agreed that the Negotiating Committees formed to negotiate further Agreements shall consist of not more than two (2) members from the Union, plus the Union Representative and not more than two (2) members from the Employer, plus counsel if required.

DATED at Mississauga, ON, this 25th day of
January, 2021.

Signed on behalf of
ROMAG CONTRACTING LTD.

Per 

Signed on behalf of
CONSTRUCTION WORKERS UNION, CLAC LOCAL 52

Per 

**ROMAG CONTRACTING LTD.
CLAC LOCAL 52
COLLECTIVE AGREEMENT FEBRUARY 1, 2021 – JANUARY 31, 2024**

SCHEDULE "A"

01-Feb-21

Classification	Rate	Vac. & Stat Pay	Health	Pension	Educ. Fund	Ind. Fund	TOTAL
Journeyman Plumber	\$40.02	\$4.00	\$1.75	\$3.08	\$0.20	\$0.20	\$49.25
Journeyman Carpenter	\$40.02	\$4.00	\$1.75	\$3.08	\$0.20	\$0.20	\$49.25
Journeyman Electrician	\$40.02	\$4.00	\$1.75	\$3.08	\$0.20	\$0.20	\$49.25
Journeyman Welder	\$40.02	\$4.00	\$1.75	\$3.08	\$0.20	\$0.20	\$49.25
Journeyman Operator	\$40.02	\$4.00	\$1.75	\$3.08	\$0.20	\$0.20	\$49.25
Welder	\$35.96	\$3.60	\$1.75	\$2.81	\$0.20	\$0.20	\$44.52
Formsetter	\$35.96	\$3.60	\$1.75	\$2.81	\$0.20	\$0.20	\$44.52
Cement Finisher	\$35.96	\$3.60	\$1.75	\$2.81	\$0.20	\$0.20	\$44.52
Rodman	\$35.96	\$3.60	\$1.75	\$2.81	\$0.20	\$0.20	\$44.52
Skilled Labour	\$33.76	\$3.38	\$1.75	\$2.66	\$0.20	\$0.20	\$41.95
Construction Labourer II	\$30.70	\$3.07	\$1.75	\$2.45	\$0.20	\$0.20	\$38.37
Construction Labourer I	\$26.50	\$2.65	\$1.75	\$2.16	\$0.20	\$0.20	\$33.46
Common Labourer III	\$24.44	\$2.44	\$1.75	\$2.02	\$0.20	\$0.20	\$31.06
Common Labourer II	\$22.13	\$2.21	\$1.75	\$1.86	\$0.20	\$0.20	\$28.36
Common Labourer I	\$20.67	\$2.07	\$1.75	\$1.76	\$0.20	\$0.20	\$26.65
Lead Hand Premium	\$1.50/hr						
Foreman's Premium	\$2.00/hr						

ROMAG CONTRACTING LTD.

CLAC LOCAL 52

COLLECTIVE AGREEMENT FEBRUARY 1, 2021 – JANUARY 31, 2024

01-Feb-22

Classification	Rate	Vac. & Stat Pay	Health	Pension	Educ. Fund	Ind. Fund	TOTAL
Journeyman Plumber	\$41.22	\$4.12	\$1.75	\$3.08	\$0.20	\$0.20	\$50.57
Journeyman Carpenter	\$41.22	\$4.12	\$1.75	\$3.08	\$0.20	\$0.20	\$50.57
Journeyman Electrician	\$41.22	\$4.12	\$1.75	\$3.08	\$0.20	\$0.20	\$50.57
Journeyman Welder	\$41.22	\$4.12	\$1.75	\$3.08	\$0.20	\$0.20	\$50.57
Journeyman Operator	\$41.22	\$4.12	\$1.75	\$3.08	\$0.20	\$0.20	\$50.57
Welder	\$37.04	\$3.70	\$1.75	\$2.81	\$0.20	\$0.20	\$45.70
Formsetter	\$37.04	\$3.70	\$1.75	\$2.81	\$0.20	\$0.20	\$45.70
Cement Finisher	\$37.04	\$3.70	\$1.75	\$2.81	\$0.20	\$0.20	\$45.70
Rodman	\$37.04	\$3.70	\$1.75	\$2.81	\$0.20	\$0.20	\$45.70
Skilled Labour	\$34.78	\$3.48	\$1.75	\$2.66	\$0.20	\$0.20	\$43.07
Construction Labourer II	\$31.63	\$3.16	\$1.75	\$2.45	\$0.20	\$0.20	\$39.39
Construction Labourer I	\$27.29	\$2.73	\$1.75	\$2.16	\$0.20	\$0.20	\$34.33
Common Labourer III	\$25.17	\$2.52	\$1.75	\$2.02	\$0.20	\$0.20	\$31.86
Common Labourer II	\$22.80	\$2.28	\$1.75	\$1.86	\$0.20	\$0.20	\$29.09
Common Labourer I	\$21.29	\$2.13	\$1.75	\$1.76	\$0.20	\$0.20	\$27.33
Lead Hand Premium	\$1.50/hr						
Foreman's Premium	\$2.00/hr						

**ROMAG CONTRACTING LTD.
CLAC LOCAL 52
COLLECTIVE AGREEMENT FEBRUARY 1, 2021 – JANUARY 31, 2024**

01-Feb-23

Classification	Rate	Vac. & Stat Pay	Health	Pension	Educ. Fund	Ind. Fund	TOTAL
Journeyman Plumber	\$42.45	\$4.25	\$1.75	\$3.08	\$0.20	\$0.20	\$51.93
Journeyman Carpenter	\$42.45	\$4.25	\$1.75	\$3.08	\$0.20	\$0.20	\$51.93
Journeyman Electrician	\$42.45	\$4.25	\$1.75	\$3.08	\$0.20	\$0.20	\$51.93
Journeyman Welder	\$42.45	\$4.25	\$1.75	\$3.08	\$0.20	\$0.20	\$51.93
Journeyman Operator	\$42.45	\$4.25	\$1.75	\$3.08	\$0.20	\$0.20	\$51.93
Welder	\$38.15	\$3.82	\$1.75	\$2.81	\$0.20	\$0.20	\$46.93
Formsetter	\$38.15	\$3.82	\$1.75	\$2.81	\$0.20	\$0.20	\$46.93
Cement Finisher	\$38.15	\$3.82	\$1.75	\$2.81	\$0.20	\$0.20	\$46.93
Rodman	\$38.15	\$3.82	\$1.75	\$2.81	\$0.20	\$0.20	\$46.93
Skilled Labour	\$35.82	\$3.58	\$1.75	\$2.66	\$0.20	\$0.20	\$44.21
Construction Labourer II	\$32.57	\$3.26	\$1.75	\$2.45	\$0.20	\$0.20	\$40.43
Construction Labourer I	\$28.11	\$2.81	\$1.75	\$2.16	\$0.20	\$0.20	\$35.23
Common Labourer III	\$25.93	\$2.59	\$1.75	\$2.02	\$0.20	\$0.20	\$32.69
Common Labourer II	\$23.48	\$2.35	\$1.75	\$1.86	\$0.20	\$0.20	\$29.84
Common Labourer I	\$21.93	\$2.19	\$1.75	\$1.76	\$0.20	\$0.20	\$28.03
Lead Hand Premium	\$1.50/hr						
Foreman's Premium	\$2.00/hr						

SCHEDULE “B” Labour Definitions

	Courses (Cumulative)	Time	Tasks
Skilled Labourer			Works with limited supervision.
Common Labourer I	WHMIS Fall Arrest	N/A	An unskilled worker with little or no construction experience and requiring close supervision
Common Labourer II	First Aid	3 mths	A worker with limited construction experience able to perform general labour duties as well as, shoveling, earth moving, and cleaning, under fairly close supervision.
Common Labourer III	Propane	6 mths	A worker with some construction experience able to perform general labour duties as well as, shoveling, earth moving, and cleaning, under fairly close supervision.
Construction Labourer I	Forklift Elevated Platform		A worker who is able to perform general labour duties, as detailed below, under general supervision as well as, concrete pouring.

Construction Labourer II	Confined Space Rigging Scaffolding		A worker who is able to perform general labour duties, as detailed below under general supervision, as well as, vibrating and form stripping.
-------------------------------------	--	--	---

Lead Hand Definition

An employee designated by the Employer who will have the routine responsibility of being the lead member of the crew in the absence of direct supervision by a foreman and who sets the pace for the crew. The lead hand assists the foreman with daily organization and control of labour, equipment and materials to ensure that acceptable standards of quality, safety and production are maintained by the crew.

Foreman Definition

An employee designated by the Employer as a working foreman assigned to lead a crew for a complete division of work. Responsible for daily organization of the work and control of labour, equipment and materials to ensure that acceptable standards of quality, safety and production are maintained.

**Schedule "C"-1
 Plumber's Tool List**

Item #	Journeyman
1 B tank c/w accessories	x
2 18" pipe wrench	x
3 Measuring tape 3/4 x 25' & 9 metre tape	x
4 Torpedo level	x
5 1" tubing cutters	x
6 Adjustable pliers (pump)	x
7 Hacksaw	x
8 Cold chisel	x
9 Vice grips	x
10 Chalk line	x
11 Plumb bob	x
12 14" pipe wrench	x
13 10" adjustable	x
14 Screwdriver sets:	x
Robertson - 3 sizes	
Phillips - 3 sizes	
Slot - 3 sizes	
15 2" Tubing cutters	x
16 Ball-peen hammer or claw hammer	x
17 Tool Box	x
18 3/8" - 1/1/4" open end wrench set	x
19 3/8" - 1/2" drive socket set	x
20 Utility knife	x

Note: Apprentices between First and Fifth Year, will be required to acquire tools to bring them up to journeyman status in keeping with increases in responsibility.

**Schedule "C"-1
Plumber's Tool List**

Item #	Apprentice 1st	2nd & 3rd
1		Recommended
2	Recommended	x
3		
	x	x
4	x	x
5	Recommended	x
6	x	x
7	x	x
8	x	x
9	Recommended	x
10	Recommended	x
11	Recommended	x
12	x	x
13	x	x
14	x	x
	Robertson - 3 sizes	
	Phillips - 3 sizes	
	Slot - 3 sizes	
15		Recommended
16		
	x	x
17	x	x
18		
	Recommended	Recommended
19	Recommended	Recommended
20	x	x

**Schedule "C"-1
Plumber's Tool List**

Item #		Apprentice 4th & 5th
1	B tank c/w accessories	Recommended
2	18" pipe wrench	x
3	Measuring tape 3/4 x 25' & 9 metre tape	x
4	Torpedo level	x
5	1" tubing cutters	x
6	Adjustable pliers (pump)	x
7	Hacksaw	x
8	Cold chisel	x
9	Vice grips	x
10	Chalk line	x
11	Plumb bob	x
12	14" pipe wrench	x
13	10" adjustable	x
14	Screwdriver sets:	x
	Robertson - 3 sizes	
	Phillips - 3 sizes	
	Slot - 3 sizes	
15	2" Tubing cutters	x
16	Ball-peen hammer or claw hammer	x
17	Tool Box	x
18	3/8" - 1/1/4" open end wrench set	Recommended
19	3/8" - 1/2" drive socket set	Recommended
20	Utility knife	x

**Schedule "C"-2
Pipefitters Tool List**

Item #	Journeyman	Appr. 3 & 4	Appr. 1 & 2
1	25'/9m Measuring tape	x	x
2	50' Measuring tape	x	
3	Magnetic Torpedo level	x	x
4	24" level	x	
5	Chalk line	x	
6	String line	x	
7	Two (2) plumb bobs	x	
8	Utility knife	x	
9	8" Lineman	x	x
10	8" & 10" adjustable wrenches	x	x
11	Vice grips, 10" or more	x	x
12	Set screwdrivers	x	x
	Robertson - 3 sizes		
	Phillips - 3 sizes		
	Slot - 3 sizes		
13	2 lbs. Ball peen hammer	x	x
14	Cold chisel (minimum 1/2")	x	
15	Centre punch	x	
16	Hacksaw frame 12"	x	
17	3/8 - 1 ¼" open end wrenches	x	Recommended
18	10" adjustable pliers	x	
19	Cutting goggles	x	x
20	Soap stone holder	x	x
21	Spacer	x	x
22	Lockable tool box with lock	x	x

**Schedule "C"-3
Sheet Metal Mechanics Tool List**

Item #	Journeyman	Appr. 1st	Appr. 2nd	Appr. 3rd
1	pair pliers	x		
2	Pocket tape	x		
3	Two (2) cold chisels	x	x	x
4	Centre punch	x	x	
5	Drift punch	x		x
6	Small level	x	x	
7	Hacksaw frame	x	x	
8	Scratch awl	x	x	
9	50 ft. tape	x		x
10	Pair heavy hand sheers (Bull snips)	x	x	
11	Two (2) Pairs metal masters (left & right)	x		
12	Set screwdrivers Robertson- 3 sizes Phillips- 3 sizes Slot- 3 sizes	x	x	x
13	Tinner's Hammer	x	x	
14	Chalk line	x		
15	Pair regular hand shears (combination snips)	x		
16	Ball peen hammer	x		x
17	Set Allen wrenches	x	x	
18	Two (2) crescent wrenches or 1 set open end wrenches	x	x	

**ROMAG CONTRACTING LTD.
 CLAC LOCAL 52
 COLLECTIVE AGREEMENT FEBRUARY 1, 2021 – JANUARY 31, 2024**

19	Wide nosed folding pliers (hand)	x	x		
20	Pair vice grips	x	x		
21	No. 5 Whitney punch (or similar)	x			x
22	Tool Box	x	x	x	
23	Set square	x		x	
24	Pop riveter 1/2 - 5/32	x		x	
25	Plumb pop	x			

**Schedule "C"-4
Carpenter's Tool List**

Item #		Formsetter	Carpenter
1	8 m tape measure	X	X
2	2' level	X	X
3	2' square	X	X
4	Claw hammer	X	X
5	Medium crescent wrench	X	X
6	Chalk line	X	X
7	Lockable tool box	X	X
8	8 point hand saw		X
9	Set tin snips		X
10	Medium-sized claw bar		X
11	Catpaw		X
12	Set wood chisels graduated from 1/4" to 1 1/4"		X
13	Combination square		X
14	Plumb bob		X
15	Pair side cutting pliers		X
16	Two (2) Standard screwdrivers - 1 small 1 medium		X
17	Set (four) Robertson screwdrivers		X
18	Latch knife		X
19	Hack saw		X
20	30 m tape measure		X

**Schedule "C"-5
Millwright's Tool List**

Item #	Journeyman	Appr. 3 & 4	Appr. 1 & 2
1	Complete set of sockets (1/2" drive 3/8" - 1 1/8")	x	x Rec
2	Complete set of open & box-end wrenches (3/8" - 1 1/4" Incl. 1 5/16")	x	x Rec
3	Crescent wrench (8", 10" 12")	x	x x
4	2' level	x	x Rec
5	Pipe level	x	x
6	Two (2) plumb bobs	x	x (1)
7	Tri-square	x	x x
8	Chalk line or string line	x	x x
9	Various hammers to 3 lbs.	x	x x
10	Tape measure (minimum 16 ft.)	x	x x
11	50 ft. tape measure	x	x
12	Three (3) Prv bars (various sizes)	x	x
13	Turt strips	x	x
14	Hack saw (blades supplied by company)	x	x x
15	Complete set of feeler gauges	x	x
16	Complete set of Allen wrenches (up to 3/8")	x	x Rec
17	Four (4) punches (various sizes, including centre punch)	x	x
18	Cold chisels	x	x x
19	Wire/side cutters	x	x Rec
20	Pliers	x	x x
21	Chipping hammer	x	x x

ROMAG CONTRACTING LTD.

CLAC LOCAL 52

COLLECTIVE AGREEMENT FEBRUARY 1, 2021 – JANUARY 31, 2024

22	Vise grips	X	X	X
23	Tip cleaner	X	X	X
24	Striker	X	X	X
25	Screw drivers (various sizes)	X	X	X
26	Lockable toolbox (comp. w personal lock)	X	X	X

**Schedule "C"-6
Electrician's Tool List**

Item #		Journeyman	Apprentice
1	9" Cutting (<i>linesmen's pliers</i>)	x	x
2	Diagonal cutting pliers	x	x
3	Channelocks or similar tool (x2)	x	x
4	Knife	x	x
5	Tape measure, 3m or longer	x	x
6	Flat screwdriver (all sizes as required)	x	x
7	Robertson Screwdriver (all sizes as required)	x	x
8	Phillips Screwdrivers (all sizes as required)	x	x
9	Adjustable Hacksaw 12"	x	x
10	Wire stripper (all sizes up to #10 awg)	x	x
11	Claw hammer	x	x
12	12" Cold chisel	x	
13	Plumb bob and chalk line	x	x
14	10" crescent wrench	x	x
15	Centre punch	x	
16	Set KO cutters 1/2 to 1 1/4"	x	
17	Multimeter	x	x
18	Torpedo Level	x	x
19	Allen wrenches up to 3/8", metric up to 10mm	x	x

**Schedule "C"-7
Formsetter's Tool List**

Item #

- 1 10 m tape measure
- 2 19" - 30" level
- 3 2' square
- 4 Claw hammer
- 5 Medium crescent wrench
- 6 Chalk line
- 7 Lockable tool box
- 8 8 point hand saw
- 9 Set tin snips
- 10 Medium-sized claw bar
- 11 Plumb bob
- 12 Pair side cutting pliers
- 13 Two (2) Standard screwdrivers - 1 small, 1 medium
- 14 Set (four) Robertson screwdrivers
- 15 Latch knife

MISSISSAUGA MEMBER CENTRE

1-2555 Meadowpine Blvd.

Mississauga ON L5N 6C3

T: 905-812-2855

TF: 800-268-5281

F: 905-812-5556

mississauga@clac.ca

CLAC RETIREMENT

1-800-210-0200

CLAC BENEFITS

1-800-463-2522

CLAC TRAINING

1-877-701-2522

CLAC JOBS

1-877-701-2522

clac.ca/myCLAC