

Collective Agreement

Between

GDI Services (Canada) LP

(hereinafter called “the Employer”)

Located at London Hydro, 111 Horton Street

City of London

And

LABOURERS' INTERNATIONAL UNION OF NORTH

AMERICA, LOCAL 1059

(hereinafter called “the Union”)

December 1, 2025 to November 30, 2028

COLLECTIVE AGREEMENT

BETWEEN: **GDI SERVICES (CANADA) LP**

(hereinafter called the "Employer")

- and -

**LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA,
LOCAL 1059**

(hereinafter called the "Union")

Whereas the Employer and the Union wish to enter into a common Collective Agreement with respect to certain employees who are engaged in all work associated with building maintenance and janitorial cleaning and to provide for and ensure uniform interpretation and application in the administration of the Collective Agreement.

It is agreed as follows:

ARTICLE 1 - RECOGNITION

1.01 The Employer recognizes the Union as the exclusive bargaining agent for all employees of the Employer employed at London Hydro, 111 Horton Street, London, Ontario, save and except supervisors, persons above the rank of supervisor, sales, clerical and office staff.

ARTICLE 2 - UNION SECURITY

2.01 All employees covered by the Collective Agreement, as a condition of employment, shall become and remain members in good standing of the Union during the life time of this Agreement. The Employer shall deduct and remit monthly union dues from each employee as denoted in writing from the Union.

2.02 The Employer shall forward such deductions to the Secretary-Treasurer of the Union not later than the 15th of the month following the month in which the deductions were made.

2.03 The Employer shall, when forwarding such dues, provide a list for the Secretary-Treasurer of the Union, listing the names, addresses, phone numbers, corresponding social insurance numbers of the employees and, if available, email addresses from whose pay such

deductions were made.

2.04 The Union shall indemnify the Employer from any claim which may arise from deductions made pursuant to this Article.

2.05 The Employer agree that all work contracted to the Employer at the site or sites listed in Article 1, shall only be performed by bargaining unit employees under the terms and conditions of this Agreement.

ARTICLE 3 - MANAGEMENT RIGHTS

3.01 The Employer shall have the exclusive functioning option to conduct its business in all respects in accordance with its commitments and responsibilities including the right to:

- (a) manage, locate, extend, schedule, curtail or cease maintenance operations;
- (b) determine the number of workers required for any or all operations; assess the qualification of employees; assign or reassign work loads of employees; determine and evaluate the content and functions of all jobs and classifications; revise work assignments at any time and maintain an efficient mobile work force with diverse skills;
- (c) determine the types and placement of machines, tools, materials and equipment; and to introduce new or improved systems and equipment;
- (d) hire, classify, promote, transfer and layoff employees and to discharge, demote and suspend employees for just cause.
- (e) establish, revise from time to time and enforce reasonable rules of conduct and procedure for its employees, maintain order, discipline and efficiency;

- all subject to the provisions of this Agreement. It is agreed that these functions shall not be exercised in an unreasonable manner inconsistent with the express provisions and intent of this Agreement.

ARTICLE 4 - GRIEVANCE PROCEDURE

4.01 The immediate attention to complaints and grievances is of the utmost importance. Properly constituted grievances may be processed through the following procedures:

STEP NO. 1

Within ten (10) working days after the alleged grievance incident, the aggrieved

may present the grievance to an immediate supervisor in writing.

Should no settlement satisfactory to the aggrieved be determined within five (5) working days, the next step of the grievance procedure may be implemented within five (5) working days following.

STEP NO. 2

The aggrieved, through an authorized union representative, may submit the grievance to an authorized agent of the Employer, in writing and the responsible parties shall meet with within five (5) working days following.

Should no settlement satisfactory to the aggrieved be determined within five (5) working days following this meeting, the next step of the grievance procedure may be implemented within five (5) working days following.

STEP NO. 3

Should no settlement satisfactory to the aggrieved be determined within five (5) working days following, the grievance may be submitted to arbitration within ten (10) working days following, as provided for in Article 5 - Arbitration.

4.02 Grievances pertaining to alleged violation of hours of work, rates of pay, overtime, vacation with pay, benefit, vacation pay and other monetary items, may be submitted within ten (10) days of such alleged grievance incident or when the grievor became aware of the alleged violation, whichever is later.

4.03 Satisfactory judgement of such grievances may be retroactive from the first day of the grievance incident.

4.04 Employees with sixty (60) days' service (probationary employees) may submit grievances pertaining only to alleged violations of monetary matters.

4.05 The grievance procedure for an employee, who claim they have been terminated without just cause, shall be dealt with at Step 2, within five (5) working days after the termination.

ARTICLE 5 - ARBITRATION

5.01 Any properly constituted grievance concerning the interpretation, application, administration or alleged violation of this Agreement, which has been properly processed through all of the steps of Article 4, but has not been satisfactorily settled may be referred to arbitration, in

accordance with the Ontario Labour Relations Act.

5.02 The Arbitrator shall hold a hearing as soon as possible from the date of receiving a Notice to Arbitrate.

5.03 The Arbitrator shall, after hearing all of the evidence and submissions from all parties concerned, submit a final and binding decision in writing.

Reasons for the decision need not be given at the time of the decision but shall be provided within a reasonable period of time thereafter.

5.04 The Arbitrator shall be provided with written records containing details of the grievance, the section or sections of the Agreement which are alleged to have been violated and the requested remedy.

5.05 The Arbitrator shall not have the power to alter or change any of the provisions of this Agreement; or to substitute any new provisions for any existing provisions; nor to render any decision inconsistent with the terms and provisions of the Agreement.

5.06 Statutory Holidays, Saturdays and Sundays shall be excluded from the times provided for the various steps. Time limits may be adjusted if agreed to in writing by the parties concerned.

5.07 The Union and the Employer shall equally share any expenses of the Arbitrator.

ARTICLE 6 - UNION REPRESENTATION

6.01 Stewards may be appointed as follows:

One (1) Steward on each of the day, afternoon and night shifts, appointed from employees with a minimum of three (3) months' seniority with the Employer.

The Union shall submit to the Employer in writing the names of the Stewards.

Stewards shall, in their specific job classification, be the employees retained the longest in their respective classification and shall be elected by the employees.

6.02 The Steward shall perform the required duties of an employee of the Employer; the Union business shall not be conducted during regular working hours without express permission

from an authorized agent of the Employer and such permission shall not be unreasonably withheld.

- 6.03 The Employer agrees that a Steward shall not suffer any loss of pay for reasonable time necessarily spent during working hours at work while processing grievances with management approval.
- 6.04 A Steward shall be present at all times while the Employer is formally disciplining any employee (i.e. written reprimands, suspension or termination).
- 6.05 The Business Agent for the Union shall have access to all jobs during working hours but in no case shall their visits interfere with the progress of the work. When visiting a job they will first advise the superintendent of the Employer and approval of the client may be required.
- 6.06 A Steward shall be allowed to attend Union meetings or training courses scheduled during such steward's shift. Two (2) weeks' notice shall be given to the Employer and the Employer will not be required to pay the Steward for time off work for these purposes.

ARTICLE 7 - PRODUCTIVITY

7.01 The Union and the Employer recognize the reciprocal value of improving, by all proper and reasonable means, the productivity of the individual employee; and undertake jointly and separately to promote and encourage such improved productivity.

7.02 The Union, during the term of this Agreement, shall not cause picketing, strikes or slowdowns which will interfere with the regular schedule of work of the employees of the Employer, and, the Employer, during the term of this Agreement, shall not cause a lockout of its employees.

ARTICLE 8 - STATUTORY HOLIDAYS

8.01 The following Statutory Holidays shall be recognized:

New Year's Day	Labour Day	Easter Monday
Good Friday	Thanksgiving Day	Family Day
Victoria Day	Christmas Day	Remembrance Day
Canada Day	Boxing Day	
Civic Holiday		

Employees who are not required to work on National Day for Truth and Reconciliation due to the client recognizing that day as a holiday and closing its operations will be paid for the day based on their regularly scheduled hours.

The Employer will recognize any new statutory holiday proclaimed by the Provincial government.

8.02 The employee must work their regular scheduled shift of each of the working days immediately preceding and immediately following each of the noted holidays before qualifying for Statutory Holiday Pay for any of the noted Statutory Holidays.

Holiday pay shall be equivalent to a normal shift at the employee's regular basic rate.

The noted requirements are not mandatory if the employee is prevented from working by illness or any other reason acceptable to the Employer.

8.03 An employee required by an Employer to work any of the above noted Statutory Holidays shall be paid as follows:

Hourly Paid Employees - at the rate of one and a half (1 1/2) times the employees regular hourly wage for each hour worked.

8.04 Employees are entitled to one (1) Floater Day per year. Floater Days are to be scheduled by mutual agreement of the Employer and the employee. Employees shall provide a written request for the use of a Floater Day at least one (1) month in advance. Employees must be employed at least six (6) months by the Employer. Effective January 1, 2028, employees shall be entitled to an additional Floater Day per year for a total of three (3).

ARTICLE 9 - VACATION PAY

9.01 Vacation Pay shall be based on the length of employment in accordance with the following:

- (a) Employees with less than five (5) years employment shall receive vacation pay equal to four percent (4%) of their gross wages earned and two (2) weeks vacation time off.
- (b) Employees with more than five (5) years but less than ten (10) years employment shall receive vacation pay equal to six percent (6%) of their total gross wages earned and three (3) weeks vacation time off.

- (c) Employees with more than ten (10) years but less than fifteen (15) years employment shall receive vacation pay equal to eight percent (8%) of their total gross wages earned and four (4) weeks vacation time off.
- (d) Employees with more than fifteen (15) but less than twenty (20) years employment shall receive twelve percent (12%) of their total gross wages earned and five (5) weeks vacation time off.
- e) Employees with twenty (20) or more years employment shall receive twelve percent (12%) of their total gross wages earned and six (6) weeks vacation time off.

Vacation time may not be carried over from one year to the next.

9.02 Vacation periods shall be scheduled by mutual consent of the Employer and employees. If a conflict arises between employees requesting the same vacation period off, seniority shall govern for assignment of vacation time off.

9.03 Employees requiring longer vacation periods shall request the same in writing from the Employer at least one (1) month in advance of the intended vacation period and permission for same shall not be unreasonably withheld.

9.04 Employees shall receive all accrued vacation pay on the first pay period on or after July 1st, every year, by separate bank deposit, or when the employee requests in writing that their vacation pay be paid concurrently with their scheduled time off. Requests for vacation pay must be submitted in writing to the Employer at least three (3) weeks prior to the pay date the employee intends to receive payment.

9.05 Employees shall receive vacation pay no later than the first regular pay period following termination of employment.

ARTICLE 10 – WELFARE

10.01 The Employer agrees to contribute the following for those employees in the employ of the Employer on the following basis:

Employee Contribution

Employees working thirty-seven (37) or more hours per week at one location shall have forty (\$40.00) dollars deducted from their gross pay per month.

Employees working thirty (30) to thirty-six (36) hours per week at one location shall have the option of participating in and receiving welfare benefits through the Benefit Plan. Such employees shall have forty (\$40.00) dollars deducted from their gross pay per month.

Employer Contribution

The Employer shall pay one hundred and fifty dollars (\$150.00) per month for any employee who meets the above eligibility threshold and where applicable, as elected to participate. Effective January 1, 2026, the Employer shall pay one hundred and sixty dollars (\$160.00) per month, and effective January 1, 2027, the Employer shall pay one hundred and seventy dollars (\$170.00) per month and effective January 1, 2028, the Employer shall pay one hundred and eighty dollars (\$180.00) per month. The Employer shall remit both amounts as one payment for each employee, each month, into the LIUNA Local 1059 Benefit Trust, jointly administered by an equal number of Employer and Union Trustees, for the purpose of purchasing life insurance, major medical and dental plan or similar benefits for the employees covered by this Agreement, represented by Labourers' International Union of North America, Local 1059.

Effective thereafter, the Employer agrees to pay any increase in premium required for the benefits as currently provided on June 1, 1998. The Union will provide supporting documentation from the Plan.

10.02 The Employer shall remit the contributions referred to in Article 10.01 not later than the fifteenth day of the month following the month for which the contributions were made.

10.03 The Union with thirty (30) days written notice may designate a different Trust Fund than the one set out in Article 10.01.

10.04 The Employer agrees to continue to make benefit contributions when an employee is off work due to illness. Employees remain responsible for their portion of the contribution payable to the Employer who agrees to submit both payments as one contribution to the benefit plan.

ARTICLE 11 – LEAVE

11.01 Employees who have been employed for six (6) months or more are eligible for three (3) paid sick days per calendar year. Unused sick days may not be cashed out or accumulated.

11.02 The Employer may require an employee to provide a medical certificate as evidence of entitlement to sick leave.

11.03 **Bereavement Leave**

An employee shall be entitled to a maximum of five (5) days leave with pay in the event of a death of an immediate family member. For the purpose of this clause immediate family is defined as; father, mother, spouse, children, brother, sister, common-in-law, same sex-partner, father-in-law, mother-in-law, sister-in-law, brother-in-law, grandparents, son in law, daughter in law, aunts and uncles.

An employee shall be entitled to a maximum of three (3) days leave with pay in the event of a death of the grandparent of a spouse.

- (a) When an employee is entitled to Bereavement Leave under this Article, employees for whom the Employer provides welfare contributions shall first claim bereavement pay through Global Benefits, in accordance with their rules and restrictions.
- (b) In the event that this Agreement provides an entitlement that is not offered by Global Benefits, employees shall remain entitled to the greater benefit, provided that they have filed the appropriate claim as per Article 11.03(a).

11.04 Employees shall notify in advance, if at all reasonably possible, prior to absences from work. Reasonable requests for absences will not be denied and failure to obtain leave of absence may result in disciplinary action being taken by the Employer.

ARTICLE 12 - PAYMENT OF WAGES

12.01 Wages shall be paid by direct bank deposit only to each employee at the job site where employed.

The employer shall provide each employee with electronic access to a statement which defines hours worked, overtime hours, hourly wage rate, deductions for Income Tax, Employment Insurance, Canada Pension Plan, Union Dues, vacation accrual etc. Where an employee advises their manager that they are unable to arrange electronic access to this information, a written statement will be provided to the employee.

Employees will be paid bi-weekly on Thursday a pay schedule will be provided and posted at the work location.

When an error occurs that is equal to fifty dollars (\$50.00), monies owed to the employees are to be paid out within four (4) working days by direct deposit or cheque.

12.02 In the event of an intended layoff, the affected employee shall receive notice in accordance with Provincial Government Regulations.

12.03 The Employer shall, within seventy-two (72) hours after discharging an employee, send by registered mail, to the said employee's last known address on file, all outstanding documentation, including, Record of Employment and all benefits including, vacation pay, statutory holiday remunerations and accumulated pay.

12.04 The Employer shall, no later than the next regular pay following an employee's voluntarily terminated employment, send by mail, to the employee's last known address on file, the said employee's pay cheque.

ARTICLE 13 - JURY SERVICE

13.01 An employee who is required for jury duty or jury selection will receive compensation from the Employer of an equal amount to the difference between the employee's regular straight-time hourly rate and jury pay, excluding expenses, unless such benefit is provided for in the health and welfare plan.

13.02 In order for jury duty or jury selection leave pay an employee must:

- (a) Notify the Employer immediately upon receiving notification that they will be required to serve as a juror.
- (b) Present proof of the amount of pay they received for such service.

ARTICLE 14 - PROTECTIVE CLOTHING

14.01 The Employer will pay one hundred and fifty dollars (\$150.00) per year on an as required basis with a minimum of twelve (12) months between replacement for certified footwear, if required. Effective December 1, 2026, reimbursement for safety boots will increase to one hundred and seventy-five dollars (\$175.00). This will apply only where the Employer has identified a requirement to wear safety boots at work for that employee, where the safety boots being purchased have been approved by the Employer and where a suitable receipt has been provided. Employees will be reimbursed within ten (10) days from the date of providing the receipt.

Employees will be provided with three (3) sets of uniforms per year. Uniforms must be worn while the employee is at work. Uniforms will be replaced as required. All other PPE will be supplied by the Employer at no cost to the employee. Winter parkas and gloves will be supplied when employees perform work outdoors in the winter months.

14.02 The employee is responsible for the maintenance of the uniforms. Upon termination of employment the uniforms must be returned to the Employer.

14.03 The Employer will provide training to all employees on all equipment and training mandated under the ESA and the OHSA.

ARTICLE 15 - LUNCH AND REST PERIODS

15.01 There shall be two (2) paid fifteen (15) minutes rest periods; the first rest period to commence no later than two and one half (2 ½) hours from start of shift.

15.02 There shall be one half (1/2) hour paid lunch period permitted daily no later than five (5) hours from the commencement of work.

ARTICLE 16 - CALL-IN PAY

16.01 An employee who is called in to work outside their regularly scheduled hours shall, whenever there is a break between the employee's regularly scheduled hours and the work the employee is called in to do, be paid the greater of;

- (a) Four (4) hours' pay at the employee's regular rate; or
- (b) Pay at time and one half for all hours of call-in work performed.

16.02 **Reporting Pay** - Unless employees are notified not report to scheduled work, employees who report for work at their regular starting time and for whom no work is available shall receive no less than four (4) hours of any work that is available at the straight time hourly rate, or if no work at this time is available, shall receive four (4) hours' pay at the straight time hourly rate.

16.03 The provisions of this paragraph shall not apply in event of strikes, power failures or other conditions beyond the control of the Employer which prevent the Employer from providing work or where the Employer is unable to advise the employee not to report for work because the employee has changed their address and not advised the Employer.

ARTICLE 17 - PROBATIONARY PERIOD

17.01 All employees employed during the term of the Agreement shall be on a

probationary period for a maximum of sixty (60) calendar days from the first date of employment for the purpose of giving the Employer an opportunity to assess their qualifications for work assignments and will have no recourse to the grievance procedures for layoff or discharge from employment during that sixty (60) day probationary period.

Employees working less than a five (5) day work week shall be on probation for ninety days (90) calendar days from their first date of hire for the purpose of giving the Employer an opportunity to assess their qualifications for work assignments.

The decision whether or not to retain probationary employees is at the sole discretion of the Employer. Probationary employees shall not have access to the grievance and/or arbitration provisions of the agreement with respect to their discharge from employment.

ARTICLE 18 - JOB POSTING

18.01 Wherever a vacancy occurs within the bargaining unit, the Employer shall post on a bulletin board accessible to all members of the bargaining unit within five (5) working days, a notice with details of such vacancy. Such notice shall remain posted for five (5) days.

18.02 In filling job vacancies, including promotions, transfers and new positions, the job shall be awarded within fifteen (15) working days of posting to the senior applicant provided they are able to perform the job.

18.03 Present employees in the bargaining unit shall have the first opportunity to fill any vacancies, when they arise.

ARTICLE 19 - SENIORITY

19.01 Seniority, as referred to in this Agreement, is the recognition of the existing service relationship enforceable on a bargaining unit-wide basis. The purpose of seniority is to provide security based on the length of employment of a member in the bargaining unit, dating back to the original date of hire. For the purposes of this contract, seniority is considered in the determination of job postings, hours of work, benefit entitlement, vacation accrual and termination and severance pay.

19.02 **Calculation of seniority**, an employee shall accumulate seniority under any of the following conditions:

- (a) when they are actually at work;
- (b) when they are absent on an approved or otherwise protected leave of absence;

- (c) during any period when they are prevented from performing their work for the Employer by reason of illness, accident and/or injury arising out of and in the course of their employment for the Employer and for which they are receiving compensation.

19.03 **Loss of Seniority**, an employee shall lose their seniority in the following circumstances:

- (a) if they resign;
- (b) if they are discharged and is not reinstated through the grievance or arbitration procedures;
- (c) if they retire;
- (d) if they are off work because of a layoff for twelve (12) months or the length of the employee's seniority, whichever is shorter;
- (e) if they fail to report to work following completion of a leave of absence;
- (f) if they fail to report for work within five (5) working days after being notified by the Employer by registered mail to report for work following layoff unless a reason satisfactory to the Employer is given;

19.04 An employee who does not qualify to accumulate seniority under Article 19.02 shall maintain their existing seniority, unless and until they lose same pursuant to Article 19.03.

19.05 Employees shall be required to notify the Employer of any change of address or telephone number. The Employer shall be entitled to reply upon the last address and telephone number furnished to it by an employee for all purposes.

19.06 Seniority lists shall be revised and posted in the work place every twelve (12) months and a copy sent to the local Union office.

19.07 **Layoff and Recall**

- (a) In the event of layoffs, and for the purpose of recalling those to work who have been laid off, seniority shall govern as long as the employee is able to perform the available work with a reasonable period of instruction.
- (b) Any employee of the Employer, qualified in accordance with this Article, who

retains seniority and is laid off under these terms and conditions at any of the Employer's other separate jobsites, shall be given the opportunity to work at any other separate location or contract when additional staff are needed. Such employee's seniority shall be amended to commence as of the date the employee starts to work at the new job site.

19.08 Employees returning from leave as spelled out in Article 11 will be returned to their former shift and former duties.

19.09 In the event that an employee covered by this Agreement should be promoted to a supervisory or confidential position beyond the scope of the Agreement, as defined in Article 1 – Recognition, they shall retain their accumulated seniority for a three (3) month period from the date of appointment or length of seniority, whichever is shorter. Following the expiry of the preceding limits, the employee's name shall be considered deleted from the seniority list.

19.10 Requirements for Vaccinations

- (a) In the event that the government, public health officials or the client management creates a vaccination policy that requires employees to have a specific vaccination as a condition of entering or working at the workplace, the Employer shall notify the Union and employees regarding this requirement.
- (b) Within a reasonable time of the above-noted notice being provided, employees must comply with any vaccination requirements covered by the notice unless they are able to demonstrate that they are to be exempted in a manner that is consistent with the vaccination policy and/or the provisions of the *Ontario Human Rights Code*.
- (c) Where an employee has not been exempted from the vaccination requirements and fails to comply with the requirements of the vaccination policy within a reasonable time, the employee will be placed on layoff until:
 - (i) the vaccination policy ceases to apply;
 - (ii) the employee meets the vaccination requirements of the policy; or
 - (iii) the employee is offered alternate work which does not have a vaccination requirement.
- (d) The Employer will make reasonable efforts to find alternate work for an employee who is placed on a layoff under this section. If alternate work is not available or is not accepted by the employee, the layoff provisions of Article 19.07 shall apply.

ARTICLE 20 – DISCIPLINE

- 20.01 Any discipline given to an employee will not be relied upon by the Employer in further progressive discipline where the employee's disciplinary record has been free of further discipline for a period of twelve (12) months.
- 20.02 An employee is entitled to Union Representation for any administered discipline. The Employer will inform and provide a copy of any such disciplinary action.

ARTICLE 21 - NON-DISCRIMINATION

- 21.01 The Employer agrees that there shall be no discrimination or intimidation by the Employer or any of its agents against any employee or group of employees because of membership or non-membership in the Union or for having in good faith processed a grievance.
- 21.02 The Employer and the Union agree to adhere to and abide by the *Ontario Human Rights Code* and expressly agree that there shall be no discrimination related to any of the numerated grounds located therein.

ARTICLE 22 - MISCELLANEOUS

- 22.01 No employee covered by this Collective Agreement, shall as a result of the same, receive, suffer or incur any loss or reduction in wages or any other benefits or conditions of employment monetary or otherwise.
- 22.02 The Employer bound by this Collective Agreement, shall not be required to continue to provide benefits which duplicate any of those benefits provided for and required to be given by this Collective Agreement.
- 22.03 The Employer agrees to provide copies of all job postings, awards of job postings, WSIB claims, and accident reports to the Union.

ARTICLE 23 - UNION-MANAGEMENT MEETINGS

- 23.01 The Employer agrees to meet with representatives of the employees when a request for such a meeting is made by a full-time union representative. Such meetings are to occur within two (2) working days of the request unless otherwise agreed to, in any event, not more often than one time per calendar month.
- 23.02 The person or persons representing the Employer at such meetings are to be management personnel above the level of those management personnel normally supervising the work of the employees. This clause is understood to be separate and apart from the grievance

provisions. The purpose of this clause is to facilitate an exchange of views on problems or suggestions to provide for the better functioning of employees in the workplace.

ARTICLE 24 - APPENDICES

24.01 All appendices attached to this Agreement form part of this Collective Agreement.

ARTICLE 25 - DURATION OF AGREEMENT

25.01 This Agreement shall continue in full force and effect from December 1, 2025 until November 30, 2028 and thereafter shall be automatically renewed and remain in force from year to year from its expiration date, unless, within the period of ninety (90) days before the Agreement ceases to operate, either party gives notice in writing to the other party of its desire to bargain with a view to the renewal with or without modifications of the Agreement.

25.02 On receipt of such notice, the parties to the Agreement shall convene a meeting within fifteen (15) days and bargain in good faith to endeavour to reach an agreement. At the request of the Employer, the parties to this Agreement shall meet and may by mutual consent alter any of the terms and conditions of this Agreement if the owner/client has decided to tender, or solicit bids, for a period of time which does not coincide with the duration of this Agreement. The parties agree that any new Agreement reached shall incorporate the terms and conditions of this Agreement for its normal duration unless agreed to otherwise by the Employer.

DATED at London, Ontario, this 30 day of October 2025

FOR THE EMPLOYER:

CLAUDIO MARCOVACCIO

M. J.
Divyaran

FOR THE UNION:

Dave B.

APPENDIX "A"

ARTICLE 1 - WAGES AND CLASSIFICATIONS

1.01 The following wages shall apply to the following classifications during the life of this Agreement:

Classifications	Effective <u>Dec. 1, 2025</u>	Effective <u>Dec. 1, 2026</u>	Effective <u>Dec. 1, 2027</u>
Cleaner	\$18.85	\$19.50	\$20.20

Premiums

Night Shift \$0.50

Lead Hands/Supervisor Lead Hand/Supervisor shall be paid two dollars and fifty cents (\$2.50) above the Cleaner wage rate.

Notwithstanding the above, all employees shall receive minimum increases in wage rates as follows:

- (a) **effective December 1, 2025, seventy cents (\$0.70) per hour;**
- (b) **effective December 1, 2026, sixty-five cents (\$0.65) per hour; and**
- (c) **effective December 1, 2027, seventy cents (\$0.70) per hour.**

Employment Standards Act

Effective October 1, 2026, in the event that the Ontario Minimum Wage increases during the currency of this Agreement, the Employer will ensure that the wage rate for that calendar year, including any wage increases scheduled during the current calendar year that have not yet been implemented, will be at least seventy-five cents (\$0.75) per hour above the Ontario Minimum Wage. For the purposes of clarity, if the Ontario Minimum Wage rate increases effective October 1, 2026 and an employee's wage rate, including the wage increase scheduled for December 1, 2026, is not at least seventy-five cents (\$0.75) above the new Ontario Minimum Wage rate, the employee will receive a corresponding wage adjustment.

Bonus

Effective December 1, 2026, all employees who have completed their probationary periods and who are regularly scheduled shall receive a bonus of twenty-five dollars (\$25.00) payable each year during the month of December. The payment shall be made on or before December 15th of each year.

ARTICLE 2 - HOURS OF WORK

2.01 Additional work required by the Employer over and above the normally scheduled shifts shall be offered on a reverse seniority basis (longest employed) to employees qualified to perform the work. Such hours of work shall be on a voluntary basis by the employee.

- (a) The Employer shall make every reasonable attempt to schedule shifts totaling forty-four (44) hours per week for the employees covered by this agreement, unless the owner/client requires specific hours that cleaning must occur, and precludes the Employer from scheduling 44-hour schedules. Notwithstanding, the Employer shall make every reasonable attempt in those cases to schedule work up to 44 hours per week.

2.02 Casual/students are employees that do not work a regular scheduled work week. When shifts are offered by the employer casual/students can accept or refuse the shifts offered. Employees must work a minimum of four (4) shifts per month to continue their employment with the employer if a sufficient number of shifts are offered by the Employer.

2.03 Employees that accept shifts offered by the employer and fail to show up for work the Employer will proceed with the appropriate disciplinary measures.

ARTICLE 3 - OVERTIME

3.01 Overtime shall be paid for all hours worked over forty-four (44) hours per calendar week or more than nine (9) hours of work on a shift.

3.02 Overtime shall be paid at time and one half the employee's regular appropriate wage rate.

3.03 All overtime shall be on a voluntary basis by the employee.

3.04 When overtime is assigned by the Employer, it shall be on a rotating seniority basis (least employed to longest employed) to employees qualified to perform the work.

ARTICLE 4 - ASSIGNMENT OF WORK

4.01 Employees who are required to perform a higher classification of work shall be paid the appropriate wage rate for such time performing the work.

When a vacancy arises at a particular job site, such applicable hours shall be given to part time employees at such job site, by seniority, up to 40 hours per week, unless the owner/client's cleaning requirements preclude the reasonable implementation/assignment of these hours.