



# **COLLECTIVE AGREEMENT**

Between

**GORDON RUTH AND COMPANY LIMITED**

and

**CONSTRUCTION WORKERS UNION,  
CLAC LOCAL 53**

**DURATION: May 1, 2022–April 30, 2025**

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Between

**GORDON RUTH AND COMPANY LIMITED**  
(hereinafter referred to as "the Employer")

and

**CONSTRUCTION WORKERS UNION, CLAC LOCAL 53**  
(hereinafter referred to as "the Union")

**DURATION: May 1, 2022 – April 30, 2025**

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## **COLLECTIVE AGREEMENT**

### **ARTICLE 1 - PURPOSE**

- 1.01 It is the intent and purpose of the parties to this Collective Agreement (“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 an equitable system for the promotion, transfer, layoff and rehire of employees;
  - d. to establish a just and prompt procedure for the disposition of grievances; and
  - e. through the full and fair administration of all the provisions contained within this Agreement to 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, including such which formed the terms and conditions within the “Communications Agreement” between the Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario and IBEW Construction Council of Ontario, which expired on April 30, 2019, shall not

be construed to deprive employees or the Union of such rights and privileges.

- 1.03 Wherever the singular or masculine are used in this Agreement, the same shall be construed to mean the plural or the feminine where the context or the parties hereto so require.
- 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.
- 1.05 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* and the *Occupational Health and Safety Act*.

## **ARTICLE 2 - RECOGNITION**

### **2.01 Bargaining Unit Scope**

The Employer recognizes the Union as the exclusive bargaining agent for all electricians and electricians' apprentices, all linemen and linemen apprentices, all network cabling specialists and network cabling specialists' apprentices, and communication cable installers in the employ of Gordon Ruth and Company Limited in the industrial, commercial and institutional sector of the construction industry in the Province

of Ontario save and except non-working foremen and persons above the rank of non-working foreman.

- 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 may be removed from or added to the bargaining unit except by mutual agreement, in writing, of the parties.
- 2.03 The parties may, on a project basis, to be competitive, or to address specific concerns not addressed herein, amend the terms of this Agreement for the duration of the project. Such agreement shall be made in writing and signed by the parties.

### **ARTICLE 3 - MANAGEMENT RIGHTS**

- 3.01 Provided such actions are consistent with the terms of this Agreement, the Employer's rights include but are not limited to the following:
- a. the right to maintain order, discipline and efficiency; to make, alter and enforce rules, policies and practices to be adhered to by its employees provided such rules, policies and practices are not inconsistent with any of the provisions of this Agreement;
  - b. the right to select, hire and direct the workforce and employees; to transfer, assign, promote, demote, classify, layoff, rehire 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, including the workforce, without interference.

3.02 The sole and exclusive jurisdiction over operations, building, machinery and equipment shall be vested in the Employer.

3.03 **Sub-contracting**

The Employer may subcontract work normally performed by employees covered by this Agreement provided that no qualified, bargaining unit employee is currently laid off and eligible for recall, or that no qualified, bargaining unit employee will be laid off as a result of such subcontracting of work.

Non-bargaining unit employees of the Employer, who performed bargaining unit work at the time the Union was certified, may continue to perform bargaining unit work.

## **ARTICLE 4 - UNION REPRESENTATION**

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

### **4.01 The Union's Representatives**

- a. Union 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 rights under this Agreement and under the law.
- b. Union Representatives shall have the right to periodically visit job sites without disrupting productivity and without unreasonable intrusion into the Employer or its clients' premises. The Union Representatives shall report to the site superintendent or foreperson upon arriving at a worksite and shall abide by all necessary protocol determined for the site by the Employer, site management and the client.

### **4.02 Stewards**

- 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 Agreement.
- b. The Union acknowledges that stewards have regular duties to perform as employees of the Employer and that such employees will not leave their regular duties for the

purpose of conducting business in connection with the administration of this Agreement or the investigation or presentation of grievances without first obtaining the permission of their immediate supervisor. Such permission shall not be unreasonably withheld. A steward shall attend at all disciplinary meetings involving members of the bargaining unit.

The Employer shall pay Stewards at their regular hourly rate for time spent attending to union business, such as presenting grievances and attending meetings at the request of the Employer, or as required by this Agreement.

- 4.03 **Negotiating committee** members shall be recognized as having authority to participate in the negotiations for a collective agreement and any renewals thereof. Negotiating committee members shall be granted paid leave from their scheduled work to participate in negotiations.
- 4.04 The Employer may meet periodically with the employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union and the employees. A Union representative may attend such meetings.

## **ARTICLE 5 - STRIKES OR LOCKOUTS**

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

5.02 During the term of this Agreement, or while negotiations for a further agreement are being held, the Employer will not engage in any lockout of its employees or deliberately restrict or reduce the hours of work.

## **ARTICLE 6 - EMPLOYMENT POLICY and UNION MEMBERSHIP**

6.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer will notify the Union of labour requirements giving as much prior notice as possible. The Union will provide a list of manpower available. The Employer at its discretion may hire employees listed or from other sources.

6.02 To assist in the efficient placement of appropriately skilled members the Employer will inform the Union when employees are laid off and when new employees are hired, upon such lay off or hire.

6.03 New employees will be hired on a three (3) month probationary period and thereafter shall attain regular employment status. 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. Employees laid off during probation and rehired by the Employer within three (3) months shall not serve a new

probationary period but continue with credit for probation already served.

- 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.

#### 6.04 **Students**

- a. The term “student” shall be applied to an employee hired to do, among other things, bargaining unit work, during a school study break or in conjunction with a secondary school or college co-operative education program. A student is enrolled in secondary or post-secondary education or intends to begin or return to secondary or post-secondary education.
- b. A student is not a bargaining unit employee and is not covered by the terms and conditions of this collective agreement.
- c. When the conditions described in (a) above no longer apply, the Employer may terminate the former student’s employment or offer the former student regular employment subject to all of the conditions of the Agreement. Where a student does become a regular employee the probation period and any other waiting periods pursuant to this Agreement shall be waived. Such an employee’s date of hire, pursuant to the layoff, recall and employment rights provisions shall thereafter be the date on which he becomes a regular employee.

- 6.05 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.
- 6.06 No later than the first week of employment, the Employer agrees to distribute CLAC Welcome Packages to new employees.
- 6.07 All new employees shall be referred by the Employer to a union steward or a union 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.
- 6.08 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 - DUES AND DATA COLLECTION**

- 7.01 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 described within the Dues Directive that it issues. The Employer is also authorized to deduct any administration dues owed to the Union by an employee upon hire.
- 7.02 The total amount(s) deducted on behalf of the Union will be remitted by the Employer to the Union by the fifteenth (15th)

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

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

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

- a. first, middle and last name
- b. rate of hourly pay
- c. any hourly premiums
- d. gross earnings
- e. 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
- f. dues deducted and remitted on behalf of the employee as may be prescribed by the Union;
- g. contributions on behalf of the employees and any deductions from and remitted for an employee as may be prescribed by this Agreement
- h. Social Insurance Number
- i. date of birth

7.05 When the Employer hires a new employee, the Employer shall also include on the next remittance, the following information:

- a. complete mailing address;

- b. e-mail address;
- c. primary telephone;
- d. date of hire;
- e. classification, including trade certificate number and apprenticeship level or year;

7.06 The Employer shall also record on a remittance any of the following changes in employment status;

- a. Change in classification, level or apprenticeship year; or
- b. Job end date (for temporary, or permanent separation).

7.07 All contributions and deductions pursuant to this Agreement shall be remitted together with and in the manner described for Union dues.

## **ARTICLE 8 - WAGES AND RATES OF PAY**

8.01 Wage rate schedules applicable to various job classifications are as set forth in Schedule "A" attached hereto and made part hereof. The wages shall apply to all work performed by the employees.

8.02 Wages shall be paid each Thursday by cheque. Detailed pay stubs shall be available for employees not later than Thursday at noon following the end of the pay period. Pay stubs shall identify both the Employer and employee, outlining regular hours worked, the hourly rate, overtime hours worked and corresponding premium paid to the employee, gross earnings for the pay period, year-to-date gross earnings, detailed accounting of deductions, net earnings and contributions to the Union's Health Fund, Vacation Pay Trust Fund and Pension Fund.

8.03 In the event that a new classification is established by the Employer the wage rate applicable for such a newly established classification shall be subject to negotiation between the Employer and the Union. Should the Employer and the Union fail to agree on such wage rate, the sole issue of the establishment of such wage rate may be submitted to arbitration in accordance with the arbitration provisions of this Agreement.

8.04 **Minimum Hours of Work**

An employee who is not provided forty-eight (48) hours notice that a regularly scheduled work day has been cancelled shall receive a minimum of four (4) hours pay at his regular rate of pay for such day.

Similarly, an employee who is sent home from work before he has worked four (4) hours, shall receive a minimum of four (4) hours pay at the rate of pay he would have earned if the work had been performed.

No employee will be required to report for a shift of less than four (4) hours.

8.05 **Shift Work and Shift Premiums**

- a. The Employer shall give an employee as much advance notice as possible before the employee is assigned shift work.
- b. The Employer will attempt to distribute non-day shifts as evenly as possible among employees who normally perform the work assigned to such shift schedule.

However, the Employer will consider the preference of employees who volunteer to work the non-day shifts.

- c. A shift premium, equal to two (\$2.00/hr) dollars per hour worked, shall be added to the regular wage rate to form the employee's base wage rate, for any employee who is required to start work outside of the normal daytime working hours in Article 9.01.

#### 8.06 **Shift Change**

Where employees are assigned mid-week to work a non-day shift (whether due to emergencies or a shift change) and as a result lose a shift in the regular work week, such employees will be paid six (6) hours for such loss of earnings.

### **ARTICLE 9 - HOURS OF WORK AND OVERTIME**

- 9.01 The regular work week shall be comprised of five (5) regular work days, Monday to Friday and regular hours of work shall be forty (40) hours per week, excluding travel time. The normal work day shall be eight (8) consecutive hours of work between 8:00 am and 4:30 pm exclusive of a one half (1/2) hour lunch period. The above hours may be worked equally over any four (4) consecutive days, Monday to Friday inclusive. The start time may be varied between 7:00 am and 9:30 am with twenty-four (24) hours prior notice being given to the employee.

The parties may jointly agree to amend the regular work day, subject to the requirements of each work site.

- 9.02 There shall be two (2) paid breaks of fifteen (15) minutes on each shift. Employees shall take an unpaid meal period of one-

half ( $\frac{1}{2}$ ) hour at the midpoint of their shift, or at such time during their work day which is convenient.

Ten and one-half ( $10 \frac{1}{2}$ ) hours after the start time of the shift there will be a paid meal break of one-half ( $\frac{1}{2}$ ) hour. A paid coffee break will follow each additional two (2) hours.

- 9.03 Hours of work and overtime as set out in this Agreement may be modified by mutual agreement between the Employer and the Union for selected projects.

Further, the Employer shall give the Union and employees as much notice as possible regarding modification to the regular work schedule including implementation of non-day shifts on a project. The effective date of the modified work schedule shall be communicated to the Union when known by the Employer and the effective date of the modified work schedule shall be no sooner than one week from the day such notice is given. Such modified work schedule shall include daily and weekly overtime thresholds.

9.04 **Overtime**

- a. If the work week is compressed to four (4) days, work performed on the 5<sup>th</sup> work day excluding Saturdays and Statutory Holidays will be paid at time and one half ( $1 \frac{1}{2}$ ) for the first eight (8) hours of work and double (2) time for any hours worked in excess of eight (8) hours.
- b. All hours worked in excess of the regular hours, excluding travel time, shall be paid as follows:

**Monday through Friday** – Time and one half (1 ½) the applicable wage rate for the first two (2) hours and double (2) time thereafter.

**Saturday** – Time and one half (1 ½) the applicable wage rate for the first eight (8) hours and double (2) time thereafter.

**Sunday and Statutory Holidays** – Double (2) time the applicable wage rate for all hours worked.

**Call-Out After Hours** – Double (2) time the applicable wage rate for all hours worked, paid a minimum of two hours at double time, if called out or back to work outside of regular hours.

9.05 For the purposes of calculating hours of work and overtime hours in a week in which a public holiday falls, the holiday shall be considered to have been worked the regular scheduled work hours for the project.

9.06 The Employer will attempt to distribute overtime work as evenly as possible among employees who normally perform the work and who indicate they wish to work overtime.

9.07 Daily overtime and daily premium pay is based on the calendar day (i.e., begins and ends at midnight).

The calculation for weekly overtime and weekly premium pay begins with the first shift in the pay period and ends seven (7) calendar days later.

9.08 There shall be no pyramiding of daily and weekly overtime. The payment of overtime under this Article shall not be considered a “Premium” as defined elsewhere in this

agreement. For greater certainty this means that overtime premiums (e.g., for hours worked beyond the daily limits, for hours worked beyond the weekly limits and for hours worked on weekends and holidays) are not to be duplicated or stacked. In instances where more than one overtime premium is applicable, a single overtime premium will be paid at the highest rate (e.g., two (2x) times the hourly rate for Sunday or holiday work). More than one overtime premium will not be payable for the same hour worked. However, premiums paid for purposes other than overtime (e.g., shift premiums, responsibility premiums, etc.) remain payable and are included in the calculation of the base rate for hours for which an overtime premium is paid.

#### **9.09 On-Call /Stand-by Pay**

On-Call shall be shared equally and in rotation among the company employees qualified to do on-call work.

For each consecutive period of up to twenty-four (24) hours on-call, employees shall be paid fifty (\$50) dollars on-call pay, in addition to pay for actual time worked.

Where an employee responds to a call the employee shall be paid in accordance with the call out provision at Article 9.04 above.

Employees on call shall be provided a company vehicle.

### **ARTICLE 10 - VACATION & VACATION PAY / PUBLIC HOLIDAYS & HOLIDAY PAY**

10.01 Vacation Pay and Statutory Holiday Pay shall be paid in one percentage, as per the table below:

Service	Vacation	Vacation Pay
Probationary	2 weeks	4% of gross wages
Upon completion of probation	3 weeks	10% of gross wages

10.02 The Employer agrees to remit the vacation pay of each non-probationary employee to the Union's Vacation Pay Trust Fund.

10.03 Approval of vacation time is subject to the following conditions:

Vacation requests shall be in writing and submitted to the Employer, providing as much prior notice as possible.

If two or more employees request the same vacation period, seniority shall prevail. The Employer will not normally approve more than one employee to be on vacation at the same time.

Approval of vacation time is on a first-come, first-served basis, and subject to operational requirements, but shall not be unreasonably denied. The Employer will not normally approve vacation requests during the month of August.

Employees may request vacation time greater than the stated annual minimums listed in Article 10.01. Requests will be addressed per the usual vacation time granting process and not unreasonably denied.

10.04 The Employer agrees to pay probationary employees Statutory Holiday Pay as per the *Employment Standards Act*.

10.05 There are ten (10) Statutory Holidays, as follows:

New Year's Day, Family Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day.

## **ARTICLE 11 - SENIORITY, LAYOFFS, RECALLS**

11.01 Seniority is the measure of an employee's duration of employment with the Employer from the most recent date of hire and, where applicable, within his job classification. Seniority helps determine certain employment rights. Upon completion of probation, seniority is dated from the most recent date of hire.

The Employer shall maintain a list of its employees within each employment classification identified in Schedule "A" and the amount of seniority each has earned. This list shall be made available to the Union upon request.

- 11.02 Employment rights shall terminate and an employee shall cease to be employed by the Employer in the bargaining unit when he:
- a. voluntarily quits his employment with the Employer;
  - b. is discharged and is not reinstated through the grievance procedure or arbitration;
  - c. fails to report for work as scheduled for more than three (3) consecutive work days without having a justifiable reason for such failure to report;
  - d. is laid off for six (6) consecutive months;
  - e. fails to report on the first day following the expiration of a leave of absence without just cause;

- f. is absent from work for a period of more than twenty-four (24) months due to a *bona fide* injury, or illness;
- g. fails to report to work following a recall within four (4) workdays if unemployed, or eight (8) workdays if employed elsewhere;

11.03 When, due to declining availability of bargaining unit work, a reduction of the workforce is inevitable, the Employer shall terminate the contract for temporary agency employees and sub-contracted workforce employees as soon as contractually permissible. Students and probationary employees shall be laid off prior to employees who have completed probation. Further reduction of the size of the regular workforce will be guided by skill, qualifications and ability of a worker to perform the available work. The Employer will give consideration to the seniority of an employee in determining the order of layoff and recall, but shall not be held to a strict requirement to layoff and recall by seniority.

11.04 When laying off an employee, the Employer shall give one (1) week's notice to the employee, or pay equivalent to and in lieu of such notice.

11.05 The Employer shall notify the Union office and the stewards of the layoff notice at least one (1) week prior to the date of the actual layoff. Notice will include, for each employee laid off, name, effective date of layoff, expected recall date unless the layoff is indefinite, seniority date, employment classification and most recent contact information.

## **ARTICLE 12 - TRANSPORTATION, TRAVEL TIME AND ROOM AND BOARD**

- 12.01 Personal Car Usage - If an employee is authorized to use his own personal vehicle for Employer business (i.e., transporting employees to and from jobsites and/or transporting materials, equipment, tools, etc.) the owner shall be paid for such use at fifty-five (\$0.55) cents per kilometre driven.
- 12.02 Employees shall be obligated to travel together as much as possible to eliminate unnecessary car usage. No employee shall carry more than three (3) passengers plus the driver, for a total of four (4), in his car.
- 12.03 Travel Pay - Employees shall be paid their hourly rate for all actual travel time on out of town jobs, both ways, excluding the first thirty (30) minutes of travel and the last thirty (30) minutes of travel. Out of town jobs are defined as jobs which fall outside a travel pay free zone, equal to a forty (40) kilometer radius from City Hall, London, Ontario.
- 12.04 Excluding the determination of the travel pay free zone, travel distances are measured from an employee's home. Distance and time in this article are to be measured using Google Maps as the shortest distance by paved road calculated at the time of travel and excludes toll roads unless Employer is paying the cost of the toll.
- 12.05 Where the Employer requests employees to transport the Employer's tools, equipment, materials or personnel with their own vehicle and the employee agrees, the Employer shall pay mileage and travel time for all distance and time traveled whether within or outside the free zone.

12.06 Employees on a service call shall have all the time used for driving to and from jobs included in their working hours and shall be paid for such time at the regular rate of pay or overtime rates which are applicable.

**12.07 Out of Town Allowances**

The Employer shall arrange, assign and pay for out of town living accommodations that meet a suitable and reasonable standard. Double occupancy at an economy hotel normally meets the standard.

In addition, the Employer shall pay each employee a food allowance for each day that the employee is scheduled to work at a project that requires overnight accommodation. The daily allowance is paid for each scheduled workday for the employee at the out of town work site.

The food allowance is fifty dollars (\$50.00/day) per day.

12.08 Where travel to a project involves commercial transportation, such transportation shall be arranged by the Employer and such costs shall be borne by the Employer.

**ARTICLE 13 - CLAC HEALTH AND WELFARE TRUST FUND**

13.01 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.

13.02 The Employer agrees to remit the amount outlined under Schedule "A" for health insurance coverage for each hour

worked by each employee covered under this Agreement in accordance with the Union's dues and remittance policy and directive.

- 13.03 For each week an employee attends trade school, the Employer agrees to remit the equivalent of forty (40) hours of contributions based on the amount outlined under Schedule "A" for health insurance coverage for each hour worked by each employee.
- 13.04 The Employer will cooperate in providing information as necessary for the proper administration of the Trust Fund. The Employer further agrees to inform the Union of any changes in the above employee information.
- 13.05 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.
- 13.06 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.

### 13.07 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 Trust Fund, will be paid to that employee and treated as wages. This is the hourly Employer contribution amount outlined in Schedule "A".

## ARTICLE 15 - 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 as indicated in Schedule "A". 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 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.

- 15.06 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 Canada Revenue Agency.
- 15.07 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.
- 15.08 The Employer will remit pension contributions to the Union as outlined in the Remittances to the Union article. Employer and voluntary contributions, as the case may be, will be recorded separately on the remittance.
- 15.09 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.

### 15.10 **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.

15.11 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.

15.12 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 - HEALTH AND SAFETY and TOOLS**

16.01 The Employer, Union and the employees shall comply with the provisions of the *Occupational Health and Safety Act* where and when applicable. The Employer shall provide working conditions at all times which are not prejudicial to the health or efficiency of the employees.

Employees are required to report to their Employer any unsafe work conditions, any violation of safe work policies or

procedures established by the Employer, and any violation of relevant safe work legislation.

- 16.02 Employees who are injured in the course of performing their duties and are unable to continue work shall be paid for their regular hours for the day of the injury.

An employee who is injured on the job and requires transportation from the work site to a local physician or hospital will receive such transportation provided by the employer at the employer's cost. Where an employee requires hospitalization for a period of more than seven (7) days, the employer will provide transportation, at the employer's cost, to an available treatment facility near the employee's home.

When the Employer requires that an employee attend training, including health and safety courses, first aid/CPR training or orientation for new employees, such attendance is time worked. The Employer will pay employees their regular wages, and remit to the Union for health benefit, pension and other fund contributions. Training time is time worked for the purposes of determining overtime rates and premiums as outlined in this Agreement.

Travel time and mileage for training time are paid in accordance with the Transportation and Travel Time provisions of this Agreement.

- 16.03 Employees have the right to refuse to work in inclement weather where such inclemency makes the work too dangerous to begin or continue working, subject to the *Occupational Health and Safety Act*, and the construction regulations pertaining thereto.

**16.04 Personal Health & Safety Allowance** The Employer shall administer an in-house personal allowance for each non-probationary employee. Each eligible employee shall receive reimbursement, to an annual maximum (January to December) of five hundred (\$500) dollars, for health and safety related purchases. The allowance can be used toward PPE (not already supplied by the Employer), as a top up to health benefit coverage maximums, and/or toward other personal, work-related purchases.

Effective May 1, 2022, the 2022 annual amount shall be \$525.00

Effective January 1, 2023, the annual amount shall be \$550.00

Effective January 1, 2024, the annual amount shall be \$575.00

**16.05 Health and Safety Committee**

Where required a committee will be formed and will meet where required by the Employer's safety policies and by statute.

**16.06 Sheltered Facilities**

- a. The Employer shall provide a proper and adequate place of shelter sufficiently heated and securely locked in which the employees may eat their lunch and store their clothing. Further, if a trailer is used at the job site for storage of the Employer's tools and equipment, in addition to use as lunchroom facilities, the tool storage area will be partitioned off. The lunchroom facilities will be heated when necessary.

- b. Sanitary toilets shall be provided in accordance with provisions of the *Occupational Health and Safety Act of Ontario*. The facilities referred to herein will be provided before work commences on the job.
- c. It is further agreed that drinking water and paper cups will be provided for employees on all jobs and that washing water will be provided.

#### 16.07 Hazardous Substances

- a. If an employee is required to work in an environment that requires protective clothing and breathing apparatus for the removal of asbestos, then the employee shall receive as danger pay a premium of one dollar and fifty cents (\$1.50) for each hour worked.
- b. Where the employee must work in a confined space (as defined by, and in accordance with the OHSA and its regulations) then the employee shall receive as danger pay a premium of one dollar (\$1.00) to his hourly rate.
- c. Where the employee must work from a Suspended Scaffold (as defined by, and in accordance with the OHSA and its regulations) then the employee shall receive as danger pay a premium of one dollar (\$1.00) to his hourly rate.
- d. If an employee is required to work in an environment that requires a Full Face Piece Air Purifying System while using a power tool to jackhammer, drill, cut, grind, or polish concrete, then the employee shall receive as danger pay premium of fifty cents (50¢) to his hourly rate.

- e. Each danger pay premium is paid when precautions addressing more than one of the above hazards is necessary.

**16.08 Personal Protective Equipment (PPE)** Employees are required to bring their own safety boots. The Employer will furnish employees with all additional personal protective equipment (PPE) required by Employer policy and by legislation including, but not limited to, the *Occupational Health & Safety Act* and applicable regulations. Such PPE will include, as needed, an approved hard hat, high visibility vests, safety gloves, fall protection gear suitable for each employee, eye protection, hearing protection, respirators and filters suitable to the work being done, rubber boots and rain gear when required in the course of their duties, fire retardant coveralls and any other PPE. All such equipment shall remain the property of the Employer. Worn out safety equipment will be replaced by the Employer upon presentation of the worn equipment. The employees shall be held responsible for lost PPE or PPE that was damaged due to employee abuse.

**16.09 Tools** Employees shall supply their own hand tools, as listed in Schedule B. All additional tools and equipment required to perform their daily work, as determined by the employees and the Employer, shall be supplied by the Employer. Employees are responsible for the Employer's tools and equipment issued to them provided the Employer furnishes the necessary lockers, tool boxes or other safe place for storage.

## **ARTICLE 17 - UNION FUNDS**

- 17.01 The Employer shall contribute to the Union's Education and Assistance Fund the amount identified at Schedule "A" for each hour worked by each employee, starting from an employee's date of hire. The Employer shall remit such contributions to the Union together with union dues, and in the manner described in the Remittances to the Union article and in the Union's remittance directive.
- 17.02 The Education and Assistance Fund shall be used by the Union to educate and instruct members in the competent practice of their trade, in matters relating to Health and Safety, and to instruct specific members in effective labour relations practices.
- 17.03 Having regard to the demands of the Employer's work and operations, the Employer will cooperate with the Union when safety and related courses are made available to the members employed with the Employer.
- 17.04 The Employer shall contribute to the Union's Construction Industry Development and Promotion Fund (the "Industry Fund") the amount identified at Schedule "A" for each hour worked by each employee, starting from an employee's date of hire. The Employer shall remit such contributions to the Union together with union dues, and in the manner described in the Remittances to the Union article and in the Union's remittance directives.
- 17.05 The Industry Fund is used to promote CLAC's model of open shop unionized construction representation. This is achieved by industry development among stakeholders such as owners and purchasers of construction services, by advocating at

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

17.06 The Industry Fund shall not be used to fund a grievance or other legal proceedings against any contactor signatory to CLAC or its affiliated local unions.

## **ARTICLE 18 - LEAVES OF ABSENCE**

18.01 The Employer shall grant leaves of absence for the following reasons:

- a. marriage of the employee;
- b. sickness of the employee or employee's immediate family;
- c. death in the family;
- d. participation in union sponsored training or other educational events;
- e. birth or adoption of the employee's child.

Employees shall give advance notice of planned absences, indicating dates of absence and return.

18.02 In the event an employee is absent from work for more than one (1) week due to illness or injury the Employer may request, at its own expense, that the employee provide written

verification by a practicing physician, that the employee is fit to return to their full duties. Such verification shall assess the extent to which the employee is able to perform the functions, duties and work of the job classification to which such employee is normally assigned.

- 18.03 An employee shall be granted up to one (1) month leave of absence to make arrangements for and to attend the funeral of the employee's spouse, child, step-child, foster child or grandchild or step-grandchild of the employee and the employee's spouse. The first ten (10) days of such leave is paid by the Employer.
- 18.04 An employee shall be granted five (5) paid work days leave of absence to make arrangements for and to attend the funeral (memorial service, interment or inurnment) of immediate family members. Such leave is to be taken from the date of the death and until the day after the funeral (or memorial service, interment or inurnment). An employee may split the days of the leave in the event that a winter funeral is followed by a spring interment. Immediate family members shall include:
- a. The employee's parent, step-parent, foster parent or parent of their spouse,
  - b. Grandparents, step-grandparents of the employee or the employee's spouse;
  - c. The spouse, of the employee's children, step-children and foster children;
  - d. The employee's brothers or sisters.

18.05 Employees shall be granted one (1) days leave of absence to attend the funeral (memorial service, interment or inurnment) of extended family members. The first day of such leave is paid by the Employer. Such leave is to be taken from the date of the death and until the day after the funeral (or memorial service, interment or inurnment). An employee may split the days of the leave in the event that a winter funeral is followed by a spring interment. Extended family members shall include: sisters in law, brothers in law, aunts, uncles, nieces, nephews, cousins of the employee.

18.06 Further to the above, paid time for bereavement leave is limited to:

- a. days for which the employee can provide acceptable verification of the death of a family member including the date of the funeral, if requested by the employer;
- b. the amount of time and wages that the employee lost as a result of such paid leave, not to be less than eight (8) hours; and
- c. the employee's regular straight time rate of pay.

18.07 Unpaid time in addition to the above may be granted, upon request, as unpaid personal leave time. Such requests for additional leave shall not be unreasonably denied.

**18.08 Jury Duty and Selection**

The Employer shall pay the regular daily wages of an employee to a maximum of five (5) work days while attending jury selection and while serving as a juror, less any daily stipend or reimbursement from the court, provided the employee:

- a. notifies the Employer immediately that he is required to attend court for jury selection; and,
- b. presents proof of service requiring the employee's attendance.

## **ARTICLE 19 - DISCIPLINE**

- 19.01 The Employer may warn, suspend, demote, or discharge employees for just cause. If the conduct or performance of an employee warrants disciplinary action, such action shall be confirmed in writing. A copy of all such documentation shall be provided to the employee(s) involved and forwarded to the office of the Union at the time they are issued.
- 19.02 Any disciplinary notice shall be issued only after or during the meeting with the employee being disciplined. An employee shall be advised of the nature of the meeting prior to attending. The employee shall be accompanied by a steward.
- 19.03 Disciplinary meetings shall normally take place during the affected employee's scheduled shift. If the employee is not at work and the incident giving rise to the meeting is so serious that immediate action is warranted, employees may be called in at a time when they are not scheduled to work. Such time to attend a discipline meeting shall be considered paid time.
- 19.04 Any letters of warning older than twelve (12) months shall be removed from an employee's file, provided that there is no repeat offence of the incident giving cause to the discipline during such twelve (12) month period. Any record of suspension will be removed after twenty-four (24) months,

provided there is no repeat offence of the incident giving cause to the suspension during such twenty-four (24) month period.

## **ARTICLE 20 - GRIEVANCE PROCEDURE**

20.01 The parties to this Agreement recognize the Stewards and the CLAC Representatives specified in Article 4 as the agents through which employees shall process their grievances and receive settlement thereof.

20.02 "Grievance" shall mean a complaint or claim concerning improper discipline or discharge, or a dispute with reference to the interpretation, application, administration or alleged violation of this Agreement.

An "Individual Grievance" is defined as a single grievance, signed by a steward or a Union representative on behalf of an employee who has the complaint. Such grievance must be dealt with at successive stages of the grievance procedure commencing with Step 1.

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

A "Policy Grievance" is defined as one which involves a question relating to the interpretation, application, or administration of this Agreement. A "Policy Grievance" shall be signed by a steward or a Union representative or, in the case of an

Employer's policy grievance, by the Employer or its representative.

- 20.03 All the time limits referred to in the grievance procedure herein contained shall be deemed to mean "**business days**" and exclude Saturdays, Sundays and public holidays as listed herein.
- 20.04 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) 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. If the Employer does consider or process a grievance which has been presented late, the Employer shall not be stopped or precluded at any stage from taking the position that the grievance is late and not arbitrable.
- 20.05 The Unions will not file a grievance until after the effected employee brings the complaint to the attention of his immediate supervisor. If the supervisor does not promptly settle the matter to the employee's satisfaction, an employee's proper grievance may be processed as follows:

**Step 1**

A grievance shall be filed in writing and shall be filed with the Employer by a steward or a Union representative. The Employer shall notify the Union of its decision in writing within three (3) workdays following the day upon which the grievance was filed.

A grievance shall identify:

- the facts giving rise to the grievance,

- the section or sections of this Agreement claimed violated and
- the relief requested.

The grievance will be signed by the employee involved unless it is a policy grievance. The Union may sign for an employee with the employee's instruction.

### **Step 2**

If the Union is dissatisfied with the outcome at Step 1, a Union representative shall, within five (5) workdays of the decision under Step 1, or within five (5) workdays of the day this decision should have been made, notify the Employer that a grievance meeting is required between the steward or Union representative together with the grievor and the Employer. This meeting will be held within five (5) workdays of the Step 2 meeting notice to the Employer. The Employer shall notify the steward or Union representative of its decision in writing within three (3) workdays of such meeting.

### **20.06 Union Policy Grievance or Employer Grievance**

A Union policy grievance or an Employer grievance may be submitted to the Employer or the Union, as the case may be, in writing, within ten (10) workdays of the time circumstances upon which the grievance is based were known or should have been known by the grievor. A meeting between the Employer and the Union shall be held within five (5) workdays of the presentation of the written grievance and shall take place within the framework of Step 2. The Employer or the Union, as the case may be, shall give its written decision within five (5) workdays after such meeting has been held.

If the decision is unsatisfactory to the grieving party, the grievance may be submitted to arbitration within fifteen (15) workdays of the delivery of such written decision or within fifteen (15) workdays of when such written decision ought to have been delivered.

## **ARTICLE 21 - ARBITRATION**

- 21.01 If the parties fail to settle a grievance, the grievance may be referred to arbitration under the procedure contained herein. Notwithstanding the arbitration procedure contained herein, a grievance may be, at any time, referred to the Ontario Labour Relations Board for arbitration under the provisions of the *Labour Relations Act, 1995*.
- 21.02 The party requiring arbitration must serve the other party with written notice of desire to arbitrate within ten (10) workdays after receiving the final decision given in the grievance procedure. If no decision is given, notice must be given within ten (10) workdays of when that decision was due.
- 21.03 If a notice of desire to arbitrate is served, the two parties shall, within five (5) workdays of such notice to arbitrate, each provide nominations for a sole arbitrator, providing name and contact information for their nominations. If the parties are unable to agree upon a sole arbitrator within ten (10) workdays of the notice of desire to arbitrate, either party may request the Minister of Labour to appoint an arbitrator.
- 21.04 No person may be selected or appointed as arbitrator who has been involved in an attempt to negotiate or settle the grievance.

- 21.05 The decision of the arbitrator is final and binding on the parties.
- 21.06 Notices of desire to arbitrate and of nominations of an arbitrator shall be served in writing, including by email, fax, or delivered in person.
- 21.07 If a party refuses or neglects to answer a grievance at any stage of the grievance procedure, the other party may commence arbitration proceedings. If the party in default refuses or neglects to appoint an arbitrator, the party not in default may, upon notice to the party in default, appoint a single arbitrator to hear the grievance and their decision shall be final and binding upon both parties.
- 21.08 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 this Agreement where it appears that the default was owing to a reliance upon the words or conduct of the other party.
- 21.09 Each of the parties hereto shall jointly bear the expenses of the arbitrator.
- 21.10 The arbitrator shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement nor adjudicate any matter not specifically assigned to it by the notice to arbitrate outlined in the grievance procedure.
- 21.11 Employees found to be wrongfully discharged or suspended will be reinstated with back pay calculated at an hourly rate or average earnings, as applicable, times normal hours, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the arbitration board.

21.12 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 circumstance surrounding the discharge or suspension, the arbitrator may substitute a penalty which, in his opinion, is just and equitable. This clause shall not apply to the discharge of a probationary employee.

21.13 Notwithstanding the arbitration procedure outlined above, a grievance may, at any time, be referred to the Ontario Labour Relations Board for arbitration under the provisions of the Labour Relations Act, 1995.

**ARTICLE 22 - DURATION**

- 22.01 This Agreement shall be and shall remain in effect from May 1, 2022 to April 30, 2025 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, prior to the expiry date.
- 22.02 Should negotiations not be completed prior to the expiration date of this Agreement all negotiated items shall be retroactive from the date of signing to the expiration date of the expired Agreement.
- 22.03 Until a new Agreement has been concluded all provisions in this Agreement shall remain in full force and effect.

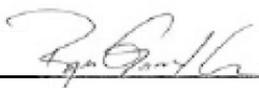
Signed at 2 Belleisle Crt. London, this 26 day of April 2022.

For the Employer

Todd Hunking

Todd Hunking

For the Union



\_\_\_\_\_

**SCHEDULE "A"**  
**CLASSIFICATIONS AND RATES OF PAY**

Effective May 1, 2022								
Classification	Wages	VP/SHP 10%	Pension 10%	Benefits	PHSA \$525	Industry Fund	Education Fund	Total
Communication Technician Level 3	\$37.69	\$3.77	\$3.77	\$2.85	\$0.29	\$0.20	\$0.20	\$48.77
Communication Technician Level 2	\$30.55	\$3.06	\$3.06	\$2.85	\$0.29	\$0.20	\$0.20	\$40.21
Communication Technician Level 1	\$25.14	\$2.51	\$2.51	\$2.85	\$0.29	\$0.20	\$0.20	\$33.71
Apprentice Communication Technician Level 2	\$23.79	\$2.38	\$2.38	\$2.85	\$0.29	\$0.20	\$0.20	\$32.09
Apprentice Communication Technician Level 1	\$22.44	\$2.24	\$2.24	\$2.85	\$0.29	\$0.20	\$0.20	\$30.47
Communication Cable Installer	\$21.09	\$2.11	\$2.11	\$2.85	\$0.29	\$0.20	\$0.20	\$28.85

Effective April 30, 2023								
Classification	Wages	VP/SHP 10%	Pension 10%	Benefits	PHSA \$550	Industry Fund	Education Fund	Total
Communication Technician Level 3	\$38.82	\$3.88	\$3.88	\$2.95	\$0.31	\$0.20	\$0.20	\$50.24
Communication Technician Level 2	\$31.47	\$3.15	\$3.15	\$2.95	\$0.31	\$0.20	\$0.20	\$41.42
Communication Technician Level 1	\$25.89	\$2.59	\$2.59	\$2.95	\$0.31	\$0.20	\$0.20	\$34.73
Apprentice Communication	\$24.50	\$2.45	\$2.45	\$2.95	\$0.31	\$0.20	\$0.20	\$33.06

Technician Level 2								
Apprentice Communication Technician Level 1	\$23.11	\$2.31	\$2.31	\$2.95	\$0.31	\$0.20	\$0.20	\$31.39
Communication Cable Installer	\$21.73	\$2.17	\$2.17	\$2.95	\$0.31	\$0.20	\$0.20	\$29.73

Effective April 28, 2024								
Classification	Wages	VP/SHP 10%	Pension 10%	Benefits	PHSA \$575	Industry Fund	Education Fund	Total
Communication Technician Level 3	\$39.99	\$4.00	\$4.00	\$3.05	\$0.32	\$0.20	\$0.20	\$51.75
Communication Technician Level 2	\$32.42	\$3.24	\$3.24	\$3.05	\$0.32	\$0.20	\$0.20	\$42.67
Communication Technician Level 1	\$26.67	\$2.67	\$2.67	\$3.05	\$0.32	\$0.20	\$0.20	\$35.77
Apprentice Communication Technician Level 2	\$25.24	\$2.52	\$2.52	\$3.05	\$0.32	\$0.20	\$0.20	\$34.06
Apprentice Communication Technician Level 1	\$23.81	\$2.38	\$2.38	\$3.05	\$0.32	\$0.20	\$0.20	\$32.34
Communication Cable Installer	\$22.38	\$2.24	\$2.24	\$3.05	\$0.32	\$0.20	\$0.20	\$30.62

**RED-CIRCLED WAGE RATES**

It is agreed and understood that present employees' pay rates will not be reduced by this Agreement if they are above the rate specified in the Agreement.

## **Uniforms**

The Employer shall distribute workwear items free of charge to employees to be worn during work hours as the work uniform. Employees are expected to wear the uniform (golf shirt or t-shirt) during working hours per the Gordon Ruth Uniform Policy.

The Employer shall provide work golf shirts, t-shirts, and hats to employees. The Employer shall annually provide new, additional, or replacement articles of work wear to meet the needs and sizes of the employees.

## SCHEDULE "B" TOOL LIST

Communication Technicians are responsible to have the following tools available for work:

- 1 Knife
- 1 pr. Scissors
- 6 screwdrivers, Robertson and standard types
- 1 pr. Pliers – diagonals
- 1 pr. Pliers – 8" sidecutters
- 1 pr. Slip joint pliers
- 1 drywall saw
- 1 hammer
- 1 measuring tape
- 1 level
- 1 tool pouch and belt
- 1 tool box
- 1 flashlight

**SCHEDULE "C"**  
**SUMMARY - Health Care Benefits**

Coverage Details:

Life Insurance/Accidental Death & Dismemberment     \$ 100,000.00

- Dependent Life Insurance - Spouse     5,000.00
- Dependent Life Insurance - Child 2,500.00

Short-Term Disability (STD) – Taxable

- 66.67% of weekly earnings to a max of \$638.00 per week

Long-Term Disability (LTD) – non-Taxable

- 60% of earnings to a max of \$2,800.00 per month

Extended Health Care

- 90% drug card (95% 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 (12) 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 (EFAP) 24/7 & 365 assistance

### Dental Plan “D”

- 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
- Orthodontic services
  - 50% paid to \$3,000.00 lifetime maximum per person

**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 for a full description of health care benefits covered by the Plan or contact the CLAC Benefits Team at 1-800-463-2522 or at [easternbenefits@clac.ca](mailto:easternbenefits@clac.ca)**

**CAMBRIDGE MEMBER CENTRE**

45 Commerce Crt.

Cambridge, ON N3C 4P7

T: 519-653-3002

TF: 877-701-2522

F: 519-653-3004

[cambridge@clac.ca](mailto:cambridge@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](http://clac.ca/myCLAC)**