



COLLECTIVE AGREEMENT

Between

MAPLE REINDERS CONSTRUCTORS LTD.

And

CLAC LOCAL 52

DURATION: May 1, 2018 – April 30, 2021

COLLECTIVE AGREEMENT

Between

Maple Reinders Constructors Ltd.

(hereinafter referred to as "the Employer")

and

Construction Workers Union, CLAC Local 52

(hereinafter referred to as "the Union")

EXPIRES: April 30, 2021

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COLLECTIVE AGREEMENT

Between:

**MAPLE REINDERS CONSTRUCTORS LTD.
hereinafter referred to as “the Employer”**

and

**CONSTRUCTION WORKERS UNION, CLAC LOCAL 52
hereinafter referred to as “the Union”**

May 1, 2018 – April 30, 2021

PREAMBLE:

WHEREAS the Ontario Labour Relations Board did on the following dates and at the following locations:

August 13, 1970 & February 1, 1972

OLRB Area #5 – Regional Municipality of Niagara and the County of Haldimand

November 21, 1972

OLRB Area #3 – Counties of Oxford, Perth, Huron, Middlesex, Bruce and Elgin

February 15, 1974

OLRB Area #4 – Counties of Brant and Norfolk

May 24, 1974

OLRB Area #6 – Regional Municipality of Waterloo except part of Beverly Township annexed by North Dumfries Township

May 7, 1976

OLRB Area #29 – County of Lennox and Addington and the County of Frontenac and the Townships of Rear of Leeds and Lansdowne, Rear of Yonge and Escott and all lands south thereof in the united Counties of Leeds and Grenville.

June 10, 1977

OLRB Area #18 – County of Simcoe

November 25, 1977

Municipality of Muskoka and the Township of Thorah and all land north thereof in the County of Ontario

September 27, 1977

OLRB Area #7 – County of Wellington

Certify the Union as the bargaining agent for certain employees of Maple Reinders Constructors Ltd.;

AND WHEREAS Maple Reinders Constructors Ltd. has voluntarily recognized the Union as the bargaining agent for all employees employed in the Province of Ontario; save and except:

1. Students;
2. Part-time employees working less than twenty-four (24) hours per week.

AND WHEREAS the parties hereto have agreed to enter into a collective bargaining agreement upon the terms hereinafter set forth;

NOW THEREFORE THIS AGREEMENT WITNESSETH:

ARTICLE 1 - PURPOSE

1.01 It is the intent and purpose of the parties to this Agreement, which has been negotiated and entered into in good faith:

- a. to recognize mutually the respective rights, responsibilities and functions of the parties hereto;
- b. to provide and maintain working conditions, hours of work, wage rates and benefits set forth herein;
- c. to establish an equitable system for the promotion, transfer, layoff of the employee;

- d. to establish a prompt, just and equitable procedure for the disposition of grievances;
 - e. and generally, through the full and fair administration of all the terms and provisions contained herein, to develop and achieve a relationship among the Union, the Employer and the employees which will be conducive to their mutual well-being.
- 1.02 The omission of specific mention in this Agreement of existing rights and privileges established or recognized by the Employer shall not be construed to deprive employees of such rights and privileges.
- 1.03 The parties recognize that where various legislation overrides the provisions contained herein, such legislation shall prevail. This shall include, but not be limited to such statutes as the *Ontario Human Rights Code*, the *Employment Standards Act*, the *Workplace Safety and Insurance Act*, and the *Occupational Health and Safety Act*, all as amended.

ARTICLE 2 - RECOGNITION

- 2.01 The Employer recognizes the Union as the bargaining agent of all employees in the bargaining unit as defined in Article 2.02 and/or as classified in Schedule "A" attached hereto and made part hereof.
- 2.02 This Agreement covers all employees of the Employer in the bargaining unit as outlined in the Preamble and as classified in Schedule "A."
- 2.03 There shall be no revision, amendment or alteration of the bargaining unit as defined herein or of any of the terms and provisions of this Agreement, except by mutual agreement in

writing of the parties. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by mutual agreement in writing of the parties.

- 2.04 The Employer agrees that the duly appointed representatives of Construction Workers Local 52 affiliated with the Christian Labour Association of Canada are authorized to act on behalf of the Union for the purposes of supervising, administering and negotiating the terms and conditions of this Agreement and all matters related thereto.
- 2.05 The Union acknowledges that it is the function of the Employer:
- a. to manage the enterprise, including the scheduling of work and control of materials;
 - b. to maintain order, discipline and efficiency, and to make, alter and amend rules of conduct and procedure for employees, provided that such rules are consistent with the purpose and terms of this Agreement and are administered in a fair and reasonable manner;
 - c. to hire, direct, transfer, promote, 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.
- 2.06 The Employer may contract 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.

However, work normally performed by members of the bargaining unit will not be contracted out if employees qualified to do the work are on layoff, or if employees qualified to do the work must be laid off, transferred, reclassified or discharged as a result of the contracting out of work.

ARTICLE 3 - UNION REPRESENTATION

- 3.01 For 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 certain matters pertaining to this Agreement, including the processing of grievances.
 - b. Construction Workers Local 52 Representatives are 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 enforcing the employees' collective bargaining rights as well as any other rights under this Agreement and under the law.
- 3.02 The Union agrees to notify the Employer in writing of the names of its officials and the effective dates of their appointments.
- 3.03 Stewards will not absent themselves from their work to deal with grievances without first obtaining permission from 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.

- 3.04 Employees on the negotiating committee shall be paid by the Employer at their regular hourly rates for all time spent on negotiating a collective agreement with the Employer, whenever this takes place during the regular working hours of the employees concerned.
- 3.05 The Employer may meet periodically with his employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union, and the employees. A Construction Workers Local 52 Representative may attend such meetings.
- 3.06 There shall be no Union activity during working hours on the Employer's premises except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement.
- 3.07 Construction Workers Local 52 Representatives shall have the right to periodically visit jobsites.
- 3.08 Around the beginning of any project on which the Employer operates as the general contractor, the Employer shall provide the Union a job report which will include, but not be limited to, the type of work to be performed on the project, the location of the project, the names of both Management and Union representatives, the names of the Health and Safety representatives, regular finishing time for the week, and any project specific information. A copy of the job conference report shall be distributed to the Employer and the Union, and a copy shall be posted on the job site.
- 3.09 The Union has the right to periodically call Union membership meetings. Such meetings will be held on a Friday afternoon unless otherwise agreed upon. The Employer will allow employees to leave the site at noon. The Union will inform the

Employer at least two weeks in advance of such a membership meeting

ARTICLE 4 - NO STRIKES OR LOCKOUTS

- 4.01 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.
- 4.02 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 restrict or reduce the hours of work or deliberately send men home when this is not warranted by the workload.

ARTICLE 5 - EMPLOYMENT POLICY AND UNION MEMBERSHIP

- 5.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer will give preference to Union members who apply for employment, provided such applicants are qualified to meet the requirements of the job.
- 5.02 New employees shall be hired on a three (3) month probationary period, and thereafter shall attain regular employment status. Upon successful completion of the probationary period, the most recent hire date will be recognized as the employee's start date. At least one (1) week before a new employee completes his probation period, the Employer shall review their performance and wage rate to be paid to the employee upon completion of probation, and communicate the result of this review to the employee and Union steward.

- 5.03 The Employer has the right to hire new employees as needed provided that at least one (1) day prior to any new hiring, the Employer shall first request the Union to refer available members of the Union who are qualified to do the work. When the Employer hires new employees who are not members of the Union, the Employer shall inform the Union Representative of the hiring of such employees within two (2) days of hiring and furnish the Union with the following information:
- a. Employee name;
 - b. Address;
 - c. Date of Birth;
 - d. Telephone Number;
 - e. Date of Hire; and
 - f. Job classification.
- 5.04 Probationary employees are covered by all the provisions of this Agreement excepting those provisions which specifically exclude such employees.
- 5.05 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. Before commencing work, the Employer shall provide a Union information package (prepared by the Union) to any new employee.
- 5.06 The Union agrees that it will make membership in the Union available to all employees covered by this Agreement on the same terms and conditions as are applicable to other members of the Union.
- 5.07 Where operational requirements allow, the Employer will provide employees who are moving to another job site with the

following calendar days' notice based on the employee's new travel classification:

Travel Classification Change	Calendar Days Notice
Local to Local	0
LOA to Local	2
Local to LOA	5
LOA to LOA	5

- 5.08 On or before the fifteenth (15th) of October of each year the Employer shall evaluate each employee. The purpose of this evaluation will be to assess the appropriateness of an employee's classification, wage rate and to provide an opportunity for mutual workplace feedback. The mutual workplace feedback includes level of health and safety, communication, interpersonal, dependability, leadership, productivity and work quality and performance. The employee will be given a performance review document to be filled out prior to the scheduled meeting. A steward may be present at the request of the employee.

ARTICLE 6 - CHECK OFF

6.01

- a. The Employer shall deduct from each employee, from the commencement of employment, an amount equal to union dues as set by the National Convention of the Union and as continued within the Employer Dues Directive issued by the Union office.
- b. The Employer is authorized to deduct any administration dues owing by an employee to the Union when hired.
- c. The total amount(s) checked off and/or deducted on behalf of the Union will be turned over 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 an itemized list of the employees for whom the deductions are made and the amount turned over for each.

- 6.02 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 7 - WAGES, CLASSIFICATIONS AND RATES OF PAY

- 7.01 Wage schedules applicable to various job classifications are as set forth in Schedule "A." Employees shall be classified and paid according to their ability to perform work in the most skilled classification in which they are regularly employed. The Employer shall endeavour to ensure that each employee receives his paystub every week.
- 7.02 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 negotiations between the Employer and the Union.
- 7.03
- a. The Employer agrees to pay four (4) hours of wages in the event that an employee reports for work in the usual manner and is prevented from work due to any cause not within his control.
 - b. Where the Employer requires an employee who is prevented from starting or continuing work to remain on site such hours are paid time.

- 7.04 Those employees that agree to be designated by the Employer as On Call shall be paid fifty dollars (\$50) per twenty-four (24) hour period. The On Call time period shall be determined by the Employer. If an employee is called out to respond, the employee shall also be paid at the appropriate hourly rate for all hours worked.
- 7.05 When there is a temporary shortage of work in specific classification, the Employer may employ the affected employees in another classification at the rate of pay of their usual specified classification

ARTICLE 8 - HOURS OF WORK AND OVERTIME

- 8.01 The regular hours of work shall be forty (40) hours per week, subject to daylight savings time.
- 8.02
- a. Overtime will be paid at one and one-half times (1½x) the regular hourly rate for either any work done in excess of forty-four (44) hours per week , including any hours paid for a statutory holiday, or all hours in excess of ten (10) hours per day.
 - b. Notwithstanding paragraph 8.02 (a), overtime for employees that are receiving the living out allowance (LOA) and that have chosen and are working a four (4) day work week will be paid at one and one-half times (1½x) the regular hourly rate for any work done in excess of eleven (11) hours per day.
- 8.03 The Employer shall provide a meal at the Employer's expense, for each employee whose overtime assignment on any project continues for more than two (2) hours beyond his regular shift.

- 8.04 When the Employer requires an employee to work any hours between 7 p.m. and 7 a.m., the Employer agrees to pay the employee a premium of two dollars (\$2.00) per hour when the employee is not entitled to the overtime pay as per Article 8.02. Overtime pay precludes a shift premium.
- 8.05 Work performed on Saturdays shall be paid at the rate of one and one-half times (1½x) the regular rate of pay irrespective of weekly hours.
- 8.06 Work shall not be performed on Sunday. However, if extraordinary circumstances necessitate work on Sunday, time worked shall be paid at the rate of two times (2x) the regular rate of pay. Such work requires the prior consent of the Union.
- 8.07
- a. In a week where the statutory holiday falls on a Friday, the employee will be permitted to leave on the Thursday at one o'clock (1:00) p.m., provided a minimum of thirty-six (36) hours has been worked in this week.
 - b. In a week where the statutory holiday falls on a Monday, for employees who are eligible and have chosen to work a four (4) day work week (Monday to Thursday), the employee will be permitted to leave as per their normally scheduled Thursday.
- 8.08 Employees will be given a lunch period of one-half (½) hour, but such lunch period shall not be considered as time worked.
- 8.09 There shall be two (2) rest periods (or coffee breaks) with pay of ten (10) minutes duration each, daily, one in the forenoon and one in the afternoon. Employees shall be entitled to an additional coffee break of ten (10) minutes duration at the

beginning of every three (3) hours of overtime worked in a given day.

- 8.10 Employees that will have worked the maximum regular working hours of forty-four (44) hours by the end of the work week shall be able to leave work at 12:00 p.m. on Fridays.

ARTICLE 9 - VACATIONS AND VACATION PAY

- 9.01 All employees shall be entitled to receive vacation pay equal to eight percent (8%) of their gross annual earnings. Vacation pay earned shall be shown on the weekly pay stubs.

9.02

- a. The vacation pay for all employees will be remitted monthly by the Employer to the Union's Vacation Pay Trust Fund, together with an itemized list of the employees for whom remittances are made and the amount of vacation pay remitted for each.
- b. Remittances to the Vacation Pay Trust Fund shall be made promptly by the fifteenth (15th) of each month for the credited amounts in the previous month, in order to satisfy the legal requirements pertaining to the disbursement of vacation pay.

- 9.03 All regular employees may request to take up to four (4) weeks of vacation. The Employer will endeavour to grant vacations at the times requested in the vacation seasons or periods, considering business requirements.

- 9.04 Vacation pay will be paid to the employee by the Union in accordance with the Union's Vacation Pay Trust Fund rules.

ARTICLE 10 - HOLIDAYS

10.01 Under this Collective Agreement, employees shall be entitled to receive an amount equal to four percent (4%) of their gross earnings in lieu of the following holidays:

- a. New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day; and
- b. Any additional legislated holiday under the *Employment Standards Act, 2000*, as amended, or any other holiday proclaimed by the federal or provincial government.
- c. The holiday pay for all employees will be remitted monthly by the Employer to the Union's Vacation Pay Trust Fund, together with an itemized list of the employees for whom remittances are made and the amount of holiday pay remitted for each.
- d. Remittances to the Vacation Pay Trust Fund shall be made promptly by the 15th of each month for the credited amounts in the previous month, in order to satisfy the legal requirements pertaining to the disbursement of holiday pay.
- e. Holiday pay will be paid to the employee by the Union in accordance with the Union's Vacation Pay Trust Fund rules.

10.02 Employees required to work on one of the above holidays shall receive overtime pay of one and one-half times (1½x) their regular wages for all hours worked.

10.03 When a statutory holiday occurs during the week, overtime shall be paid for all hours in excess of thirty-six (36) hours per week.

ARTICLE 11 - SENIORITY AND LAYOFFS

- 11.01 Seniority of employees shall be recognized within their respective Divisions, trade and job classification. New employees shall be placed on the seniority list upon the completion of their probationary period and their respective seniority shall be dated back to the date of their most recent hiring.
- 11.02 Seniority lists shall be maintained at all times by the Employer and shall be updated every six (6) months. Copies of the most recent seniority lists shall be available on each jobsite at the beginning of the job. Updated seniority lists shall be forwarded to each jobsite and to the Union's office after each update.
- 11.03 Seniority rights shall cease for any employee who:
- a. voluntarily quits the employ of the Employer;
 - b. is discharged and such discharge is not reversed through the grievance procedure;
 - c. is laid off for a continuous period of more than six (6) consecutive months.
- 11.04 In case of layoffs, probationary employees within their respective Division, trade and classification, shall be laid off first. If further layoffs are necessary, the Employer shall determine the order of layoff of employees within their respective Division, trade and classification, and in doing so they shall be guided by the following considerations (in no particular order):
- a. The efficiency level of the employee;
 - b. The productivity of the employee;
 - c. The skill and ability of the employee;
 - d. Length of service of the employee.
- 11.05 The Employer shall give one (1) day's notice of layoff to the employees and will meet with a steward, or a Construction

Workers Local 52 Representative if he so requests, at least twenty-four (24) hours prior to the layoff in order to review the layoff. Employees with five (5) or more years of continuous service will be entitled to one (1) week's notice of layoff. The Employer shall provide laid off employees with a Record of Employment for EI purposes no later than five (5) days after the layoff.

The Employer shall not be required to give one (1) day's notice of layoff when equipment failure, shortage of material or other reasons beyond the control of the Employer cause a stoppage of operations.

An employee laid off for more than three (3) days may request a transfer to another jobsite provided that:

- a. They were employed prior to January 1, 2001;
- b. Reasonable travel/living compensation is agreed upon between the parties;
- c. They are qualified to do the available work on that jobsite;
- d. Their seniority is greater than that of the employees in the same classification on that jobsite.

11.06 An employee wishing to discontinue his employment shall give the Employer one (1) week's notice.

11.07 Any appeal in regard to a layoff must be taken up under the first step of the grievance procedure.

11.08 Any employee laid off and recalled for work must return within one (1) workday when unemployed and within seven (7) workdays when employed elsewhere after being recalled, or make definite arrangements with the Employer to return.

ARTICLE 12 - TRAINING

12.01 The Employer agrees to contribute thirty cents (\$0.30) per hour to the Joint Education and Training Fund for all hours worked by the employees. This dedicated fund will be held in trust by the Employer, who will issue monthly statements to the Union indicating total hours worked and the corresponding remittances. Access and administration of these funds will be in accordance with the rules and procedures established by the Maple Labour/ Management Council.

The CLAC Education and Assistance Fund is entitled to charge a monthly amount equal to fifteen percent (15%) of the incoming contributions to the Joint Education and Training Fund to cover the costs of Maple employees contacting the E&A coordinator for training and for the distribution of quarterly training schedules to Maple employees.

- 12.02 All non-mandatory training opportunities within the Company will be posted in the work trailers. Employees interested in pursuing this training will apply to their superintendents in writing. Applicants will be selected based on the following criteria:
- a. skill and ability;
 - b. current project needs and requirements.

ARTICLE 13 - TRANSPORTATION AND TRAVEL

13.01 It is recognized by the Employer and the Union that the purpose of transportation, travel and accommodation allowances, as established in these articles, are to provide a fair means of compensating employees for additional travel and accommodation expenses that they incur while working on job sites beyond a reasonable distance from their residence.

13.02 Civil and Buildings employees shall be paid travel at the applicable rate for all jobs that are a distance greater than fifty (50) kilometres measured by road from the jobsite to the employee's home address.

13.03

- a. Kilometers are paid at the rate of fifty-two cents (.52¢) per kilometer for all kilometers driven outside of the free zone.
- b. Living expenses for those employees living over one hundred kilometres (100km) from the job site will be paid out at a rate of ninety-five dollars and fifty cents (\$95.50) per day.
- c. Daily travel shall be capped at the amount of the living expense amount of five dollars and fifty cents (\$95.50) per day.
- d. On a week where a statutory holidays occurs, in order to collect the fifth LOA payment an employee must work a minimum of four (4) days. If an employee works less than four (4) days, they will only be paid for days worked.

Travel compensation will not change while an employee is on a jobsite. If an employee moves from his residence, his home address will be recognized when he begins working on the next project, provided there is sufficient evidence that in fact it is his weekend principle residence. Travel compensation for any new employee shall be based upon the address established at time of hire. Upon any address change, the employee shall submit a written notice to the Employer of their new address.

13.04 There shall be a free travel zone for each jobsite based on a fifty (50) kilometer distance, measured by road, from the jobsite.

13.05 Employees who prefer to take up temporary residence closer to the jobsite may use their travel expenses to pay for their accommodation. For jobs of short duration, i.e., one to five (1-5) days, the Employer agrees to compensate for the extra costs involved.

13.06 For the purpose of measuring distances, the Employer shall use mapping software similar to Google Maps. The distance measured by road shall not include a measurement including any distances travelled using any toll route.

13.07 In the case of an employee who falls under the provisions of Article 13.02, the Employer agrees to pay an additional amount per week, equivalent to forty cents (.40¢) per kilometer for total kilometers driven (on a round trip basis) in excess of three hundred (300) kilometers toward the expense of a round trip between the employee's residence and the project on which he is employed. This amount will be paid on a per trip basis, provided there is sufficient evidence of such trip.

If the Employer provides the employee with reasonable transportation, the employee shall not receive the provisions of this Article.

13.08

- a. Where there is prior management approval, an employee required to use his vehicle for hauling company materials or for transporting company personnel, shall be paid fifty-two cents (.52¢) per kilometer. This rate shall also apply on the return trip home and for distances traveled between jobsites.
- b. Where a bargaining unit employee refuses to receive compensation under article 13.07 (a) for the use of his personal vehicle the Employer agrees to make alternative arrangements.

- 13.09 Employees who are eligible to receive travel or living expenses in accordance with Article 13.02 will only receive travel or living expenses for days worked and all show up days as outlined in Article 7.03. Employees who live one hundred (100+) kilometers or greater from their assigned worksite and who provide reasonable proof that they are staying overnight, will be paid the “Living Expenses” as outlined in Article 13.02.
- 13.10 Employees who are eligible to receive living expenses in accordance with Article 13.02 shall work a four (4) day work week. The hours worked per day shall regularly be ten hours per day from 7:00am to 5:30pm and shall normally be scheduled Monday to Thursday.
- 13.11 Employees that are local to the jobsite as defined by Article 13.02 shall work either four (4) days of ten (10) hours per day or five (5) days of eight (8) hours per day pas directed by the site supervisor.
- 13.12 For the Civil and Buildings divisions, those employees classified as local to the jobsite and having significant travel concerns shall have the ability to apply to the Employer for special permission to work a flex schedule on a project by project basis.

ARTICLE 14 - HEALTH BENEFITS AND PENSION PLAN

- 14.01 In order to protect the employees and their families from the financial hazard of illness or accident, as well as to provide employees with retirement savings, the Employer agrees to give full cooperation to the CLAC Health Fund.
- 14.02 **CLAC Health Fund**
The Employer shall pay ninety percent (90%), or eighty-five percent (85%) in the case of employees with less than five (5) years of service, of the cost of the Health Fund total premium

amount. Each employee shall pay ten percent (10%), or fifteen percent (15%) in the case of employees with less than five (5) years of service, of the cost of the Health Fund premium amount as determined by the annual insurance renewal of the Health Fund. This amount shall be deducted weekly from the employee's cheque. If the Employee's share as deducted above is insufficient to cover the monthly cost of the LTD premium, the Employer will deduct an additional amount from the employee to cover the LTD premium cost.

- 14.03 The Plan will cover items that are determined by the employees and the Union and do change from time to time. The Employer's obligation is the timely remittance of the negotiated hourly contribution amount.
- 14.04 The Benefit Plan, maintained and administered solely by the Union, will provide all employees with the benefits as outlined below. Commencement of the benefit coverage will begin on the first (1st) day of the month after the month in which a total of three hundred (300) hours' worth of contributions are accumulated and have been received by the CLAC Health and Welfare Trust office.
- a. \$70,000 life insurance per employee;
 - b. \$70,000 accidental death and dismemberment (AD&D) per employee;
 - c. Long-term disability insurance, providing total insured monthly income of \$2000 per month, with coverage commencing on the 119th day and continuing for the period of disability or until age sixty-five (65), whichever first occurs, for illness and injuries not covered by Workers' Compensation, per employee;

- d. A prescription drug plan using a drug card with five percent (5%) deductible;
- e. A basic and major restorative dental plan providing coverage based on the current Ontario Dental Association schedule of fees, with 100% co-insurance for basic services, and 50% co-insurance for major restorative services . The maximum reimbursement of eligible expenses is \$1,500 per person per calendar year for each type of service.
- f. Vision Care coverage at \$300.00 every 24 consecutive months (every 12 months if under age 18);
- g. Extended health coverage for employee and family;
- h. Semi-private hospital coverage with no deductible.
- i. Paramedical coverage of \$600 per calendar year for each of the following nine practitioners: podiatrist/chiropracist, osteopath, speech therapist, psychologist, naturopath, physiotherapist, massage therapist, chiropractor and acupuncturist.

Note: For tax purposes, the employee pays for the long term disability part of this package.

If employees covered under a spouses insurance wish to be excluded from the health benefits, they need only submit a proof of insurance. They will still be covered for life, AD&D and long-term disability.

Employees may be asked to supply proof of insurance coverage if they are covered under all or part of their spouses plan. This does not apply to life insurance, AD&D, and long term disability.

14.05 Pension Plan

The Pension Plan is maintained and administered by the Union and is supervised by a Board of Trustees. Registered with the Canada Customs and Revenue Agency (CCRA) and the Financial Services Commission of Ontario (FSCO) as Pension Plan #0398594, the Plan is designed for the benefit of all employees covered under this Agreement.

14.06 The Employer shall contribute to the Pension Plan, on behalf of each employee, an amount equal to seven percent (7%) of the hourly wage and shall also remit an employee contribution of seven percent (7%), beginning from the first day of employment.

14.07 The Employer agrees to deduct, by way of payroll deduction, and remit to the Union's Benefit Administration Office, voluntary employee pension contributions in addition to any other collective agreement Pension Plan contributions. Such amounts shall not exceed the limits established by the Canada Customs and Revenue Agency. These monies will be recorded separately on the Employer's monthly remittance to the Benefit Administration Office.

14.08 The Employer's contributions to the Health Fund and Pension Plan shall be recorded on a remittance sheet supplied by the Union. On this sheet the Employer will enter:

- a. name of employee;
- b. total hours' worked during the month for which the remittance is made;
- c. date of termination (where applicable);
- d. hourly rate of pay;
- e. total sum of Employer contributions

The Employer will forward to the Union's Remittance Processing Centre monthly, not later than the fifteenth (15th) of each

month, the remittance sheet together with a cheque for the total amount of contributions for the Health Fund, Pension Plan and other Union Benefit Trust Funds.

- 14.09 All money being earned by the employee, such as the Employers' contribution to the Benefit Plan, as well as deductions made off the employee's wages, such as union dues, Vacation Pay, Holiday Pay, and Pension is a Trust Fund in the hands of the Employer until the money is paid to the Union.

ARTICLE 15 - TOOLS

- 15.01 Employees shall provide their own hammers, tape measures and nail pouches. Tradesmen shall provide the tools common to their trade. The employee is responsible for the replacement of these tools or equipment if it is required. Power tools and specialty tools shall be provided by the Employer.
- 15.02 The employees shall be held responsible for all tools issued to them by the Employer.

ARTICLE 16 - PROTECTIVE EQUIPMENT

- 16.01 The Employer agrees to pay each employee who has completed one (1) or more years of service a clothing and protective equipment allowance equal to two hundred and fifty dollars (\$250.00) on the first payday after April 1 and October 1 for the duration of the Agreement. The employee is responsible to have protective and weather appropriate clothing necessary to work on the jobsite. Failure to do so may result in discipline. Where an employee has been on sick leave, accident leave or an authorized leave of absence in the previous six (6) month period, the employee will have their allowance prorated based on days worked since the last payout.

- 16.02 The Employer will furnish employees with specialized safety equipment including but not limited to safety glasses, fall protection equipment, and gloves. In order to have these items replaced by the Employer, the employee must present the superintendent with the used or damaged equipment. If there is proof of misuse regarding these items, it is at the discretion of the superintendent whether these items are replaced.
- 16.03 Employees may apply to the Employer and receive compensation for any clothing damaged or destroyed due to adverse working conditions.
- 16.04 Prescription safety eyewear will be reimbursed up to an amount of two hundred and fifty dollars (\$250.00) for each employee per collective agreement term upon the provision of a receipt.

ARTICLE 17 - LEAVES OF ABSENCE AND BEREAVEMENT

- 17.01 The Employer shall grant leaves of absence without pay and without loss of seniority rights for the following reasons for a maximum period of one (1) month:
- a. marriage of the employee;
 - b. sickness in the immediate family;
 - c. death in the immediate family;
 - d. Union activity other than this establishment;
 - e. sickness of the employee.

The above shall not preclude an extended leave for reason of sickness where it is established in an application prior to the expiration of the leave of absence that such request for extension is justified.

- 17.02 The Employer may grant a leave of absence without pay and without loss of seniority rights for reasons other than those

mentioned in Article 17.01 and a request for such a leave of absence shall not be unreasonably refused. Such a leave of absence shall not exceed a period of six (6) months.

17.03 An employee shall be granted three (3) days leave of absence with pay at his straight time hourly rate in the event of the death of a mother, father, mother-in-law, father-in-law, brother, brother in-law, sister, sister in-law, spouse or child.

17.04 An employee shall be granted two (2) days leave of absence with pay at his straight time hourly rate in the event of the death of a grandparent, grandchild, grandparent in law, aunt, or uncle.

17.05 An employee shall receive for each day of jury duty the difference between the employee's regular earnings and the amount of jury fee received, provided the employee furnishes the Employer with a certificate of service signed by the clerk of the court showing the amount of jury fee received. The Employee shall notify Human Resources immediately upon receiving the notice to serve in order to be eligible for jury pay.

If the jury duty extends past two months, the Employer, Union and employee will meet to discuss the continued payment the employee will receive from the Employer.

17.06 Employees who fail to report for work as scheduled after forty eight (48) hours without giving a justifiable reason, such as verifiable documentation from a judge, lawyer or doctor, shall be deemed to have voluntarily quit.

ARTICLE 18 - HEALTH AND SAFETY

18.01 Every job site which has elected a health and safety representative who is certified in accordance with the standards of the *Occupational Health and Safety Act* and any standards

required by the Workplace Safety and Insurance Board shall be paid a premium of one dollar and fifty cents (\$1.50) per hour.

- 18.02 An employee who is injured on the job and who requires transportation from the work site to a local physician or hospital shall receive such transportation provided for by the Employer. Should an employee require hospitalization for a period of more than one (1) week, the Employer will provide transportation to an available facility near the employee's home at no cost to the employee.
- 18.03 Following a serious accident or an incident which could have resulted in a serious accident, the Health and Safety Representative, or the Certified Health and Safety Representative shall investigate and give a written report to the Union and the Employer.

ARTICLE 19 - GRIEVANCE PROCEDURE

- 19.01 The parties to this Agreement recognize the stewards and the Construction Workers Local 52 Representatives specified in Article 3 as the agents through which employees shall process their grievances and receive settlement thereof.
- 19.02 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) workdays 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.

19.03 A "Group Grievance" is defined as a single grievance, signed by a steward or a Construction Workers Local 52 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 will be listed on the grievance form.

19.04 A "Policy Grievance" is defined as one which involves a question relating to the interpretation, application or administration of this Agreement. A policy grievance may be submitted by either party to arbitration under Article 20, bypassing steps 1 and 2. Such policy grievance shall be signed by a steward, a Construction Workers Local 52 Representative or in the case of an Employer's policy grievance, by the Employer or his representative.

19.05 **Step 1**

Any employee having a grievance will, accompanied by a steward or a Construction Workers Local 52 Representative, submit the same to his immediate supervisor within five (5) workdays of the act or condition causing the grievance. This supervisor will deal with the grievance not later than the third (3rd) workday following the day upon which the grievance is submitted, and will notify the grievor and the Union representative of his decision in writing.

Step 2

If the grievance is not settled under step 1, a Union representative may within five (5) workdays of the decision under step 1, or within five (5) workdays of the day the decision should have been made, submit a written grievance to the Employer. The parties shall meet to discuss the grievance within one (1) week after the grievance has been filed. The Employer

shall notify the grievor and Union representative of his decision in writing within three (3) workdays following the said meeting

ARTICLE 20 - ARBITRATION

- 20.01 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.
- 20.02 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.
- 20.03 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 or mutually agree to nominate a sole arbitrator within seven (7) days of service. 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.
- 20.04 No person may be appointed as chairman who has been involved in an attempt to negotiate or settle the grievance.
- 20.05 The decision of a majority is the decision of the arbitration board, but if there is no majority, the decision of the chairman of the arbitration board governs.
- 20.06 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.

- 20.07 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 20.03, 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.
- 20.08 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 in Articles 20, 21 and 22 where it appears that the default was owing to a reliance upon the words or conduct of the other party.
- 20.09 An employee found to be wrongfully discharged or suspended will be reinstated without loss of seniority and with back pay calculated at day rate times normal working days or hourly rate times normal working hours, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the arbitration board.
- 20.10 Where the arbitration board is of the opinion that there is proper cause for disciplining an employee, but considers the penalty imposed too severe in view of the employee's employment record and the circumstances surrounding the discharge or suspension, the arbitration board may substitute a penalty which is, in its opinion, just and equitable.
- 20.11 Each of the parties hereto will bear the expenses of the arbitrator appointed by it, and the parties will jointly bear the expenses of the chairman of the arbitration board

ARTICLE 21 - DISCHARGE, SUSPENSION AND WARNING

- 21.01 The Employer reserves the right to use a progressive disciplinary action plan. If the performance of an employee, which may include but is not limited to issues with attitude, punctuality, quality and safety, is not meeting the Employer's standards, the Employer has the authority to issue disciplinary action. All of disciplinary action will be considered aggregate.
- 21.02 If available on site, a steward shall be present for meetings of a disciplinary nature between the Employer and an employee for those disciplines that are a written warning or higher. If a steward is not available to attend such meeting, the employee being disciplined shall have the option to have an employee of his own choosing attend with him.
- 21.03 An employee may be suspended or discharged for just cause by the Employer.
- 21.04 Disciplinary notations in an employee's record, older than twelve (12) months, shall not be relied upon for further progressive discipline.

ARTICLE 22 - DURATION & RENEWAL

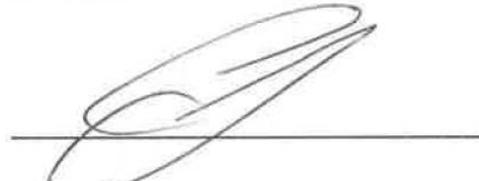
22.01 This Agreement shall be effective on the first day of May two thousand and eighteen (2018) and shall remain in effect until the thirtieth day of April two thousand and twenty-one (2021) and for further periods of one (1) year unless notice shall be given by either party of the desire to delete, change or amend any of the provisions contained herein, within the period from ninety (90) to thirty (30) days prior to the renewal date.

Should neither of the parties give such notice, this Agreement shall continue until the parties renew, revise, or reach a new Agreement.

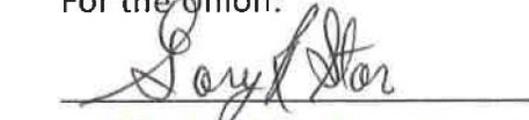
Sign this 2 day of Aug, 2018.

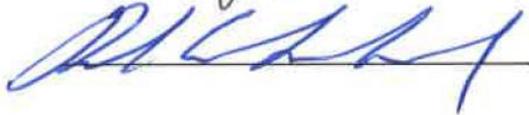
For the Employer:



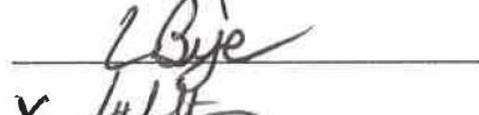


For the Union:





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SCHEDULE "A" CLASSIFICATIONS, HOURLY RATES & NOTES

May 1, 2018

Classification	Rate	VP 8%	Holiday Pay 4%	Sub-Total	Pension 7%	Education	Total Package
Licensed Journeyperson	37.88	3.03	1.52	42.43	2.65	0.3	45.38
Tradesperson	36.05	2.88	1.44	40.37	2.52	0.3	43.20
Skilled Labourer III	33.06	2.64	1.32	37.03	2.31	0.3	39.64
Skilled Labourer II	30.53	2.44	1.22	34.19	2.14	0.3	36.63
Apprentice – Final Yr	30.30	2.42	1.21	33.94	2.12	0.3	36.36
Skilled Labourer I	27.97	2.24	1.12	31.32	1.96	0.3	33.58
Apprentice – 4 th Yr	26.52	2.12	1.06	29.70	1.86	0.3	31.86
Labourer III	24.75	1.98	0.99	27.71	1.73	0.3	29.75
Apprentice – 3 rd Yr	22.74	1.82	0.91	25.46	1.59	0.3	27.36
Labourer II	21.94	1.76	0.88	24.57	1.54	0.3	26.41
Apprentice – 2 nd Yr	20.84	1.67	0.83	23.34	1.46	0.3	25.10
Labourer I	19.13	1.53	0.77	21.42	1.34	0.3	23.06
Apprentice – 1 st Yr	18.94	1.52	0.76	21.21	1.33	0.3	22.84

May 1, 2019

Classification	Rate	VP 8%	Holiday Pay 4%	Sub-Total	Pension 7%	Education	Total Package
Licensed Journeyperson	38.64	3.09	1.55	43.28	2.70	0.3	46.28
Tradesperson	36.77	2.94	1.47	41.18	2.57	0.3	44.05
Skilled Labourer III	33.72	2.70	1.35	37.77	2.36	0.3	40.43
Skilled Labourer II	31.14	2.49	1.25	34.88	2.18	0.3	37.36
Apprentice – Final Yr	30.91	2.47	1.24	34.62	2.16	0.3	37.08
Skilled Labourer I	28.53	2.28	1.14	31.95	2.00	0.3	34.25
Apprentice – 4 th Yr	27.05	2.16	1.08	30.30	1.89	0.3	32.49
Labourer III	25.24	2.02	1.01	28.27	1.77	0.3	30.34
Apprentice – 3 rd Yr	23.19	1.86	0.93	25.97	1.62	0.3	27.90
Labourer II	22.38	1.79	0.90	25.06	1.57	0.3	26.93
Apprentice – 2 nd Yr	21.26	1.70	0.85	23.81	1.49	0.3	25.59
Labourer I	19.51	1.56	0.78	21.85	1.37	0.3	23.51
Apprentice – 1 st Yr	19.32	1.55	0.77	21.64	1.35	0.3	23.29

May 1, 2020

Classification	Rate	VP 8%	Holiday Pay 4%	Sub-Total	Pension 7%	Education	Total Package
Licensed Journeyman	39.61	2.97	1.58	44.16	2.77	0.3	47.23
Tradesperson	37.69	2.83	1.51	42.02	2.64	0.3	44.96
Skilled Labourer III	34.56	2.59	1.38	38.53	2.42	0.3	41.25
Skilled Labourer II	31.92	2.39	1.28	35.58	2.23	0.3	38.12
Apprentice – Final Yr	31.68	2.38	1.27	35.33	2.22	0.3	37.85
Skilled Labourer I	29.24	2.19	1.17	32.60	2.05	0.3	34.95
Apprentice – 4 th Yr	27.73	2.08	1.11	30.92	1.94	0.3	33.16
Labourer III	25.87	1.94	1.03	28.85	1.81	0.3	30.96
Apprentice – 3 rd Yr	23.77	1.78	0.95	26.50	1.66	0.3	28.47
Labourer II	22.94	1.72	0.92	25.58	1.61	0.3	27.48
Apprentice – 2 nd Yr	21.79	1.63	0.87	24.29	1.53	0.3	26.11
Labourer I	20.00	1.5	0.80	22.29	1.40	0.3	23.99
Apprentice – 1 st Yr	19.80	1.49	0.79	22.09	1.39	0.3	23.77

Notes:

All pay increases shall take effect on the Sunday following the date listed for the increase.

Lead Hand is an employee assigned, on a site specific basis, to lead a crew of two (2) or more employees. The Lead Hand shall receive one dollar and fifty cents (\$1.50) per hour in addition to their basic rate. In order to receive a Lead Hand position, the assigned employee shall:

- Report to project Foreman(s).
- Promote professional and respectful work relationships.
- Possess the knowledge, training and experience to perform the works.
- Be able to lead and direct a crew.
- Be able to plan, organize, lead and control the works as directed.
- Be able to understand the schedule and will execute the works as per schedule.
- Be accountable for the quality of the works performed under their direction.

- Be accountable to promote and meet all legislative and Maple Reinders Safety standards and will be accountable that all works/persons under their direction will do so as well.
- Be responsible for the use, condition and maintenance of tools, equipment and materials being used by their crew.
- Be responsible for material take-offs and inventory management.

Foreman is an employee assigned, on a site specific basis, to lead one (1) to two (2) crews but who does not necessarily have a lead hand working below them. The Foreman shall receive three dollars (\$3.00) per hour in addition to their basic rate. In order to receive a Foreman position, the assigned employee shall:

- Report to project Superintendent(s).
- Promote professional and respectful work relationships.
- Possess the knowledge, training and experience to perform the work.
- Be able to lead and direct a crew.
- Be able to plan, organize, lead and control the works as directed.
- Be able to understand the schedule and will execute the works as per schedule.
- Be accountable for the quality of the works performed under their direction.
- Be accountable to promote and meet all legislative and Maple Reinders Safety standards and will be accountable that all works/persons under their direction will do so as well.
- Be responsible for the use, condition and maintenance of tools, equipment and materials being used by their crew.
- Be responsible for material take-offs and inventory management.

***Site Safety Coordinator** is an employee assigned, on a site specific basis, to promote safety and assist with safety functions on a project. During the time as a site safety coordinator while performing these

duties, the employee shall receive two dollars (\$2.00) per hour in addition to his/her basic rate. This safety coordinator shall:

- Report to the project Superintendent(s).
- Possess the knowledge, training and experience to identify actual or potential hazards in the workplace.
- Ensure that all persons reporting to site are orientated.
- Ensure all site auditing is conducted.
- Ensure all safety meetings are conducted.
- Ensure all safety documentation is produced/posted/submitted.
- Work collaboratively with all persons to ensure JHSA are produced.
- Participate in corrective action plans.
- Consult with the Superintendent(s) regarding all safety-related infractions.

** A Site Safety Coordinator cannot also be the elected site Health and Safety Representative and will be deemed suitable for this position by the National Safety Manager. All positions may be chosen or changed at the site Superintendent's discretion.*

An employee assigned to act as the competent person in charge in the absence of the project's Superintendent, shall be paid the equivalent of the Foreman premium per hour in addition to his basic rate for the period of time of his appointment.

The wages outlined above as well as the transportation, travel time and room and board provisions outlined in Article 13 shall be applicable to all work performed in Ontario south of the forty-seventh (47th) parallel of latitude. Prior to the commencement of any work north of the forty-seventh (47th) parallel of latitude, the parties shall meet to negotiate the applicable wage rates and transportation, travel and room and board provisions.

Apprentices shall be paid in accordance with the regulations issued under The Apprenticeship and Tradesmen's Qualification Act, 1970.

Should any government legislation or regulations increase the above rates, these rates shall automatically conform.

It is agreed that the hiring of student workers shall not deprive regular employees of their normal working hours, nor unfavourably influence the workload of such regular employees.

Job Descriptions

For Civil/Environmental and Buildings Divisions

CLASSIFICATION	COURSES (Cumulative)	SKILLS AND ABILITIES
Licensed Journeyperson	<ul style="list-style-type: none"> • Construction H&S Officer • Incident Investigation & Reporting • Advanced blue print reading • Advanced level layout techniques 	<ul style="list-style-type: none"> • Requires no supervision • Complete all skills required for trade • Able to lead and train assigned crew(s) • Read and interpret electrical, project, architectural and shop drawings • Take lead as Foreman when required • Accurately complete layout from set points using a theodolite with field calculation notebook • Able to accurately complete Hazard Assessments documentation and lead Toolbox Talks. • Schedule and track work • Keep on schedule • Mentor carpentry, mechanical, skilled, labour, apprentice and student team members
Carpentry Worker	<ul style="list-style-type: none"> • Certified WSIB H&S Rep (Simulated Hazard Analysis) • Green Book • Rescue Techniques • Intermediate level layout techniques 	<ul style="list-style-type: none"> • Requires limited to no supervision • Read and interpret architectural, civil, shop, rebar, field and sketch drawings • Accurately complete layout using a theodolite with field calculation notebook • Able to complete material take-offs • Have a complete knowledge of modular, stick and panel formwork • Skilled in formwork installation and dismantling (erecting, plumbing, straightening and installation of ties) • Able to accurately complete Hazard Assessments documentation and lead Toolbox Talks

		<ul style="list-style-type: none"> • Skilfully use power tools, hand tools • Able to lead as a Foreman or lead hand when required • Safety erect and dismantle shoring • Experienced with light equipment and basic maintenance • Mentoring team members in lower classifications
Mechanical Worker	<ul style="list-style-type: none"> • Certified WSIB H&S Rep (Simulated Hazard Analysis) • Green Book • Rescue Techniques • Intermediate level layout techniques 	<ul style="list-style-type: none"> • Requires limited to no supervision • Read and interpret shop, process ISO metric, structural, field and sketch drawings • Accurately complete layout using a theodolite with field calculation notebook • Able to accurately complete Hazard Assessments documentation and lead Toolbox Talks • Skilled in pipe threading, grooving, gluing and MJ fittings • Able to take lead as a foreman or lead hand when required • Conduct detailed Toolbox Talks (as required) • Experienced in equipment operation and light maintenance • Mentor skilled labour, labour apprentices and students team members
Skilled Labourer III	<ul style="list-style-type: none"> • Sector Specific Hazard Awareness • Basics of Supervision • Workplace Working at Heights • Hoisting and Rigging • Basics level blue 	<ul style="list-style-type: none"> • Requires limited supervision • Read and interpret civil, process, shop, rebar, field and sketch drawings • Accurately complete layout using a builders level, tape measure and string line for elevations and set points • Able to complete material take-offs • Able to accurately complete Hazard

	print reading	<p>Assessments documentation and lead Toolbox Talks</p> <ul style="list-style-type: none"> • Skilled in formwork (erecting, plumbing, straightening and installation of ties) • Skilfully use power tools, hand tools • Assist with mechanical installs • Safely erect and dismantle shoring • Experienced with light equipment and basic maintenance • Able to lead as a lead hand when required • Mentoring team members in lower classifications
Skilled Labourer II	<ul style="list-style-type: none"> • Construction H&S Rep • Trench Safety • Confined Space Entry • Lockout & Tag Safety 	<ul style="list-style-type: none"> • Requires limited supervision • Read and interpret some civil and process, field and sketch drawings • Competent with layout using a builders level, tape measure and string line for elevations and set points • Able to accurately completed Hazard Assessment documentation • Skilled in formwork stripping and bulkhead construction • Skilled in concrete vibrating, placement • Safety erect and dismantle scaffolding • Safety use hoisting and rigging applications • Competently use power and hand tools • Mentoring team members in lower classifications
Skilled Labourer I	<ul style="list-style-type: none"> • Confined Space Hazard Awareness • Working at Heights • Scaffold Safety 	<ul style="list-style-type: none"> • Requires intermittent supervision • Read and interpret basic field and sketch drawings relating to assigned duties

		<ul style="list-style-type: none"> • Basic knowledge with layout using a builders level, tape measures and string line • Basic knowledge of Hazard Assessment documentation • Competent with hand tools and most power tools • Knowledgeable of basic formwork and/or process operations • Able to problem solve • Mentoring labour team members
Labourer III	<ul style="list-style-type: none"> • Traffic Control & Backing Vehicles • Propane in Construction • Ladder Handling 	<ul style="list-style-type: none"> • Requires full-time supervision • Able to take direction from higher classification team members • Accurately use a tape bubble level • Be aware of potential safety hazards • Able to assist skilled workers with power tools • Competent with all hand tools • Able to install hoarding and heating effectively • Able to dewatering using puddle pumps
Labourer II	<ul style="list-style-type: none"> • Personal Protective Equipment • First Aid & CPR 	<ul style="list-style-type: none"> • Requires full-time supervision • Able to take direction well from higher classification team members • Able to strip and organize reusable formwork/mechanical equipment • Able to accurately use a tape measure • Be aware of potential safety hazards • Safely erect and dismantle basic scaffolding
Labourer I	<ul style="list-style-type: none"> • WHMIS • Basics of Fall Protection 	<ul style="list-style-type: none"> • Requires full-time supervision • A worker with little construction experience • Complete site maintenance in a timely fashion (snow removal, shovelling,

Student	<ul style="list-style-type: none">• WHMIS• Basics of Fall Protection	sweeping, lighting and cleaning) <ul style="list-style-type: none">• Take instruction well from higher classified team members• Be aware of potential safety hazards• Properly use all safety devices as per training• A summer or co-op student who is working to gain experience while furthering their education• Be aware of potential safety hazards• Requires close supervision
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The above noted job descriptions are general guidelines only and are not to be construed by either party as task limitations within a classification for any particular employee. These descriptors may be used as a management assessment tool for rate setting, performance appraisal and goal setting.

It is understood that an employee in any classification is expected to perform the duties of that classification as well as the tasks listed in the classification below.

SCHEDULE "B"

Tool List

Carpenter and Carpenter Apprentice Tool List

- Carpenter's Apron or Tool Belt
- Claw Hammer
- Square
- 25'/8M Tape Measure
- Chalk Line
- Utility Knife
- Cat's Paw
- Pencils
- 4' Level
- Framing Square
- 10" Crescent Wrench
- Glazing Bar
- Lineman's Pliers or Side cutters
- Plumb Bob
- Timepiece

Plumber and Plumber Apprentice Tool List

- Adjustable 8" wrench
- 9" Torpedo Level - 3 vial
- Pliers (groove joint 12")
- 25'/8M Tape Measure
- 18" pipe wrench
- Vise grips
- Claw hammer
- Hand hacksaw
- Tin Snips (straight)
- Sharpie or Marker
- Timepiece

Electrician and Electrician Apprentice Tool List

- Tool Box
- 25'/8M Tape Measure
- Screwdriver Set
- Wrench Set (SAE and Metric)
- Linesman Pliers
- Needle-Nose Pliers
- Hammer
- Channel Locks x 2
- Pipe Reamer
- File
- Multi-Meter
- Level
- Standard Allen Wrenches 3/8 inch
- Hack Saw
- Nut Drivers
- Terminal Driver
- Carpenter's Square
- Crescent Wrench
- Knife
- Wire Strippers
- Side Cutting Pliers
- Timepiece

Welder and Welder Apprentice Tool List

- Tool box
- 25'/8M Tape Measure
- CSA Approved welding helmet with hard hat attachment
- Welding Gloves
- Wire Brush
- Chipping Hammer
- Ball peen Hammer
- 4' Level

- Torpedo Level
- Crescent Wrench
- Spud Wrench
- 2' Square
- Soap Stone
- Timepiece

Millwright and Millwright Apprentice Tool List

- Tool Box
- 25'/8M Tape Measure
- 24" Level
- Magnetic Torpedo Level
- 2lb Ball Peen Hammer
- Soft Face Hammer
- 12" Slip Joint Pliers
- Needle-Nose Pliers
- 8" Lineman Pliers
- Screw Driver Set
- Pin Punch
- Center Punch
- 1/2" Cold Chisel
- Combination Wrench set 1 ¼ inch
- Flat Feeler Gauges
- Standard Allen wrenches 3/8 inch
- 15" Adjustable Wrench
- 12" Pipe Wrench
- Vise Grips
- Timepiece

Pipefitter and Pipefitter Apprentice Tool List

- Tool Box
- 25'/8M Tape Measure
- 50'/16M Tape Measure

- Magnetic Torpedo Level
- 24" Level
- Chalk Line
- String Line
- Plumb Bob
- 2' Square
- Utility Knife
- 8" Linesmen Pliers
- 10" & 12" Adjustable Wrench
- 14" & 18" Pipe Wrench
- Screw Driver Set
- 2lb Ball Peen Hammer
- 1/2" Cold Chisel
- Center Punch
- Hacksaw Frame 12"
- Wrench
- Timepiece

Tradesperson

- Tool Box or Pouch
- Utility Knife
- Hammer Claw or Ball Peen
- 25'/8M Tape Measure
- 24" or 48" Level
- String Line
- 10" Adjustable Wrench
- 8" Lineman Pliers
- Screw Driver Set
- 2' Square
- Plumb Bob
- Magnetic Torpedo Level
- Timepiece

CAMBRIDGE MEMBER CENTRE

45 Commerce Crt
Cambridge, ON N3C 4P7

T: 519-653-3002

TF: 877-701-2522

F: 519-653-3004

cambridge@clac.ca

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