



COLLECTIVE AGREEMENT

Between

MAPLE REINDERS CONSTRUCTORS LTD.

And

CLAC LOCAL 52

DURATION: May 1, 2021 – April 30, 2024

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, 2024

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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, 2021- April 30, 2024

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 sole bargaining agent of all its construction employees and/or those employees classified in Schedule A attached to this collective agreement in all sectors of the construction industry in the province of Ontario save and except non-working forepersons and persons above the rank of non-working forepersons
- 2.02 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.
- 2.03 The Employer agrees that the duly appointed representatives of Construction Workers Union, CLAC Local 52 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.
- 2.04 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.

2.05 The Employer may contract out work where:

- a. they do not possess the necessary facilities or equipment;
- b. they do not have and/or cannot acquire the required manpower;
- c. they 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. CLAC 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 employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union, and the employees. A CLAC 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 CLAC 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 - 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 send a list of available persons who are qualified to do the work.
- 5.04 When the Employer hires new employees, 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, including trade certificate number and apprenticeship level or year.

- 5.05 The Employer shall inform the Union Representative within two (2) days and furnish the Union with the following information regarding changes in employment status;
- a. Change in classification, level, or apprenticeship year; or
 - b. Job end date (for temporary, or permanent separation)
 - c. Return or recall to active work.
- 5.06 Probationary employees are covered by all the provisions of this Agreement excepting those provisions which specifically exclude such employees.
- 5.07 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.
- 5.08 At the time of hire, the Employer shall provide each newly hired employee with a Welcome Package of information prepared by the Union. The Union shall provide copies of Welcome Packages to the Employer upon request for additional supply.
- 5.09 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.
- 5.10 Where operational requirements allow, the Employer will provide employees who are moving to another job site with the following business 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

- 5.11 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 - UNION DUES, REMITTANCES, AND DATA COLLECTION

- 6.01 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.
- 6.02 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 an itemized list of the employees for whom the deductions are made and the amount remitted for each.

- 6.03 The Union and the employees agree that the Employer will be saved harmless for all deductions and payments so made.
- 6.04 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 such deductions are made. (If an employee earned both 1½ 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;
- 6.05 When the Employer hires a new employee, the Employer shall also include on the next remittance, the following information:
- a. complete mailing address;
 - b. e-mail address;
 - c. primary telephone;
 - d. date of hire;
 - e. classification, including trade certificate number and apprenticeship level or year;

- 6.06 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).
- 6.07 All contributions and deductions pursuant to this Agreement (i.e., Health and Welfare Plan, Pension Plan, Education and Training Fund, and Industry Fund) shall be remitted together with and in the manner described for Union dues, as set out here in Article 6.
- 6.08 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.
- 6.09 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 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 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 weekly schedule shall be for employees to work forty (40) hours. Individual employees may elect to be available for a forty-four (44) hour schedule.

For 5 Day schedule worksites, the regular weekly schedule will normally be five days, Monday to Friday. Work shall be scheduled for five (5) days as eight (8) hours per day; or as for four (4) days at nine (9) hours per day with a four (4) hour Friday.

For 4 Day schedule worksites, the regular weekly schedule will normally be four days, Monday to Thursday. Work shall be scheduled as ten (10) hours per day.

8.02

- a. Overtime will be paid at one and one-half times ($1\frac{1}{2}x$) 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 ($1\frac{1}{2}x$) 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 and fifty cents (\$2.50) 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 ($1\frac{1}{2}x$) 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 ($\frac{1}{2}$) 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. Updated seniority lists shall be forwarded 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.
- d. is absent without notice for three (3) consecutive days without providing a justifiable reason.

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 CLAC 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 shall provide mandatory and required health and safety training for employees at no cost to the employee.
- 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 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.

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

13.04 Civil and Buildings employees shall be paid travel at the applicable rate set out in Article 13.05 for all jobs that are a distance greater than fifty (50) kilometres measured by road from the jobsite to the employee's home address.

13.05 Travel Payments

- a. Kilometres are paid at the rate of fifty five cents (\$0.55/km) per kilometre for all kilometres 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 one hundred seventeen dollars (\$117.00) per day.
- c. Daily travel shall be capped at the amount of the living expense amount of one hundred seventeen dollars (\$117.00) per day.
- d. On a week where a statutory holiday 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 principal 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.

13.06 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.

- 13.07 In the case of an employee who falls under the provisions of Article 13.04, the Employer agrees to pay an additional amount per week, equivalent to forty two cents (\$0.42) per kilometre for total kilometres driven (on a round trip basis) in excess of three hundred (300) kilometres 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 their vehicle for hauling company materials or for transporting company personnel, shall be paid fifty-five (\$0.55/km) per kilometre. 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 13.08 (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 13.05 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+) kilometres 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 13.05.

- 13.10 Employees who are eligible to receive living expenses in accordance with Article 13.05 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 13.04 shall work either four (4) days of ten (10) hours per day or five (5) days of eight (8) hours per day as 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 The Union warrants and represents that the Union’s Health & Welfare Trust Fund (the “Trust Fund”) is established to provide insurance and related benefit programmes for the Plan Members. The Trust Fund is supervised by a board of trustees including employer and union trustees.
- 14.02 The Employer agrees to remit an amount equal to the monthly premium for each post-probationary employee. For new employees, the Employer agrees to begin remittance of monthly premium to enable health care benefit coverage on the 1st day of the month following the completion of the three (3) month probationary period. Such remittance shall be made in accordance with the Remittances to the Union article (Article 7) and the Union’s dues and remittance policy and directive.

- 14.03 In the event an employee is attending trade school, the Employer shall continue to pay the premiums for all the insurances on behalf of such employee for the duration of his time in school.
- 14.04 In the event an employee is unable to continue work due to a layoff, the Employer shall continue to pay the premiums for all the insurances on behalf of such employee for a period of the month of layoff plus two (2) additional months.
- 14.05 In the event an employee is unable to continue to work due to sickness or accident/injury, which is not job-related, the Employer shall continue to pay the premiums for all insurances on behalf of such employee for a period of the month in which the employee last worked plus two (2) additional months.
- 14.06 In the event an employee is unable to continue to work due to job-related sickness or accident/injury, the Employer shall continue to pay the premiums for all the insurances not covered by W.S.I.B. on behalf of such employee for the period of not less than twelve (12) months.
- 14.07 The Employer will cooperate in providing information as necessary for the proper administration of the Trust Fund, including the information outlined in the Remittance to the Union provisions in Article 6 and the Union's dues and remittance policy and directive. The Employer further agrees to inform the Union of any changes in the above employee information.
- 14.08 The Trust Fund will be responsible for the timely reporting of taxable benefit amounts attributable to participation in the Trust Fund. Such communication will be in the form of T4A information slips issued by the Trust Fund or any other documentation that may be required for reporting to Canadian provincial or federal tax authorities.

14.09 The Union covenants and agrees to indemnify and hold harmless the Employer against any and all claims made against, and liability of any nature incurred by, the Employer by reason of any amounts deducted from any employee's pay and remitted to the Union as provided herein. In the event that the Employer fails to remit according to these articles, this indemnification is inoperable. The Employer's sole obligation pursuant to this article shall be limited to making the payment more particularized herein.

14.10 Ineligibility Due to Age

Where coverage under the Benefit Plan ceases for the plan participant because of age, an amount equivalent to the Employer contribution to the Trust Fund, will be paid to that employee and treated as wages. This contribution is the monthly premium amount referenced in Article 14.02.

14.11 Employee Paid Disability Coverage and Premiums

Coverage will include an employee paid long term disability insurance plan. The premiums for disability insurance will be deducted by the Employer from each employee's pay and remitted on the employee's behalf to the Union in accordance with the above Remittances to the Union article and the Union's dues and remittance directive.

The monthly premium amount shall be divided into smaller installments of equal amount. An installment shall be deducted from the pay from each employee's pay cheque during the month. The full monthly premium is an amount indicated by the Union for the cost of the coverage.

Participation in the disability insurance coverage and in the payroll deduction is mandatory. For new employees the deduction shall begin to enable coverage effective the 1st day of

the month following the completion of the three (3) month probationary period.

The Employer shall cease making payroll deductions to pay for the disability benefit(s) six (6) months after the employee turns sixty-four (64) years of age.

ARTICLE 15 - CLAC PENSION PLAN

- 15.01 The CLAC Pension Plan (“the Plan”), a defined contribution pension plan, is registered with the Canada Revenue Agency. The Plan applies to all employees covered by this Agreement.
- 15.02 New employees will join the Plan beginning from the first day of employment.
- 15.03 The Employer shall remit to the Union, for each eligible employee, an Employer contribution equal to eight (8%) percent of the hourly wage rate for every hour worked. Employer contributions will vest in accordance with the rules of the Plan.
- 15.04 The Employer’s contributions to the Plan will be non-refundable to the Employer once received by the Union and will vest immediately in the employee on whose behalf the deposit was made.
- 15.05 The Employer shall deduct from the gross earnings of each eligible employee, and remit to the Union, an amount equal to eight (8%) percent of the employee’s hourly wage rate for every hour worked.
- 15.06 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.

- 15.07 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.
- 15.08 The Employer shall continue pension contributions during a period of injury insured under provincial workplace safety insurance legislation, to the extent required by such legislation.
- 15.09 The Employer will remit pension contributions to the Union as outlined in the Remittances to the Union article. Employer, employee, and voluntary contributions, as the case may be, will be recorded separately on the remittance.
- 15.10 In the event that a remittance has not been received by the Union by the date set out in the Remittances to the Union article, the Employer is responsible to compensate the Plan for any investment returns lost by the employees as a result of the late remittance. This compensation amount shall be calculated on all applicable contributions which are part of the remittance.
- 15.11 **Ineligibility Due to Age** - Where legislation prohibits an employee from contributing because of age, an amount equivalent to the contributions will be paid to that employee as wages on each paycheque and treated as wages. This payment in-lieu of pension

contributions will not be less than the amount that employee would have received if they were still contributing to the Plan.

15.12 The Union acknowledges and agrees that, other than remitting contributions to the Plan as set out in this Article, the Employer shall not be obligated to contribute toward the cost of pension benefits provided by the Plan or be responsible for providing such benefits.

15.13 The Employer and the Union will cooperate in providing the information required to administer the Plan on the employees' behalf. The Plan staff shall be responsible for informing the employees about the Plan, which includes providing updated account statements of all contributions received, investment returns allocated, and the current account balance.

ARTICLE 16 - TOOLS

16.01 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.

16.02 The employees shall be held responsible for all tools issued to them by the Employer.

ARTICLE 17 - PROTECTIVE EQUIPMENT

17.01 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 seventy-five (\$275) 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.

Effective May 1, 2022 revise to \$300 paid twice annually
Effective May 1, 2023 revise to \$325 paid twice annually

- 17.02 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.
- 17.03 Employees may apply to the Employer and receive compensation for any clothing damaged or destroyed due to adverse working conditions.
- 17.04 Managements commits to provide prescription safety glasses for employees as mandatory PPE. Employees shall be reimbursed for the cost of prescription safety glasses by the following:
- a. one submission each calendar year (eligible for 2021 as of May 1, 2021) to an annual maximum reimbursement of two hundred fifty (\$250) dollars;
 - b. additional reimbursement within a calendar year following any occurrence that causes irreparable damage to an existing pair.

ARTICLE 18 - LEAVES OF ABSENCE AND BEREAVEMENT

18.01 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.

18.02 The Employer may grant a leave of absence without pay and without loss of seniority rights for reasons other than those mentioned in Article 18.01 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.

18.03 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.

18.04 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.

18.05 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.

- 18.06 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 19 - INDUSTRY FUND

- 19.01 **Industry Fund** - The Employer shall contribute to the Union's Industry Fund twenty (\$0.20/hr) cents for each hour worked by each employee covered by this Agreement.

- 19.02 The Employer agrees to remit this amount to the Union on a monthly basis together with the Union dues remittance, but separately itemized.

ARTICLE 20 - HEALTH AND SAFETY

- 20.01 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.

- 20.02 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.

20.03 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 21 - GRIEVANCE PROCEDURE

21.01 The parties to this Agreement recognize the stewards and the CLAC Local 52 Representatives specified in Article 3 as the agents through which employees shall process their grievances and receive settlement thereof.

21.02 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.

21.03 A "Group Grievance" is defined as a single grievance, signed by a steward or a CLAC 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.

21.04 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, CLAC Local 52 Representative or in the case of an Employer's policy grievance, by the Employer or his representative.

21.05 Step 1

Any employee having a grievance will, accompanied by a steward or a CLAC 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 22 - ARBITRATION

22.01 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.

22.02 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.

- 22.03 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.
- 22.04 No person may be appointed as chairman who has been involved in an attempt to negotiate or settle the grievance.
- 22.05 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.
- 22.06 Notices of desire to arbitrate and of nominations of an arbitrator shall be served personally or by email. If served by registered mail, the date of mailing shall be deemed to be the date of service.
- 22.07 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.
- 22.08 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.

- 22.09 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.
- 22.10 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.
- 22.11 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 23 - DISCHARGE, SUSPENSION AND WARNING

- 23.01 The Employer shall 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.
- 23.02 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. It is acceptable for a steward to attend the meetings by use of video technology and interface.

- 23.03 An employee may be suspended or discharged for just cause by the Employer.
- 23.04 Disciplinary notations in an employee's record, older than twelve (12) months, shall not be relied upon for further progressive discipline.

ARTICLE 24 - DURATION & RENEWAL

24.01 This Agreement shall be effective on the first day of May two thousand twenty-one (2021) and shall remain in effect until the thirtieth day of April two thousand 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 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.

SCHEDULE "A" CLASSIFICATIONS, HOURLY RATES & NOTES

Effective May 1, 2021	Wage	V Pay	SH Pay	Pension	H&W	Tool & Boot	IF	Total
Licensed Tradesperson	\$40.40	\$3.23	\$1.62	\$3.23	\$2.33	\$0.29	\$0.20	\$51.30
Tradesperson	\$38.44	\$3.08	\$1.54	\$3.08	\$2.33	\$0.29	\$0.20	\$48.95
Skilled Labourer III	\$35.25	\$2.82	\$1.41	\$2.82	\$2.33	\$0.29	\$0.20	\$45.12
Skilled Labourer II	\$32.56	\$2.60	\$1.30	\$2.60	\$2.33	\$0.29	\$0.20	\$41.89
Skilled Labourer I	\$29.82	\$2.39	\$1.19	\$2.39	\$2.33	\$0.29	\$0.20	\$38.61
Labourer III	\$26.39	\$2.11	\$1.06	\$2.11	\$2.33	\$0.29	\$0.20	\$34.48
Labourer II	\$23.40	\$1.87	\$0.94	\$1.87	\$2.33	\$0.29	\$0.20	\$30.90
Labourer I	\$20.40	\$1.63	\$0.82	\$1.63	\$2.33	\$0.29	\$0.20	\$27.30

Effective May 1, 2022	Wage	V Pay	SH Pay	Pension	H&W	Tool & Boot	IF	Total
Licensed Tradesperson	\$41.21	\$3.30	\$1.65	\$3.30	\$2.42	\$0.33	\$0.20	\$52.40
Tradesperson	\$39.21	\$3.14	\$1.57	\$3.14	\$2.42	\$0.33	\$0.20	\$50.01
Skilled Labourer III	\$35.96	\$2.88	\$1.44	\$2.88	\$2.42	\$0.33	\$0.20	\$46.10
Skilled Labourer II	\$33.21	\$2.66	\$1.33	\$2.66	\$2.42	\$0.33	\$0.20	\$42.80
Skilled Labourer I	\$30.42	\$2.43	\$1.22	\$2.43	\$2.42	\$0.33	\$0.20	\$39.46
Labourer III	\$26.92	\$2.15	\$1.08	\$2.15	\$2.42	\$0.33	\$0.20	\$35.25
Labourer II	\$23.87	\$1.91	\$0.95	\$1.91	\$2.42	\$0.33	\$0.20	\$31.59
Labourer I	\$20.81	\$1.66	\$0.83	\$1.66	\$2.42	\$0.33	\$0.20	\$27.92

Effective May 1, 2023	Wage	V Pay	SH Pay	Pension	H&W	Tool & Boot	IF	Total
Licensed Tradesperson	\$42.03	\$3.36	\$1.68	\$3.36	\$2.52	\$0.36	\$0.20	\$53.52
Tradesperson	\$40.00	\$3.20	\$1.60	\$3.20	\$2.52	\$0.36	\$0.20	\$51.07
Skilled Labourer III	\$36.68	\$2.93	\$1.47	\$2.93	\$2.52	\$0.36	\$0.20	\$47.09
Skilled Labourer II	\$33.87	\$2.71	\$1.35	\$2.71	\$2.52	\$0.36	\$0.20	\$43.72
Skilled Labourer I	\$31.03	\$2.48	\$1.24	\$2.48	\$2.52	\$0.36	\$0.20	\$40.31
Labourer III	\$27.45	\$2.20	\$1.10	\$2.20	\$2.52	\$0.36	\$0.20	\$36.02
Labourer II	\$24.34	\$1.95	\$0.97	\$1.95	\$2.52	\$0.36	\$0.20	\$32.29
Labourer I	\$21.22	\$1.70	\$0.85	\$1.70	\$2.52	\$0.36	\$0.20	\$28.55

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.

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.

Apprentice Pay and Support

Effective May 1, 2021	Wage	V Pay	SH Pay	Pension	H&W	Tool & Boot	IF	Total
Licensed Tradesperson	\$40.40	\$3.23	\$1.62	\$3.23	\$2.33	\$0.29	\$0.20	\$51.30
Apprentice - 5th Yr	\$32.32	\$2.59	\$1.29	\$2.59	\$2.33	\$0.29	\$0.20	\$41.60
Apprentice - 4th Yr	\$28.28	\$2.26	\$1.13	\$2.26	\$2.33	\$0.29	\$0.20	\$36.75
Apprentice - 3rd Yr	\$24.24	\$1.94	\$0.97	\$1.94	\$2.33	\$0.29	\$0.20	\$31.91
Apprentice - 2nd Yr	\$22.22	\$1.78	\$0.89	\$1.78	\$2.33	\$0.29	\$0.20	\$29.48
Apprentice - 1st Yr	\$20.20	\$1.62	\$0.81	\$1.62	\$2.33	-	\$0.20	\$26.77

Effective May 1, 2022	Wage	V Pay	SH Pay	Pension	H&W	Tool & Boot	IF	Total
Licensed Tradesperson	\$41.21	\$3.30	\$1.65	\$3.30	\$2.42	\$ 0.33	\$ 0.20	\$52.40
Apprentice - 5th Yr	\$32.97	\$2.64	\$1.32	\$ 2.64	\$2.42	\$ 0.33	\$0.20	\$42.51
Apprentice - 4th Yr	\$28.85	\$2.31	\$1.15	\$2.31	\$2.42	\$0.33	\$0.20	\$37.57
Apprentice - 3rd Yr	\$24.73	\$1.98	\$0.99	\$1.98	\$2.42	\$0.33	\$0.20	\$32.62

Apprentice - 2nd Yr	\$22.67	\$1.81	\$0.91	\$1.81	\$2.42	\$0.33	\$0.20	\$30.15
Apprentice - 1st Yr	\$20.61	\$1.65	\$0.82	\$1.65	\$2.42	-	\$0.20	\$27.34

Effective May 1, 2023	Wage	V Pay	SH Pay	Pension	H&W	Tool & Boot	IF	Total
Licensed Tradesperson	\$42.03	\$3.36	\$1.68	\$3.36	\$2.52	\$0.36	\$0.20	\$53.52
Apprentice - 5th Yr	\$33.63	\$2.69	\$1.35	\$2.69	\$2.52	\$0.36	\$0.20	\$43.43
Apprentice - 4th Yr	\$29.42	\$2.35	\$1.18	\$2.35	\$2.52	\$0.36	\$0.20	\$38.39
Apprentice - 3rd Yr	\$25.22	\$2.02	\$1.01	\$2.02	\$2.52	\$0.36	\$0.20	\$33.34
Apprentice - 2nd Yr	\$23.12	\$1.85	\$0.92	\$1.85	\$2.52	\$0.36	\$0.20	\$30.82
Apprentice - 1st Yr	\$21.02	\$1.68	\$0.84	\$1.68	\$2.52	-	\$0.20	\$27.94

Apprentices shall be paid an hourly wage rate according to the below percentage of the applicable licensed journeyman hourly wage rate.

- Start 50%
- 2nd term 55%
- 3rd term 60%
- 4th term 70%
- 5th term 80% (if applicable)

Should any government legislation or regulation prescribe a greater rate, these rates shall automatically conform.

Maple-Reinders Constructors supports apprentices and their advancement financially and educationally. Apprentices can find out more about available support by contacting Maple-Reinders Human Resources (HR).

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 	<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 builder's level, tape measure and string line for elevations and set points • Able to complete material take-offs

	<ul style="list-style-type: none"> • Basics level blue print reading 	<ul style="list-style-type: none"> • Able to accurately complete Hazard Assessments documentation and lead Toolbox Talks • 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 builder’s level, tape measure and string line for elevations and set points • Able to accurately complete 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 	<ul style="list-style-type: none"> • Requires intermittent supervision

	<ul style="list-style-type: none"> • Scaffold Safety 	<ul style="list-style-type: none"> • Read and interpret basic field and sketch drawings relating to assigned duties • Basic knowledge with layout using a builder’s 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 	<ul style="list-style-type: none"> • Requires full-time supervision

<p>Student</p>	<ul style="list-style-type: none"> • Basics of Fall Protection • WHMIS • Basics of Fall Protection 	<ul style="list-style-type: none"> • A worker with little construction experience • Complete site maintenance in a timely fashion (snow removal, shovelling, sweeping, lighting, and cleaning) • 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 LISTS

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

Plumbing Tool List

Apprentices

- tape measure 25'/8m
- Hammer
- 10" adjustable wrench
- 10" channel locks
- combination screwdriver
- pipe file
- centre punch
- combination Allen key set metric and imperial
- utility knife
- 1/2" to 1" pipe cutters

- chalk line
- plumb bob
- 9" torpedo level 3vial
- 2ft level
- Milwaukee marker
- timepiece

Journeypersons

In addition to the above:

- socket set up to 3/4" socket (optional)
- 2x 14" pipe wrench

Electrical Tool List

Electrical Apprentice – 1st Level

- 9" Cutting (linesmen's pliers)
- Diagonal cutting pliers
- Channel Locks Pliers or similar tool (x2)
- Knife
- Tape measure, 26' or longer
- Flat screwdriver (all sizes as required)
- Robertson Screwdriver (all sizes as required)
- Phillips Screwdrivers (all sizes as required)
- Adjustable Hacksaw 12"
- Wire stripper (all sizes up to #10 awg)
- Claw hammer
- Drywall saw
- File
- 10" crescent wrench
- Torpedo Level
- Allen wrenches up to 3/8", metric up to 10mm
- Wrench set 3/8" to 3/4"
- Nut driver set
- Cordless drill

- Cordless Impact drill
- Centre punch
- Timepiece

Electrical Apprentice – 3rd Level and Journeypersons

In addition to the list above;

- Multi meter

Welder and Welder Apprentice Tool List

- tape measure 25ft/8m
- welding shield
- chipping hammer
- 10" adjustable wrench
- torpedo level 3vials
- pipe file
- wire brush
- Milwaukee marker
- 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
- Milwaukee Marker
- File set
- 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
- Centre Punch
- Hacksaw Frame 12"
- Wrench
- IPT's Pipe Trades Handbook
- File Set

- Milwaukee Marker
- 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

SCHEDULE "C" SUMMARY OF HEALTH CARE BENEFIT PLAN

Coverage Details:

Life Insurance/Accidental Death & Dismemberment	\$70,000.00
• Dependent Life Insurance – Spouse	5,000.00
• Dependent Life Insurance - Child	2,500.00

Long-Term Disability (LTD) – Non-Taxable

- 60% of earnings to a max of \$2,000.00 per month

Extended Health Care

- 95% drug card (100% at Preferred Provider)
- Professional Paramedical Services \$600.00 each practitioner listed

Vision Care

- \$350.00 every twenty-four (24) consecutive months
- \$350.00 every twelve consecutive months, under the age of 18
- eye exam every twenty-four months up to provincial R&C

Out of Canada/Province – Medical Emergencies

Semi-Private Hospital Coverage

Employee & Family Assistance Program

24/7 & 365 assistance at 1-844-880-9142 or worklifehealth.com

Dental Plan "C"

- Basic and minor restorative services
100% paid to \$1,500.00 maximum per person, per calendar year

- Major restorative services
50% paid to \$1,500.00 maximum per person, per calendar year

The above is intended only as a summary of the major features of the health care benefits. Please consult your CLAC Health Care Benefit Plan Booklet at MyCLAC for a full detailed description of health care benefits covered by the Plan.

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