

COLLECTIVE AGREEMENT

Between

NORTHEC CONSTRUCTION INC.

and

CLAC LOCAL 52

DURATION: March 1, 2018 – February 28, 2021

COLLECTIVE AGREEMENT

Between

NORTHEC CONSTRUCTION INC.

(hereinafter referred to as "the Employer")

and

CONSTRUCTION WORKERS UNION, CLAC LOCAL 52

(hereinafter referred to as "the Union")

DURATION: March 1, 2018 – February 28, 2021

TABLE OF CONTENTS

Article 1 - Purpose	1
Article 2 - Recognition	2
Article 3 - Management's Rights.....	3
Article 4 - Definitions.....	4
Article 5 - Union Representation	5
Article 6 - Strikes Or Lockouts.....	8
Article 7 - Employment Policy.....	8
Article 8 - Remittances To The Union	10
Article 9 - Union Dues And Union Membership.....	12
Article 10 - Wages & Area Rates Of Pay.....	13
Article 11 - Hours Of Work & Overtime	16
Article 12 - Employment Rights And Layoffs.....	18
Article 13 - Vacation & Holiday Pay	18
Article 14 - Transportation, Travel And Subsistence.....	19
Article 15 - Union-Management Committee	22
Article 16 - Health And Safety, Tools And PPE	23
Article 17 - CLAC Health Fund.....	25
Article 18 - Pension Plan	27
Article 19 - Education And Training Fund	29
Article 20 - Industry Fund	29
Article 21 - Leaves Of Absence And Bereavement Pay	30
Article 22 - Grievance Procedure.....	31
Article 23 - Arbitration.....	33
Article 24 - Discharge, Suspension And Warning.....	34
Article 25 - Duration	36
Schedule "A" - Classifications And Rates	
For Non-ICI Work In The Northern Ontario Area.....	37
Schedule "B" - Apprentices And Apprenticeships.....	44
Letter Of Understanding #1	45

COLLECTIVE AGREEMENT

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 as set forth herein;
 - c. to establish a just, prompt and equitable procedure for the disposition of grievances;
 - d. 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 parties to this Agreement pledge to work towards the greatest possible degree of consultation and cooperation.
- 1.03 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.
- 1.04 Should any part of this Agreement be declared or held invalid for any reason, that invalidity shall not affect the validity of the remainder which shall continue in full force and effect and be considered as if this Agreement had been executed without the invalid portion.

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

- 1.05 In recognition of their mutual contribution to this Agreement and their shared responsibility in the enforcement and administration of this Agreement, the parties agree to equally share in the printing costs of this Collective Agreement.
- 1.06 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 & Insurance Act*.

ARTICLE 2 - RECOGNITION

- 2.01 The Employer recognizes the Union as the exclusive bargaining agent for all construction employees of the Employer working in all sectors of the construction industry, and all maintenance employees in the employ of the Employer, in the Province of Ontario, save and except non-working forepersons, persons above the rank of non-working foreperson, and any employees for whom another bargaining agent holds valid and subsisting bargaining rights.
- 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 the 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 Union and the Employer may determine, on a project or site basis, if special dispensation is required to become competitive or the employees have specific concerns not

addressed herein and, should the necessity arise, may by agreement in writing, add, amend or delete any terms or conditions of the Agreement for the duration of the job or project.

ARTICLE 3 - MANAGEMENT'S RIGHTS

3.01 The Employer's rights include but are not limited to the following provided such actions are consistent with the further terms of this Agreement:

- a. the right: to maintain order, discipline and efficiency; to make, alter and enforce rules and regulations, policies and practices, to be adhered to by its employees; to discipline and discharge employees for just cause.
- b. the right: to select, hire and direct the workforce and employees; to transfer, assign, promote, demote, classify, layoff, recall and suspend employees; to select and retain employees for positions excluded from the bargaining unit.
- c. the right: to operate and manage the Employer's business in order to satisfy its commitments and responsibilities. The right to determine the kind and location of business to be done by the Employer, the direction of the working forces, the scheduling of work, the number of shifts, the methods, processes and means by which work is to be performed, job content, quality and quantity standards, the right to use improved methods, machinery and equipment, the right to determine the number of employees needed by the Employer at any time and generally, the right to manage the business of the Employer, and to plan, direct and control the operations of the Employer, without interference.

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

- 3.02 The sole and exclusive jurisdiction over operations, building, machinery, equipment shall be vested in the Employer.
- 3.03 The Employer may contract out where:
- a. it does not possess the necessary facilities or equipment;
 - b. it does not have in its employ and the Union is not able to supply within 48 hours, a sufficient quantity of employees who are qualified to complete a project within projected time limits; and,
 - c. the work being contracted out is additional work (not part of the scope of work assigned through the original tender process) and does not result in the layoff of employees at the worksite qualified to perform the work.
- 3.04 Where, subject to the above, the Employer intends to subcontract work, it shall invite other CLAC signatory contractors to bid the work. The Union shall provide the Employer a directory of contractors.
- 3.05 The Employer may meet periodically with its employees for the purpose of discussing matters of mutual interest or concern to the Employer, the Union and the employees. The Employer shall advise the CLAC Representative of the subject matter of such meetings and shall invite the CLAC Representative to attend such meetings.

ARTICLE 4 - DEFINITIONS

- 4.01 Whenever used in this Agreement, the following definitions shall apply:

- a. “Day(s)” shall exclude Saturdays, Sundays and days on which the Employer’s offices are closed.
- b. “Site Specific Agreement” shall mean an agreement between the parties with special considerations based on a worksite’s specific location, the scope of work and any other items that would require terms and conditions different from those outlined in the Collective Agreement.
- c. “Worksite” shall mean the specific area or project location where work takes place.

ARTICLE 5 - UNION REPRESENTATION

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

- a. The Union has the right to select or appoint stewards to assist employees in presenting any complaints or grievances they have to representatives of the Employer and to administer the Collective Agreement. The Union will advise the Employer, in writing, of the names of the stewards. The Employer will pay stewards a fifty cent (\$0.50) hourly premium in addition to their regular hourly rate. The Union shall appoint a chief steward; the Employer will pay the chief steward a premium of one dollar (\$1.00) per hour.
- b. Upon the employment of a second employee, the Union may appoint a steward. Additional stewards may be appointed when the workforce exceeds twenty (20), fifty (50), eighty (80), one hundred twenty (120), one hundred sixty (160), two hundred (200), and thereafter for every fifty

(50) employees in the bargaining unit. The location and size of projects shall guide the parties in this determination.

- c. The Employer agrees to provide the stewards unpaid leave, to a maximum of three (3) days each per calendar year, upon proper notice, to attend to Union business and training.
- d. CLAC Representatives are representatives of the employees, in all matters pertaining to this Agreement particularly for the purpose of processing grievances, negotiating amendments to and renewals of this Agreement and enforcing the employees' collective bargaining rights as well as any other rights under this Agreement and under the law. The Union will advise the Employer, in writing, of the names of its Representatives.

5.02 The Union acknowledges that stewards have regular duties to perform as employees of the Employer will not leave their regular duties for the purpose of conducting business in connection with the administration of the Agreement or the investigation or presentation of grievances, without first obtaining the permission of their Foreman or immediate Supervisor. Such permission will not be unreasonably withheld.

The Employer will pay stewards at their regular hourly rate for time spent attending such duties during their working hours.

5.03 Representatives of the Union will have access to visit worksites or convening yards during normal working hours subject to the following:

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

- a. The Representative shall notify the Employer of their intention to attend at a worksite and shall identify themselves to the Project Manager or designate upon arriving at a worksite;
 - b. The Representative shall come to the worksite prepared with all site required PPE and shall complete all visitor requirements, including orientation and any training required, prior to being granted access to a worksite;
 - c. In no case will such Representative interfere with the progress of work.
- 5.04 The Union has the right to appoint a negotiating committee which 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. The size of the Union committee shall be two (2) where there are up to ninety-nine (99) employees and may, at the Union's discretion, increase by one where there are one hundred (100) employees and for each additional fifty (50) employees. (e.g. at 2 for 2-99, 3 for 100, 4 for 150, etc.).
- 5.05 The Union steward with longest service to the Employer will be the last employee to be laid off from a worksite, providing that steward has the skill and ability required to perform the remaining work.
- 5.06 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.

ARTICLE 6 - STRIKES OR LOCKOUTS

- 6.01 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.
- 6.02 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.

ARTICLE 7 - EMPLOYMENT POLICY

- 7.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer will notify the Union of labour requirements giving as much prior notice as possible. The Union will provide a list of labour available. The Employer at its discretion may hire employees listed or from other sources.
- 7.02 To assist in the efficient placement of appropriately skilled members the Employer will inform the Union within three (3) days when employees are laid off and when new employees are hired, upon such lay off or hire.
- 7.03 The Employer shall, as a matter of policy, promote from within the existing workforce whenever possible, at the Employer's discretion. Employees who are interested in transferring to another position shall advise the Employer of such interest by filing a request for transfer with the Employer.
- 7.04 New employees will be hired on a probationary period of six hundred (600) hours worked and thereafter shall attain regular

employment status, subject to the availability of work. During the probationary period, the following shall apply;

- a. Regular Union dues, fees and remittances are to be deducted and remitted, as the case may be, from the first day of employment.
- b. Probationary employees are covered by this Agreement, excepting those provisions, which specifically exclude such employees.
- c. Probationary employees who have worked a minimum of two hundred (200) hours, and who are laid off and rehired by the Employer within six (6) months, will have these hours credited towards their probationary period.
- d. The discharge of probationary employees shall not become the subject of a grievance, unless the Union alleges such discharge is discriminatory, arbitrary or in bad faith.
- e. An employee who has completed the probationary period and is laid off and recalled by the Employer within one (1) year of previous employment shall not serve a new probationary period.

7.05 Students

- a. The term “Student” shall be applied to employees hired to work normally during May, June, July and/or August and who are enrolled in secondary or post-secondary school and who intends to return to a secondary or post-secondary education.

- b. Students who perform construction work are a part of the Bargaining Unit and covered by this Agreement, subject to the limitations below:
 - i. Students shall not be eligible for the contributions or payments that flow from the Health Fund and Pension provisions of this Agreement.
 - ii. Students may progress through the wage grid on the basis of total accumulated time worked. However, students do not retain recall or employment security rights as described in this collective agreement.
 - iii. When the conditions of a student no longer apply to an employee the Employer shall determine whether to offer regular employment, subject to all of the conditions of this Agreement. Should a student become a regular employee, one half of the student's employment shall be credited for probation. The former student's employment date is the date he/she became a regular employee.

ARTICLE 8 - REMITTANCES TO THE UNION

- 8.01 The Employer shall remit employee deductions and employer contributions, as the case may be, for union dues, fees, fund contributions and the like, to the Union, in a format prescribed by the Union. On such remittance the Employer will furnish the following information for each employee
- a. First name & last name;
 - b. rate of pay;

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

- c. gross earnings;
- d. total regular and overtime hours worked in the period for which such deductions are made;
- e. dues and fees deducted on behalf of the employee as prescribed by the Union; and,
- f. contributions to Union funds on behalf of the employee and deductions from an employee toward Union funds as prescribed by this Agreement.

8.02 When the Employer hires new employees, the Employer shall also include on the next remittance in addition to the information required in Article 8.01, above, the following employee information:

- a. contact information, including home phone, cellphone, email and mailing address;
- b. Social Insurance Number;
- c. date of birth;
- d. date of hire;
- e. employment classification.

8.03 The total amount(s) deducted and contributed 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 and are owed. The Union and the employees agree that the Employer will be saved harmless for all deductions and payments so made.

ARTICLE 9 - UNION DUES AND UNION MEMBERSHIP

9.01 Dues Deduction

- 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 fees owing by employees to the Union when hired.
- c. The total amount(s) deducted on behalf of the Union will be turned over by the Employer to the Union in accordance with Article 7, above. The Union and the employees agree that the Employer shall be saved harmless for all deductions and payments so made.

9.02 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. All new employees shall be referred by the Employer to a Union Steward or a CLAC Representative in order to give the Union an opportunity to describe the Union, its purpose, representation policies, and any other information relevant to such new employees.

9.03 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.

- 9.04 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 10 - WAGES & AREA RATES OF PAY

- 10.01 Wage schedules and job classifications are set forth in Schedule "A", attached hereto and made part hereof. Employees shall be classified and paid according to the classification in which they are regularly employed.
- 10.02 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this Agreement, and the rates for same shall be subject to negotiation between the Employer and the Union.
- 10.03 In the event of an error in pay, an employee must advise their supervisor of the error within two (2) days after receiving his pay stub in order to have the error corrected on his next pay date.

Underpayment

Where there is an underpayment of wages, the Employer will make a payroll correction on the following payroll after being made aware of the payroll error.

Overpayment

- a. Where there is an overpayment of wages not exceeding 20% of gross wages, the Employer will issue a Notice of Overpayment to the employee and the Employer shall

recover the full amount of overpaid wages on the following payroll;

- b. Where there is an overpayment of wages, where the amount exceeds 20% of gross wages, the Employer will issue a Notice of Overpayment to the employee and the Employer shall recover an amount equal to 20% of gross wages on each payroll until the full amount has been recovered;
- c. In the event that the amount of the recovery of wages may create a financial hardship for the employee, the employee shall make alternative repayment arrangements with the Employer in writing;
- d. Where an employee has been notified of an overpayment of wages, and the employment relationship ends before full repayment has been made, the Employer shall recover the full balance on the final payroll of the employee.

In order to avoid errors in pay, the Employer will provide each employee with a copy of their paystub which outlines hours of work, as well as allowances paid each week. It is the responsibility of the employee to review this information and notify their Supervisor of any errors in pay.

10.04 When inclement weather, including extremely high temperatures, makes it impractical or hazardous to work, the Employer agrees to continue paying the employees at their regular hourly rate until their supervisor advises the employees to discontinue work and go home.

Employees shall be obligated to contact their supervisor before going to work in cases of inclement weather.

Show-up Time

- a. An employee who reports to work in the usual manner, without having been notified that there is no work available and is sent home because of lack of work before they have worked three (3) hours shall receive a minimum of three (3) hours pay at his prevailing hourly rate.
 - b. An employee who reports to work in the usual manner, without having been notified that there is no work available and is sent home as a result of causes beyond the control of the Employer, including inclement weather, fire, lightning, power failure, storms or similar causes, before they have worked two (2) hours shall receive a minimum of two (2) hours pay at their prevailing hourly rate.
 - c. An employee who starts work and is prevented from completing their normal work day due to inclement weather or other reasons completely beyond the control of the Employer, will be paid the greater of the hours worked that day or two (2) hours pay at his prevailing hourly rate.
 - d. Each employee must inform the Employer of a means of being contacted on short notice.
- 10.05 When there is a temporary shortage of work within a given work day in a specific classification, the Employer may employ the affected employees in another classification (whether higher paid or lower paid) at the rate of pay of their usual specified classification provided the employee is qualified to do the required work.
- 10.06 Employees given the option to work in another classification for which they are qualified instead of being laid off may be

paid the rate for the new classification whether higher paid or lower paid. The agreement will be recorded in writing and signed by the Employer, the employee and the steward. Where a steward has not been assigned or is not available, the Employer may notify a CLAC Representative within two (2) days.

ARTICLE 11 - HOURS OF WORK & OVERTIME

11.01 The regular work week shall be as follows:

Road Work	55 hours
Sewer and Water Main Work	50 hours
Structural and Bridge Work	50 hours
Other Construction Work	44 hours

For all other work, the regular work week shall be defined by the *Employment Standards Act*.

11.02 Work performed in excess of above hours shall be paid at the rate of one and one-half times (1½x) the regular rate of pay.

11.03 Where employees are assigned to a worksite that does not require regular weekend work on a rotation, there shall be no regular work done on Sundays. If extraordinary circumstances necessitate work on Sunday, as agreed upon by the Employer and the Union, time worked shall be paid at the rate of double times (2x) the regular rate of pay for such hours, irrespective of weekly hours.

Worksites with regular weekend work schedules are outlined in Article 11.06.

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

Ordinarily, travel to site shall not occur on Sundays. Where by mutual agreement such travel occurs on Sundays, such time shall be paid at straight time.

11.04 The work week begins Sunday and ends on Saturday.

11.05 The regular work week consists of twelve (12) hours daily from Monday to Friday.

Daily overtime is paid after 12 hours paid and at a premium of one and one-half (1½x) times the rate.

One additional paid break is scheduled where the work is scheduled to exceed or expected to exceed twelve (12) hours.

11.06 Where employees are assigned to a worksite that requires regular weekend work on a rotation, the Employer shall pay overtime after regular work week hours per Article 11.01 above and after twelve (12) hours paid per day as per Article 11.05 above.

11.07 Where employees are assigned to a worksite that does not require regular weekend work on a rotation, Saturday work that is mandatory is paid at one and one-half (1½) times the regular rate. Where Saturday work is available but not required and the above weekly limit of hours has not been worked, Saturday work is paid at straight time until the weekly limit of hours is reached, after which the employee will be paid at one and one-half (1½) times the regular rate.

Worksites with regular weekend work schedules are outlined in Article 11.06.

11.08 There shall be no pyramiding of overtime.

11.09 If employees and an Employer representative mutually agree to modify the work schedule on a worksite, the Employer shall provide written notice to the Union of such schedule.

ARTICLE 12 - EMPLOYMENT RIGHTS AND LAYOFFS

12.01 The Employer shall give an employee one (1) hours' notice of the need for a layoff or one (1) hours' pay in lieu of notice. Such notice is copied to the Union. At the request of either party the parties will meet with a steward present immediately after the giving of such notice to review the situation.

ARTICLE 13 - VACATION & HOLIDAY PAY

13.01 All employees shall be entitled to receive an amount equal to six percent (6%) of their total annual gross earnings in vacation pay and four percent (4%) in lieu of statutory holiday pay. For tax purposes, vacation pay and statutory holiday pay shall be taxed over the period of time during which it was earned.

13.02 Approval of vacation time is at the sole discretion of the Employer. Vacation requests will not be unreasonably denied.

13.03

a. The vacation pay for all employees will be remitted monthly by the Employer to the Union's Vacation Pay Trust Fund.

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.

13.04 When work is performed on the following statutory holidays, employees will be paid at one and one half (1½) times the regular rate:

New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and any other statutory holiday proclaimed by the federal or provincial government.

ARTICLE 14 - TRANSPORTATION, TRAVEL AND SUBSISTENCE

14.01 The purpose of this Article is to pay reasonable expense on behalf of the employee. It is not intended to be a source of supplementary income. Should any of these factors change, the worker shall be required to immediately notify the Employer and give any updated documentation necessary to re-determine eligibility. They do not form part of the workers permanent compensation and are temporary in nature. It is not to be a supplement to base wage. Proven fraudulent claims for compensation under this Article shall result in the permanent loss of this benefit for the respective employee. Proof of travel and or principal residence may be requested by the Employer. All calculations shall be measured as the shortest distance on a paved road and as calculated by Google maps, no tolls.

14.02 Each employee will be responsible for transporting himself to the work site.

14.03 For employees that commute daily to a worksite from their place of residence, and who do not receive accommodation provided by the Employer, as per Article 14.09:

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

- a. There shall be a free travel zone around each work site which is measured as sixty-nine kilometres (69 km) from the employee's principal place of residence to the worksite. Employees who reside in the free travel zone shall not be eligible for the accommodation or allowances described at Article 14.09.
- b. Employees that use their own personal vehicle to commute shall be remunerated in accordance with the following table for each day worked:

Distance between Principal Residence and Worksite	Daily Travel Allowance
70-100 km	\$40
101-149 km	\$50

- 14.04 If the Employer requests an employee who is already at a work site to travel to another work site during the course of a day, or to report to a different worksite during the workweek and the employee's car is used for such transportation, the vehicle owner shall be paid forty-nine cents (\$0.49) per kilometre for such use.
- 14.05 The Employer shall reserve the right to make reasonable carpooling arrangements.
- 14.06 The Employer will reimburse employees for reasonably incurred parking expenses.
- 14.07 An employee that must travel once weekly or for a rotation to a work site which is in excess of the distance(s) identified in the table below shall receive a travel allowance that is equal to the corresponding lump sum amount found below, in

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

consideration for the cost of travel to and from home, subject to the following:

- a. An employee shall only receive this amount when they travel to their principal place of residence at the end of the work week or rotation.
- b. The weekly or rotational travel allowance will be forfeited for any week that an employee does not abide by any of the above conditions.

Distance between Principal Residence and Worksite	Weekly/Rotational Travel Allowance
150-300 km	\$100
301-400 km	\$125
401-500 km	\$150
501-600 km	\$175
For any part of each additional 100 km beginning at 601 km	Additional \$25

*All distances shall be measured in the same manner described at Article 14.01 above.

Employees who leave the worksite for reasons other than work related, and return during the same work week or rotation, will only receive the travel allowance for the regularly scheduled travel.

14.08 Employees who are assigned or using a company vehicle are not entitled to daily or weekly travel.

14.09 The Employer shall pay all reasonable costs for meals, up to the amount specified below:

- a. Breakfast: \$10
Lunch: \$15
Dinner: \$25
- b. they will be provided with suitable accommodation arranged by and paid for by the Employer, or one hundred and thirty (\$130) dollars will be paid as a suitable room and board allowance for each scheduled work day where overnight accommodation is required.

14.10 The Employer and the Union will establish by mutual agreement the particulars of all travel allowances, site to camp allowances, transportation terms and surface travel compensation, accommodation allowances and any other applicable travel and accommodation concerns as may apply to a project or job. The particulars shall be included in each Site Specific Agreement.

14.11 Weekly mileage and travel allowances and any other out of town expense, as set out in this Article, shall be paid to employees within two (2) weeks of submission of an expense claim.

ARTICLE 15 - UNION-MANAGEMENT COMMITTEE

15.01 On a quarterly basis, the CLAC Representative and the chief steward shall meet with management to discuss items of mutual interest and concern. Topics may be suggested by either of the parties. The stewards shall be paid at their straight time hourly rate while attending such a scheduled meeting. Only upon the consent of the parties a meeting may be cancelled or postponed. One additional steward may be

invited by the Union for every one-hundred (100) workers employed.

ARTICLE 16 - HEALTH AND SAFETY, TOOLS AND PPE

16.01 The Union-Management committee outlined in Article 14 shall also serve as a Health and Safety committee with the addition of the Health and Safety Representatives. The committee shall meet at a time mutually agreeable to the parties. The meeting shall be directed to matters concerning the correction of unsafe conditions and practices and the maintenance of the co-operative interest in the safety of the workforce. The Employer shall maintain a record of the meetings and the matters discussed.

The Health and Safety committee shall make inspections of all worksites at its discretion.

16.02 The Employer shall pay to each employee on the payroll at the end of the pay period as set out in the table below, and who has completed probation, an allowance based on hours worked in the prior quarter multiplied by the PPE amount in Schedule "A".

Pay Period	Payment
1 to 13 Approx. Jan. 1 – Mar. 31	Paid by the end of April
14 to 26 Approx. Apr. 1 – Jun. 30	Paid by the end of July
27 to 39 Approx. Jul. 1 – Sep. 30	Paid by the end of October
40 to 52 Approx. Oct. 1 – Dec 31	Paid by the end of January

Each payment will be made on the employee's regular pay.

In the event that the employment relationship should end, the Employer agrees to the following:

- a. Where the employment relationship ends due to the end of contract or a layoff due to lack of work the employee will be paid the PPE allowance, provided they have completed probation by their layoff date;
- b. Where the employment relationship ends due to termination with cause or should the employee quit, the employee will not receive the PPE allowance.

16.03 All employees shall wear CSA approved, Grade 1 safety boots at all times while on the worksite.

16.04 All employees shall supply their own hammer, tape and pouch, PPE and work wear except as outlined herein.

16.05 All employees will be provided with rubber boots when required in the normal course of their duties as determined by supervisory personnel.

16.06 The Employer will provide adequate fall protection, including harnesses and related equipment.

16.07 The Employer will pay one hundred dollars (\$100.00) for completion of a first aid certificate. This shall include new and renewal certificates which are in effect for at least twenty-four (24) months. Where such training is mandatory, the Employer will pay employees their straight time regular rate of pay for all hours attending such training and not the one hundred dollars (\$100.00).

- 16.08 Where the Employer is required by the *Occupational Health and Safety Act* to have a health and safety representative on site, the Employer will pay the following premiums:
- a. Non-certified health and safety representatives will receive a twenty-five cent (\$0.25) hourly premium upon election to this role.
 - b. Certified health and safety representative will receive a fifty cent (\$0.50) hourly premium. This rate shall be paid retroactive to the date of election after the completion of three (3) months work in their role, or upon the Employer-initiated termination of the individual.

ARTICLE 17 - CLAC HEALTH FUND

- 17.01 The Union warrants and represents that the CLAC Health Fund (“Benefit Plan”) is established for the benefit of the employees covered by this Agreement and is supervised by a Board of Trustees.
- 17.02 The Employer agrees to remit, the amount outlined under Schedule “A” for each hour worked by each employee covered under this Agreement in accordance with the Remittances to the Union article (Article 7) and the Union’s dues and remittance policy and directive.
- 17.03 The Employer will cooperate in providing information as necessary for the proper administration of the Benefit Plan. Such information is outlined in the Remittance to the Union article, above. The Employer further agrees to inform the Benefit Plan of any changes in the above employee information.

17.04 The Benefit Plan will be responsible for the timely reporting of taxable benefit amounts attributable to participation in the Benefit Plan. Such communication will be in the form of T4A information slips issued by the Benefit Plan, or any other documentation that may be required for reporting to Canadian provincial or federal tax authorities.

17.05 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.

17.06 Ineligibility Due to Age

Whereas coverage under the Benefit Plan ceases for the plan participant because of age, an amount equivalent to the contributions to the Benefit Plan as outlined in Schedule "A", less any employment and statutory deductions, will be paid to that employee and treated as wages.

17.07 Employee Paid Disability Coverage and Premiums

The Employer will deduct from each employee's cheque, the amount directed by the Union to implement the Union's Long Term Disability insurance program. This deduction is currently thirty-five cents (\$0.35) per hour.

Participation in the Plan and in the payroll deduction is mandatory and begins upon hire.

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

ARTICLE 18 - PENSION PLAN

- 18.01 CLAC Pension Plan (“the Plan”), a defined contribution, registered pension plan, which is registered with the Canada Revenue applies to all employees covered by this Agreement.
- 18.02 New employees will join the Plan beginning from the first day of employment.
- 18.03 The Employer agrees to remit, the amount outlined under Schedule “A” for each hour worked by each employee covered under this Agreement in accordance with the Remittances to the Union article (Article 7) and the Union’s dues and remittance policy and directive. Employer contributions will vest in accordance with the rules of the Plan.
- 18.04 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.
- 18.05 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 Plan to the Employer. The Employer will send a copy of the completed form to the Union with the following remittance of such voluntary contributions.

- 18.06 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.
- 18.07 The Employer will remit pension contributions to the Union as outlined in the Remittances Article. Employer and voluntary contributions, as the case may be, will be recorded separately on the remittance.
- 18.08 In the event that a remittance has not been received by the Union within fifteen (15) calendar days by the date set out in the Remittances 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.
- 18.09 **Ineligibility Due to Age**
Where legislation prohibits an employee from contributing because of age, an amount equivalent to the contributions, less any employment and statutory deductions, will be paid to that employee as wages, and treated as such, on each paycheque.
- 18.10 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.

- 18.11 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 19 - EDUCATION AND TRAINING FUND

- 19.01 The Employer agrees to contribute the amount listed in Schedule "A" to the Union Education and Training Fund for all hours worked by all employees.
- 19.02 Contributions to the Fund will be used by the Union to assist members in exercising their right to work and have access to worksites, to educate and instruct members in the competent and safe practice of their trade and to instruct stewards in the practice of progressive labour relations on behalf of the members.

ARTICLE 20 - INDUSTRY FUND

- 20.01 The Employer shall contribute and remit the amount listed in Schedule "A" to the Union's Industry Fund for each hour worked by each employee covered by this Agreement.
- 20.02 The Industry Fund is used to promote the CLAC model of open shop unionized construction representation. This is affected by industry development, focusing on owners and purchasers of

construction services advocating at municipal and provincial government, representing open shop union principles at industry conferences and events, and advising the Union leaders, including staff and stewards of opportunities and means to promote the CLAC model. The Fund is used as determined by the Union to strengthen the position of the Union, its members and contractors.

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

ARTICLE 21 - LEAVES OF ABSENCE AND BEREAVEMENT PAY

21.01 The Employer shall grant leaves of absence without pay for the following reasons:

- a. marriage of the employee;
- b. sickness of the employee or employee's immediate family;
- c. death in the immediate family;
- d. the birth, or adoption of an employee's child.

21.02 Normally a personal leave of absence as described above shall not exceed one (1) week, unless a longer period of time is granted by the Employer.

21.03 Bereavement Leave

An employee who has completed probation shall be granted three (3) consecutive days leave of absence with pay at his regular straight time hourly rate to make arrangements for and to attend the funeral of his parents or step parents, parents of

his spouse, spouse or common-law spouse, child, brother, brother-in-law, sister, sister-in-law, grandparent or grandchild.

Only those days falling on a regular work day will be compensated.

The Employer may request documentation prior to the payment of this absence.

- 21.04 Employees who fail to report for work as scheduled without giving a justifiable reason shall be deemed to have voluntarily quit after two (2) consecutive days of missed work.

ARTICLE 22 - GRIEVANCE PROCEDURE

22.01 The parties to this Agreement recognize the stewards and the CLAC Representatives specified in Article 5 as the agents through which employees shall process their grievances and receive settlement thereof.

22.02 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 days after the subject of such grievance occurred. If the action or condition is of a continuing or recurring nature, this limitation period shall not begin to run until the action or condition has ceased. The limitation period shall not apply to differences arising between the parties hereto relating to the interpretation, application or administration of this Agreement.

22.03 A "Group Grievance" is defined as a single grievance, signed by a steward or a CLAC Representative on behalf of a group of employees who have the same complaint. Such grievances must be dealt with at successive stages of the Grievance

Procedure commencing with Step 1. The grievors shall be listed on the grievance form.

22.04 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 23, by-passing Steps 1 and 2. Such Policy Grievance shall be signed by a steward or a CLAC Representative, or in the case of an Employer's Policy Grievance, by the Employer or his representative.

22.05 Step 1

Any employee having a grievance will, accompanied by a steward or a CLAC Representative, submit the same to his immediate supervisor within five days of the act or condition causing the grievance. This supervisor will deal with the grievance not later than the third day 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 CLAC Representative may within five days of the decision under Step 1, or within five days of the day this decision should have been made, submit a written grievance to the Employer. The parties shall meet to discuss the grievance within one week after the grievance has been filed. The Employer shall notify the grievor and the CLAC Representative of his decision in writing within three days following the said meeting.

ARTICLE 23 - ARBITRATION

- 23.01 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.
- 23.02 The party requiring arbitration must serve the other party with written notice of desire to arbitrate within fourteen days after receiving the decision given at Step 2 of the Grievance Procedure.
- 23.03 If a notice of desire to arbitrate is served, the two parties shall attempt to agree upon an arbitrator by notifying the other party of the name of its nominee. If they are unable to agree upon an Arbitrator within (7) seven days, either party may request the Minister of Labour to appoint an Arbitrator.
- 23.04 No person may be appointed as Chairman who has been involved in an attempt to negotiate or settle the grievance.
- 23.05 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.
- 23.06 If a party refuses or neglects to answer a grievance at any stage of the Grievance Procedure, the other party may commence arbitration proceedings and if the party in default refuses or neglects to appoint an arbitrator in accordance with Article 23.03 the party not in default may, upon notice to the party in default, appoint a single arbitrator to hear the grievance. The Arbitrator's decision shall be final and binding upon both parties.

- 23.07 It is agreed that the Arbitrator shall have the jurisdiction, power and authority to give relief for default in complying with the time limits set out in Article 19 and 20 where it appears that the default was owing to a reliance upon the words or conduct of the other party.
- 23.08 Where the Arbitrator 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 Arbitrator may substitute a penalty which is, in its opinion, just and equitable. This clause shall not apply to the discharge of a probationary employee.
- 23.09 The parties hereto will jointly bear the expense of the Arbitrator.

ARTICLE 24 - DISCHARGE, SUSPENSION AND WARNING

- 24.01 An employee may be suspended or discharged for just cause by the Employer. Just cause may include the refusal by an employee to abide by Safety Regulations; the use of illegal narcotics or alcohol at work or reporting for work while under the influence of such substances; the refusal by the employee to abide by the requirements of the Employer's clients; the refusal by the employee to abide by the requirements of the Employer's rules, regulations, policies and practices. Such suspension or discharge is subject to the Grievance procedure.
- 24.02 When the conduct or performance of an employee calls for a warning by the Employer, such a warning shall be noted by the Employer. The Employer shall inform the Union Steward

and/or the CLAC Member Centre of the warning within two (2) days.

24.03 The Employer shall make best efforts to ensure that a suspension or termination is issued at a meeting with the employee and in the presence of a Union Steward. The Employer will inform the steward on site (if available) or the Union's Chief Steward of the discipline and the time and location of the meeting. If a steward is not available for the meeting, the Employer shall have the right to issue the suspension or termination without a steward present. The written discipline will be copied to the steward and CLAC office within two (2) days.

24.04 With the exception of Health and Safety infractions, violations shall expire within one year of the date of occurrence and the record shall be removed from the employee's file.

Health and Safety infractions shall only be removed when an employee has no violations of this type for one year

ARTICLE 25 - DURATION

25.01 This Agreement shall be effective on the first (1st) day of March, two thousand and eighteen (2018) and shall remain in effect until the twenty-eighth day of February, 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 days prior to the renewal date. Should neither of the parties give such notice, this Agreement shall renew for a period of one (1) year.

25.02 Until a new Agreement has been concluded all provisions in this Collective Agreement shall remain in full force and effect.

DATED at TIMMINS, ON, this 19TH day of September, 2018

Signed on behalf of
NORTHEC CONSTRUCTION INC.

Per 
GREG VAILLANCOURT

Per _____

Signed on behalf of
CONSTRUCTION WORKERS UNION, CLAC LOCAL 52

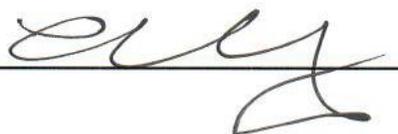
Per 

Per 

Per _____

Per 

Per _____

Per 

NORTHEC CONSTRUCTION INC.
COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

SCHEDULE "A"
CLASSIFICATIONS AND RATES
FOR NON-ICI WORK IN THE NORTHERN ONTARIO AREA

	Rate	Vac Pay	Pension	Health	EAF	IF	PPE	Total
Working Foreperson								
Mar 1/18	34.22	3.42	2.74	1.65	0.20	0.20	0.20	42.63
Mar 1/19	34.90	3.49	2.79	1.65	0.20	0.20	0.20	43.44
Mar 1/20	35.60	3.56	2.85	1.65	0.20	0.20	0.20	44.26
Carpenter								
Mar 1/18	30.08	3.01	2.41	1.65	0.20	0.20	0.20	37.74
Mar 1/19	30.98	3.10	2.48	1.65	0.20	0.20	0.20	38.81
Mar 1/20	32.00	3.20	2.56	1.65	0.20	0.20	0.20	40.02
Heavy Equipment Mechanic								
Mar 1/18	35.01	3.50	2.80	1.65	0.20	0.20	0.20	43.57
Mar 1/19	35.71	3.57	2.86	1.65	0.20	0.20	0.20	44.39
Mar 1/20	36.43	3.64	2.91	1.65	0.20	0.20	0.20	45.24
Equipment Operator I, Surveyor								
Mar 1/18	29.91	2.99	2.39	1.65	0.20	0.20	0.20	37.55
Mar 1/19	30.51	3.05	2.44	1.65	0.20	0.20	0.20	38.25
Mar 1/20	31.12	3.11	2.49	1.65	0.20	0.20	0.20	38.97
Labourer Class "A"								
Mar 1/18	28.29	2.83	2.26	1.65	0.20	0.20	0.20	35.63
Mar 1/19	28.85	2.89	2.31	1.65	0.20	0.20	0.20	36.30
Mar 1/20	29.43	2.94	2.35	1.65	0.20	0.20	0.20	36.98

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

Equipment Operator II, Welder, A-Z Driver								
Mar 1/18	27.19	2.72	2.18	1.65	0.20	0.20	0.20	34.34
Mar 1/19	27.74	2.77	2.22	1.65	0.20	0.20	0.20	34.98
Mar 1/20	28.29	2.83	2.26	1.65	0.20	0.20	0.20	35.63
Skilled Labourer								
Mar 1/18	26.11	2.61	2.09	1.65	0.20	0.20	0.20	33.05
Mar 1/19	26.63	2.66	2.13	1.65	0.20	0.20	0.20	33.67
Mar 1/20	27.16	2.72	2.17	1.65	0.20	0.20	0.20	34.30
Equipment Operator III								
Mar 1/18	25.01	2.50	2.00	1.65	0.20	0.20	0.20	31.76
Mar 1/19	25.51	2.55	2.04	1.65	0.20	0.20	0.20	32.35
Mar 1/20	26.02	2.60	2.08	1.65	0.20	0.20	0.20	32.95
Intermediate Labourer								
Mar 1/18	23.93	2.39	1.91	1.65	0.20	0.20	0.20	30.49
Mar 1/19	24.41	2.44	1.95	1.65	0.20	0.20	0.20	31.06
Mar 1/20	24.90	2.49	1.99	1.65	0.20	0.20	0.20	31.63
Equipment Operator IV								
Mar 1/18	21.75	2.18	1.74	1.65	0.20	0.20	0.20	27.92
Mar 1/19	22.19	2.22	1.77	1.65	0.20	0.20	0.20	28.43
Mar 1/20	22.63	2.26	1.81	1.65	0.20	0.20	0.20	28.95
Crane Operator								
Mar 1/18	43.50	4.35	3.48	1.65	0.20	0.20	0.20	53.58
Mar 1/19	44.37	4.44	3.55	1.65	0.20	0.20	0.20	54.61
Mar 1/20	45.26	4.53	3.62	1.65	0.20	0.20	0.20	55.66

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

Common Labourer								
Mar 1/18	22.45	2.25	1.80	1.65	0.20	0.20	0.20	28.74
Mar 1/19	22.90	2.29	1.83	1.65	0.20	0.20	0.20	29.27
Mar 1/20	23.36	2.34	1.87	1.65	0.20	0.20	0.20	29.81
Entry Labourer								
Mar 1/18	20.31	2.03	1.62	1.65	0.20	0.20	0.20	26.22
Mar 1/19	20.72	2.07	1.66	1.65	0.20	0.20	0.20	26.70
Mar 1/20	21.13	2.11	1.69	1.65	0.20	0.20	0.20	27.18
Traffic Controller								
Mar 1/18	19.24	1.92	1.54	1.65	0.20	0.20	0.20	24.96
Mar 1/19	19.63	1.96	1.57	1.65	0.20	0.20	0.20	25.41
Mar 1/20	20.02	2.00	1.60	1.65	0.20	0.20	0.20	25.88
Student								
Mar 1/18	17.10	1.71	-	-	0.20	0.20	0.20	19.41
Mar 1/19	17.44	1.74	-	-	0.20	0.20	0.20	19.79
Mar 1/20	17.79	1.78	-	-	0.20	0.20	0.20	20.17

Where an Apprentice Mechanic is paid a rate in excess of the rate in the Agreement they shall be “red circled” until the rate in the Agreement surpasses their current rate.

Definitions for Schedule “A”

- a. Lead Hand – Assistant to Working Foreman. A Lead Hand is appointed where the job Foreman is off site for more than ½ the day.
- b. Carpenter – a carpenter who possesses a Certificate of Qualification or an interprovincial Red Seal or equivalent license acceptable to the Employer. Carpenters without this license will be considered apprentices, and the wage will be calculated per Schedule “B” of this Agreement.
- c. Heavy Equipment Mechanic – a heavy equipment mechanic who possesses a Certificate of Qualification or an interprovincial Red Seal or equivalent license acceptable to the Employer. Mechanics without this license will be considered apprentices, and the wage will be calculated per Schedule “B” of this Agreement.
- d. Welder– CWB certified welders (all position).
- e. Crane Operator – the wage or salary rates for all Hoisting Engineers to be determined based on work schedule, size and type of equipment and will be at least \$40 per hour. Working and stand-by time is at least 11 hours per day and 5 days per week.
- f. Equipment Operator I – track excavators, dozers, graders and operators of similar skill or operating similar equipment.
- g. Equipment Operator II – rubber tire loaders, back hoes and operators of similar skill or operating similar equipment.
- h. Equipment Operator III – straight dump road trucks, off-road whether articulating trucks and straight trucks (e.g. 777 type trucks), water truck, lube truck and operators of similar skill or operating similar equipment.

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

- i. Equipment Operator IV—packers, rollers and operators of similar skill or operating similar equipment.
- j. Labourer Class “A”- Graderman, Form Setter, Cement Finisher, Pipelayer, Asphalt Raker, Rebar Tie-er and similar workers who are well qualified and able to work with minimal supervision.
- k. Skilled Labourer – Fully skilled and experienced in construction work.
- l. Intermediate Labour – Labourers familiar and knowledgeable with many aspects of construction work; requires regular supervision.
- m. Common Labourer – Labourers required to do general clean up and provide assistance with routine construction tasks; requires constant supervision.
- n. Entry Labourer – New hires with no construction experience; requires constant supervision.
- o. Traffic Controller – Worker specifically hired to control traffic.

Notes

1. Working foreman and Lead Hands shall be designated by the Employer. Lead Hand Premium of \$1.50 per hour.
2. Union members assigned to the Employer's project are to be classified and paid by the Employer, giving due consideration to the Union's recommendation which shall be given in good faith.
3. Rates on new equipment to be assigned by mutual agreement.
4. Trainees: New General Labourers and Equipment Operator Trainees may be paid may be paid \$3.00 less than the applicable rate for their first 3 months and \$1.50 less than the rate for the next 3 months. After 6 months the rate for the classification is paid.
5. The above wage rates are applicable to the work within the geographic scope of the work described in Schedule "A".
6. Small equipment (e.g. Bobcat size/style equipment with attachments and similar equipment) may be operated by labourers.
7. **Technological Change:** Class and wage rates for new equipment and technologies shall be assigned by mutual agreement to the wage grid or to a new classification and wage rate. If the Employer and the Union cannot come to a mutual agreement, the Employer may assign a wage rate and classification which is subject to the grievance and arbitration procedure outlined in this Collective Agreement.

NORTHEC CONSTRUCTION INC.

COLLECTIVE AGREEMENT: March 1, 2018 – February 28, 2021

The Employer shall pay to each employee who has met the terms of the probation period and who is on the payroll at the end of March and September of each year, a retention bonus equivalent to 2% of the employee's total wages earned on the project in the previous six (6) months (approx. October 1 through March 31 and April 1 through September 30). Payment of the retention bonus will be made by the end of the month of April and October of each year.

Approximate dates are used as the hours will be calculated by pay period, which are the period from Sunday through Saturday.

This payment will be made on the Employee's regular cheque.

In the event that the employment relationship should end, the Employer agrees to the following:

- a. Where the employment relationship ends due to the end of contract or a layoff due to lack of work, the employee will be paid the retention bonus, assuming they have completed probation by their layoff date;
- b. Where the employment relationship ends due to termination with cause or if the employee should quit, the employee will not be paid the retention bonus.

Miscellaneous amendments – For current Debeers and Detour Pre Job Conference Report

- Amend Health Insurance Premium to \$1.65 per hour.
- Amend Pension Plan contributions to 8%.

**SCHEDULE “B”
APPRENTICES AND APPRENTICESHIPS**

It is agreed that apprentices shall be paid in accordance with the following ratios:

Carpentry		Millwright	
Term 1	55%	Term 1	55%
Term 2	65%	Term 2	65%
Term 3	75%	Term 3	75%
Term 4	90%	Term 4	90%
Plumbing		Electrical	
Term 1	55%	Term 1	55%
Term 2	65%	Term 2	65%
Term 3	75%	Term 3	75%
Term 4	80%	Term 4	90%
Term 5	90%		
Crane Operator - Mobile		Mechanic	
Term 1	50%	Term 1	55%
Term 2	70%	Term 2	65%
Term 3	90%	Term 3	75%
Crane Operator – Tower		Term 4	90%
Term 1	50%		
Term 2	70%		

LETTER OF UNDERSTANDING #1

Between
NORTHEC CONSTRUCTION INC.

and
CONSTRUCTION WORKERS UNION, CLAC LOCAL 52

WORK OUTSIDE THE EMPLOYER'S REGULAR BASE OF OPERATIONS

For work done outside of the area defined by a radius of one hundred and fifty (150) kilometers around the Employer's office in Timmins, the Employer agrees to pay an amount equivalent to the total compensation as set out in the current prevailing CLAC Collective Agreement.

DATED at Timmins, ON, this 19th day of September, 2018

Signed on behalf of
NORTHEC CONSTRUCTION INC.

Per 
GREG VAILLANCOURT

Per _____

Signed on behalf of
CONSTRUCTION WORKERS UNION, CLAC LOCAL 52

Per 

Per 

Per _____

Per 

Per _____

Per 

SUDBURY MEMBER CENTRE

5-1351C Kelly Lake Rd

Sudbury, ON P3E 5P5

T: 705-523-0202

TF: 855-355-2522

F: 705-222-0948

sudbury@clac.ca

CLAC RETIREMENT

1-800-210-0200

CLAC BENEFITS

1-800-463-2522

CLAC TRAINING

1-877-701-2522

CLAC JOBS

1-877-701-2522

clac.ca/myCLAC