



Between:

BEE-CLEAN BUILDING MAINTENANCE

North Bay Jack Garland Airport,

50 Terminal Street, North Bay

(“the Employer”)

And:

WORKERS UNITED CANADA COUNCIL

on its own behalf and on behalf of

its Local 2755

(“the Union”)

**Term: October 1st, 2025 to September 30th,
2028**

Workers United Canada Council

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ARTICLE 1 - PREAMBLE/PURPOSE

- 1.01 This Agreement made and entered into, by and between **Bee-Clean Building Maintenance** at North Bay Jack Garland Airport, 50 Terminal Road (“Employer”), and Workers United Canada Council (“Union”), is for the purpose of providing a clear and concise document by which the parties can equitably establish a relationship within the meaning of the Ontario Labour Relations Act as amended from time to time, and to provide machinery for the prompt and equitable disposition of grievances to establish and maintain satisfactory working conditions, hours and wages for all employees who are subject to the provisions of this Agreement.
- 1.02 The Employer and the Union share a common goal of fostering an amicable and collaborative relationship that will directly facilitate the delivery of efficient, high quality services to the Employer’s clients and customers by employees who enjoy reasonable wages, benefits, and working conditions. The Employer and the Union recognize that it is the best interest of both parties and the employees that mutual responsibility and respect characterize all dealings between them.
- 1.03 Where ever the pronoun ‘they’, their or other pronouns are used in this Agreement, it shall be understood to include the singular and plural whenever the context applies and vice versa.

ARTICLE 2 - RESPECT AND DIGNITY

- 2.01 The Employer and Union agree that each employee and supervisory representative of the Employer shall be treated with dignity and respect. Verbal abuse, threats, bullying, workplace violence or harassment, including sexual harassment, by Employees, Managers or Supervisors towards each other will not be tolerated. Discipline shall be handled in a professional manner.

The Employer and the Union agree to abide by the Human Rights Code of Ontario as amended from time to time.

- 2.02 **Land Acknowledgement**

Long before today, as we gather here, there have been indigenous peoples who have been the stewards of this place.

This meeting begins by acknowledging that we meet on the traditional territory of the Attiwonderonk (Netural), Mississaugas of the Scugog Island First Nation, Wendake-Nionwentsio, Mississauga, Ho-de-no-sau-nee-ga (Haudenosaunee), and Anishinabewaki people, covered by the Williams Treaty 13a.

As we gather, we are grateful for the opportunity to meet and work here, we thank all the generations of people who have taken care of this land and waters that supply this land for thousands of years.

- 2.03 The Union and the Company believe that the human rights, dignity, and mental and emotional well-being of all employees must be protected to ensure that every person is treated with dignity and respect.
- 2.04 The Employer has undertaken an annual process of requiring all employees to read and sign off on its Workplace Anti-Harassment/Discrimination Policy and Workplace Anti-Violence Policy, in an effort to both further educate employees about harassment, discrimination, violence, and bullying in the workplace and to underscore that it will not be tolerated.
- 2.05 The Employer shall not unreasonably prohibit the wearing of Union pins, buttons, provided they are of a reasonable size or caps/toques as long as there is no issue from the client.

ARTICLE 3 - RECOGNITION

- 3.01 The Employer recognizes the Union as the sole and exclusive bargaining agent for all food service and cleaning service employees of **Bee-Clean Building Maintenance** employed at the North Bay Jack Garland Airport, 50 Terminal Street, save and except supervisors, persons above the rank of supervisors, office and clerical staff.
- 3.02 The Employer and the Union agree that no officers of the Employer or its employees may enter into any contract inconsistent with this agreement.

Any amendment or changes as outlined in this agreement during it's' term shall be incorporated only by mutual consent.

ARTICLE 4 - JOB OPPORTUNITIES

4.01 The employer agrees to display on each Accounts employee bulletin board and to provide the Union with a listing of open vacant full-time positions on January, April and September of each year for all **Bee-Clean Building Maintenance** locations represented by WORKERS UNITED CANADA COUNCIL in North Bay. Preference will be given to **Bee-Clean Building Maintenance** employees from other WORKERS UNITED CANADA COUNCIL locations that possess the necessary qualification skills ability and experience and can meet the job description requirements.

In cases where there is a permanent lay-off with no anticipated return to work date the employer agrees to display on the bulletin board of the affected location and to provide the Union with a list of open vacant full-time positions for all **Bee-Clean Building Maintenance** locations represented by WORKERS UNITED CANADA COUNCIL in North Bay.

In the event of closure, employees will be allowed to transfer to another **Bee-Clean Building Maintenance** location in North Bay. It is further agreed that employees will retain all seniority for the purposes of vacations and benefits entitlement.

It is further agreed that said employees will retain all seniority for the purposes of vacations and benefits entitlement.

ARTICLE 5 - DEFINITIONS

5.01 Full-Time Employee - A "full-time employee" is one who is regularly scheduled to work twenty-four (24) hours per week or more.

Regularly Scheduled Part-Time Employee - A "regularly scheduled part-time employee" is one who is regularly scheduled to work less than twenty-four (24) hours per week.

Part-time Employee - A casual "part-time" employee is one who is scheduled to work on an as needed, non-regular basis.

Working Days when used in this agreement means Monday through Friday, exclusive of holidays listed under Article 36(Holidays) Section 1.

ARTICLE 6 - UNION SECURITY/DEDUCTION OF UNION DUES/UNION MEMBERSHIP

- 6.01 The Employer agrees to deduct from the wages of all employees in the bargaining unit, starting on the first day of their employment, an amount equal to the dues, initiation fees and any other assessments as prescribed or required by the Union. The Employer shall remit this amount to the Union Office monthly, not later than the fifteenth (15th) day of the month following the month for which such deduction is made. The Employer shall provide with the remittance list of all employees, addresses, email, telephone numbers (**home and cell**) social insurance numbers, classifications, employment status (full-time, casual, seasonal, part-time, etc.) seniority, date of birth, date of change of status if applicable their rate of pay hours worked, rate of pay, gross earnings, specifying the amount of dues deducted for each employee, or the reason why no deduction was made, resignations, retirements, discharges, and deaths. The Employer shall provide this information electronically.
- 6.02 The Employer will provide the Union, in writing with all information concerning new hires within 30 calendar days from their first pay date, including: Name, phone numbers (**home and cell**), address, **e-mail address** date of birth, classification and wage rate. The Employer shall provide this information electronically to the Union Office. The Employer shall also notify the Union of all employees who terminate their employment during any given week. Such notice shall be sent within thirty (30) days of their termination.
- 6.03 The Union shall notify the Employer in writing thirty (30) days in advance of any change in the amount of Union dues, and such notification shall be the Employer's conclusive authority to make the deductions specified.

- 6.04 The Employer agrees to record the total dues deduction paid by each employee for the previous calendar year on the employee's T-4 Income Tax form.
- 6.05 The Employer shall provide the Union with the following information with respect to each employee in the bargaining unit and shall update it every six (6) months, and when new employees join the bargaining unit: names, addresses, telephone numbers (**home and cell**), classifications, employment status, (full-time, regularly scheduled part-time, part-time etc.) seniority, date of birth, email address (if provided by the employee), date of change of status if applicable and their rate of pay. The Employer may provide this information electronically or on computer disk if requested by the Union.
- 6.06 At the Union's request, the Employer may allow the Union to review payroll records, schedules, sign-in sheets, and any other information reasonably required to satisfy the Union that dues and initiation fees are being deducted correctly at a time mutually agreed upon.
- 6.07 The Employer acknowledges that Union dues being remitted are the property of the Union, and not the Employer.
- 6.08 The Employer's obligation is limited solely to making the authorized deduction, and such obligation shall cease at the time the employee is terminated or laid off for lack of work, including seasonal or periodic layoffs.
- 6.09 The Union shall hold harmless the Employer from any and all claims that may arise out of the Employer's compliance with this Article.

ARTICLE 7 - BARGAINING UNIT WORK

- 7.01 Managers will not perform bargaining unit work unless there are no bargaining unit employees available and willing to perform the work needed, or when such is necessary for legitimate and immediate needs or the instruction of personnel. In no case shall supervisors or non-bargaining unit workers be utilized to erode the bargaining unit.

7.02 It is not the **Employer's intent** to use temporary employees unless there are no bargaining unit employees available and willing to perform the **required work**. The Employer will make its best efforts to limit the use of temporary employees; however, there may be circumstances when the use of temporary employees is necessary.

ARTICLE 8 - MANAGEMENT'S RIGHTS

8.01 The Union acknowledges that subject, to the terms of this collective agreement and as permissible by law, it is the exclusive function of the Employer to generally manage the enterprise in which it is engaged and particularly to:

- a) Maintain order and efficiency
- b) Hire, layoff, transfer, schedule, promote, discharge, demote, suspend or otherwise discipline employees.

It is understood and agreed that these rights shall not be exercised in a manner that is inconsistent with the terms of this Agreement and that such rights shall be applied reasonably. It is also understood that a claim by an employee or by the Union that the employer has not exercised these rights shall be the proper subject of the grievance procedure and shall be dealt with as herein provided.

ARTICLE 9 – HARASSMENT AND DISCRIMINATION

9.01 The Employer and Union agree that there shall be no discrimination in the hiring, training, upgrading, promotion, transfer, lay-off, discharge, discipline or any treatment otherwise of employees based on sex, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, sexual orientation, sexual identity, sexual expression, family status, **or disability, both physical and/or mental disability illnesses** or for any other grounds declared unlawful by the Ontario Human Rights Code as amended from time to time. **Furthermore**, the Union and the Employer agree that every employee has the right to work in an environment free from harassment, workplace violence and bullying where personal worth is acknowledged and dignity

respected. Harassment exists if any conduct, comment, gesture, or contact based on any ground stated above, occurs in a context that may cause offence or humiliation, or may be perceived as a condition of hiring, advancement, or continuation of employment. The Ontario Human Rights Code requires that all employers ensure that their workplaces are free from discrimination and harassment. The Code describes harassment as a course of conduct or comment, which can be words or actions that insult or humiliate a person because of race, sex, creed, religion, colour, age, national origin, sexual orientation, sexual identity, sexual expression, marital status or other prohibited grounds.

The Employer and Union agree to observe the provisions of the Ontario Human Rights Code as it relates to Workplace Anti-Harassment/Discrimination Policy and Workplace Anti-Violence Policy as amended from time to time.

The Employer and the Union also agree that neither of them will retaliate against any of the Employer's employees **who complain of** discrimination or harassment or who participate in an investigation regarding discrimination or harassment. The Employer and the Union agree that each bargaining Unit member is also obligated not to discriminate, harass, or retaliate based on any of the protected characteristics described above against any other employee or anyone with whom the employee has contact on the Employer's and/or client's premises during the employee's workday.

- 9.02 Grievances filed under this Article shall begin at Step 2. Grievances under this clause shall be handled with all possible confidentiality and dispatch.
- 9.03 The Employer and the Union agree they shall not interfere with, restrain, coerce or discriminate against employees in their lawful right to become and remain members of the Union and to participate in its activities.
- 9.04 The Union and the Company believe that all employees must be protected, to ensure that every person is treated with dignity and respect.

ARTICLE 10 - NO STRIKE/NO LOCKOUT

10.01 No Strikes or Other Interference

The Union agrees that there will be no strikes (whether general, or sympathetic or otherwise), walkouts, stoppages of work, sit-downs or slowdowns, picketing, or any other direct or indirect interference with the activities or operations of the Employer during the life of this Agreement.

10.02 Lockouts

The Employer agrees not to conduct a lockout during the life of this Agreement.

ARTICLE 11 – LABOURMANAGEMENT COMMITTEE

11.01 The Employer and Union agree that there shall be a Labour-Management Committee consisting of one (1) individual from each party. Committee members shall be designated, in writing, by each party to the other. Meetings will be held at mutually agreeable times and places so as to apprise the other of problems, concerns, and suggestions related to the operations and the work force, all with the aim of promoting better understanding between the parties. Meetings will be held within 15 days after either party so requests, but not more than one time each in a three (3) month period or more frequently if mutually agreed too. A written agenda shall be established for each meeting. The results of all meetings will be put in writing by the party requesting the meeting, and the copies will be distributed to the Employer and the Union.

11.02 Such meetings shall not be construed as opening this Agreement for negotiations, nor shall any subject matter at the meetings constitute a step in the grievance procedure. Union members of the Labour Management Committee meetings shall suffer no loss of income or regular pay for participating in the activities of the Committee. Meetings will be held at a location on the premises covered by this Collective Agreement.

ARTICLE 12 - UNION REPRESENTATIVE ON-SITE VISITATION

- 12.01 Authorized representative of the Union will be permitted to enter the premises of the Employer. The representatives of the Union shall, prior to arrival, advise the Unit Manager or their designate of the visit.

ARTICLE 13 - UNION STEWARDS

- 13.01 The Employer acknowledges the right of the union to elect, appoint or otherwise select one (1) Union Steward and one alternate to fill in when Union Steward is not available.

The Union shall advise the Employer in writing of the names of the Union Stewards. Union Stewards, unless the Steward is the grievor, shall be recognized by the Employer as representatives of the employees for the purposes of enforcing this Agreement, and shall generally act as representatives of the Union on the job. The employer is only required to recognize those Union Stewards who the Union has given written notice of to the Employer.

- 13.02 If the overall number of Bargaining unit employees either in the total Unit, on a specific shift, or in a specific work area changes significantly, the Parties will meet to discuss the number of Stewards.

- 13.03 Upon commencement of employment, the employer will make the Union Executive, Steward or their designate aware of the new employees for the purpose of an introduction into the Union. A member of the Union Executive, Steward or their designate will be afforded **15 minutes paid time** to meet with the new hire.

ARTICLE 14 - NEGOTIATING COMMITTEE

- 14.01 The Employer acknowledges the right of the Union to elect, appoint or otherwise select a negotiating committee of not more than one (1) employee and a Union Representative of the Local.

The cost of the room for all negotiations (cost of room(s) and income of employee) shall be borne equally by the Union and the Employer.

ARTICLE 15 - GRIEVANCE PROCEDURE

- 15.01 It is the mutual desire of the parties hereto that complaints of employees shall be adjusted as quickly as possible, and it is generally understood that an employee has no grievance until the employee has first given to their immediate supervisor an opportunity of adjusting their complaint.
- 15.02 A grievance shall be defined as any dispute arising out of the expressed terms or conditions contained within this Agreement.
- 15.03 A Steward may request to be released from their regular duties to investigate grievances on Employer time. Requests to conduct such investigations shall not be unreasonably withheld. The Steward shall contact their supervisor in advance to determine a time when such investigation will not interfere with the Steward's work and the work of the person with whom the Steward wants to meet.
- 15.04 Grievances concerning disciplinary suspensions or discharges may be submitted at the third step of the grievance procedure. If the grievance is not settled at Step 3, it may be directly submitted to arbitration except as limited in the above paragraph.
- 15.05 The Employer shall pay employees at their regular wage rate when they are involved in a grievance discussion and meetings with the Employer, when such meetings take place during their regularly scheduled, normal working hours.
- 15.06 Should the grievance not be resolved at the existing step or should there be no response from the Employer within the specified time limits, the grievance may be carried to the next step.
- 15.07 A group of employees may file a group grievance in writing, which is a grievance that is individual in nature but that affects more than one employee, but such group grievances do not cover discipline or discharge matters. All group grievances will be put in writing and signed by the Steward, and state the specific clauses of the Agreement allegedly violated, the redress sought, and a list of the grievors. Group grievances shall be filed at Step No. 3.

15.08 If the Employer or the Union wishes to file a policy grievance, it shall do so by providing a written copy of its grievance to the other party, within thirty (30) working days of the occurrence of the event on which the grievance is based. The party that receives the grievance shall answer the grievance in writing within five (5) working days after receipt of same, but if there is no answer given in writing, then it shall be deemed that the claim of the grievor has been refused. If the grievance is not settled by the parties through this procedure, it may be pursued through the grievance procedure, beginning at Step No. 3.

15.09 All grievances shall be processed in the following manner:

Step 1: The matter shall be discussed by and between the employee and/or the Union Steward or Union Representative, and the immediate Unit Supervisor and/or designee. The alleged grievance shall be presented in writing setting forth the alleged Article(s) and the nature of the violation of the Agreement that the Union believes have been violated and the remedy being sought in this matter to the Unit Supervisor and/or designee within seven (7) working days of its occurrence or of the date when the employee or the Union first became aware of the circumstances giving rise to the alleged grievance. A reply shall be given by the Unit Supervisor and/or designee within five (5) working days.

Step 2: If the grievance is not settled to the satisfaction of the Union or the grievor, it shall be submitted in writing to the site manager or their designee within five (5) working days after receiving the reply from Step 1. The appeal shall set forth the alleged facts of the grievance along with the remedy that is being sought. Either the site manager or their designee or the Union shall request a meeting for the purpose of resolving the grievance prior to the Employer's decision. The meeting shall be held within five (5) working days of being requested and include the employee, the union steward involved and/or the Chief Steward or their designate. The Union shall have the right, at any time, to be assisted by a Representative of WORKERS UNITED CANADA COUNCIL. Within five (5) working days of the meeting the Employer shall deliver to the Union a written reply, which shall provide for a decision in the matter and the reason(s) for the decision.

Step 3: If the grievance is not settled to the satisfaction of the Union at Step 2, the Union, within ten (10) working days after receiving the site manager or their designee's reply, shall submit the grievance to the Employer's Officer of Labour Relations or their designee. Either the Officer of Labour Relations or their designee or the Union shall request a meeting for the purpose of resolving the grievance prior to the Employer's decision. The meeting shall be held within ten (10) working days of being requested. Within ten (10) working days of the meeting, the Employer shall deliver to the Union a written reply to the alleged grievance, which shall provide for a decision in the matter and the reasons for the decision.

If the grievance is not resolved after the procedures in Step 3 have been completed, the parties, by mutual agreement, may refer the matter to non-binding mediation. The cost of the mediator shall be shared between the parties. Such referrals shall occur within five (5) working days after the union receives the written response from the Officer of Labour Relations.

ARTICLE 16 - ARBITRATION

- 16.01 When either party to this Agreement requests that a grievance be submitted for arbitration, it shall make such request in writing addressed to the other party to this Agreement. The party requesting arbitration will submit to the other party the names of single Arbitrators and the other party will reply, either accepting one of the proposed Arbitrators or submitting a list of single Arbitrators, within ten (10) working days of receipt of the moving party's list. If the parties cannot agree on a single Arbitrator within a further ten (10) working days, then the Minister of Labour for the Province of Ontario will be asked to appoint an Arbitrator to hear the matter.
- 16.02 No person may be appointed as an Arbitrator who has been involved in an attempt to negotiate or settle the grievance.
- 16.03 The parties may agree by mutual consent to the use of a Mediator at any point of the grievance and/or arbitration procedure.

- 16.04 The parties to this Agreement shall equally share the expense of the Arbitrator and/or Mediator. Each party is responsible for costs of their representatives and witnesses.
- 16.05 No matter may be submitted to arbitration that has not been properly carried through all the previous stages of the grievance procedure.
- 16.06 The decision of the Arbitrator shall be final and binding on the parties. However, the Arbitrator shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of the Agreement.
- 16.07 The time limits referred to in Article 15 (Grievance Procedure), Article 17 Discipline and Discharge or Article 16 (Arbitration Procedure) of this Agreement may be extended by mutual written agreement of the Employer and the Union. Failure to file a grievance or to proceed to the next step of the Grievance, Discipline and Discharge or Arbitration procedure within the prescribed time limits shall be considered abandoned.

ARTICLE 17 - DISCIPLINE AND DISCHARGE

- 17.01 The Employer agrees that discipline shall be for just cause. An employee may file a grievance concerning disciplinary action against them.

It is understood that the Employer will give its reasons for such discipline and/or discharge to the employee and the Union within seven (7) working days of such action.

The Employer will administer progressive discipline. Notwithstanding the forgoing employees will be subject to suspension or summary discharge in cases of serious misconduct.

A claim by an employee that they have been suspended or discharged from their employment without just cause shall be treated as a grievance if a written statement of such grievance is lodged with the Manager within ten (10) working days after the employee receives notice that they have ceased to work for the Employer or returns to work after a suspension as the case may be. All preliminary steps of the grievance

procedure prior to Step No. 2 will be omitted in such cases. Such special grievances may be settled by confirming the management's action in dismissing the permanent employee or by reinstating the employee with full compensation for time lost or by any other arrangement that is just and equitable in the opinion of the conferring parties or the Arbitrator.

17.02 All discipline or discharge shall be set out in writing, and such notices shall include the reasons for discipline or discharge.

17.03 Any notice of disciplinary action that is intended to form part of an employee's employment record shall be given, in the presence of a Union Steward, and in writing, with a copy given to the Union within one (1) working day.

All notices will be signed by the employee. The signing of any disciplinary forms, policies, notations or letters is an acknowledgment of receipt and does not indicate the employee agrees with the document. If the employee refuses to sign the document a representative member of the union will sign the document.

17.04 When an employee has been dismissed without notice, they shall have the right to be interviewed by their Steward (if available) for a reasonable period.

ARTICLE 18 - EMPLOYEE'S FILE

18.01 All notices of disciplinary action which are intended to form part of an employee's employment record shall be withdrawn from the employee's personnel file after a period of twelve (12) calendar months from date of issue' provided no subsequent discipline similar in nature is given.

ARTICLE 19 - LEAVES OF ABSENCE

Personal Leaves of Absence

19.01 Upon written notice to the site manager or designee, an employee may apply for a personal leave of absence without pay of up to six (6) calendar months. An employee must submit a written request at least

thirty (30) calendar days in advance; however, the Employer will consider exceptions for unforeseen circumstances. All leave requests shall be approved at the sole discretion of the Employer and must include a return to work date. Such leaves shall not be unreasonably denied. Personal leaves will not be granted for purposes of taking other employment unless approved by the Employer

- 19.02 An employee returning from a leave of absence, shall be entitled to reinstatement to their position, hours, and work unit unless the position has been eliminated or modified as a result of layoffs or other legitimate business needs. In such event, the employee may use their seniority as provided for in the Layoff and Recall (Article 27).
- 19.03 For Personal and Union Leaves of Absences (with the exception of Section 4), holidays, vacations, sick days, and other benefit entitlements shall be suspended, except as required by applicable law and Section 2.

Union Leave

- 19.04 This leave will be limited to a total of one (1) employee at any one time to an individual maximum of nine (9) working days per year. This may be extended by mutual agreement between the parties.

Employees who have been elected or appointed by the Union to attend Union Conventions or Conferences or other Union business may be granted a leave of absence without pay by the Employer which will not be unreasonably denied. The Union will notify the Employer in writing, as early as possible, but no later than **seven (7)** working days prior to the start of the leave, of the names of the members requiring leave. Seniority will accumulate during such period.

- 19.05 The Employer agrees to continue the pay of an employee on Union Leave and the Union shall reimburse the Employer for such wage payment upon receipt of a monthly statement. Such leave of absence shall be authorized in writing by the Union.
- 19.06 The Employer may grant to an employee who has been appointed, elected or hired to a full-time or temporary position with the Union an unpaid leave of absence for a cumulative period of up to twelve (12) months. And such request shall not be unreasonably denied and may be extended upon request from the Union. Upon the conclusion of the leave

of absence, such employee shall be entitled to return to their position in the bargaining unit, with no loss of seniority or service during the leave of absence.

This leave will be limited to a total of one (1) employee at any one time.

ARTICLE 20 - EMERGENCY LEAVE

21.01 Employees shall be entitled to emergency leave in each calendar year in accordance with the Employment Standards Act as amended from time to time.

ARTICLE 21 – PREGNANCY/PARENTAL LEAVE

21.01 Pregnancy/Parental leave shall be granted in accordance with the Employment Standard Act, as amended.

21.02 An employee shall be entitled to a Maternity Leave of Absence, not exceeding fifty-two (52) weeks (Parental Leave not exceeding thirty-five (35) weeks), for the purpose of giving birth or adopting a child. The leave shall be without pay, with benefits, and with continuing accrual of seniority.

21.03 The employee shall be required to give the Employer as much advance notice of the leave as is reasonably possible and an indication of the duration of the leave being sought. At least four (4) weeks prior to the termination of the leave, the employee shall confirm with the Employer the specific date of return to work, and the Employer shall confirm that the employee's previous job or a similar job at equal pay is available.

ARTICLE 22 - SICK LEAVE

22.01 Normally, an employee will not be required to produce a medical certificate for absences due to illness of less than three (3) consecutive days. However, in the event an abuse of sick leave is suspected, the

Employer may give notice that an employee will be required to submit a medical certificate for subsequent absences due to illness.

NEW SICK NOTES

The Employer will pay the cost up to \$50 for each Medical Note. If the employer requests any additional medical documentation, such as a non-work-related Functional Abilities Form or an alternate form requesting similar information, the Employer will pay the full cost of such documentation.

22.02 Where required, a medical certificate shall set out that an employee has been attended to by their physician for the illness, and also provide the doctor's estimate of the number of days the employee is required to be absent from work.

22.03 It is the Employer's policy to provide **sick/family/personal** leave of short duration to meet employee needs while recuperating from illness or injury.

Employees are entitled to six (6) paid sick/family/personal days per calendar year.

Part-time employees will be entitled to two (2) paid sick days per calendar year.

Two (2) unused sick/family/personal care days may be carried forward to the next calendar year.

When you are sick you must phone at least two (2) hours prior to your day start and speak to your supervisor. Failure to do so could mean loss of benefit. Also, you should indicate the approximate date of your return.

If you are sick, a doctor's certificate describing the illness and reason for absence may be requested. You may not be eligible for the **sick/family/personal** benefits if you are unable to provide a doctor's certificate meeting these requirements. **Bee-Clean Building Maintenance** reserves the right to ask for a second opinion from a doctor of the Employer's choice at any time after ten (10) days absence. The cost of a second opinion would be borne by the Employer.

ARTICLE 23 - BEREAVEMENT LEAVE

- 23.01 This benefit is available for employees who have completed probation prior to the death of a covered family member.
- 23.02 In the event of death in the immediate family of an employee, bereavement leave, with pay, will be permitted up to a maximum period of **five (5)** consecutive calendar days, with pay, for the purpose of bereavement and/or attending the funeral and providing for matters incident to the death. Such absences shall be permitted within three (3) calendar days prior to or following the funeral. Employees shall be paid at their regular rate of pay times their regular hours worked.
- 23.03 For the purposes of this Article, the term “immediate family” shall be defined as employee's parent, spouse's parent, step-parent, spouse, child, **including miscarriages, still births or other loss of an unborn child**), sibling, legal guardian/ward, step-child, and grandparent, brother-in-law, sister-in-law, common law and same sex spouse.
In the event of the death of an aunt, uncle or cousin, the employee will be entitled to one (1) day paid leave.
- 23.04 Additional time off may be granted if requested by an employee, without pay, when travel is required to attend the funeral of those mentioned above.
- 23.05 When a death in the immediate family happens while on vacation or a Statutory Holiday, the vacation days(s) or statutory holiday(s) shall be regarded as bereavement, up to the maximum bereavement leave eligibility. The vacation days(s) or statutory holiday(s) days affected shall be rescheduled with the employee’s supervisor.
- 23.06 **The Company recognizes some life events extend beyond the family members listed for Paid Bereavement Time. Employees may request to take an unpaid leave of absence provided sufficient documentation is provided to substantiate the absence. Requests shall not be unreasonable denied.**

ARTICLE 24 - JURY DUTY/WITNESS

- 24.01 This benefit is available for employees who have completed probation prior to receipt of notice for jury duty.
- 24.02 Employees who are subpoenaed for jury duty or to appear as a crown witness shall be paid by the employer at their regular rate of pay minus any moneys (not including those received for expenses) received from the court. Proof of such remuneration shall be submitted to the Employer by the employee. The subpoena shall be submitted to the Employer prior to such leave being granted. The Employer shall provide leave for jury duty in accordance with all applicable laws.

ARTICLE 25 - PROBATION

- 25.01 Newly hired employees shall be deemed to be probationary during their first sixty (60) days worked. During the probationary period, an employee may be terminated at the sole discretion of the Employer without recourse to this Agreement.

ARTICLE 26 - SENIORITY

- 26.01 “Employer Seniority” shall be defined as the employee’s length of continuous service with the Employer as measured from the employee’s most recent date of hire by the Employer in the operation covered by this Agreement. “Classification Seniority” shall be defined as the employee’s length of continuous service within their classification at such location the employee may be working.

“Classification seniority” will be used for purposes of Article 27(Layoff and Recall) and Article 31(Hours of Work and Overtime) and whenever possible scheduling.

“Employer seniority” will be used for purposes of Article 35(Vacation) and Article 28(Job Posting) unless specified otherwise.

In the event two (2) or more employees are hired on the same day their seniority shall be decided by a mutually agreed lottery of those employees.

26.02 The Employer shall post and provide to the Union, in September and January each year a copy of an up-to-date seniority list which shall include the name and date of hire and telephone number and address of each employee along with their most recent job title, noting any who have quit and any who are on leave of absence. Within thirty (30) calendar days of receiving the seniority list and providing no objections have been raised by the Union, the list shall be deemed accurate.

26.03 Continuous employment shall be broken and an employee shall be deemed terminated for any of the following reason(s). If such continuous service is broken, the employee shall be considered a new employee for all purposes if and when rehired.

- a) Resignation, retirement, or quit;
- b) Discharge for just cause;
- c) Absence of three (3) consecutive days without notice to or providing a satisfactory reason to the Employer;
- d) Layoff without recall after a period of one (1) year from the date of layoff;
- e) Working during a leave of absence, except for work in conjunction with a leave for Union business or authorized by the Employer;
- f) Any absence beyond an authorized leave of absence without the Employer's permission or unless the employee has a satisfactory reason;
- g) Failure to return to work within five (5) working days after the Employer gives the employee written notice to return to work from layoff, and failure to notify the Employer of their intentions to return to work within five (5) working days after such notice is given. Such notice shall be deemed to have been sufficiently given if sent to the employee by a reliable, documented means (such as a registered letter) to the last address furnished by the employee to management.

26.04 An employee whose status is changed from full-time to part-time or part-time to full time shall receive credit for the employee's seniority based on one (1) year equalling two thousand and eighty (2080) hours worked.

ARTICLE 27 - LAYOFF AND RECALL

27.01 In the event the Employer finds it necessary to lay off employees where no work is available for periods in excess of seven (7) calendar days, such layoffs shall be on the basis of the employee's "Classification seniority" as defined in Article 27 Section 1 with the Employer. First to be laid off in reverse order of seniority shall be part-time employees. The employee with the least seniority in the classification affected shall be the first to be laid off.

27.02 Employees shall be given seven (7) calendar days notice, if possible.

27.03 Laid off employees shall be given preference in reemployment if qualified. In the event of recall, employees shall be recalled in the reverse order of the layoff.

27.04 The affected employee(s) may exercise one of the two following options:

a) Accept the lay-off

or

b) Bump the least senior employee provided they have the qualifications, skills, ability and can meet the job description requirements to perform the available work with a short familiarization period. Each employee receiving a notice of lay-off will have five (5) working days to inform management in writing of their choice of (a) or (b).

27.05 Employee(s) who have been laid off or displaced shall have the right of recall to any former classification or any other job classification for which they have the qualifications, skills, ability and can meet the job description requirements to perform the available work with a short familiarization period.

When work becomes available in that employee's classification from which they were laid off or displaced, they will be recalled in reverse order of their layoff or displacement.

- 27.06 For the purposes of recall notification the Employer shall notify the employee by Registered Letter at the last known address supplied by the employee. Employees must notify the Employer within five (5) working days of the date the message was received of their intent to report to work after notification. Employees shall report to work within three (3) working days after indicating their willingness to be reinstated.

ARTICLE 28 - JOB POSTING

- 28.01 Any new position or permanent vacancy as determined by management shall be posted on the bulletin board that the employees read from, for not less than five (5) consecutive calendar days. Persons shall apply for the posted vacancies by completing a form provided by the Employer and sending this written request to the site manager.

- 28.02 The posting shall contain the minimum qualifications, skill requirements and wages for the posted position. The posting shall also contain the shift and work week for informational purposes only.

- 28.03 All such vacancies shall, as determined by management, be filled by awarding the position to the most senior qualified employee who bids for that position and has not been awarded a position within the last six (6) months. Employees will be transferred or promoted who have the best qualifications, skills, ability, experience and can meet the job description requirements.

If all of these factors are equal, then seniority will be the governing factor.

One additional vacancy resulting from the initial job posting shall be posted as per this article. Any subsequent vacancies can then be filled at the Employer's discretion.

Temporary job vacancies of less than thirty (30) working days shall be filled at the discretion of the Employer.

28.04 If there are still no qualified applicants the Employer shall have the right to go outside the Bargaining Unit to fill the position.

28.05 Any employee filling a job classification covered by this Agreement from a lower-paid classification shall be on a trial period for the first thirty (30) days worked of employment in the new classification. If at any time during such trial period the Employer determines that the employee cannot meet the job requirements, the Employer may return the employee to that employee's former position. The employee so returned shall not suffer any loss of seniority.

ARTICLE 29 - NEW CLASSIFICATION

29.01 In the event that the Employer introduces a new bargaining unit classification that is not listed under Article 46 - Wages, the Employer shall notify the Union of the rate payable within fifteen (15) days after the commencement of the classification. The Union may, within five (5) working days of being notified, file a Union grievance in respect of the rate, commencing at Step 2 of the Grievance procedure set out in Article 15(Grievance Procedure).

ARTICLE 30 - TEMPORARY TRANSFERS

30.01 Any employee required to perform work in a higher job classification for three (3) continuous hours or more will be paid at the higher rate for all hours worked.

When an employee is assigned temporarily to perform work in a classification paying a lower rate than the employee's own, the employee shall be paid the employee's regular rate of pay.

ARTICLE 31 - HOURS OF WORK AND OVERTIME

31.01 The “work week” shall consist of a seven-day payroll period beginning at Monday and ending at Sunday or as may be modified by the Employer from time to time.

31.02 Regular work schedules showing the hours for each employee shall be posted at least one (1) week in advance. Once the schedule is posted, employees must be notified of changes in their work schedules at least twenty-four (24) hours in advance, except in the cases of sickness, bereavement or accident or Act of God (i.e. natural disasters) causing a shortage of staff in any department.

31.03 Each employee shall be allowed two (2) fifteen (15) minute rest periods one in each one-half (1/2) shift of a shift that is of duration of seven and one-half (7½) hours or more exclusive of the meal period and such time shall be regarded as time worked.

Each employee shall be allowed a one-half (½) hour meal period such that no employee will be required to work more than five (5) consecutive hours without receiving said meal period. Such meal period shall not be regarded as time worked.

31.04 All work performed in excess of forty (40) hours per work week shall be deemed to be overtime and shall be compensated at the rate of one and one-half times (1½x) the employee's regular hourly rate of pay. In order for an employee to be eligible for the overtime premium, overtime must be authorized by the Unit Manager or designee. The Employer shall not reduce the weekly scheduled hours or following week's hours for the sole purpose of avoiding payment of time and one-half under article 31.04.

31.05 The Employer has the right to determine if overtime is necessary and to assign required overtime at its discretion

Overtime work shall be on a voluntary basis.

Daily overtime shall be offered:

- a) First, in order of seniority of those employees who are at work and working in the classification at the same location;

- b) Second, in order of seniority of those employees who are at work and working in a different classification at the same location;
- c) Third, in order of seniority of those employees who are not at work and working in the classification at the same location.
- d) If no one volunteers, Employer may assign such hours to the least senior employee in the job classification.

31.06 The text in this Article shall not establish a guaranteed work schedule, number of days or hours to be worked in a work-week, or the hours to be worked in a day.

31.07 Nothing in this collective agreement, unless expressly specified shall be construed as a guarantee of either a minimum or maximum number of hours of work per day or per work-week.

31.08 Continuous employment shall be broken and the part-time employee shall be deemed terminated if an employee fails to work their call-in shift for four (4) consecutive call-ins within a four (4) month period unless there is a justifiable reason which is beyond the employee's control.

ARTICLE 32 - REPORTING FOR WORK PAY

32.01 An employee reporting for work by instruction of the Employer and at the commencement of their scheduled work day, but for whom no work is available, will be offered at least four (4) hours employment in other work at their regular hourly rate or, at the Employer's option, shall be entitled to four (4) hours pay at their regular hourly rate. This guarantee shall not apply in the event that the operations of the Employer are affected by a labour dispute, fire, electrical failure, major mechanical failure or other major occurrence beyond the control of the Employer. This guarantee shall not apply in the case of an employee who has been absent from their scheduled work and who has failed to inform the Employer of their intention to return and the date thereof.

ARTICLE 33 - TECHNOLOGICAL CHANGE

- 33.01 “Technological change” means any change that is introduced by the Employer that is related to implementation of new technology.
- 33.02 The Employer shall grant an employee who is affected by a technological change a reasonable training period to allow the employee to adapt. An employee who is incapable of adapting to technological change may exercise their right to bump into another position.

ARTICLE 34 - HEALTH AND SAFETY

- 34.01 When an obvious safety hazard is brought to the attention of the Employer, corrective action will be taken to eliminate or to reduce such hazard as soon as possible, taking into consideration the nature of the hazard. Employees and Employers have obligations to work safely, promptly report hazards, any unsafe work practices, accidents or near misses.
- 34.02 The Employer shall ensure that all employees are properly trained for WHMIS within a reasonable period of time from their hire date and shall comply with all relevant health and safety legislation as it affects them.
- 34.03 A Joint Safety and Health Committee (JHSC) (“Committee”) will be established if required by the Occupational Health and Safety Act of Ontario as amended from time to time. The Health and Safety Committee will be composed of at least one (1) member of the bargaining unit selected by the Union and one (1) member of Management selected by the Employer and shall meet on a quarterly basis or more frequently if required. The Committee shall be organized to provide assistance in identifying and eliminating potential safety hazards throughout the facility. The Employer will coordinate the meetings of the Committee. This Committee will meet quarterly or more frequently if required. The Employer will consider all of the recommendations from the Committee in good faith. Time spent by Union representatives on the joint committee meetings or investigations shall be considered as time worked and shall be paid for in accordance with the terms of this agreement.

- 34.04 The Joint Committee will be co-chaired, with the chairing of meetings alternating between the Union and the Employer. Minutes of the meetings will be kept and copies distributed to all committee members, the Union and the Employer. Both chairpersons will sign the minutes unless there is a dispute over its contents, in which case the dissenting co-chairperson will indicate in writing the source of disagreement.
- 34.05 The Joint Committee shall participate in the identification of existing or potential hazards in the workplace and make recommendations as to their control. Committee representatives will review complaints and accidents relating to the safety and health of the employees represented. The Joint Committee will make recommendations for improvements and solutions to health and safety problems to the Employer.
- 34.06 The Employer recognizes its commitment to ensure that one (1) management member and one (1) union member of the Joint Health and Safety Committee members are Health and Safety certified in order to properly carry out their duties as members of this Committee.
- 34.07 Union members of the JHSC shall have the right to any Safety Inspectors on tours and shall receive copies of any reports sent to the Employer pertaining to such inspections.
- 34.08 The JHSC will discuss health and safety training options.
- 34.09 The Employer will provide a **Health and Safety** bulletin board and post the name, position and department of the **Health and Safety representative**. This will be placed in an area of mutual agreement and not obscured from the member's visibility.

ARTICLE 35 - VACATION

- 35.01 Vacation shall be granted at mutually agreed to times in accordance with business needs between the Employer and the employee. Preference shall be given to employees with more seniority.

Employees, who have not scheduled their vacation, will be scheduled by management.

A full-time employee shall be entitled vacation according to the following schedule.

- a) An employee who has completed less than five (5) years of continuous service as of July 1st of any year shall be entitled to two (2) weeks at four (4%) percent of the previous year's gross earnings
- b) An employee who has completed five (5) years but less than ten (10) years of continuous service as of July 1st of any year shall be entitled to three (3) weeks at six (6%) percent of the previous year's gross earnings
- c) An employee who has completed more than ten (10) years of continuous service shall be entitled to four (4) weeks at eight (8%) percent of the previous year's gross earnings.

A part-time employee shall be entitled to vacation pay paid with each pay cheque of four (4%) percent. Vacation time off shall be in accordance with the Employment Standards Act of Ontario, that may be amended from time to time.

ARTICLE 36 - HOLIDAYS

36.01 Each employee shall be granted a day off with pay, at their regular daily rate, on each of the following statutory holidays:

New Year's Day	Victoria Day
Family Day	Labour Day
Good Friday	Canada Day
Thanksgiving Day	Boxing Day
Christmas Day	

36.02 **In the event that the provincial government legislates any new holiday(s), they will be added in addition to the entitlement already set out.**

- 36.03 Payment for the holiday will be made only if the employee works their last scheduled shift proceeding, and their last scheduled shift immediately succeeding the day on which the holiday is observed by the Employer. If the employee is absent for one (1) or both of the qualifying work days referred to above due to verified illness, death in their immediate family, jury duty, or because they have received prior or subsequent permission from the Employer to be absent, the holiday will be paid. This regulation shall not apply to Christmas Day, New Year's Day or Boxing Day, provided the employee has worked during the week preceding the lay-off period and reports back on the first scheduled work day after the Christmas lay-off period.
- 36.04 Should the day of observance of any of the holidays enumerated above fall within the period when an employee is absent on a paid vacation, the employee affected shall receive an extra day's vacation with pay in lieu of payment for the statutory holiday.
- 36.05 An employee who is required to work on any of the statutory holidays enumerated above shall, provided that the employee is eligible to receive payment for such holiday, be paid for the time worked at one and one half (1 ½) times their regular hourly rate for the hours worked, plus one (1) day off at a mutually convenient time with pay in lieu of holiday pay. Part-time employees shall be paid holiday pay consistent with the Employment Standards Act.

ARTICLE 37 - UNIFORMS

- 37.01 The Employer shall supply all regularly scheduled employees with the required uniforms, which will be replaced one-for-one on an as-needed basis. The employees must wear other clothing and footwear as determined by the Employer.

The specific uniforms to be provided are set forth in Appendix "A".

- 37.02 If the Employer provides uniforms, then employees will be required to launder and maintain the uniforms.

- 37.03 If an employee willfully destroys, damages, or loses their uniform, the employee will be responsible for the cost of replacement.
- 37.04 Employees must wear the uniform as directed by the Employer.
- 37.05 Effective October 1st, 2014, the Employer will reimburse the cost of **Bee-Clean Maintenance** approved safety footwear for employees who have completed their probationary period to a maximum of **one hundred and twenty-five dollars (\$125)** per twelve (12) month period, upon provision of receipt.

Effective upon ratification (August 3, 2022), the Employer will reimburse the cost of C & W Facility Services Canada Inc. approved safety footwear for employees who have completed their probationary period to a maximum of one hundred dollars (\$100) per twelve (12) month period, upon provision of receipt.

ARTICLE 38 - CONTRACTING OUT

- 38.01 The Employer agrees to discuss with the Union any plans to contract out work normally done by employees prior to any contracting out.

ARTICLE 39 - EDUCATION FUND

- 39.01 The Employer shall contribute one cent (\$0.01) per hour worked by each employee to the WORKERS UNITED CANADA COUNCIL Education Fund.

Effective October 1, **2025**, the Employer shall contribute **three cents (\$0.03)** per hour worked by each employee to the WORKERS UNITED CANADA COUNCIL Education Fund.

ARTICLE 40 – WORKERS UNITED CANADA BENEFIT FUND

- 40.01 **The Company shall contribute, for each employee in the bargaining unit, the rates set out below for each month into the Workers United Canada Benefit Trust Fund, Comprehensive Plan. The Union**

shall designate the Fund Administrator whom the contributions shall be remitted. The contributions shall be remitted to the Fund Administrator no later than the 25th day of the month for which the contributions are due in a manner and format required by the administrator.

(For clarity, if there are employees working in July the contributions are due on July 25th). The Company will continue to maintain the Benefit contribution for the first month of lay-off. The Company will continue to maintain the Benefit contribution while an employee is on sick leave as required by law.

This payment will be sent in a separate cheque or electronic transfer.

The Employer will be responsible for applicable taxes as prescribed by law, (Presently 8% Ontario Retail Sales Tax).

Date	Company Contribution 65%	Employee Contribution 35%	Total Amount	% Increase
August 1, 2025	\$153.82 per month	\$82.82 per month	\$236.64 per month	2%
October 1, 2025	\$192.27 per month	\$103.53 per month	\$295.80 per month	2%
October 1 st , 2026	70%	30%		
October 1, 2026	\$211.20 per month	\$90.52 per month	\$301.72 per month	2%
October 1, 2027	\$215.43 per month	\$92.32 per month	\$307.75 per month	2%

40.02 Vision Care – The Employer agrees to pay two hundred and fifty dollars (\$250) every 2 years, including eyeglasses and eye exam.

40.03 Effective on ratification, employees have the option to participate in **Bee-Clean Building Maintenance** Dental Program at 100% cost of the premiums at the employee’s expense.

40.04 The maximum amount of time the employer will make contribution to health and welfare benefits on behalf of employees on unpaid time is three (3) months.

ARTICLE 41 - PENSIONS

41.01 Effective June 1, 2024 the Employer will make pension contributions in the amount of twenty cents per hour for all hours worked up to a maximum of 2080 hours per calendar year to the Workers United Canada Council Pension Plan. The contribution will be sent on a separate cheque **or electronic transfer.**

Effective October 1, 2026

\$0.25 per hour worked

Effective October 1, 2027

\$0.35 per hour worked

It is understood and agreed the Company's sole obligation under Article 41.01 is to make contributions to the Workers United Canada Council Retirement Plan. It is understood that the Employer shall not be constituted to have any liability other than making the payment as aforesaid to the said Trust Fund and that the Union agrees to indemnify and save harmless the Employer against any or all claims which may be made against it in respect of any claim by an employee for the pension plan provided for herein.

41.02 **The Company agrees to provide each new hire a Member Data and Beneficiary Designation Form (pension form) and inform the employee to fill the form in and mail it to the plan administrator (address at the bottom of the form). The Employer will also assist if there are members who have not completed the Member Data and Beneficiary Designation Form (pension form) to ensure they complete and send the forms in.**

41.03 **PENSION LANGUAGE REGARDING LEGISLATIVE CHANGES:**
The Employer shall not contribute to the Workers United Canada Retirement Plan (the "Plan") for an employee for their work after November 30th of the year in which they turn age 71 or an employee who is already receiving a pension from the Plan.

ARTICLE 42 - LOCKERS

- 42.01 Locks and lockers are property in the care of the Employer. All lockers are subject to inspection. The Employer agrees that at no time will inspections take place unless a Union Steward is present or a minimum of two persons if the Union Steward is not available.
- 42.02 If an individual locker must be opened, the Employer will invite the affected employee to be present. If said employee is unwilling to be present, then a Shop Steward shall be present for the opening of the locker.

ARTICLE 43 - LETTERS OF UNDERSTANDING

- 43.01 All Letters of Understanding agreed to between Management and Union officials during the negotiations of this Agreement and any others issued during the term of this Agreement are intended by the parties to form part of this Agreement and to have the same force and effect as specific provisions of this Agreement.

ARTICLE 44 - SAVINGS CLAUSE

- 44.01 It is understood that any changes in Provincial or Federal Law which may void any individual portions of this Agreement will be complied with, yet will not be construed to void the remainder of this Agreement. All other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, and the parties agree immediately to negotiate for the invalidated portion thereof.

ARTICLE 45 - TOTAL AGREEMENT

- 45.01 It is understood and agreed that this Agreement includes and constitutes the sole and entire Agreement between the parties regarding all subjects or matters related to collective bargaining and shall not be changed or modified unless such change or modification is agreed to by both parties in writing.

ARTICLE 46 - BULLETIN BOARDS

- 46.01 The Employer shall provide a bulletin board in a mutually satisfactory location on the premises for the convenience of the Union for posting notices of Union activities.
- 46.02 All such notices must be signed by a recognized officer of the local Union, and copies of all items to be posted shall be signed by the Manager or their authorized designate at the time of the posting.
- 46.03 The Employer will provide a JHSC bulletin board and post the name, position and department of the JHSC members. This will be placed in an area of mutual agreement and not obscured from the member's visibility.

ARTICLE 47 – WAGES

- 47.01 Effective the date of ratification,

Wage Adjustment: Employees whose current rate of pay designated below will receive wage increases as set out in the tables below

Cleaner:

Current Rate	Ratification August 3, 2022	June 1, 2020	June 1, 2021
\$17.35	\$18.25	\$19.50	\$20.25

Lead Hand

Current Rate	Ratification August 3, 2022	June 1, 2020	June 1, 2021
\$17.75	\$18.65	\$19.90	\$20.75


The Company agrees to maintain a gap between the minimum wage and the wage tables above of forty cents (\$0.40) per hour.

ARTICLE 48 - DURATION

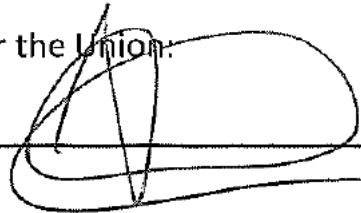
48.01 This Agreement becomes effective on **October 1, 2025** and shall continue in effect until **September 30, 2028** and unless either party give notice that amendments are required or that the party intends terminating the Agreement, then it shall continue in effect until **September 30, 2028** and so on from year to year thereafter.

Signed this 17th day of October, 2025

For the Company:



For the Union:



APPENDIX "A" – UNIFORMS

Section 1. Employees who leave the employ of the Employer shall return their uniforms and if they do not the Employer may deduct **one hundred (100%)** of the cost of the uniforms from the employee's final pay cheque.

Section 2.

Full Time

The uniform consists of:

Four (4) shirts

Winter Coat – each individual gets their own for employees who need to work outside.

Part-Time

The Employer will issue two (2) shirts

Winter Coat – each individual gets their own for employees who need to work outside.

Pant Allowance: Employer agrees to reimburse full-time employees for 2 pairs of pants up to \$100.00 (\$50.00 per pair) and one pair for part-time employees.