

**I.C.I. CONSTRUCTION
COLLECTIVE AGREEMENT
2013
BETWEEN:**

The Ontario Refrigeration and Air Conditioning Contractors Association designated as the Employer Bargaining Agency under the Ontario Labour Relations Act and herein referred to as **O.R.A.C.**

AND

Local 787 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, designated as the Employee Bargaining Agency under the Ontario Labour Relations Act and herein referred to as the **Union**.

TERRITORIAL JURISDICTION

The Territorial Jurisdiction of this Collective Agreement is the whole area within the boundaries of the Province of Ontario.

ARTICLE 1: PURPOSE

The purpose of this Collective Agreement is to establish and maintain terms and conditions of employment between O.R.A.C., the Employers listed in Appendix "C" and the members of the Union, and to provide a method of settling any differences which may arise between them.

ARTICLE 2: AGREEMENT

This Collective Agreement constitutes the entire Agreement between the parties. No modification to any of the terms or conditions of this Collective Agreement shall be valid unless made in writing and signed by both parties. Modifications to any of the terms and conditions of this Collective Agreement made between an individual Employer and employee are contrary to this Collective Agreement and the Ontario Labour Relations Act.

ARTICLE 3: EMPLOYMENT EQUITY

- (a) The parties to this Collective Agreement are committed to employment equity in the employment of such persons as aboriginal people, people with disabilities, members of racial minorities and women. It is therefore mutually agreed that the parties to this Collective Agreement will endeavor to remove barriers to employment and further work towards the prevention of discrimination and harassment towards all workers.

- (b) The parties to this Collective Agreement agree that there shall be no workplace harassment, discrimination, favouritism, interference, restriction or coercion exercised with respect to any employee in any manner for any reason (but not limited to) such as race, creed, colour, age, sex, marital status, number of dependents, nationality, ancestry, place of origin, political or religious beliefs, sexual orientation, physical disability (where the disability does not render the employee incapable of fulfilling his or her duties and obligations under this Collective Agreement) or membership or activity in the Union.

ARTICLE 4: EMPLOYER

The term Employer in this Collective Agreement is construed to mean O.R.A.C., any Company, partnership, sole proprietorship or otherwise which is bound by this Collective Agreement.

ARTICLE 5: RECOGNITION

5:01 O.R.A.C. and the Employers of Local 787 members recognize Local 787 as the sole and exclusive bargaining agent for all Journeymen and Apprentice Refrigeration and Air Conditioning Mechanics, save and except persons above the rank of working Foremen, employed by Employers in the Province of Ontario engaged in the Industrial, Commercial and Institutional Sector in the Air Conditioning trade (hereinafter referred to as the ICI Construction Sector).

- (a) The Union recognizes O.R.A.C. as the sole and exclusive bargaining agent for Employers of Local 787 members employed in the ICI Construction Sector of the Province of Ontario.
- (b) Subject to the express terms of this Collective Agreement, specifically Article 8 paragraphs 8:03 (a) and (b), the Union recognizes the right of the Employer to operate and manage his or her business in accordance with his or her commitments and responsibilities.

The following are solely and exclusively the responsibility of the Employer:

1. The location of Company workshops and warehouses.
2. Designation of work to be done and responsibilities of each employee.
3. Scheduling of work.
4. Methods and means by which the work is to be accomplished within the provisions of all safety regulations.
5. The right to decide on the number of employees needed by the Employer at any time.

6. The control of all operations and buildings, machinery and tools owned or rented by the Employer. The direction of the employees, including right to hire, suspend or discharge for just cause and the right to relieve employees from duty because of lack of work or other legitimate reasons is vested exclusively with the Employer subject to this Collective Agreement and in particular, subject to the grievance and arbitration procedures provided herein.
7. The Employer agrees that in the exercising of its management rights and in the administration of this Collective Agreement, the Employer shall do so in a fair and reasonable manner.

5:02 Except as may otherwise be provided for herein:

- (a) All employees covered by this Collective Agreement shall as a condition of employment or continued employment, be members of the Union in good standing or travel card or probationary or permit workers otherwise referred to the Employer by the Union.
- (b) In the event that an employee fails to tender to the Union the required initiation fee or monthly dues and for any reason becomes a suspended member of the Union, including travel card, probationary or permit workers, the Employer will not assign work to such employee upon request by the Union.

5:03 (a) Employers will obtain from the Union all persons required to perform any of the work described in Appendix "A" attached hereto, except if Union members are not available, the Employer may hire other qualified persons, provided they make application to join the Union before employment commences. For clarification, the intent is, if the Employer requires a specifically trained person and none are available on the Union "Out of Work" list, the Employer may, if the Employer decides the persons on the list are not suitable, hire other qualified persons provided Article 25 has been adhered to. The Union will notify the Employer within 48 hours of the person's acceptance by issuing a referral slip.

- (b) The Employer shall retain the right to reject any person referred by the Union. The Employer shall retain the right to terminate any employee for just cause providing the Employer so states in a termination notice.

5:04 The Union shall take reasonable steps to ensure that none of its members are employed by Employers not bound by a Collective Agreement with Local 787. This is not to be construed to prevent a member securing employment outside of the trade.

5:05 No member of the Union while employed by an Employer bound by this Collective Agreement shall perform work as outlined in Appendix "A" of this Collective Agreement, for anyone other than his or her Employer without permission from both the Employer and the Union.

ARTICLE 6: EMPLOYEE

6:01 Under the terms of this Collective Agreement there shall be the following categories or classes of employees:

Working Foreman
Journeyman Mechanic
Apprentice
Welder
Welder Apprentice
Gas Fitter
Student

Which categories or classes are defined as follows:

6:02 WORKING FOREMAN - Shall be an employee with the qualifications of a Journeyman Mechanic, and who has been requested to take charge of a job over 3 consecutive days duration where 2 additional Local 787 Members are employed. On any job where 3 or more Local 787 Members are employed a Foreman must be designated and he or she must be a member of Local 787.

A Journeyman Mechanic who has been requested to take charge of a job as Foreman shall hold the position and pay of a Foreman for the duration of the job.

6:03 JOURNEYMAN MECHANIC - Shall designate a person who holds a valid Certificate of Qualification issued by the Province of Ontario and who has passed any examination which may be required by the Local 787 Examining Board.

6:04 APPRENTICE - Shall designate any person who is indentured for a minimum period to the "Refrigeration Workers Local 787 - O.R.A.C. Training Fund" Joint Training and Apprenticeship Committee (J.T.A.C./L.A.C.) for the purpose of learning the trade as required by the Trades Qualification and Apprenticeship Act (T.Q.A.A.). The Apprentice will attend all courses of study as required by the T.Q.A.A. and by the J.T.A.C./L.A.C.

All Apprentices working under this Collective Agreement must be indentured to the "Refrigeration Workers Local 787 - O.R.A.C. Training Fund" (J.T.A.C./L.A.C.).

The employer shall be permitted a ratio of Journeyman / Apprentice as per the Trades Qualification and Apprenticeship Act as amended.

6:05 WELDER- Shall designate any person who has passed successfully a TSSA 6G high pressure pipe welding carbon steel certifications and / or the Red Seal Welder Certification of Canada.

6:06 WELDER APPRENTICE - Shall designate any person who is indentured for a minimum period to the "Refrigeration Workers Local 787 - O.R.A.C. Training Fund" Joint Training and Apprenticeship Committee (J.T.A.C./L.A.C.) for the purpose of learning the trade of WELDER as required by TSSA and / or the Red Seal Welder Certification of Canada

6:07 GAS FITTER - Shall designate a person who holds a valid certification issued by TSSA and will only perform the work that is covered by that certification. Before a person is hired as a gas fitter, their wages and job scope are to be cleared by the Union.

6:08 STUDENT - For the purpose of this Collective Agreement, the term Student shall mean a person who, except for summer vacation period or work study period, would normally be attending full time at High School, Vocational School, or University and taking subjects relating to the Refrigeration and Air Conditioning Trade.

The intention of this clause is to enable the Employer to give practical experience during summer months or practical work study term to a person whose declared intention is to seek employment in the Trade upon graduation from school, and is not intended as a source of casual labour.

- a) The Employer wishing to hire a Student must employ the maximum number of Apprentices as allowed by the ratio stated in Article 6:04 before hiring a Student.
- (b) Notwithstanding the foregoing, the Employer shall not employ more than one Student for every eight (8) Union members employed, except, any Employer employing at least five (5) members of the Union may hire one Student.
- (c) Students will be required to pick up a temporary work card and work referral slip from the UA Local 787 Administration Office prior to starting work.

ARTICLE 7: RESPONSIBILITY OF EMPLOYEES

For the purpose of establishing a minimum responsibility, employees will be described in three (6) categories:

Working Foreman
HVACR Journeyman Mechanic
HVACR Apprentice
Welder
Welder Apprentice
Gas Fitter

7:01 GENERAL - The Employee shall:

- (a) Assume his or her position with the Employer according to his or her qualifications in the industry and shall accept the following as the minimum requirements and terms of employment, but shall not be limited to them or relieved of further responsibility delegated by the Employer.
- (b) Arrive for work suitably and neatly dressed at the established starting time unless prevented by the Employer from doing so.
- (c) While in the possession of the Employer's tools, equipment, materials, vehicles or

other Employer's property, take all reasonable precautions to prevent damage, loss, theft, breakage, misuse, etc.

- (d) When operating an Employer's vehicle, ensure the vehicle is operated in accordance with the Company Policy and in a manner which will result in maximum useful life and maximum economy. While all costs for maintenance and repairs are borne by the Employer, the employee will advise the Employer immediately and in writing, with a copy to be retained by the employee, of any servicing that may be required to keep the vehicle in good and safe running order and presentable in appearance.
- (e) When representing the Employer, make every effort, according to his or her qualifications, to look after the best interests of the Employer.
- (f) All employees shall be required to have and wear approved safety boots or shoes, and safety hats as a condition of employment. The employee shall provide the safety hat at his or her own expense unless the Employer demands a safety hat of a particular colour or style, in which case the Employer shall supply it/ them at the Employer's expense. Safety hats supplied by the Employer shall be returned to the Employer by the employee on termination of employment. It shall be the responsibility of the employee to be knowledgeable of the Safety Regulations under the Occupational Health and Safety Act as amended from time to time.

7:02 WORKING FOREMAN - Shall direct all phases of a project for which he or she was appointed Foreman and be capable of instructing Journeymen and Apprentices in the actual installation work from drawings and instructions given by the Employer and perform the work of a Journeyman Mechanic when so required by the Employer.

7:03 JOURNEYMAN MECHANIC

- (a) Journeyman Mechanic shall when issued a specific job assume the role of a mechanic and representative of the Employer and take the initiative to perform the work, according to the best practice of this industry. Where circumstances are beyond his or her control he or she shall immediately advise the Employer.
- (b) When working with an Apprentice, a Journeyman Mechanic shall guide and instruct the Apprentice to ensure that the production of the Apprentice is of the best quality.
- (c) A Journeyman Mechanic shall take reasonable steps to ensure that upon leaving a job, the safety of other workers engaged at the work area are not in jeopardy due to unsecured equipment or materials. Upon completing a job or leaving a work area for a sustained period of time, a Journeyman Mechanic shall clean up the work area or shall make arrangements to have this done according to the project requirements.

7:04 APPRENTICE - The responsibility of an Apprentice is covered under the direction of the "Refrigeration Workers Local 787 - O.R.A.C. Training Fund" (J.T.A.C./L.A.C.).

- (a) The Apprentice will work under the supervision of a Journeyman member of the Union and be responsible to the Journeyman for the work which the Apprentice has

performed. The Apprentice shall follow the instructions and directions of the Journeyman.

7:05 WELDER – (a) The Welder shall when issued a specific job assume the role of a Welder and representative of the Employer and take the initiative to perform the work, according to the best practice of this industry. Where circumstances are beyond his or her control he or she shall immediately advise the Employer.

- (b) When working with a Welder Apprentice, a Welder shall guide and instruct the Apprentice to ensure that the production of the Apprentice is of the best quality.
- (c) A Welder shall take reasonable steps to ensure that upon leaving a job, the safety of other workers engaged at the work area are not in jeopardy due to unsecured equipment or materials. Upon completing a job or leaving a work area for a sustained period of time, a Welder shall clean up the work area or shall make arrangements to have this done according to the project requirements.

7:06 APPRENTICE WELDER - The responsibility of an Apprentice Welder is covered under the direction of the "Refrigeration Workers Local 787 - O.R.A.C. Training Fund" (J.T.A.C./L.A.C.).

- (a) The Apprentice will work under the supervision of a Welder member of the Union and be responsible to the Welder for the work which the Apprentice has performed. The Apprentice shall follow the instructions and directions of the Welder.

7:07 GAS FITTER - Shall designate a person who holds a valid certification issued by TSSA and will only perform the work that is covered by that certification. Before a person is hired as a gas fitter, their wages and job scope are to be cleared by the Union.

ARTICLE 8: RESPONSIBILITY OF THE EMPLOYER

8:01 An Employer shall attempt to keep an indentured Apprentice active in his or her relative training until completion of the Apprenticeship. Should the Employer find it necessary to lay off an Apprentice, that Apprentice or an Apprentice with the same years of experience shall be recalled or hired when work requiring that same level of experience becomes available. If the Apprentice or Apprentices with the same years of experience or greater are not available at the time of recall, this provision shall not apply. The Union has the right to not issue a referral slip for a new Apprentice if the Employer intends to assign the same or similar work to a lower level Apprentice.

8:02 Before hiring a member of Local 787, an Employer must present a written copy of the Employer's Company Policy. A copy MUST be deposited on file at the Local 787 Administration Office and the employee shall sign an appropriate form as proof that he or she has received a copy of the Employer's Company Policy. The Company Policy shall include such items as working hours, the wearing of uniforms, and use of Employers/employees vehicles, etc.

The Company Policy shall not contravene this Collective Agreement or any other applicable legislation.

Revision of Company Policy must be deposited on file at the Local 787 Administration Office and each and every employee affected by the change must be advised.

8:03 The Employer shall:

- (a) Assign exclusively to members of the Union or other workers referred to the Employer by the Union all of the work described in Appendix "A" ", attached hereto and forming part of this Collective Agreement
- (b) Employers will not sublet air conditioning work or heating work as outlined in Appendix "A" to non-union contractors.

8:04 The Employer will maintain Company vehicles in proper mechanical and safe condition. If a dispute arises, concerning the proper mechanical and safe condition of the vehicle, a properly licensed vehicle mechanic shall be the governing body.

- (a) All Employers' vans will be equipped with metal safety shields or bulkheads of equivalent strength between the driver and the load. The Employer's vehicles will be equipped with First Aid Kits, Fire Extinguisher and Safety Flares.
- (b) It is the responsibility of the employee to notify the Employer of any deficiencies in either 8:04 or 8:04(a).

8:05 The Employer shall provide proof of Insurance Coverage (minimum \$1,000,000.00 Public Liability and Property Damage) of vehicle and employee during working hours, and after working hours while using vehicle according to Company Policy. Written proof and permission must be issued to the employee involved.

8:06 The Employer shall comply with the regulations under the Occupational Health and Safety Act as amended from time to time, on all jobs where Union members are employed.

8:07 The Employer shall provide employees with credit cards, pump keys, cash or other suitable methods of paying for gas, oil, service and minor repairs to Employer's vehicle, parking fees, etc. In some instances an employee may be required to purchase minor materials in which case the employee shall be provided with a cash floater if he or she requests it. If a cash floater is provided, it will be replenished at suitable intervals on submission of receipts for money spent. The cash floater is for the benefit of the Employer and must be available at all working time for that purpose.

ARTICLE 9: UNION STEWARD

9:01 The Union may appoint and the Employer shall recognize a Steward for each shop, job or area. The Employer's General Manager shall be notified in writing of the name of the Steward when the appointment becomes effective. The Steward shall be recognized as the representative of the Union for the shop, job or area in which he or she is working and no discrimination shall be shown against the Steward for carrying out his or her Union duties. The Steward shall not be laid off, transferred or discharged by reason of executing his or her Union duties and responsibilities as a Steward.

To be eligible for appointment as a Steward, the employee must have been in the employ of the Company for 12 consecutive months immediately prior to the appointment.

9:02 The Steward shall assist in adjusting differences which may arise out of the interpretation, application or alleged violation of this Collective Agreement subject to the provisions as laid out in the grievance procedure in Article 27.

The Steward shall be paid his or her regular rate of pay when executing his or her duties and responsibilities under this provision of the Collective Agreement, and only while the duties are within the Company premises or a mutually agreed upon alternate location.

ARTICLE 10: UNION REPRESENTATIVE

10:01 An official representative of the Union shall have access to work areas during working hours provided this is within the control of the Employer.

10:02 An official representative of the Union when entering a work area shall when practicable, advise the Superintendent or the Employer of the visit and at no time shall the official representative interfere with job progress unless there is a matter of dispute on the job, in which case the matter must be discussed with the job Superintendent or Foreman, so that no unnecessary work stoppage occurs.

10:03 An official representative of the Union shall be granted unpaid leave of absence when required for Union business provided that reasonable notice is given to the Employer.

ARTICLE 11: HOURS OF WORK

11:01 The hours of work shall be eight (8) consecutive hours per day not including time for lunch, between 7:30 a.m. and 5:30 p.m. Monday to Friday inclusive with one half hour off for lunch making a regular work week of 40 hours. The starting time, within the 7:30 a.m. to 9:00 a.m. period, shall be established by the Employer in accordance with area or Employer's practice.

On construction jobs when mutually agreed upon by the Union and the Employer a work week of four (4), ten (10) hour days may be established provided that the four (4), ten (10) hour days are consecutive not including time for lunch, between 7:30 a.m. and 7:00 p.m. Monday to Friday inclusive with one half hour off for lunch making a regular work week of 40 hours. The starting time, within the 7:00 a.m. to 8:30 a.m. period, shall be established by the Employer in accordance with area or Employer's practice. All hours worked after the established eight (8) or ten (10) hour day will be paid at the prevailing overtime rate as per Article 12:02.

The Employer wishing to revise the established starting time shall provide seven (7) days notice to the employees and the Union.

11:02 An Employer shall give an employee a period of at least eight hours free from the performance of work between shifts unless the total time worked on a successive shift does not exceed 13 hours or unless the Employer and the Union agree otherwise.

11:03 The work zone shall be the area within 75 KM by the most direct roadway from the Employer's place of business, shop or branch office.

11:04 Employees will be on the job within the work zone by the established starting time. Employees traveling to a job outside the work zone shall be at the boundary of the zone nearest to the job site by the established starting time and established quitting time.

11:05 Employees shall be treated fairly in the distribution of work. Within the shop unit, available work will be distributed in an equitable manner. While recognizing geographical constraints, licensing requirements and job skills, it is expected that within the shop unit there exists the opportunity to equitably distribute work amongst the employees.

11:06 SHOW UP PAY - Unless the employee is informed prior to the end of the previous work day not to report for work on the following work day, the employee shall be paid an amount equal to four hour wages (including vacation pay and all other financial benefits provided for in this Collective Agreement) and the employee must take work available.

11:07 BEREAVEMENT LEAVE - In the event of a death in the employee's immediate family, ie: the employee's parents, grandparents, children, brothers, sisters, or the spouse, the Employer will grant the employee up to five (5) days leave of absence with pay for the purpose of making arrangements for, or attending the funeral or memorial service.

In the event of a death in the employee's other family members, i.e., the employee's spouse's parents, grandparents, brothers or sisters, the Employer will grant the employee up to five (5) days leave of absence three (3) days with pay for the purpose of making arrangements for, or attending the funeral or memorial service.

Pay shall be at the employee's straight time rate and shall be paid only for claims which occur on a day or days which the employee would be regularly scheduled to work.

11:08 In the event that an accident occurs while a Union member is on Employer business, which necessitates the member having to visit a doctor or hospital for treatment, etc., the time lost by the member shall be paid for by the Employer. If it is necessary for a Local 787 member to be taken for treatment by a second member, his or her lost time will also be paid for by the Employer. It is the intent that members should only be paid up to the completion of the shift which they were working at the time treatment was required.

11:09 JURY DUTY - Jury Duty compensation will be paid if a member of the Union is summoned for Jury Duty or as a Crown Subpoenaed Witness. For each day that the employee is compensated by the Crown, the employee shall be compensated by the Employer at \$75.00 per day and by the Union at \$75.00 per day up to a maximum of 4 calendar weeks or 20 working days. Proof of payment by the Crown shall be presented to the Employer and to the Union. A certificate of Juror's attendance issued is considered sufficient proof of payment to be issued.

ARTICLE 12: OVERTIME

12:01 All time worked between the established closing time of one day and the regular

starting time of the following day shall be paid at overtime rates. Traveling time between the regular closing time of one day and the regular starting time of the following day will be paid at straight time.

12:02 Overtime shall be paid for at the rate of time and one half for hours worked from established closing time until regular starting time on week days, and all hours worked on Saturday and Sunday. All time worked on Statutory Holidays recognized in Article 12:03 shall be paid for at double time.

12:03 STATUTORY HOLIDAYS - Recognized Statutory Holidays are New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Simcoe Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day. When Statutory Holidays fall on a Saturday or Sunday, the next work day or work days shall be designated as Statutory Holiday(s) or as designated by the Government.

12:04 SHIFT WORK – Where it is necessary for an employee to work a night shift instead of a day shift or both night and day shifts, because of tying in with other trades or construction schedules, or where life may be endangered or property damaged, or a shift commencing any time after established closing time, the worker shall work 8 hours for 9 hours pay.

Shift rates apply only to shifts starting after Sunday midnight and finishing Friday midnight. All hours over 8 hours worked in any one shift as described in article 12:04 shall be paid at overtime rates which are determined using the shift rate as the base rate before applying any overtime premiums. No worker shall be required to work more than one shift in any 24 hour period.

12:05 If an employee reports late for work, no overtime will be paid until a full day or shift has been completed from time of reporting. An employee is not late if he or she is asked to report after the established starting time.

ARTICLE 13: TRANSPORTATION, TRAVEL AND ACCOMMODATION

13:01 Any employee not supplied with transportation by the Employer and therefore uses his or her own vehicle shall receive sixty (60) cents per km or seventy (70) cents per km when transporting or towing a welding machine, for the use of his or her own vehicle while on Employer's business. For the purpose of computing mileage, it will be assumed that the day begins and ends at the shop and mileage will be computed from shop to shop, shop to job, job to job and job to shop.

In a situation where an employee is required to use his or her own vehicle on a call or one day basis, the employee will be paid the mileage rate as above or \$35.00 per day (when not transporting or towing a welding machine) or \$40.00 per day when transporting or towing a welding machine whichever is the greater amount.

Employees shall not carry more than their personal tools plus 45.5 kg (100 lbs.) of Employer's tools and supplies (not including the welding machine) in their personal vehicle.

13:02 Travel expenses are to be paid at the same time as wages are paid.

13:03 It is agreed that each employee will carry a minimum of \$1,000,000.00 Public Liability and Property Damage Insurance on his or her vehicle at business rates if vehicle is used on Employer's business and that he or she will file a copy of the policy endorsement with the Employer.

13:04 The Employer agrees to pay parking fees incurred by the employee while on Employer's business.

13:05 All employees sent out of the work zone to work and who do not return daily to their normal residence shall receive expenses incurred in obtaining meals and accommodation, and other legitimate expenses incurred, including transportation costs whether by air, train, bus, etc. If traveling at night by train, a sleeper is provided.

13:06 Expense money shall be advanced to each employee for meals and lodging sufficient for the expected duration of the job, (or weekly if job is expected to last longer than seven (7) days) and a detailed amount substantiated by receipts shall be submitted to the Employer by the employee.

13:07 If an employee is requested to use his or her vehicle for a job outside the work zone, any traveling involved during the course of the job or jobs, including return trips as outlined in Article 13:08 will be done in the employee's vehicle at the rate as outlined in Article 13:01.

13:08 During the course of a job where the employee does not return to his or her normal residence daily the employee will be entitled to return home on the following basis:

- (a) every week for jobs within 161 km (100 miles) of the work zone.
- (b) every two weeks for jobs within 644 km (400 miles) of the work zone.
- (c) every three weeks for jobs over 644 km (400 miles) of the work zone.

If the employee does not wish to return home at the above stated intervals the Employer will continue the payment for lodging and meals during the weekend. If the employee does return home he or she will receive transportation costs as outlined in Article 13:05 but will not receive payment for traveling time. Travel arrangements will be controlled by the Employer.

13:09 When on jobs out of the work zone over five (5) days duration, all employees shall be allowed one personal phone call with a ten (10) minutes limit per day paid by the Employer.

13:10 Employees will not be expected to use their own money or any other form of payment for expenses incurred on behalf of the Employer.

13:11 In cases where, for Employer's reasons, the employee has the use of an Employer supplied vehicle to drive from employee's place of residence to the work zone, the employee shall, if requested, reimburse the Employer for the use of the vehicle at a rate not greater than specified in Article 13:01.

ARTICLE 14: WAGE RATES

14:01 The Province of Ontario is divided into four zones as indicated on the map inserted at

the end of this Collective Agreement. The location of the dividing lines between the zones is described in Appendix "B" of this Collective Agreement.

14:02 If an employee works outside his or her zone, or out of the Province, the employee is to be paid the prevailing rate for the zone in which he or she is working, provided it is not less than that paid in his or her own zone.

14:03 (a) Local 787 reserves the right to redirect the allocations to Benefits Trust Fund, Pension Trust Fund and J.T.A.C. from the Total Wage Package as required, upon due notice to the Employer.

(b) The following charts show the basic hourly rates and total wage package which will apply from July 8th, 2014 to April 30th, 2016 for all Local 787 Journeymen members and UA members of other Locals working a Travel Card in Local 787:

JOURNEYMEN AND WELDER TOTAL WAGE PACKAGE

July 8, 2013

Zone	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
1	\$43.84	\$4.38	\$9.90	\$58.12	\$0.30
2	43.26	4.33	9.90	57.49	0.30
3	42.64	4.26	9.90	56.80	0.30
4	42.05	4.21	9.90	56.16	0.30

JOURNEYMEN AND WELDER TOTAL WAGE PACKAGE

MAY 1, 2014

Zone	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
1	45.06	4.51	9.96	59.53	\$0.30
2	44.47	4.45	9.96	58.88	0.30
3	43.84	4.38	9.96	58.18	0.30
4	43.24	4.32	9.96	57.52	0.30

JOURNEYMEN AND WELDER TOTAL WAGE PACKAGE

MAY 1, 2015

Zone	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
1	46.34	4.63	10.02	60.99	\$0.30

2	45.74	4.57	10.02	60.33	0.30
3	45.08	4.51	10.02	59.61	0.30
4	44.46	4.45	10.02	58.93	0.30

14:04 Apprentice Rates

- (a) Apprentice basic hourly rates and total wage package for this Collective Agreement are based on the following charts:

REFRIGERATION APPRENTICE TOTAL WAGE PACKAGE

July 8, 2013

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
Zone 1					
Term 1	16.46	1.65	5.90	24.01	\$0.30
Term 2	21.12	2.11	6.40	29.63	\$0.30
Term 3	26.27	2.63	6.40	35.30	\$0.30
Term 4	31.51	3.15	6.40	41.06	\$0.30
Term 5	36.66	3.67	6.40	46.73	\$0.30
Zone 2					
Term 1	16.21	1.62	5.90	23.73	\$0.30
Term 2	20.85	2.09	6.40	29.34	\$0.30
Term 3	26.05	2.61	6.40	35.06	\$0.30
Term 4	31.10	3.11	6.40	40.61	\$0.30
Term 5	36.18	3.62	6.40	46.20	\$0.30
Zone 3					
Term 1	15.96	1.60	5.90	23.46	\$0.30
Term 2	20.55	2.06	6.40	29.01	\$0.30
Term 3	25.56	2.56	6.40	34.52	\$0.30
Term 4	30.66	3.07	6.40	40.13	\$0.30
Term 5	35.75	3.58	6.40	45.73	\$0.30
Zone 4					
Term 1	15.73	1.57	5.90	23.20	\$0.30
Term 2	20.24	2.02	6.40	28.66	\$0.30
Term 3	25.24	2.52	6.40	34.16	\$0.30

Term 4	30.27	3.03	6.40	39.70	\$0.30
Term 5	35.24	3.52	6.40	45.16	\$0.30

REFRIGERATION APPRENTICE TOTAL WAGE PACKAGE

May 1, 2014

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
Zone 1					
Term 1	16.95	1.70	5.96	24.61	\$0.30
Term 2	21.73	2.17	6.46	30.36	\$0.30
Term 3	27.00	2.70	6.46	36.16	\$0.30
Term 4	32.36	3.24	6.46	42.06	\$0.30
Term 5	37.64	3.76	6.46	47.86	\$0.30
Zone 2					
Term 1	16.68	1.67	5.96	24.31	\$0.30
Term 2	21.45	2.15	6.46	30.06	\$0.30
Term 3	26.76	2.68	6.46	35.90	\$0.30
Term 4	31.95	3.20	6.46	41.61	\$0.30
Term 5	37.15	3.72	6.46	47.33	\$0.30
Zone 3					
Term 1	16.44	1.64	5.96	24.04	\$0.30
Term 2	21.15	2.12	6.46	29.73	\$0.30
Term 3	26.27	2.63	6.46	35.36	\$0.30
Term 4	31.50	3.15	6.46	41.11	\$0.30
Term 5	36.71	3.67	6.46	46.84	\$0.30
Zone 4					
Term 1	16.19	1.62	5.96	23.77	\$0.30
Term 2	20.82	2.08	6.49	29.36	\$0.30
Term 3	25.95	2.60	6.49	35.01	\$0.30
Term 4	31.09	3.11	6.49	40.66	\$0.30
Term 5	36.18	3.62	6.49	46.26	\$0.30

REFRIGERATION APPRENTICE TOTAL WAGE PACKAGE

May 1, 2015

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
Zone 1					
Term 1	17.45	1.75	6.02	25.22	\$0.30
Term 2	22.35	2.24	6.52	31.11	0.30
Term 3	27.75	2.78	6.52	37.05	0.30
Term 4	33.25	3.33	6.52	43.10	0.30
Term 5	38.65	3.87	6.52	49.04	0.30
Zone 2					
Term 1	17.17	1.72	6.02	24.91	\$0.30
Term 2	22.06	2.21	6.52	30.79	0.30
Term 3	27.51	2.75	6.52	36.78	0.30
Term 4	32.82	3.28	6.52	42.62	0.30
Term 5	38.15	3.82	6.52	48.49	0.30
Zone 3					
Term 1	16.92	1.69	6.02	24.63	\$0.30
Term 2	21.75	2.18	6.52	30.45	0.30
Term 3	27.01	2.70	6.52	36.23	0.30
Term 4	32.36	3.24	6.52	42.12	0.30
Term 5	37.71	3.77	6.52	48.00	0.30
Zone 4					
Term 1	16.67	1.67	6.02	24.36	\$0.30
Term 2	21.43	2.14	6.52	30.09	0.30
Term 3	26.67	2.67	6.52	35.86	0.30
Term 4	31.95	3.20	6.52	41.67	0.30
Term 5	37.15	3.72	6.52	47.39	0.30

WELDER APPRENTICE TOTAL WAGE PACKAGE

July 8, 2013

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
Zone 1					
Term 1	16.46	1.65	5.90	24.01	\$0.30
Term 2	26.27	2.63	6.40	35.30	\$0.30
Term 3	36.66	3.67	6.40	46.73	\$0.30
Zone 2					
Term 1	16.21	1.62	5.90	23.73	\$0.30
Term 2	26.05	2.61	6.40	35.06	\$0.30
Term 3	36.18	3.62	6.40	46.20	\$0.30
Zone 3					
Term 1	15.96	1.60	5.90	23.46	\$0.30
Term 2	25.56	2.56	6.40	34.52	\$0.30
Term 3	35.75	3.58	6.40	45.73	\$0.30
Zone 4					
Term 1	15.73	1.57	5.90	23.20	\$0.30
Term 2	25.24	2.52	6.40	34.16	\$0.30
Term 3	35.24	3.52	6.40	45.16	\$0.30

WELDER APPRENTICE TOTAL WAGE PACKAGE

May 1, 2014

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
Zone 1					
Term 1	16.95	1.70	5.96	24.61	\$0.30
Term 2	27.00	2.70	6.46	36.16	\$0.30
Term 3	37.64	3.76	6.46	47.86	\$0.30
Zone 2					
Term 1	16.68	1.67	5.96	24.31	\$0.30
Term 2	26.76	2.68	6.46	35.90	\$0.30
Term 3	37.15	3.72	6.46	47.33	\$0.30
Zone 3					
Term 1	16.44	1.64	5.96	24.04	\$0.30
Term 2	26.27	2.63	6.46	35.36	\$0.30
Term 3	36.71	3.67	6.46	46.84	\$0.30
Zone 4					
Term 1	16.19	1.62	5.96	23.77	\$0.30
Term 2	25.95	2.60	6.49	35.01	\$0.30
Term 3	36.18	3.62	6.49	46.26	\$0.30

WELDER APPRENTICE TOTAL WAGE PACKAGE

May 1, 2015

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
Zone 1					
Term 1	17.45	1.75	6.02	25.22	\$0.30
Term 2	27.75	2.78	6.52	37.05	0.30
Term 3	38.65	3.87	6.52	49.04	0.30
Zone 2					
Term 1	17.17	1.72	6.02	24.91	\$0.30
Term 2	27.51	2.75	6.52	36.78	0.30
Term 3	38.15	3.82	6.52	48.49	0.30
Zone 3					
Term 1	16.92	1.69	6.02	24.63	\$0.30
Term 2	27.01	2.70	6.52	36.23	0.30
Term 3	37.71	3.77	6.52	48.00	0.30
Zone 4					
Term 1	16.67	1.67	6.02	24.36	\$0.30
Term 2	26.67	2.67	6.52	35.86	0.30
Term 3	37.15	3.72	6.52	47.39	0.30

- (b) Advancement in Apprentice rates will be by Referral Slip from the Union office only. A referral slip will be issued when the Apprentice has met his or her responsibilities as outlined in the J.T.A.C. Apprenticeship Standards and the J.T.A.C. Office has verified the Apprentice's records with the Employer.
- (c) Apprentices, upon completion of their Apprenticeship, will advance to the Journeymen's basic rate.

14:05 STUDENT - Basic hourly rate will be the same as laid down for a first term Apprentice including Vacation Pay/Statutory Holiday Pay and contributions to the Benefit Plan.

14:06 WORKING FOREMAN - The basic hourly rate of a Working Foreman shall be the basic Journeymen's rate plus 10%.

14:07 PAY DAY - The established work week shall consist of five 8 hour days. Pay day shall be once a week. If the pay is to be by cheque, it will be given to the employee before the end

of his or her shift on Thursday or deposited in his or her branch of a Chartered Bank or Trust Company by Thursday mornings. If by cash, before the end of his or her shift on Friday.

If pay cheques are mailed to the employee's residence they must be mailed in sufficient time to arrive by Thursday afternoon of the appropriate week.

14:08 TIME SHEETS - Pay will be made for hours claimed on time sheets. Time sheets must be signed by an authorized representative of the customer as far as possible. No alteration of the time sheets or the hours contained therein will be made by the Employer or the Employer's representative.

ARTICLE 15: VACATION PAY AND STATUTORY HOLIDAY PAY

15:01 Vacation Pay and Statutory Holiday Pay shall be paid at the rate of 10% of basic earnings for all categories of employees during the term of this Collective Agreement, 6% shall be regarded as Vacation Pay and 4% shall be regarded as Statutory Holiday Pay.

15:02 Vacation Pay and Statutory Holiday Pay will be paid every month to the "Vacation Pay and Statutory Holiday Pay Trust Fund" as administered by Trustees elected by Local 787.

It will be seldom that the end of the month will coincide with an Employer's pay week, therefore the Vacation Pay and Statutory Holiday Pay may be calculated to the end of the last pay period of the month.

15:03 Vacation Pay and Statutory Holiday Pay shall be recorded weekly. Income tax on Vacation Pay and Statutory Holiday Pay will be calculated and paid out of the employee's hourly rate weekly. Pay cheque stubs will show actual amount of Vacation Pay and Statutory Holiday Pay.

15:04 Vacation periods will occur preferably between June, July and August. A schedule is to be posted on the Employer's notice board before the month of May.

15:05 Vacation periods will be allocated by seniority.

15:06 It is the intent of this Collective Agreement that the employee shall be permitted to take three (3) weeks vacation annually, one (1) week if requested by the employee must be permitted during the recognized period as per Article 15:04. If it is impractical, owing to the pressure of work to permit the remaining two (2) weeks during the recognized period, then an alternative period shall be mutually agreed upon between the affected employee and the Employer.

ARTICLE 16: JOINT TRAINING AND APPRENTICESHIP COMMITTEE

16:01 To assure the industry of an adequate supply of properly trained and skilled Journeymen and Apprentices. Journeymen training shall also be under the jurisdiction of the Joint Training and Apprenticeship Committee, composed of four (4) representatives from the Union and four (4) representatives from O.R.A.C.

16:02 The Joint Training and Apprenticeship Committee will administer the Training Fund in accordance with the terms and conditions of the "Refrigeration Workers Local 787 - O.R.A.C. Training Fund Agreement."

16:03 The Joint Training and Apprenticeship Committee has been appointed as a Local Apprenticeship Committee (L.A.C.) by the Director of Apprenticeship as provided in the Trades Qualification and Apprenticeship Act (T.Q.A.A.). As a Local Apprenticeship Committee, the Joint Training and Apprenticeship Committee is governed by the terms of reference and duties outlined by the Director of Apprenticeship.

16:04 The Joint Training and Apprenticeship Committee will develop and implement strategies to inform designated group members under the Employment Equity Act of opportunities for employment as an Apprentice under this Collective Agreement and ensure that there are no barriers to applicants.

16:05 All prospective Apprentices must be approved by the apprentice intake committee.

16:06 To enable the Joint Training and Apprenticeship Committee to fulfill rate increases to meet its obligations as related above, the Union and O.R.A.C. shall allocate to it the necessary sum of money as outlined in Article 17:01.

ARTICLE 17: REFRIGERATION WORKERS LOCAL 787 - O.R.A.C. TRAINING FUND

17:01 The parties mutually agree that the funding of the JTAC is \$0.50 per hour earned by each employee.

17:02 The funding, will be deemed to have been funded \$0.25 per hour earned by the employee and \$0.25 earned by the employer.

ARTICLE 18: INDUSTRY FUND

18:01 Each Employer bound by this Collective Agreement shall contribute to the Industry Fund monthly, the sum of \$0.15 (cents) for each hour earned by each employee effective August 8, 2013, an additional \$0.01 (cent) per hour earned effective May 1, 2014, an additional \$0.01 (cent) per hour earned effective May 1, 2015. Such amounts on receipt shall be immediately paid to O.R.A.C. as each Employer's contribution for the general purposes of O.R.A.C. Should O.R.A.C. require an increase during the term of this Collective Agreement; such increase shall be determined by the Board of Directors of O.R.A.C.

18:02 The Industry Fund shall be administered by the Board of Directors of O.R.A.C.

18:03 Contributions as specified in Article 18:01 will be made as outlined in Article 21:00.

ARTICLE 19: BENEFITS AND PENSION TRUST FUNDS

19:01 Each Employer bound by this Collective Agreement shall contribute to the Local 787 Benefits Trust Fund on behalf of each employee in his/her employ the sum of \$3.25 for each hour earned effective July 8, 2013 and \$3.30 for each hour earned effective May 1, 2014 and \$3.35 for each hour earned effective May 1, 2015 to be administered by Trustees elected by Local 787.

19:02 Each Employer bound by this Collective Agreement shall contribute to the Local 787 Pension Trust Fund on behalf of each Apprentice terms 2 thru 5 in his/her employ the sum of \$2.50 (\$2.00 for first year Apprentices) and \$6.00 for Journeymen for each hour earned to be administered by Trustees elected by Local 787.

19:03 Notwithstanding the provisions of Sections 25(5) of the Workplace Safety and Insurance Act, 1997, each Employer throughout the first year after a work related injury to an employee shall make contributions on behalf of the injured employee to the UA Local 787 Benefit Plan for Health benefits and Pension benefits at the amounts specified in Articles 19:01 and 19:02 respectively based on the work week as outlined in Article 11:01 of this Collective Agreement when the employee is absent from work because of a work related injury.

19:04 Each Employer bound by this Collective Agreement shall submit \$0.01 for each hour earned by each employee to the De Novo Treatment Centre. This contribution for the term of this Collective Agreement will be added to the Industry Fund. This contribution will then be deducted by the UA Local 787 Administration Office each month and submitted to the De Novo Treatment Centre.

UA Local 787 shall also contribute, on behalf of each employee, \$0.02 for each hour earned by each employee. This contribution is to be deducted from Field Dues by the UA Local 787 Administration Office each month and submitted to the De Novo Treatment Centre.

19:05 Contributions as specified in Articles 19:01, 19:02, 19:03 and 19:04 will be made as outlined in Article 21:00.

ARTICLE 20: UNION DUES CHECK-OFF AND RRSP DEDUCTIONS

20:01 The Employer shall deduct from the employee's wages in the first pay of the month or after returning to work (if the employee is absent the first pay of the month) a sum equivalent to one month's dues which is calculated on twice (2x) the employee's basic hourly rate that he or she is being paid prior to the Vacation Pay and Statutory Holiday Pay calculation.

The Employer shall also deduct Union Field Dues of \$0.30 for all hours earned from each employee's weekly wages.

20:02 The Employer shall deduct from each employee's weekly pay cheque voluntary R.R.S.P. deductions as requested by the employee by written authorization. The hourly deduction will be made from the employee's pre-tax earnings.

20:03 Deductions as specified in Articles 20:01 and 20:02 will be made as outlined in Article 21:00.

ARTICLE 21: MONTHLY REPORTS OF CONTRIBUTIONS AND DEDUCTIONS

21:01 Each month's submission of Employer contributions and deductions as outlined in Articles 15, 17, 18, 19 and 20 must be made on the forms supplied by the E.B.P.S. Administration Office. The same basic information is required for the J.T.A.C., Industry Fund, Benefits Trust Fund, Pension Trust Fund, Vacation Pay and Statutory Holiday Pay Trust Fund, Union Dues Check-Off, Union Field Dues and R.R.S.P. deductions. All such funds and deductions will be combined for payment and report purposes. Contributions and deductions shall be reported and paid for each employee.

The Vacation and Statutory Holiday Pay earned by each employee must be reported in the appropriate spaces on the Employer Reporting Form.

Effective July 8, 2013, a combined contribution rate of \$9.90 for Journeymen, \$5.90 for first term Apprentices and \$6.40 for apprentices term 2 thru term 5 and will be applied to the hours earned by each employee as required in Articles 17 , 18, 19:01.

Effective May 1, 2014 contributions rate increases to \$9.96 for Journeymen, \$5.96 for first term Apprentices and \$6.46 for Apprentices terms 2 thru terms 5.

Effective May 1, 2015 contributions rate increases to \$10.02 for Journeymen, \$6.02 for first term Apprentices and \$6.52 for Apprentices terms 2 thru terms 5.

Union Dues, Union Field Dues deductions, and R.R.S.P. deductions from each employee as outlined in Article 20 must be reported in the appropriate spaces.

21:02 The Employer monthly report forms, together with a cheque for the full amount and made payable to the Local 787 Benefit Plan, shall be sent to:

E.B.P.S.
45 McIntosh Drive
Markham, Ontario
L3R 8C7

21:03 The report forms and cheque must reach the Local 787 Administration Office on or before the 15th of the month following the month for which deductions and contributions are being made.

21:04 If an Employer does not remit reports and contributions in accordance with Article 21:03, the Employer shall be considered to be in default and shall forthwith pay to the appropriate fund or the Union as liquidated damages and not as a penalty an amount equal to the greater of \$1,000.00 or 12% per annum calculated and compounded monthly on all

amounts outstanding.

Considerations for interruptions in postal delivery will be given provided the Employer contacts the Local 787 Administration Office prior to the deadline as outlined in Article 21:03.

In the event that any proceedings are instituted to force a compliance with Article 21, the defaulting Employer shall be required to pay an additional \$1,000.00 to cover legal and/or administration costs.

The Local 787 Administration Office shall contact the defaulting Employer prior to applying this Article.

21:05 If payment has not been received within 30 days after receiving written notice from the Local 787 Administration Office, the Union may withdraw its members from that Employer only. This action will not be considered an illegal strike.

ARTICLE 22: OWNER OPERATOR

22:01 It is agreed that the Owner Operators, as independent contractors or otherwise, are employees for the purpose of this Collective Agreement and shall be covered by the same as herein set forth:

- (a) As a condition of any Owner Operator performing any work covered by this Collective Agreement, it is agreed that:
 - (i) He or she shall be a member of the Union in good standing;
 - (ii) He or she shall assign, let or sublet any work covered by this Collective Agreement subject to the terms thereof;
 - (iii) Contributions to the Refrigeration Workers Local 787 - O.R.A.C. Training Fund, Benefits Trust Fund, Pension Trust Fund and Industry Fund, shall be paid and remitted or deducted and remitted, as the case may be, by or on behalf of such Owner Operators as and when required by this Collective Agreement and schedules thereto.

ARTICLE 23: COFFEE BREAK

23:01 The Employer shall recognize a paid coffee break period of 15 minutes duration in each half of a shift, whether during a normal work day or on shift work.

ARTICLE 24: PICKET LINES

24:01 Employees may honour a picket line established by any Trade Union or its members in

support of a lawful strike at a project where an Employer is engaged. Such action shall not constitute an unlawful strike within the provisions of this Collective Agreement and the Employer shall not institute or commence any applications, actions or proceedings of any nature whatsoever under the Ontario Labour Relations Act, this Collective Agreement or otherwise against the Union or any of its officers, officials, servants, Employers, agents or members in connection with any such action.

ARTICLE 25: HIRING, LAY OFF AND TERMINATION

25:01 It shall be the responsibility of the Employer or his or her hiring agent to verify that Journeymen are in possession of an Ontario Certificate of Qualification, and that a registered Apprentice make the necessary arrangements to have his or her indenture papers transferred to the "Refrigeration Workers - O.R.A.C. Training Fund" (J.T.A.C./L.A.C.).

Non indentured employees beginning their Apprenticeship will be registered as early as possible.

25:02 Prior to hiring, a new employee shall be presented with a copy of the "Company Policy", with which he or she will be expected to conform (as per Article 8:02).

25:03 Prior to the new employee starting work, the Employer must receive a work referral slip as issued by the Union, showing that the employee is a member of the Union in good standing, travel card, probationary or permit member and the month to which the worker's dues are paid. The employee will sign a Dues Deduction Authorization Form which will permit the Employer to deduct dues from wages and remit the same on the monthly report form.

25:04 Should it become necessary to reduce the work force, the Employer shall lay off due to lack of work. For the purpose of lay off, no notice is required. However, if an employee is not recalled within 13 weeks the employee shall be deemed to be terminated and subject to the termination pay in lieu of notice provisions of Article 25:05.

This temporary lay off period may be increased to 35 weeks provided the Employer continues to make Health and Welfare and Pension contributions on behalf of the employee based upon the work week outlined in Article 11:01.

25:05 (a) No Employer shall terminate the employment of an employee who has been employed for three months or more unless the Employer gives:

- (1) one week's notice in writing to the employee if his or her period of employment is less than one year;
- (2) two weeks notice in writing to the employee if his or her period of employment is one year or more but less than three years;
- (3) three weeks notice in writing to the employee if his or her period of

employment is three years or more but less than four years;

- (4) four weeks notice in writing to the employee if his or her period of employment is four years or more but less than five years;
 - (5) five weeks notice in writing to the employee if his or her period of employment is five years or more but less than six years;
 - (6) six weeks notice in writing to the employee if his or her period of employment is six years or more but less than seven years;
 - (7) seven weeks notice in writing to the employee if his or her period of employment is seven years or more but less than eight years;
 - (8) eight weeks notice in writing to the employee if his or her period of employment is eight years or more.
- (b) The Employer also agrees that during this notice period, the employee will not receive any less than his or her regular weeks wages, Vacation Pay/Statutory Holiday Pay and benefits for each week of notice. Week as defined in Article 11:01.
- (c) In the event the Employer does not give an employee written notice, the Employer shall pay the employee his or her regular wages, Vacation Pay/Statutory Holiday Pay and benefits for each week of notice. Week as defined in article 11:01.
- (d) In circumstances where an employee is unable to return all the Employer's property to the Employer's place of business prior to the end of his or her regular scheduled shift, the employee shall be paid his or her regular wages, Vacation Pay/Statutory Holiday Pay and benefits up to a maximum of four hours.
- (e) If an employee is terminated for just cause the Employer is not required to give notice, but the employee is entitled to the conditions outlined in Article 25:05(d).
- (f) If an employee wishes to terminate his or her employment with the Employer, the employee shall give a minimum of two weeks written notice. The Employer shall continue to employ him/her as outlined in Article 25:05(b) or pay him/her in lieu of notice.
- (g) On termination the employee shall receive all monies owed on the next pay period or be sent to employee's last known home address.
- (h) If the conditions as set out in Article 25:05(a) through (g) are not complied with, it shall be termed grounds for a grievance and dealt with in accordance with Article 27. Should there be no resolution at the Industry Committee level; the grievance will be referred to the Ontario Labour Relations Act as per Article 27:03.

- (i) The company must supply a ride home to any employee who is laid off or terminated.

ARTICLE 25:06 QUARANTINE CLAUSE

Where by virtue of conducting the business of the Employer an Employee is exposed to anything that requires the Employee, by order of the Public Health Authority, to go into quarantine, the Employer shall pay to the Employee his regular wages for the period between the time that the quarantine commences and the time that the Employee is entitled to receive any statutory and or contractual benefits up to a maximum of five (5) working days.

ARTICLE 26: TOOLS AND UNIFORMS

26:01 (a) The Employer shall supply:

- pipe wrenches, vices, taps and dies
- electrical tools
- electric measuring instruments
- machinist measuring instruments
- air and gas measuring devices
- gas containers
- welding equipment, including wearing apparel and safety accessories
- specialty tools
- vacuum pumps
- power tools
- refrigerant recovery units
- wrenches over 1"

- (b) If the Employer requires electronic devices such as pagers, cell phones, wireless devices, notebooks etc., the Employer will be responsible for the costs of supply, operation and maintenance of same. The employee will maintain this equipment as directed by the Employer and take all reasonable steps to ensure the equipment is secure at all times.

26:02 Each Journeyman and Apprentice after completion of his or her first year shall have and maintain a complete set of hand tools necessary to install air conditioning and/or refrigeration equipment. Employees will not supply tools listed in Article 26:01.

26:03 The employee will provide the Employer at the time of employment a list of personal tools as mentioned in Article 26:02. This list shall be itemized and completely priced by item. It shall be the responsibility of the employee to keep this list up to date, and as a minimum, must be done annually. When this list has been reviewed and accepted by the Employer as to items and value, and the Employer accepts liability for replacement as outlined in Article 26:09.

26:04 Those tools supplied by the Employer will be maintained by the Employer. If these tools

are lost or damaged through the negligence of the Employer or other employees, then the Employer is responsible for the repair or replacing same.

26:05 Those tools supplied by the Employee will be maintained by the Employee. If these tools are lost or damaged through the negligence of the Employer or other Employees, then the Employer is responsible for repair or replacing same

26:06 The Employer agrees to supply non durable items used on Employer's work, i.e.: files, cutter wheels, reactor plates, gauges, hoses drill bits, thermometers, etc.

26:07 Uniforms (where mandated by the Employer) will be supplied by the Employer at no cost to the Employee and the Employee must wear the uniform. The following list is the minimum annual requirement of an Employer supplied uniform:

- 8 Shirts
- 5 Pants
- 1 Jacket (service)
- 1 Coverall
- 1 set insulated coveralls every 2 years where required by the employee's working conditions.

In addition, the employer will supply, every 2 years, a Parka or a Bomber Jacket.

This is not to be construed to designate a maximum quantity.

26:08 Safety boots meeting O.H.S.A. standards must be worn by the Employee and shall be provided or reimbursed for as required by the Employee at no cost to the Employee up to a maximum of \$175.00 plus applicable taxes per purchase.

26:09 If an employee's tools are lost due to fire, flood or forcible entry of job box, job shack, vehicle, etc., management must be notified immediately. Listed personal tools as required in Article 26:03 (to the value listed) will be replaced immediately by the Employer, in the event there is not a documented list as required in Article 26:03 the Employer will only replace tools up to a maximum value of \$1,000.00. In the event of theft by forcible entry, the police and management must be notified immediately.

ARTICLE 27: GRIEVANCE PROCEDURE

27:01 Notwithstanding any provision contained in this Collective Agreement, any employee who feels that he or she has been unjustly dismissed, unjustly laid off, unjustly suspended or unjustly dealt with in violation of this Collective Agreement must inform the Employer and the Union in writing within 5 working days of the violation and the matter will be dealt with from then on as a grievance.

27:02 Should a dispute arise between an Employer and the Union relating to the interpretation, application or administration of this Collective Agreement, including any question as to whether

a matter is arbitrable or where any allegation is made that this Collective Agreement has been violated or should any local trouble of any kind arise, there shall be no suspension of work on account of such dispute, but an earnest effort shall be made by both parties hereto to settle without delay any such dispute in respect of which the following grievance procedure is set up:

- First: The employee concerned may either alone or accompanied by a Steward of his or her department take the matter directly to the Working Foreman.
- Second: If a settlement is not reached within a reasonable time the Steward may either alone or accompanied by the employee take the matter to the Department Manager.
- Third: If a settlement is not reached with the Department Manager within a reasonable time, the matter may be discussed between the Steward, accompanied if so desired by a representative of the Union and the Employer.
- Fourth: If a settlement is not reached with the Employer, all grievances, except those set out in Article 27:03 must be referred to the Industry Committee who will render a decision within 10 working days. This procedure must be done prior to advancing to the Ontario Labour Relations Board. Either party to a grievance reserves the right to exercise Article 28:01.

Industry Committee: This is a committee of four, comprised of two O.R.A.C. appointees and two Local 787 appointees. Their purpose is to provide an industry perspective to a grievance with the intent of reasonable settlement without going to the Ontario Labour Relations Board.

27:03 Grievances regarding delinquency of wages, fringes, pension and benefits etc. will be referred to the Ontario Labour Relations Board through Section 133 of the Labour Relations Act, 1995.

ARTICLE 28: ARBITRATION

28:01 Both parties to this Collective Agreement agree that a grievance concerning the interpretation, application, administration or alleged violation of this Collective Agreement and including any question as to whether the matter is arbitrable which has been properly carried through all the steps of the Grievance Procedure outlined in Article 27 and which has not been settled will be referred to a Board of Arbitration at the written request of either of the parties hereto.

28:02 The Board of Arbitration shall consist of a single Arbitrator who shall be selected by mutual agreement between the Employer and/or O.R.A.C. and the Union within fourteen (14) calendar days from the receipt of the notice of intent to arbitrate. In the event of failure to agree, the parties shall submit a joint request to the Ministry of Labour for the Province of

Ontario to appoint an Arbitrator.

28:03 The decision of the Arbitrator will be final and binding on both parties.

28:04 The Arbitrator shall not have any power to alter or change any of the provisions of this Collective Agreement or to substitute any new provisions for any existing provisions, nor to give any decision inconsistent with the terms and provisions of this Collective Agreement.

28:05 The expense of the Arbitrator shall be borne equally by the parties.

ARTICLE 29: JURISDICTIONAL DISPUTES

Jurisdictional disputes with other trades which cannot be resolved at a Local level will be referred to the National Joint Board.

ARTICLE 30: STRIKE OR LOCK-OUT

There shall be no strike or lock-out during the term of this Collective Agreement. Neither the Union nor any of the employees covered by this Collective Agreement will collectively, concertedly or individually induce, engage or participate, directly or indirectly, in any strike, picketing, slowdown, stoppage or other curtailment or interference with the Employer's operation, or interference with the flow of materials or persons in or out of places where the Employer is doing business. The Union agrees to exert every effort through its Local Officers and Representatives to end any unauthorized interruptions of work.

The Employer will not lock-out any of the employees covered by this Collective Agreement. The parties agree that, in the manner set forth in Articles 27 and 28, they will submit to arbitration all grievances and disputes that may arise between them and any misunderstanding as to the meaning or intent of all or any part of this Agreement, provided however, the Employer shall not be required to resort to the grievance and arbitration procedures prior to resorting to other remedies in the event of violation of this Article.

ARTICLE 31: DURATION OF AGREEMENT

31:01 This Collective Agreement shall remain in force until April 30th, 2016 and shall remain in force from year to year thereafter unless either party to this Agreement gives notice in writing to the other party within a period which shall not be more than 120 days or less than 90 days prior to the expiration of each term, of its intention to terminate this Collective Agreement or seek amendments to same.

31:02 It is agreed that every effort will be made, by both parties to this Collective Agreement, to conclude negotiations for a new Collective Agreement before this Collective Agreement expires. Should a new Collective Agreement not be forthcoming prior to the termination date, work will continue and employees shall be entitled to retroactive pay for up to 30 calendar

days.

31:03 In respect to this Collective Agreement, the signatory parties agree that at least once a year no later than ninety (90) days prior to the Anniversary Date the Union and O.R.A.C. will convene a meeting for the purpose of appraising the effectiveness of this Agreement.

If any Article or provision of this Collective Agreement shall be declared ineffective or undesirable, by mutual consent, the Union and O.R.A.C. will suspend, substitute, delete or amend any such Article or provision of this Collective Agreement to maintain the effectiveness and intent of this Collective Agreement.

The parties (2 members from each) to this agreement will meet on a quarterly basis to discuss Industry concerns i.e. manpower, competitive pressures and any other issues that may be of concern to the industry.

31:04 Notices: All notices required to be sent to the Union pursuant to this Collective Agreement shall be effectively given when mailed to:

UA Local 787 Administration Office
419 Deerhurst Drive
Brampton Ontario
L6T 5K3

All notices required to be sent to the Employer pursuant to this Collective Agreement shall be effectively given when mailed to:

The Ontario Refrigeration & Air Conditioning
Contractors Association
6770 Davand Drive, Unite 43
Mississauga, Ontario
L5T 2G3

31:05 In witness to this Collective Agreement the members of the Negotiating Committee of both parties have hereby signed their names giving effect to this Collective Agreement as of July 8, 2013.

**United Association of Journeymen and
Apprentices of the Plumbing and Pipe
Fitting Industry of the United States and
Canada, Local 787**

Andrew Tarr

Ian Frost

John Homiak

William Papageorgiou

Marc Nicholas

**Ontario Refrigeration and Air
Conditioning Contractors
Association**

Grant Sheahan

David Steele

Gregg Little

Tracey Washbrook

Phil Taggart

APPENDIX "A"**CONSTRUCTION DEFINITION**

Construction is the original: custom prefabrication, or custom fabrication, or erection, or installation, or joining together or handling, or setting up, or charging, or start-up, or testing, or adjusting, or system balancing; including hydronics and air in any form of any equipment used in the Air Conditioning trade as per Ontario Regulation 75/05 and heating work in the Construction Sector. Where any component of a previously completed construction job is subsequently replaced with another component of a different size or capacity for the purpose of substantially changing the overall use, design, capacity or intent of the original system, such work is construction work. Construction covers all piping hanger materials for the installation of air conditioning and heating equipment and systems and the installation of all manufactured equipment, built up or packaged, including the setting of same such as air handlers, condensers, towers, chillers, compressors, free standing coils and the installation of reheat coils controls where attached and condensate drain lines and refrigerated market equipment.

Work of the following types shall be deemed to come under the jurisdiction of this Collective Agreement:

- (a) All piping components used for primary and secondary cooling systems and the setting, hanging and installation of all units and fixtures for air conditioning systems, combination heat/cool units, heat pumps, ice making equipment, humidifying units, dehumidifying units, refrigeration units and cooling units and the charging, testing and start up of all such equipment and systems.
- (b) The laying out and cutting of all holes, chases and channels, the setting and erection of bolts, inserts, stands, brackets, supports, sleeves, thimbles, hangers, conduit and boxes, tubing raceways used in connection with the heating and air conditioning industry.
- (c) All gas and arc welding, brazed, soldered, caulked, expanded and rolled joints in connection with the heating and air conditioning industry.
- (d) Laying out, cutting, bending and fabricating, or all pipe work of every description relating to (a) by whatever mode or method.
- (e) All methods of stress relieving of all pipe joints made by every mode or method in the heating and air conditioning industry.
- (f) The assembling and erection of tanks used in the heating and air conditioning industry.
- (g) The handling and using of all tools and equipment that may be necessary for the erection and installation of all work and materials used in the refrigeration and air conditioning industry.

- (h) The dismantling and repair for reuse of all refrigeration and air conditioning equipment which involves the recovery, reclaim and reuse of any refrigerant.
- (i) All piping for cataracts, cascades (i.e.: artificial waterfalls), make-up water fountains, captured waters, water towers, cooling towers, and spray ponds used for industrial manufacturing, commercial or for any other purposes in the refrigeration and air conditioning industry.
- (j) Piping herein specified means pipe made from metals, tiles, glass, rubber, plastic or any other kind of material or product manufactured into pipe useable in the refrigeration and air conditioning industry regardless of size.
- (k) Hoisting, setting up, hanging and installing all equipment supplied by the refrigeration and air conditioning industry.
- (l) Installation and erection of sectional walk-in boxes and cold storage rooms, installation and erection of prefabricated insulated panels for cold storage rooms and installation and erection of temperature controlled displayed cases and cabinets used for display and storage of all items or products requiring a temperature controlled environment.
- (j) All piping to stoves, fire grates, blast and heating furnaces, ovens, dryers, heaters, oil burners, stokers and boilers and cooking utensils, etc. of every description.

APPENDIX "B"**DEFINITION OF ZONES**

The definitions of the work zones as outlined below are determined from the lines drawn on a map of Ontario held in the Union Office together with the signed original of this Collective Agreement.

ZONE 1 - Is that portion of Southern Ontario enclosed by:

- (a) a straight line on its south eastern boundary drawn through the eastern limits of the town of Winona and the western limits of the town of Dunnville and extending to Lake Erie on the south and Lake Ontario on the north.
- (b) a straight line drawn from the north shore of Lake Erie through the eastern limits of the town of Langton and the centre of the town of Otterville to terminate at the southern limits of the town of Norwich.
- (c) a straight line drawn easterly through the southern limits of the town of Norwich north easterly through the southern limits of the town of Newmarket to the northern limits of the town of Mount Albert, then a straight line from the town of Mount Albert to the southern limits of the town of Bobcaygeon.
- (d) a straight line from the southern limits of the town of Bobcaygeon through the eastern limits of the town of Port Hope to the north shore of Lake Ontario.

ZONE 2 - Is shown on the map in two sections:

- (a) is all of the area east of the straight line from Winona to Dunnville up to the International border and includes Grimsby, St. Catharines, Welland, Niagara Falls, Fort Erie, etc.
- (b) is all of the area in south western Ontario west of the boundary of Zone 1 and Zone 2.

ZONE 3 - Is the area:

- (a) east of a straight line drawn from the south western limits of the town of Collingwood through the north eastern limits of the town of Newmarket and ends where the line joins the northern boundary of Zone 1.
- (b) that areas east of the line running north from Lake Ontario and making the eastern boundary of Zone 1.
- (c) that area south of a straight drawn from Nottawasaga Bay through the northern

limits of the town of Elmvale to the town of White located on Highway 511 (approximately 50 miles east of the centre of Ottawa).

- (d) that area east of a straight line drawn from the town of Wensley on the south through the town of Killaloe Station and terminating at the Ottawa River, where this line and the line indicated in (c) intersect will be the termination point of each of the lines.

ZONE 4 - Is that area of the Province of Ontario north of the line forming the northern boundary of Zone 3 and the line drawn as noted in (d) of Zone 3.

**PROVINCIAL NON I.C.I. CONSTRUCTION,
SERVICE AND MAINTENANCE
COLLECTIVE AGREEMENT**

(2013)

BETWEEN:

The unionized Maintenance and Service Contractor members of the Ontario Refrigeration and Air Conditioning Contractors Association, as listed in the Appendix "D", herein referred to as **the Employer**.

AND:

Local 787 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada designated as the Employee Bargaining Agency under the Ontario Labour Relations Act and herein referred to as **the Union**.

TERRITORIAL JURISDICTION

The Territorial Jurisdiction of this Collective Agreement is the whole area within the boundaries of the Province of Ontario.

ARTICLE 1: PURPOSE

The purpose of this Collective Agreement is to establish and maintain terms and conditions of employment between O.R.A.C., the Employer and the members of the Union, and to provide a method of settling any differences which may arise between them.

ARTICLE 2: AGREEMENT

- (a) This Collective Agreement constitutes the entire Agreement between the parties. No modification to any of the terms or conditions of this Collective Agreement shall be valid unless made in writing and signed by both parties. Modifications to any of the terms and conditions of this Collective Agreement made between an individual Employer and employee are contrary to this Collective Agreement and the Ontario Labour Relations Act.
- (b) The Union agrees that the terms and conditions of any Collective Agreement between an Employer not bound to this Collective Agreement and the Union shall be the same as this Collective Agreement, except as provided for in the Collective Agreement between the Maintenance and Service Contractors Association and the

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (the M.S.C.A. Agreement) which shall apply to those Employers bound to, or may become bound to, the M.S.C.A. Agreement.

ARTICLE 3: EMPLOYMENT EQUITY

- (a) The parties to this Collective Agreement are committed to employment equity in the employment of such persons as aboriginal people, people with disabilities, members of racial minorities and women. It is therefore mutually agreed that the parties to this Collective Agreement will endeavor to remove barriers to employment and further work towards the prevention of discrimination and harassment towards all workers.
- (b) The parties to this Collective Agreement agree that there shall be no workplace harassment, discrimination, favoritism, interference, restriction or coercion exercised with respect to any employee in any manner for any reason (but not limited to) such as race, creed, colour, age, sex, marital status, number of dependents, nationality, ancestry, place of origin, political or religious beliefs, sexual orientation, physical disability (where the disability does not render the employee incapable of fulfilling his/her duties and obligations under this Collective Agreement) or membership or activity in the Union.

ARTICLE 4: EMPLOYER

The term Employer in this Collective Agreement is construed to mean O.R.A.C., any Company, partnership, sole proprietorship or otherwise which is bound by this Collective Agreement.

ARTICLE 5: RECOGNITION

5:01 O.R.A.C. recognizes Local Union 787 as the sole and exclusive bargaining agent for all Journeymen and Apprentice Refrigeration and Air Conditioning Mechanics, Maintenance Mechanics, save and except persons above the rank of working Foremen, employed by Employers in the Province of Ontario engaged in all of the Employers maintenance and/or service activities and all construction work in the Province of Ontario, other than construction work in the Industrial, Commercial and Institutional Sector and Residential sectors in the Refrigeration and Air Conditioning trade.

- (a) Subject to the express terms of this Collective Agreement, specifically Article 8 paragraphs 8:03(a) and (b), the Union recognizes the right of the Employer to operate and manage his/her business in accordance with his/her commitments and responsibilities.
- (b) Non-bargaining unit management employees of the Employer or the Employer's

vendors or contractors may be involved in any job for the purpose of instruction and training.

The following are solely and exclusively the responsibility of the Employer:

1. The location of Company workshops and warehouses.
2. Designation of work to be done and responsibilities of each employee.
3. Scheduling of work.
4. Methods and means by which the work is to be accomplished within the provisions of all safety regulations.
5. The right to decide on the number of employees needed by the Employer at any time.
6. The control of all operations and buildings, machinery and tools owned or rented by the employer. The direction of the employees, including right to hire, suspend or discharge for just cause and the right to relieve employees from duty because of lack of work or other legitimate reasons is vested exclusively with the employer subject to this Collective Agreement and in particular, subject to the grievance and arbitration procedures provided herein.
7. The Employer agrees that in the exercising of its management rights and in the administration of this Collective Agreement, the Employer shall do so in a fair and reasonable manner.

5:02 Except as may otherwise be provided for herein:

- (a) All employees covered by this Collective Agreement shall as a condition of employment or continued employment be members of the Union in good standing or travel card or probationary or permit workers or otherwise referred to the Employer by the Union.
- (b) In the event that an employee fails to tender to the Union the required initiation fee or monthly dues and for any reason becomes a suspended member of the Union, including travel card, probationary or permit workers, the Employer will not assign work to such employee upon request by the Union.

5:03 (a) Employers will obtain from the Union all persons required to perform any of the work described in Appendix "A" attached hereto, except if Union members are not available, the Employer may hire other qualified persons, provided they make application to join the Union before employment commences. For clarification, the intent is, if the Employer requires a specifically trained person and none are

available on the Union "Out of Work" list, the Employer may, if the Employer decides the persons on the list are not suitable, hire other qualified persons provided Article 25 has been adhered to. The Union will notify the Employer within 48 hours of the person's acceptance by issuing a referral slip.

- (b) The Employer shall retain the right to reject any person referred by the Union. The Employer shall retain the right to terminate any employee for just cause providing the Employer so states in a termination notice.

5:04 The Union shall take reasonable steps to ensure that none of its members are employed by Employers not bound by a Collective Agreement with Local 787. This is not to be construed to prevent a member securing employment outside of the trade.

5:05 No member of the Union while employed by an Employer bound by this Collective Agreement shall perform work as outlined in Appendix "A" of this Collective Agreement for anyone other than his/her Employer without permission from both the Employer and the Union.

ARTICLE 6: EMPLOYEE

6:01 Under the terms of this Collective Agreement there shall be the following categories or classes of employees:

- Working Foreman
- Journeyman Mechanic
- Apprentice
- Maintenance Mechanic
- Gas Fitter
- Student

These categories or classes are defined as follows:

6:02 WORKING FOREMAN - The determination of the number of working Foreman, if any, is solely the responsibility of the Employer. The Employer's salaried personnel may handle all the dispatching and assignment of duties.

6:03 JOURNEYMAN MECHANIC - Shall designate a person who holds a valid Certificate of Qualification for the Province of Ontario and who has passed any examination which may be required by the Local 787 Examining Board.

6:04 APPRENTICE - Shall designate any person who is indentured for a minimum period to the "Refrigeration Workers Local 787 - O.R.A.C. Training Fund" Joint Training and Apprenticeship Committee (J.T.A.C./L.A.C.) for the purpose of learning the trade as required by the Trades Qualification and Apprenticeship Act (T.Q.A.A.). The Apprentice will attend all courses of study as required by the T.Q.A.A. and by the J.T.A.C/L.A.C.

All Apprentices working under this Collective Agreement must be indentured to the

"Refrigeration Workers Local 787 - O.R.A.C. Training Fund" (J.T.A.C. /L.A.C.).

The employer shall be permitted a ratio of Journeyman / Apprentice as per the Trades Qualification and Apprenticeship Act as amended.

6:05 MAINTENANCE MECHANIC - Must be qualified to perform and shall be allowed to perform the work listed in Appendix "C".

6:06 GAS FITTER – Shall designate a person who holds a valid certification issued by TSSA and will only perform the work that is covered by that certification. Before a person is hired as a gas fitter, their wages and job scope are to be cleared by the Union.

6:06 STUDENT - For the purpose of this Collective Agreement, the term Student shall mean a person who, except for summer vacation period or work study period, would normally be attending full time at High School, Vocational School, or University and taking subjects relating to the Refrigeration and Air Conditioning Trade.

The intention of this clause is to enable the Employer to give practical experience during summer months to a person whose declared intention is to seek employment in the Trade upon graduation from school, and is not intended as a source of casual labour.

- (a) The Employer wishing to hire a student must employ the maximum number of Apprentices as allowed by the ratio stated in Article 6:04 before hiring a student.
- (b) Notwithstanding the foregoing, the Employer shall not employ more than one Student for every eight (8) Union members employed, except, any Employer employing at least five (5) members of the Union may hire one Student.
- (c) Students will be required to pick up a temporary work card and work referral slip from the UA Local 787 Union Office prior to starting work.

ARTICLE 7: RESPONSIBILITY OF EMPLOYEES

For the purpose of establishing a minimum responsibility, employees will be described in four (4) categories:

Working Foreman
Journeyman Mechanic
Apprentice (Student)
Maintenance Mechanic
Gas Fitter

7:01 GENERAL - The Employee shall:

- (a) Assume his/her position with the Employer according to his/her qualifications in the

industry and shall accept the following as the minimum requirements and terms of employment, but shall not be limited to them or relieved of further responsibility delegated by the Employer.

- (b) Arrive for work suitably and neatly dressed at the established starting time unless prevented by the Employer from doing so.
- (c) While in the possession of the Employer's tools, equipment, materials, vehicles or other Employer's property, take all reasonable precautions to prevent damage, loss, theft, breakage, misuse, etc.
- (d) When operating an Employer's vehicle, ensure the vehicle is operated in accordance with the Company Policy and in a manner which will result in maximum useful life and maximum economy. While all costs for maintenance and repairs are borne by the Employer, the employee will advise the Employer immediately and in writing, with a copy to be retained by the employee, of any servicing that may be required to keep the vehicle in good and safe running order and presentable in appearance.
- (e) When representing the Employer, make every effort, according to his/her qualifications, to look after the best interests of the Employer.
- (f) All employees shall be required to have and wear approved safety boots or shoes, and safety hats as a condition of employment. The employee shall provide the safety hat at his/her own expense unless the Employer demands a safety hat of a particular colour or style, in which case the Employer shall supply it/them at the Employer's expense. Safety hats supplied by the Employer shall be returned to the Employer by the employee on termination of employment. It shall be the responsibility of the employee to be knowledgeable of the Safety Regulations under the Occupational Health and Safety Act as amended from time to time.

7:02 WORKING FOREMAN - Shall be capable of instructing Journeymen and Apprentices in the actual repair work from instructions given by the Employer and perform the work of a Journeyman Mechanic when so required by the Employer.

7:03 JOURNEYMAN MECHANIC

- (a) Journeyman Mechanic shall when issued a specific job assume the role of a mechanic and representative of the Employer and take the initiative to perform the work, according to the best practice of this industry. Where circumstances are beyond his/her control he/she shall immediately advise the Employer.
- (b) When working with an Apprentice, a Journeyman Mechanic shall guide and instruct the Apprentice to ensure that the production of the Apprentice is of the best quality.
- (c) A Journeyman Mechanic shall take reasonable steps to ensure that upon leaving a job, the safety of other workers engaged at the work area are not in jeopardy due

to unsecured equipment or materials. Upon completing a job or leaving a work area for a sustained period of time, a Journeyman Mechanic shall clean up the work area or shall make arrangements to have this done according to the project requirements.

7:04 APPRENTICE - The responsibility of an Apprentice is covered under the direction of the "Refrigeration Workers Local 787 - O.R.A.C. Training Fund" (J.T.A.C. /L.A.C.).

- (a) The Apprentice will work under supervision of a Journeyman member of the Union and be responsible to the Journeyman for the work which the Apprentice has performed. The Apprentice shall follow the instructions and directions of the Journeyman.

7:05 MAINTENANCE MECHANIC - Under the terms of this Collective Agreement, there shall be the following categories or classes of Maintenance Mechanics:

1. Junior Maintenance Mechanic
2. Maintenance Mechanic

These categories or classes are defined as:

JUNIOR MAINTENANCE MECHANIC - A person employed for maintenance and has had no formal training by the Employer, and will receive the starting rate, as shown in Article 14, until he/she is qualified.

MAINTENANCE MECHANIC - A person employed for maintenance and has received training as the Employer deems necessary.

7:06 GAS FITTER - Shall designate a person who holds a valid certification issued by TSSA and will only perform the work that is covered by that certification. Before a person is hired as a gas fitter, their wages and job scope are to be cleared by the Union.

ARTICLE 8: RESPONSIBILITY OF EMPLOYER

8:01 An Employer shall attempt to keep an indentured Apprentice active in his/her relative training until completion of the Apprenticeship. Should the Employer find it necessary to lay off an Apprentice, that Apprentice or an Apprentice with the same years of experience shall be recalled or hired when work requiring that same level of experience becomes available. If the Apprentice or Apprentices with the same years of experience or greater are not available at the time of recall, this provision shall not apply. The Union has the right to not issue a referral slip for a new Apprentice if the Employer intends to assign the same or similar work to a lower level Apprentice.

8:02 Before hiring a member of Local 787, an Employer must present a written copy of the Employer's Company Policy. A copy MUST be deposited on file at the Local 787 Administration Office and the employee shall sign an appropriate form as proof that he/she has

received a copy of the Employer's Company Policy. The Company Policy shall include such items as working hours, the wearing of uniforms, and use of Employers/employees vehicles, etc.

The Company Policy shall not contravene this Collective Agreement or any other applicable legislation.

Revision of Company Policy must be deposited on file at the Local 787 Administration Office and each and every employee affected by the change must be advised.

8:03 The Employer shall:

- (a) Assign exclusively to members of the Union or other workers referred to the Employer by the Union all of the work described in Appendix "A" and "C", attached hereto and forming part of this Collective Agreement.
- (b) Employers will not sublet refrigeration or air conditioning work to non-union contractors.

8:04 The Employer will maintain Company vehicles in proper mechanical and safe condition. If a dispute arises, concerning the proper mechanical and safe condition of the vehicle, a properly licensed vehicle mechanic shall be the governing body.

- (a) All Employer's vans will be equipped with metal safety shields or bulkheads of equivalent strength between the driver and the load. The Employer's vehicles will be equipped with First Aid Kits, Fire Extinguisher and Safety Flares.
- (b) It is the responsibility of the employee to notify the Employer of any deficiencies in either 8:04 or 8:04(a).

8:05 The Employer shall provide proof of Insurance Coverage (minimum \$1,000,000.00 Public Liability and Property Damage) of vehicle and employee during working hours, and after working hours while using vehicle according to Company Policy. Written proof and permission must be issued to the employee involved.

8:06 The Employer shall comply with the regulations under the Occupational Health and Safety Act as amended from time to time, on all jobs where Union members are employed.

8:07 The Employer shall provide employees with credit cards, pump keys, cash or other suitable methods of paying for gas, oil, service and minor repairs to Employer's vehicle, parking fees, etc. In some instances an employee may be required to purchase minor materials in which case the employee shall be provided with a cash floater if he/she requests it. If a cash floater is provided, it will be replenished at suitable intervals on submission of receipts for money spent. The cash floater is for the benefit of the Employer and must be available at all working time for that purpose.

ARTICLE 9: UNION STEWARD

9:01 The Union may appoint and the Employer shall recognize a Steward for each shop, job or area. The Employer's General Manager shall be notified in writing of the name of the Steward when the appointment becomes effective. The Steward shall be recognized as the representative of the Union for the shop, job or area in which he/she is working and no discrimination shall be shown against the Steward for carrying out his/her Union duties. The Steward shall not be laid off, transferred or discharged by reason of executing his/her Union duties and responsibilities as a Steward. To be eligible for appointment as a Steward, the employee must have been in the employ of the Company for 12 consecutive months immediately prior to the appointment.

9:02 The Steward shall assist in adjusting differences which may arise out of the interpretation, application or alleged violation of this Collective Agreement subject to the provisions as laid out in the grievance procedure in Article 27.

The Steward shall be paid his/her regular rate of pay when executing his/her duties and responsibilities under this provision of the Collective Agreement, and only while the duties are within the Company premises or at a mutually agreed upon alternate location.

ARTICLE 10: UNION REPRESENTATIVE

10:01 an official representative of the Union shall have access to work areas during working hours provided this is within the control of the Employer.

10:02 An official representative of the Union when entering a work area shall when practicable, advise the Superintendent or the Employer of the visit and at no time shall the official representative interfere with job progress unless there is a matter of dispute on the job, in which case the matter must be discussed with the job Superintendent or Foreperson, so that no unnecessary work stoppage occurs.

10:03 an official representative of the Union shall be granted unpaid leave of absence when required for Union business provided that reasonable notice is given to the Employer.

ARTICLE 11: HOURS OF WORK

11:01 The hours of work shall be eight (8) consecutive hours per day not including time for lunch, between 7:30 a.m. and 5:30 p.m. Monday to Friday inclusive with one half hour off for lunch making a regular work week of 40 hours. The starting time, within the 7:30 a.m. to 9:00 a.m. period shall be established by the Employer in accordance with area or Employer's practice. Changes to the established starting time are the responsibility of the Employer. The Employer wishing to revise the established starting time shall provide seven (7) days notice to the employees and the Union.

11:02 An Employer shall give an employee a period of at least eight hours free from the performance of work between shifts unless the total time worked on a successive shift does not exceed 13 hours or unless the Employer and the Union agree otherwise.

11:03 The work zone shall be the area within 75 KM by the most direct roadway from the Employer's place of business, shop or branch office.

11.04 Employees will be on the job within the work zone by the established starting time. Employees traveling to a job outside the work zone shall be at the boundary of the zone nearest to the job site by the established starting time and established quitting time.

11.05 Employees shall be treated fairly in the distribution of work. Within the shop unit, available work will be distributed in an equitable manner. While recognizing geographical constraints, licensing requirements and job skills, it is expected that within the shop unit there exists the opportunity to equitably distribute work amongst the employees.

11:06 STAND-BY - It is recognized by both parties to this Collective Agreement that the industry has a responsibility to provide emergency service to its customers outside the established working hours.

11:07 Employees who have been requested by the Employer to provide such service, and agree to do so, will be required to be available to accept calls outside the established working hours, and, as compensation for the inconvenience incurred, will be paid stand-by pay, as outlined in 11:08, in addition to actual time responding to a call at the job site (3 hour minimum) at prevailing rates on the first call only per day. This emergency work will be offered on an equal basis to all qualified Journeymen mechanics available in the service of the Employer.

11:08 When an employee is requested by the Employer to stand-by and be available to respond to emergency service calls outside of scheduled hours or work, the employee shall be paid the following:

Monday - 1/2 hour at the employee's straight time rate plus actual time responding to a call at the prevailing overtime rate.

Tuesday - 1/2 hour at the employee's straight time rate plus actual time responding to a call at the prevailing overtime rate.

Wednesday - 1/2 hour at the employee's straight time rate plus actual time responding to a call at the prevailing overtime rate.

Thursday - 1/2 hour at the employee's straight time rate plus actual time responding to a call at the prevailing overtime rate.

Friday - 1/2 hour at the employee's straight time rate plus actual time responding to a call at the prevailing overtime rate.

Saturday - 1 hour at the employee's straight time rate plus actual time responding to a call at the prevailing overtime rate.

Sunday - 1 hour at the employee's straight time rate plus actual time responding to a call at the prevailing overtime rate.

Statutory Holidays - 2 hours at the employee's straight time rate plus actual time responding to a call at double time.

11:09 SHOW UP PAY - Unless the employee is informed prior to the end of the previous work day not to report for work on the following work day, the employee shall be paid an amount equal to four hour wages (including vacation pay and all other financial benefits provided for in this Collective Agreement) and the employee must take work available. A certificate of Juror's attendance issued is considered sufficient proof of payment to be issued.

11:10 BEREAVEMENT LEAVE - In the event of a death in the employee's immediate family, ie: the employee's parents, grandparents, children, brothers, sisters, or the spouse, the Employer will grant the employee up to five (5) days leave of absence with pay for the purpose of making arrangements for, or attending the funeral or memorial service.

In the event of a death in the employee's other family members, i.e., the employee's spouse's parents, grandparents, brothers or sisters, the Employer will grant the employee up to five (5) days leave of absence three (3) days with pay for the purpose of making arrangements for, or attending the funeral or memorial service.

Pay shall be at the employee's straight time rate and shall be paid only for claims which occur on a day or days which the employee would be regularly scheduled to work.

11:11 JURY DUTY - Jury Duty compensation will be paid if a member of the Union is summoned for Jury Duty or as a Crown Subpoenaed Witness. For each day that the employee is compensated by the Crown, the employee shall be compensated by the Employer at \$75.00 per day and by the Union at \$75.00 per day up to a maximum of 4 calendar weeks or 20 working days. Proof of payment by the Crown shall be presented to the Employer and to the Union. A certificate of Juror's attendance issued is considered sufficient proof of payment to be issues.

ARTICLE 12: OVERTIME

12:01 All time worked before and after the established work day of eight (8) hours, Monday through Friday, and all time worked on Saturday and Sunday shall be paid for at time and one half or as provided for by the Provincial Law whichever is greater. All time worked on Statutory Holidays recognized in Article 12:02 shall be paid for at double time.

12:02 STATUTORY HOLIDAYS - Recognized Statutory Holidays are New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Simcoe Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day. When Statutory Holidays fall on a Saturday or Sunday, the next work day or work days shall be designated as Statutory Holiday(s) or as designated by the Government.

12:03 SHIFT WORK - On repair work where it is necessary for an employee to work a night shift instead of a day shift or both night and day shifts, the employee shall be paid a 15% shift premium. Shift rates apply only to a shift or shifts starting after Sunday midnight and finishing Friday midnight.

If overtime is required during shift work, 12:06, the 15% premium is to be added to the base rate before calculating the overtime premium.

12:04 PERMANENT SHIFT WORK CONDITIONS - For plants, complexes and/or projects, a

four-cycle shift system may be operated when work is performed on a seven (7) day continuing basis. The names of those employees employed on permanent shift will be published, showing shift rotation and the working shift and the days off for each employee, for a period of at least three (3) months.

12:05 The shift rate premium for the second shift shall not be less than 10% of the first shift rate and the shift rate premium for the third shift shall not be less than 15% of the first shift rate.

12:06 The standard work day under permanent shift working conditions shall be eight (8) hours of continuous employment, including one half (1/2) hour paid lunch period. Forty (40) hours per week shall constitute a week's work. All time worked in excess of eight (8) hours per day and all time worked on either one of the two scheduled off days shall be paid for at a rate not to be less than time and one half.

12:07 If any employee reports late for work, no overtime will be paid until a full day or shift has been completed from time of reporting. An employee is not late if he/she is asked to report after the established starting time.

ARTICLE 13: TRANSPORTATION, TRAVEL AND ACCOMMODATION

13:01 Any employee not supplied with transportation by the Employer and therefore uses his/her own vehicle shall receive sixty (60) cents per km or seventy (70) cents per km when transporting or towing a welding machine, for the use of his/her own vehicle while on Employer's business. For the purpose of computing mileage, it will be assumed that the day begins and ends at the shop and mileage will be computed from shop to shop, shop to job, job to job and job to shop.

In a situation where an employee is required to use his/her own vehicle on a call or one day basis, the employee will be paid the mileage rate as above or \$35.00 per day or per call (when not transporting or towing a welding machine) or \$40.00 per day or per call when transporting or towing a welding machine whichever is the greater amount.

Employees shall not carry more than their personal tools plus 45.5 kg (100 lbs.) of Employer's tools and supplies (not including welding machine) in their personal vehicle.

13:02 Travel expenses are to be paid at the same time as wages are paid.

13:03 It is agreed that each employee will carry a minimum of \$1,000,000.00 Public Liability and Property Damage Insurance on his/her vehicle at business rates if vehicle is used on Employer's business and that he/she will file a copy of the policy endorsement with the Employer.

13:04 The Employer agrees to pay parking fees incurred by the employee while on Employer's business.

13:05 All employees sent out of the work zone to work and who do not return daily to their normal residence shall receive expenses incurred in obtaining meals and accommodation, and other legitimate expenses incurred, including transportation costs whether by air, train, bus,

etc. If travelling at night by train, a sleeper is provided.

13:06 Expense money shall be advanced to each employee for meals and lodging sufficient for the expected duration of the job, (or weekly if job is expected to last longer than seven (7) days) and a detailed amount substantiated by receipts shall be submitted to the Employer by the employee.

13:07 If an employee is requested to use his/her vehicle for a job outside the work zone, any travelling involved during the course of the job or jobs, including return trips as outlined in Article 13:08 will be done in the employee's vehicle at the rate as outlined in Article 13:01.

13:08 During the course of a job where the employee does not return to his/her normal residence daily the employee will be entitled to return home on the following basis:

- (a) every week for jobs within 161 km (100 miles) of the work zone.
- (b) every two weeks for jobs within 644 km (400 miles) of the work zone.
- (c) every three weeks for jobs over 644 km (400 miles) of the work zone.

If the employee does not wish to return home at the above stated intervals the Employer will continue the payment for lodging and meals during the weekend. If the employee does return home he/she will receive transportation costs as outlined in Article 13:05 but will not receive payment for travelling time. Travel arrangements will be controlled by the Employer.

13:09 When on jobs out of the work zone over five (5) days duration, all employees shall be allowed one personal phone call with a ten (10) minutes limit, per day paid by the Employer.

13:10 Employees will not be expected to use their own money or any other form of payment for expenses incurred on behalf of the Employer.

13:11 In cases where, for Employer's reasons, the employee has the use of an Employer supplied vehicle to drive from employee's place of residence to the work zone, the employee shall, if requested, reimburse the Employer for the use of the vehicle at a rate not greater than specified in Article 13:01.

ARTICLE 14: WAGE RATES

14:01 The Province of Ontario is divided into four zones as indicated on the map inserted at the end of this Collective Agreement. The location of the dividing lines between the zones is described in Appendix "B" of this Collective Agreement.

14:02 If an employee works outside his/her zone, or out of the Province, he/she is to be paid the prevailing rate for the zone in which he/she is working, provided it is not less than that paid in his/her own zone.

14:03 (a) Local 787 reserves the right to redirect the allocations to Benefits Trust Fund, Pension Trust Fund and J.T.A.C. from the Total Wage Package as required, upon due notice to the Employer.

- (b) The following charts show the basic hourly rates and total wage package which will apply from July 8, 2013 to April 30th, 2016 for all Local 787 Journeyman members and UA members of other Locals working on a Travel Card in Local 787.

JOURNEYMEN TOTAL WAGE PACKAGE

July 8, 2013

Zone	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
1	\$43.84	\$4.38	\$9.90	\$58.12	\$0.30
2	43.26	4.33	9.90	57.49	0.30
3	42.64	4.26	9.90	56.80	0.30
4	42.05	4.21	9.90	56.16	0.30

JOURNEYMEN TOTAL WAGE PACKAGE

MAY 1, 2014

Zone	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
1	45.06	4.51	9.96	59.53	\$0.30
2	44.47	4.45	9.96	58.88	0.30
3	43.84	4.38	9.96	58.18	0.30
4	43.24	4.32	9.96	57.52	0.30

JOURNEYMEN TOTAL WAGE PACKAGE

MAY 1, 2015

Zone	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
1	46.34	4.63	10.02	60.99	\$0.30
2	45.74	4.57	10.02	60.33	0.30
3	45.08	4.51	10.02	59.61	0.30
4	44.46	4.45	10.02	58.93	0.30

14:04 Apprentice Rates

- (a) Apprentice basic hourly rates and total wage package for this Collective Agreement

are based on the following charts:

APPRENTICE TOTAL WAGE PACKAGE

July 8, 2013

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
Zone 1					
Term 1	16.46	1.65	5.90	24.01	\$0.30
Term 2	21.12	2.11	6.40	29.63	\$0.30
Term 3	26.27	2.63	6.40	35.30	\$0.30
Term 4	31.51	3.15	6.40	41.06	\$0.30
Term 5	36.66	3.67	6.40	46.73	\$0.30
Zone 2					
Term 1	16.21	1.62	5.90	23.73	\$0.30
Term 2	20.85	2.09	6.40	29.34	\$0.30
Term 3	26.05	2.61	6.40	35.06	\$0.30
Term 4	31.10	3.11	6.40	40.61	\$0.30
Term 5	36.18	3.62	6.40	46.20	\$0.30
Zone 3					
Term 1	15.96	1.60	5.90	23.46	\$0.30
Term 2	20.55	2.06	6.40	29.01	\$0.30
Term 3	25.56	2.56	6.40	34.52	\$0.30
Term 4	30.66	3.07	6.40	40.13	\$0.30
Term 5	35.75	3.58	6.40	45.73	\$0.30
Zone 4					
Term 1	15.73	1.57	5.90	23.20	\$0.30
Term 2	20.24	2.02	6.40	28.66	\$0.30
Term 3	25.24	2.52	6.40	34.16	\$0.30
Term 4	30.27	3.03	6.40	39.70	\$0.30
Term 5	35.24	3.52	6.40	45.16	\$0.30

APPRENTICE TOTAL WAGE PACKAGE

May 1, 2014

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
Zone 1					
Term 1	16.95	1.70	5.96	24.61	\$0.30
Term 2	21.73	2.17	6.46	30.36	\$0.30
Term 3	27.00	2.70	6.46	36.16	\$0.30
Term 4	32.36	3.24	6.46	42.06	\$0.30
Term 5	37.64	3.76	6.46	47.86	\$0.30
Zone 2					
Term 1	16.68	1.67	5.96	24.31	\$0.30
Term 2	21.45	2.15	6.46	30.06	\$0.30
Term 3	26.76	2.68	6.46	35.90	\$0.30
Term 4	31.95	3.20	6.46	41.61	\$0.30
Term 5	37.15	3.72	6.46	47.33	\$0.30
Zone 3					
Term 1	16.44	1.64	5.96	24.04	\$0.30
Term 2	21.15	2.12	6.46	29.73	\$0.30
Term 3	26.27	2.63	6.46	35.36	\$0.30
Term 4	31.50	3.15	6.46	41.11	\$0.30
Term 5	36.71	3.67	6.46	46.84	\$0.30
Zone 4					
Term 1	16.19	1.62	5.96	23.77	\$0.30
Term 2	20.82	2.08	6.49	29.36	\$0.30
Term 3	25.95	2.60	6.49	35.01	\$0.30
Term 4	31.09	3.11	6.49	40.66	\$0.30
Term 5	36.18	3.62	6.49	46.26	\$0.30

APPRENTICE TOTAL WAGE PACKAGE

May 1, 2015

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
Zone 1					
Term 1	17.45	1.75	6.02	25.22	\$0.30
Term 2	22.35	2.24	6.52	31.11	0.30
Term 3	27.75	2.78	6.52	37.05	0.30
Term 4	33.25	3.33	6.52	43.10	0.30
Term 5	38.65	3.87	6.52	49.04	0.30
Zone 2					
Term 1	17.17	1.72	6.02	24.91	\$0.30
Term 2	22.06	2.21	6.52	30.79	0.30
Term 3	27.51	2.75	6.52	36.78	0.30
Term 4	32.82	3.28	6.52	42.62	0.30
Term 5	38.15	3.82	6.52	48.49	0.30
Zone 3					
Term 1	16.92	1.69	6.02	24.63	\$0.30
Term 2	21.75	2.18	6.52	30.45	0.30
Term 3	27.01	2.70	6.52	36.23	0.30
Term 4	32.36	3.24	6.52	42.12	0.30
Term 5	37.71	3.77	6.52	48.00	0.30
Zone 4					
Term 1	16.67	1.67	6.02	24.36	\$0.30
Term 2	21.43	2.14	6.52	30.09	0.30
Term 3	26.67	2.67	6.52	35.86	0.30
Term 4	31.95	3.20	6.52	41.67	0.30
Term 5	37.15	3.72	6.52	47.39	0.30

14:05 MAINTENANCE MECHANIC TOTAL WAGE PACKAGE

July 8, 2013

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
All Zones					
Junior M.M.	16.46	1.65	5.90	24.01	\$0.30
M.M.	21.12	2.11	6.40	29.63	\$0.30

May 1, 2014

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
All Zones					
Junior M.M.	16.95	1.70	5.96	24.61	\$0.30
M.M.	21.73	2.17	6.46	30.36	\$0.30

May 1, 2015

	Basic Rate	10% V.&S.H.P.	Pen/Ben/Ind/ Training Fund	Total Pkg.	Field Dues Deductions
All Zones					
Junior M.M.	17.45	1.75	6.02	25.22	\$0.30
M.M.	22.35	2.24	6.52	31.11	0.30

(b) Advancement in Apprentice rates will be by Referral Slip from the Local 787 Administration Office only. A referral slip will be issued when the Apprentice has met his/her responsibilities as outlined in the J.T.A.C. Standards, Section 9(b) and 10(f) and the J.T.A.C. Office has verified the Apprentice's records with the Employer.

(c) Apprentices, upon completion of their Apprenticeship, will advance to the Journeyman's basic rate.

14:06 STUDENT - Basic hourly rate will be the same as laid down for a first year Apprentice including Vacation Pay/Statutory Holiday Pay and contributions to the Benefit Plan.

14:07 WORKING FOREMAN - The basic hourly rate of a Working Foreperson shall be the basic Journeyman rate plus 10%.

14:08 PAY DAY - The established work week shall consist of five 8 hour days. Pay day shall be once a week. If the pay is to be by cheque, it will be given to the employee before the end of his/her shift on Thursday or deposited in his/her branch of a Chartered Bank or Trust Company by Friday. If by cash, before the end of his/her shift on Friday. Direct deposit by Thursday mornings.

If pay cheques are mailed to the employee's residence they must be mailed in sufficient time to arrive by Thursday afternoon of the appropriate week.

14:09 TIME SHEETS - Pay will be made for hours claimed on time sheets. Time sheets must be signed by an authorized representative of the customer as far as possible. No alteration of the time sheets or the hours contained therein will be made by the Employer or the Employer's representative.

ARTICLE 15: VACATION PAY AND STATUTORY HOLIDAY PAY

15:01 Vacation Pay and Statutory Holiday Pay shall be paid at the rate of 10% of basic earnings for all categories of employees during the term of this Collective Agreement, 6% shall be regarded as Vacation Pay and 4% shall be regarded as Statutory Holiday Pay.

15:02 Vacation Pay and Statutory Holiday Pay will be paid every month to the "Vacation Pay and Statutory Holiday Pay Trust Fund" as administered by Trustees elected by Local 787.

It will be seldom that the end of the month will coincide with an Employer's pay week; therefore the Vacation Pay and Statutory Holiday Pay may be calculated to the end of the last pay period of the month.

15:03 Vacation Pay and Statutory Holiday Pay shall be recorded weekly. Income tax on Vacation Pay and Statutory Holiday Pay will be calculated and paid out of the employee's hourly rate weekly. Pay cheque stubs will show actual amount of Vacation Pay and Statutory Holiday Pay.

15:04 Vacation periods will occur preferably between June, July or August. A schedule is to be posted on the Employer's notice board before the month of May.

15:05 Vacation periods will be allocated by seniority.

15:06 It is the intent of this Collective Agreement that the employee shall be permitted to take three (3) weeks vacation annually, one (1) week if requested by the employee must be permitted during the recognized period as per Article 15:04. If it is impractical, owing to the pressure of work to permit the remaining two (2) weeks during the recognized period, then an alternative period shall be mutually agreed upon between the affected employee and the Employer.

ARTICLE 16: JOINT TRAINING AND APPRENTICESHIP COMMITTEE

16:01 To assure the industry of an adequate supply of properly trained and skilled Journeymen and Apprentices. Journeymen training shall also be under the jurisdiction of the Joint Training

and Apprenticeship Committee, composed of four (4) representatives from the Union and four (4) representatives from O.R.A.C.

16:02 The Joint Training and Apprenticeship Committee will administer the Training Fund in accordance with the terms and conditions of the "Refrigeration Workers Local 787 - O.R.A.C. Training Fund Agreement."

16:03 The Joint Training and Apprenticeship Committee has been appointed as a Local Apprenticeship Committee (L.A.C.) by the Director of Apprenticeship as provided in the Trades Qualification and Apprenticeship Act (T.Q.A.A.). As a Local Apprenticeship Committee, the Joint Training and Apprenticeship Committee is governed by the terms of reference and duties outlined by the Director of Apprenticeship.

16:04 The Joint Training and Apprenticeship Committee will develop and implement strategies to inform designated group members under the Employment Equity Act of opportunities for employment as an Apprentice under this Collective Agreement and ensure that there are no barriers to applicants.

16:05 All prospective Apprentices must be approved by the Apprentice intake Committee.

16:06 To enable the Joint Training and Apprenticeship Committee to fulfill its obligations as related above, the Union and O.R.A.C. allocate to it the necessary sum of money as outlined in Article 17:01.

ARTICLE 17: REFRIGERATION WORKERS LOCAL 787 - O.R.A.C. TRAINING FUND

17.01 The parties mutually agree that the funding for the JTAC is \$0.50 per hour earned by each employee.

17:02 The funding, will be deemed to have been funded \$0.25 per hour earned by the employee and \$0.25 earned by the employer.

ARTICLE 18: INDUSTRY FUND

18:01 Each Employer bound by this Collective Agreement shall contribute to the Industry Fund monthly, the sum of \$0.15 (cents) for each hour earned by each employee effective August 8, 2013, an additional \$0.01 (cent) per hour earned effective May 1, 2014, an additional \$0.01 (cent) per hour earned effective May 1, 2015. Such amounts on receipt shall be immediately paid to O.R.A.C. as each Employer's contribution for the general purposes of O.R.A.C. Should O.R.A.C. require an increase during the term of this Collective Agreement, such increase shall be determined by the Board of Directors of O.R.A.C.

18:02 The Industry Fund shall be administered by the Board of Directors of O.R.A.C.

18:03 Contributions as specified in Article 18:01 will be made as outlined in Article 21:00.

ARTICLE 19: BENEFITS AND PENSION TRUST FUNDS

19:01 Each Employer bound by this Collective Agreement shall contribute to the Local 787 Benefits Trust Fund on behalf of each employee in his/her employ the sum of \$3.25 for each hour earned effective July 8, 2013 and \$3.30 for each hour earned effective May 1, 2014 and \$3.35 for each hour earned effective May 1, 2015 to be administered by Trustees elected by Local 787.

19:02 Each Employer bound by this Collective Agreement shall contribute to the Local 787 Pension Trust Fund on behalf of each Apprentice terms 2 thru 5 in his/her employ the sum of \$2.50 (\$2.00 for first year Apprentices) and \$6.00 for Journeymen for each hour earned to be administered by Trustees elected by Local 787.

19:03 Notwithstanding the provisions of Section 25(5) of the Work Place Safety and Insurance Act, 1997, each Employer throughout the first year after a work related injury to an employee shall make contributions on behalf of the injured employee to the UA Local 787 Benefit Plan for Health benefits and Pension benefits at the amounts specified in Articles 19:01 and 19:02 respectively based on the work week as outlined in Article 11:01 of this Collective Agreement when the employee is absent from work because of a work related injury.

19:04 Each Employer bound by this Collective Agreement shall submit \$0.01 for each hour earned by each employee to the De Novo Treatment Centre. This contribution for the term of this Collective Agreement will be added to the Industry Fund. This contribution will then be deducted by the UA Local 787 Administration Office each month and submitted to the De Novo Treatment Centre,

UA Local 787 shall also contribute, on behalf of each employee, \$0.01 for each hour earned by each employee. This contribution is to be deducted from Field Dues by the UA Local 787 Administration Office each month and submitted to the De Novo Treatment Centre.

19:05 Contributions as specified in Articles 19:01, 19:02, 19:03 and 19:04 will be made as outlined in Article 21:00.

ARTICLE 20: UNION DUES CHECK-OFF AND RRSP DEDUCTIONS

20:01 The Employer shall deduct from the employee's wages in the first pay of the month or after returning to work (if the employee is absent the first pay of the month) a sum equivalent to one month's dues which is calculated on twice (2x) the employee's basic hourly rate that he/she is being paid prior to the Vacation Pay and Statutory Holiday Pay calculation.

The Employer shall also deduct Union Field Dues of \$0.30 for all hours earned from each employee's weekly wages.

20:02 Each Employer shall deduct from each employee's weekly pay cheque voluntary RRSP deductions as requested by the employee by written authorization. The hourly deduction will be made from the employee's pre-tax earnings.

20:03 Deductions as specified in Articles 20:01 and 20:02 will be made as outlined in Article

21:00.

ARTICLE 21: MONTHLY REPORTS OF CONTRIBUTIONS AND DEDUCTIONS

21:01 Each month's submission of Employer contributions and deductions as outlined in Articles 15, 17, 18, 19 and 20 must be made on the forms supplied by the Local 787 Administration Office. The same basic information is required for the J.T.A.C., Industry Fund, Benefits Trust Fund, Pension Trust Fund, Vacation Pay and Statutory Holiday Pay Trust Fund, Union Dues Check-Off, Union Field Dues and RRSP deductions. All such funds and deductions will be combined for payment and report purposes. Contributions and deductions shall be reported and paid for each employee.

The Vacation and Statutory Holiday Pay earned by each employee must be reported in the appropriate space.

Effective July 8, 2013, a combined contribution rate of \$9.90 for Journeymen, \$5.90 for first term Apprentices and \$6.40 for apprentices term 2 through term 5 and will be applied to the hours earned by each employee as required in Articles 17 , 18, 19:01.

Effective May 1, 2014 contributions rate increases to \$9.96 for Journeymen, \$5.96 for first term Apprentices and \$6.46 for Apprentices terms 2 through terms 5.

Effective May 1, 2015 contributions rate increases to \$10.02 for Journeymen, \$6.02 for first term Apprentices and \$6.52 for Apprentices terms 2 through terms 5.

Union Dues, Union Field Dues deductions, and R.R.S.P. deductions from each employee as outlined in Article 20 must be reported in the appropriate spaces.

21:02 The Employer monthly report forms, together with a cheque for the full amount and made payable to the Local 787 Benefit Plan, shall be sent to:

E.B.P.S.
45 McIntosh Drive
Markham, Ontario
L3R 8C7

21:03 The report forms and cheque must reach the Local 787 Administration Office on or before the 15th of the month following the month for which deductions and contributions are being made.

21:04 If an Employer does not remit reports and contributions in accordance with Article 21:03, the Employer shall be considered to be in default and shall forthwith pay to the appropriate fund or the Union as liquidated damages and not as a penalty an amount equal to the greater of \$1,000.00 or 12% per annum calculated and compounded monthly on all amounts outstanding.

Considerations for interruptions in postal delivery will be given provided the Employer contacts the Local 787 Administration Office prior to the deadline as outlined in Article 21:03.

In the event that any proceedings are instituted to force a compliance with Article 21, the defaulting Employer shall be required to pay an additional \$1,000.00 to cover legal and/or administration costs.

The Local 787 Administration Office shall contact the defaulting Employer prior to applying this Article.

21:05 If payment has not been received within 30 days after receiving written notice from the Local 787 Administration Office, the Union may withdraw its members from that Employer only. This action will not be considered an illegal strike.

ARTICLE 22: OWNER OPERATOR

22:01 It is agreed that the Owner Operators, as independent contractors or otherwise, are employees for the purpose of this Collective Agreement and shall be covered by the same as herein set forth;

- (a) As a condition of any Owner Operator performing any work covered by this Collective Agreement, it is agreed that:
 - (i) He/she shall be a member of the Union in good standing;
 - (ii) He/she shall assign, let or sublet any work covered by this Collective Agreement subject to the terms thereof;
 - (iii) Contributions to the Refrigeration Workers Local 787 - O.R.A.C. Training Fund, Benefits Trust Fund, Pension Trust Fund and Industry Fund, shall be paid and remitted or deducted and remitted, as the case may be, by or on behalf of such Owner Operators as and when required by this Collective Agreement and schedules thereto.

ARTICLE 23: COFFEE BREAK

23:01 The Employer shall recognize a paid coffee break period of 15 minutes duration in each half of a shift, whether during a normal work day or on shift work.

ARTICLE 24: PICKET LINES

24:01 Employees may honor a picket line established by any Trade Union or its members in support of a lawful strike at a project where an Employer is engaged. Such action shall not constitute an unlawful strike within the provisions of this Collective Agreement and the Employer shall not institute or commence any applications, actions or proceedings of any nature whatsoever under the Ontario Labour Relations Act, this Collective Agreement or otherwise against the Union or any of its officers, officials, servants, Employers, agents or members in connection with any such action.

ARTICLE 25: HIRING, LAY OFF AND TERMINATION

25:01 It shall be the responsibility of the Employer or his/her hiring agent to verify that Journeypersons are in possession of an Ontario Certificate of Qualification, and that a registered Apprentice make the necessary arrangements to have his/her indenture papers transferred to the "Refrigeration Workers Local 787 - O.R.A.C. Training Fund" (J.T.A.C./L.A.C.).

Non indentured employees beginning their Apprenticeship will be registered as early as possible.

25:02 Prior to hiring, a new employee shall be presented with a copy of the "Company Policy", with which he/she will be expected to conform (as per Article 8:02).

25:03 Prior to the new employee starting work, the Employer must receive a work referral slip as issued by the Union, showing that the employee is a member of the Union in good standing, travel card, probationary or permit member and the month to which the worker's dues are paid.

The employee will sign a Dues Deduction Authorization Form which will permit the Employer to deduct dues from wages and remit the same on the monthly report form.

25:04 Should it become necessary to reduce the work force, the Employer shall lay off due to lack of work. For the purpose of lay off, no notice is required. However, if an employee is not recalled within 13 weeks the employee shall be deemed to be terminated and subject to the termination pay in lieu of notice provisions of Article 25:05.

This temporary lay off period may be increased to 35 weeks provided the Employer continues to make Health and Welfare and Pension contributions on behalf of the employee based upon the work week outlined in Article 11:01.

25:05 (a) No Employer shall terminate the employment of an employee who has been employed for three months or more unless the Employer gives:

- (1) one week's notice in writing to the employee if his/her period of employment is less than one year;
- (2) two weeks notice in writing to the employee if his/her period of employment is one year or more but less than three years;
- (3) three weeks notice in writing to the employee if his/her period of employment is three years or more but less than four years;
- (4) four weeks notice in writing to the employee if his/her period of employment is four years or more but less than five years;
- (5) five weeks notice in writing to the employee if his/her period of employment is five years or more but less than six years;
- (6) six weeks notice in writing to the employee if his/her period of employment is six years or more but less than seven years;

- (7) seven weeks notice in writing to the employee if his/her period of employment is seven years or more but less than eight years;
 - (8) eight weeks notice in writing to the employee if his/her period of employment is eight years or more.
- (b) The Employer also agrees that during this notice period, the employee will not receive any less than his/her regular weeks wages, Vacation Pay/Statutory Holiday Pay and benefits for each week of notice. Week as defined in Article 11:01.
 - (c) In the event the Employer does not give an employee written notice, the Employer shall pay the employee his/her regular wages, Vacation Pay/Statutory Holiday Pay and benefits for each week of notice. Week as defined in Article 11:01.
 - (d) In circumstances where an employee is unable to return all the Employer's property to the Employer's place of business prior to the end of his/her regular scheduled shift, the employee shall be paid his/her regular wages, Vacation Pay/Statutory Holiday Pay and benefits up to a maximum of four hours.
 - (e) If an employee is terminated for just cause the Employer is not required to give notice, but the employee is entitled to the conditions outlined in Article 25:05(d).
 - (f) If an employee wishes to terminate his/her employment with the Employer, the employee shall give a minimum of two weeks written notice. The Employer shall continue to employ him/her as outlined in Article 25:05(b) or pay him/her in lieu of notice.
 - (g) On termination the employee shall receive all monies owed on the next pay period or be sent to employee's last known home address.
 - (h) If the conditions as set out in Article 25:05(a) through (g) are not complied with, it shall be termed grounds for a grievance, and dealt with in accordance with Article 27. Should there be no resolution at the Industry Committee level; the grievance will be referred to the Ontario Labour Relations Act as per Article 27.03.
 - (i) The company must supply a ride home to any employee who is laid off or terminated.

ARTICLE 25:06 QUARANTINE CLAUSE

Where by virtue of conducting the business of the Employer an Employee is exposed to anything that requires the Employee, by order of the Public Health Authority to go into quarantine, the Employer shall pay to the Employee his regular wages for the period between the time that the quarantine commences and the time that the Employee is entitled to receive any statutory and or contractual benefits up to a maximum of five (5) working days.

ARTICLE 26: TOOLS AND UNIFORMS

26:01 (a) The Employer shall supply:

- pipe wrenches, vices, taps and dies
- electrical tools
- electric measuring instruments
- machinist measuring instruments
- air and gas measuring devices
- gas containers
- welding equipment, including wearing apparel and safety accessories
- specialty tools
- vacuum pumps
- power tools
- refrigerant recovery units
- wrenches over 1"

(b) If the Employer requires electronic devices such as pagers, cell phones, wireless devices, notebooks etc., the Employer will be responsible for the costs of supply, operation and maintenance of same. The employee will maintain this equipment as directed by the Employer and take all reasonable steps to ensure the equipment is secure at all times.

26:02 Each Journeyman and Apprentice after completion of his/her first year, shall have and maintain a complete set of hand tools necessary to install air conditioning and/or refrigeration equipment. Employees will not supply tools listed in Article 26:01.

26:03 The employee will supply to the Employer at the time of employment a list of personal tools as mentioned in Article 26:02. This list shall be itemized and completely priced by item. It shall be the responsibility of the employee to keep this list up to date, and as a minimum, must be done annually. When this list has been reviewed and accepted by the Employer as to items and value, and the Employer accepts liability for replacement as outlined in Article 26.09.

26:04 Those tools supplied by the employee will be maintained by the employee. If these tools are lost or damaged through the negligence of the Employer or other employees, then the Employer is responsible for repair or replacing same.

26:05 The Employer agrees to supply non durable items used on Employer's work, i.e.: files, cutter wheels, reactor plates, gauges, hoses drill bits, thermometers, etc.

26:06 Uniforms (where mandated by the employer) will be supplied by the Employer at no cost to the employee and the employee must wear the uniform. The following list is the minimum annual requirement of an Employer supplied uniform:

- 8 Shirts
- 5 Pants
- 1 Jacket (service)
- 1 Coverall
- 1 set insulated coveralls every 2 years where required

by the employee's working conditions.

In addition, the employer will supply, every 2 years, a Parka or a Bomber Jacket.

This is not to be construed to designate a maximum quantity.

26:07 Safety boots meeting O.H.S.A. standards must be worn by the Employee and shall be provided or reimbursed for as required by the Employee at no cost to the Employee up to a maximum of \$175.00 plus applicable taxes per purchase.

26:08 If an employee's tools are lost due to fire, flood or forcible entry of job box, job shack, vehicle, etc., management must be notified immediately. Listed personal tools as required in Article 26:03 (to the value listed) will be replaced immediately by the Employer, in the event there is not a documented list as required in Article 26:03 the Employer will only replace tools up to \$1000.00. In the event of theft by forcible entry, the police and management must be notified immediately.

ARTICLE 27: GRIEVANCE PROCEDURE

27:01 Notwithstanding any provision contained in this Collective Agreement, any employee who feels that he/she has been unjustly dismissed, unjustly laid off, unjustly suspended or unjustly dealt with in violation of this Collective Agreement must inform the Employer and the Union in writing within 5 working days of the violation and the matter will be dealt with from then on as a grievance.

27:02 Should a dispute arise between an Employer and the Union relating to the interpretation, application or administration of this Collective Agreement, including any question as to whether a matter is arbitrable or where any allegation is made that this Collective Agreement has been violated or should any local trouble of any kind arise, there shall be no suspension of work on account of such dispute, but an earnest effort shall be made by both parties hereto to settle without delay any such dispute in respect of which the following grievance procedure is set up:

- First: The employee concerned may either alone or accompanied by a Steward of his/her department take the matter directly to the Working Foreman.
- Second: If a settlement is not reached within a reasonable time the Steward may either alone or accompanied by the employee take the matter to the Department Manager.
- Third: If a settlement is not reached with the Department Manager within a reasonable time, the matter may be discussed between the Steward, accompanied if so desired by a representative of the Union and the Employer.
- Fourth: If a settlement is not reached with the Employer, all grievances, except those setout in Article 27:03 must be referred to the Industry Committee who will render a decision within 10 working days. This

procedure must be done prior to advancing to the Ontario Labour Relations Board. Either party to a grievance reserves the right to exercise Article 28:01.

Industry Committee: This is a committee of four, comprised of two O.R.A.C. appointees and two Local 787 appointees. Their purpose is to provide an industry perspective to a grievance with the intent of reasonable settlement without going to the Ontario Labour Relations Board.

27:03 Grievances regarding delinquency of wages, fringes, pension and welfare will be referred to the Ontario Labour Relations Board through Section 133 of the Labour Relations Act, 1995.

ARTICLE 28: ARBITRATION

28:01 Both parties to this Collective Agreement agree that a grievance concerning the interpretation, application, administration or alleged violation of this Collective Agreement and including any question as to whether the matter is arbitrable which has been properly carried through all the steps of the Grievance Procedure outlined in Article 27 and which has not been settled will be referred to a Board of Arbitration at the written request of either of the parties hereto.

28:02 The Board of Arbitration shall consist of a single Arbitrator who shall be selected by mutual agreement between the Employer and/or O.R.A.C. and the Union within fourteen (14) calendar days from the receipt of the notice of intent to arbitrate. In the event of failure to agree, the parties shall submit a joint request to the Ministry of Labour of the Province of Ontario to appoint an Arbitrator.

28:03 The decision of the Arbitrator will be final and binding on both parties.

28:04 The Arbitrator shall not have any power to alter or change any of the provisions of this Collective Agreement or to substitute any new provisions for any existing provisions, nor to give any decision inconsistent with the terms and provisions of this Collective Agreement.

28:05 The expense of the Arbitrator shall be borne equally by the parties.

ARTICLE 29: JURISDICTIONAL DISPUTE

Jurisdictional disputes with other trades which cannot be resolved at a Local level will be referred to the National Joint Board.

ARTICLE 30: STRIKE OR LOCK-OUT

30:01 There shall be no strike or lock-out during the term of this Collective Agreement. Neither the Union nor any of the employees covered by this Collective Agreement will collectively, concertedly or individually induce, engage or participate, directly or indirectly, in any strike, picketing, slowdown, stoppage or other curtailment or interference with the

Employer's operation, or interference with the flow of materials or persons in or out of places where the Employer is doing business. The Union agrees to exert every effort through its Local Officers and Representatives to end any unauthorized interruptions of work.

The Employer will not lock-out any of the employees covered by this Collective Agreement. The parties agree that, in the manner set forth in Articles 27 and 28, they will submit to arbitration all grievances and disputes that may arise between them and any misunderstanding as to the meaning or intent of all or any part of this Collective Agreement, provided however, the Employer shall not be required to resort to the grievance and arbitration procedures prior to resorting to other remedies in the event of violation of this Article.

ARTICLE 31: DURATION OF COLLECTIVE AGREEMENT

31:01 This Collective Agreement shall remain in force until April 30, 2016 and shall remain in force from year to year thereafter unless either party to this Collective Agreement gives notice in writing to the other party within a period which shall not be more than 120 days or less than 90 days prior to the expiration of each term, of its intention to terminate this Collective Agreement or seek amendments to same.

31:02 It is agreed that every effort will be made, by both parties to this Collective Agreement, to conclude negotiations for a new Collective Agreement before this Collective Agreement expires. Should a new Collective Agreement not be forthcoming prior to the termination date, work will continue and employees shall be entitled to retroactive pay for up to 30 calendar days.

31:03 In respect to this Collective Agreement, the signatory parties agree that at least once a year no later than ninety (90) days prior to the Anniversary Date the Union and O.R.A.C. will convene a meeting for the purpose of appraising the effectiveness of this Collective Agreement. The parties (2 members from each) to this agreement will meet on a quarterly basis to discuss industry concerns i.e. manpower, competitive pressures and any other issues that may be of concern to the industry.

If any Article or provision of this Collective Agreement shall be declared ineffective or undesirable, by mutual consent, the Union and O.R.A.C. will suspend, substitute, delete or amend any such Article or provision of this Collective Agreement to maintain the effectiveness and intent of this Collective Agreement.

The parties (2 members from each) to this agreement will meet on a quarterly basis to discuss industry concerns i.e. manpower, competitive pressures and any other issues that may be of concern to the industry.

31:04 Notices: All notices required to be sent to the Union pursuant to this Agreement shall be effectively given when mailed to:

UA Local 787 Administration Office
419 Deerhurst Drive
Brampton Ontario
L6T 5K3

All notices required to be sent to the Employer pursuant to this Agreement shall be effectively given when mailed to:

The Ontario Refrigeration & Air Conditioning
Contractors Association
6770 Davand Drive, Unit 43
Mississauga, ON L5T 2G3

ARTICLE 32: SAVINGS CLAUSE

32:01 This Collective Agreement will be no less favourable to O.R.A.C. Employers per Appendix "D" than any other Collective Agreement signed by Local 787 with any other Employer or Association.

32:02 If any Article or provision of this Collective Agreement shall be declared invalid, inoperative or unenforceable by any competent authority of the executive, legislative, judicial or administrative branch of the Federal or any Provincial Government, the Employer and the Union shall suspend the operation of such Article or provision during the period of its invalidity and shall substitute, by mutual consent, in its place an article or provision which will meet the objections to its invalidity, and which will be in accord with the intent and purpose of the Article or provision in question.

32:03 In witness to this Collective Agreement the members of the Negotiating Committee of both parties have hereby signed their names giving effect to this Collective Agreement as of July 8, 2013.

**United Association of Journeymen and
Apprentices of the Plumbing and Pipe Fitting
Industry of the United States and Canada,
Local 787**

**Ontario Refrigeration and Air
Conditioning Contractors
Association**

Andrew Tarr

Grant Sheahan

Ian Frost

David Steele

John Homiak

Gregg Little

William Papageorgiou

Tracey Washbrook

Marc Nicholas

Phil Taggart

APPENDIX "A"**JURISDICTION**

Work of the following types shall be deemed to come under the jurisdiction of this Collective Agreement:

Service includes all work in Air Conditioning and Refrigeration after initial installation and may include:

- (a) The service, repair and maintenance of all controls, all piping and components used for primary and secondary refrigeration and cooling systems and setting, hanging and installation of all units and fixtures for air conditioning systems, combination heat/cool units, heat pumps, ice making equipment, humidifying units, dehumidifying units, refrigeration units and cooling units and charging, testing and start up of all such equipment and systems.
- (b) The service, repair and maintenance of all holes, chases, channels, bolts, inserts, stands, brackets, supports, sleeves, thimbles, hangers, conduit and boxes, tubing raceways used in connections with the refrigeration and air conditioning industry.
- (c) The service, repair and maintenance of all gas and arc weld, brazed, soldered, caulked, expanded and rolled joints in connection with the refrigeration and air conditioning industry.
- (d) The service, repair and maintenance of all pipe work of every description relating to (a) by whatever mode or method.
- (e) The service, repair and maintenance of all methods of stress relieving of all pipe joints made by every mode or method in the refrigeration and air conditioning industry.
- (f) The service, repair and maintenance of all tanks used in the refrigeration and air conditioning industry.
- (g) The service, repair and maintenance, handling and using of all tools and equipment that may be necessary for all work and materials used in the refrigeration and air conditioning industry.
- (h) The dismantling and repair for reuse of all refrigeration and air conditioning equipment which involves the recovery, reclaim and reuse of any refrigerants.
- (i) The service, repair and maintenance of all controls, all piping for cataracts, cascades (i.e.: artificial water falls), make-up water fountains, captured waters, water towers, and spray ponds used for industrial manufacturing, commercial or of any other purposes in the refrigeration and air conditioning industry.
- (j) Piping herein specified means pipe made from metals, tiles, glass, rubber, plastic or any other kind of material or product manufactured into pipe useable in the refrigeration and air conditioning industry regardless of size.

- (k) The service, repair and maintenance of all equipment supplied by the refrigeration and air conditioning industry.
- (l) The service, repair and maintenance of all controls of sectional walk-in boxes and cold storage rooms, installation and erection of prefabricated insulated panels for cold storage rooms and installation and erection of temperature controlled display cases and cabinets used for display and storage of all items or products requiring a temperature controlled environment.
- (m) The service, repair and maintenance of all piping to stoves, fire grates, blasts and heating furnaces, ovens, driers, heaters, oil burners, stokers and boilers and cooking utensils etc. of every description.

APPENDIX "B"**DEFINITION OF ZONES**

The definitions of the work zones as outlined below are determined from the lines drawn on a map of Ontario held in the Union Office together with the signed original of this Collective Agreement.

ZONE 1 - Is that portion of Southern Ontario enclosed by:

- (a) a straight line on its south eastern boundary drawn through the eastern limits of the town of Winona and the western limits of the town of Dunnville and extending to Lake Erie on the south and Lake Ontario on the north.
- (b) a straight line drawn from the north shore of Lake Erie through the eastern limits of the town of Langton and the centre of the town of Otterville to terminate at the southern limits of the town of Norwich.
- (c) a straight line drawn from the southern limits of the town of Norwich north easterly through the southern limits of the town of Newmarket to the northern limits of the town of Mount Albert, then a straight line from the town of Mount Albert to the southern limits of the town of Bobcaygeon.
- (d) a straight line from the southern limits of the town of Bobcaygeon through the eastern limits of the town of Port Hope to the north shore of Lake Ontario.

ZONE 2 - Is shown on the map in two sections:

- (a) is all of the area east of the straight line from Winona to Dunnville up to the International border and includes Grimsby, St. Catharines, Welland, Niagara Falls, Fort Erie, etc.
- (b) is all of the area in south western Ontario west of the boundary of Zone 1 and Zone 2.

ZONE 3 - Is the area:

- (a) east of a straight line drawn from the south western limits of the town of Collingwood through the north eastern limits of the town of Newmarket and ends where the line joins the northern boundary of Zone 1.
- (b) that areas east of the line running north from Lake Ontario and making the eastern boundary of Zone 1.
- (c) that area south of a straight drawn from Nottawasaga Bay through the northern limits of the town of Elmvalle to the town of White located on Highway 511 (approximately 50 miles east of the centre of Ottawa).

- (d) that area east of a straight line drawn from the town of Wensley on the south through the town of Killaloe Station and terminating at the Ottawa River, where this line and the line indicated in (c) intersect will be the termination point of each of the lines.

ZONE 4 - Is that area of the Province of Ontario north of the line forming the northern boundary of Zone 3 and the line drawn as noted in (d) of Zone 3.

APPENDIX "C"

All routine maintenance and inspection regardless of size of location of the mechanical equipment being inspected or maintained, where this work is done as a periodic routine service inspection maintenance procedure by the Employer, limited to:

- (a) Filter changing and maintenance thereof.
- (b) All oil and greasing.
- (c) All belt adjusting or replacement.
- (d) Cleaning of cooling towers, coils, evaporator and condenser tubes and water treatment.
- (e) General housekeeping.
- (f) Delivery of parts and equipment.
- (g) In an area where a problem exists with non-union competition, the assignment of Maintenance Mechanics duties may be adjusted to meet local conditions in agreement with the Local Union Business Manager.
- (h) Cleaning, repairing and routine maintenance of solar energy equipment.
- (i) Helper for service and maintenance Journeymen and Apprentices, as long as the Apprentices are fully employed.