

COLLECTIVE AGREEMENT

Between

RIDGELINE ELECTRIC INC.

And

**CONSTRUCTION WORKERS
UNION, CLAC LOCAL 52**

DURATION: DECEMBER 1, 2025 – NOVEMBER 30, 2028

COLLECTIVE AGREEMENT

Between

RIDGELINE ELECTRIC INC.
(hereinafter referred to as "the Employer")

and

**CONSTRUCTION WORKERS UNION,
CLAC LOCAL 52**
(hereinafter referred to as "the Union")

DECEMBER 1, 2025 – NOVEMBER 30, 2028

TABLE OF CONTENTS

ARTICLE 1 - PURPOSE	1
ARTICLE 2 - RECOGNITION.....	2
ARTICLE 3 - MANAGEMENT RIGHTS	3
ARTICLE 4 - UNION REPRESENTATION	5
ARTICLE 5 - STRIKES OR LOCKOUTS	7
ARTICLE 6 - EMPLOYMENT POLICY	7
ARTICLE 7 - UNION DUES AND UNION MEMBERSHIP.....	9
ARTICLE 8 - WAGES AND RATES OF PAY	11
ARTICLE 9 - HOURS OF WORK, OVERTIME, ON CALL WORK, REST PERIODS AND SHIFT PREMIUM.....	12
ARTICLE 10 - VACATION & VACATION PAY/PUBLIC HOLIDAYS & HOLIDAY PAY	14
ARTICLE 11 - LAYOFFS AND RECALLS	16
ARTICLE 12 - TRANSPORTATION, TRAVEL TIME AND ROOM AND BOARD.....	17
ARTICLE 13 - HEALTH FUND	18
ARTICLE 14 - PENSION PLAN	20
ARTICLE 15 - HEALTH AND SAFETY	23
ARTICLE 16 - PERSONAL PROTECTIVE EQUIPMENT, TOOLS AND APPAREL.....	24
ARTICLE 17 - TRAINING FUND.....	25
ARTICLE 18 - CONSTRUCTION INDUSTRY DEVELOPMENT & PROMOTION FUND	26
ARTICLE 19 - LEAVES OF ABSENCE, SICK LEAVE, BEREAVEMENT LEAVE AND JURY DUTY	27

ARTICLE 20 - DISCIPLINE AND DISCHARGE28
ARTICLE 21 - GRIEVANCE AND ARBITRATION PROCEDURE ...30
ARTICLE 22 - DURATION.....37
SCHEDULE "A"39

COLLECTIVE AGREEMENT

ARTICLE 1 - PURPOSE

- 1.01 It is the intent and purpose of the parties to this Collective Agreement (“the Agreement”), which has been negotiated and entered into in good faith:
- a. to recognize mutually the respective rights, responsibilities and functions of the parties hereto;
 - b. to provide and maintain working conditions, hours of work, wage rates and benefits as set forth herein;
 - c. to establish an equitable system for the promotion, transfer, layoff and rehire of employees;
 - d. to establish a just and prompt procedure for the disposition of grievances; and
 - e. through the full and fair administration of all the provisions contained within this Agreement to achieve a relationship among the Union, the Employer, and the employees which will be conducive to their mutual well-being.
- 1.02 The omission of specific mention in this Agreement of existing rights and privileges established or recognized by the Employer shall not be construed to deprive employees or the Union of such rights and privileges.
- 1.03 Should any part of this Agreement be declared or held invalid for any reason, that invalidity shall not affect the validity of the remainder, which shall continue in full force

and effect and be considered as if this Agreement had been executed without the invalid portion.

- 1.04 The parties recognize that where various legislation overrides the provisions contained herein, such legislation shall prevail. This shall include, but not be limited to such statutes as the *Ontario Human Rights Code*, the *Employment Standards Act*, the *Workplace Safety & Insurance Act* and the *Occupational Health and Safety Act*.

ARTICLE 2 - RECOGNITION

- 2.01 The Employer recognizes the Union as the exclusive bargaining agent for all electricians and electricians' apprentices, all linemen and linemen apprentices, all network cabling specialists and network cabling specialists' apprentices and communication cable installers in the employ of Ridgeline Electric Inc. in all sectors of the construction industry in the Province of Ontario save and except non-working foremen, persons above the rank of non-working foreman and sales and office staff.
- 2.02 There shall be no revision, amendment or alteration of the bargaining unit as defined herein, or of any of the terms and provisions of this Agreement, except by mutual agreement, in writing, of the parties. Without limiting the generality of the foregoing, no classification may be

removed from or added to the bargaining unit except by mutual agreement, in writing, of the parties.

- 2.03 The Union and the Employer may determine, on a project or site basis, if special dispensation is required to become competitive or the employees have specific concerns not addressed herein and, should the necessity arise, may by agreement in writing, add, amend or delete any terms or conditions of the Agreement for the duration of the job or project.

ARTICLE 3 - MANAGEMENT RIGHTS

- 3.01 Provided such actions are consistent with the further terms of this Collective Agreement, the Employer's rights include but are not limited to the following:
- a. the right to maintain order, discipline and efficiency; to make, alter and enforce rules, policies and practices to be adhered to by its employees provided such rules, policies and practices are not inconsistent with any of the provisions of this Agreement;
 - b. the right to select, hire and direct the workforce and employees; to transfer, assign, promote, demote, classify, layoff, rehire and suspend employees; to select and retain employees for positions excluded from the bargaining unit;
 - c. the right to operate and manage the Employer's business in order to satisfy its commitments and responsibilities, the right to determine the kind and location of business to be done by the Employer, the

direction of the working forces, the scheduling of work, the number of shifts, the methods, processes and means by which work is to be performed, job content, quality and quantity standards, the right to use improved methods, machinery and equipment, the right to determine the number of employees needed by the Employer at any time and generally, the right to manage the business of the Employer, and to plan, direct and control the operations of the Employer, including the workforce, without interference.

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

3.03 The Employer may contract out work where:

- a. it does not possess the necessary facilities or equipment;
- b. it does not have and/or cannot acquire the required manpower;
- c. it cannot perform the work in a manner that meets quality and projected time limits.

Work normally performed by members of the bargaining unit will not be subcontracted out if employees qualified to do the work are on layoff, or if employees qualified to do

the work must be laid off, transferred, demoted or discharged as the result of the subcontracting out of work.

ARTICLE 4 - UNION REPRESENTATION

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

4.01 Representatives

- a. Union Representatives are representatives of the employees in all matters pertaining to this Agreement, particularly for the purpose of processing grievances, negotiating amendments to and renewals of this Agreement and enforcing the employees' collective bargaining rights as well as any rights under this Agreement and under the law.
- b. Union Representatives shall have the right to periodically visit job sites without disrupting productivity and without unreasonable intrusion into the Employer or its clients' premises. The Union's Representative shall report to the site superintendent, or foreman upon arriving at a worksite, and shall abide by all necessary protocol as determined by the general contractor, the Employer, or the client.
- c. There shall be no Union activity during working hours, on the Employer's premises, except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement.

4.02 **Stewards**

- a. The Union has the right to select or appoint stewards to assist employees in presenting any complaints or grievances they have to representatives of the Employer and to administer the Agreement.
- b. The Union acknowledges that Stewards have regular duties to perform as employees of the Employer and that such employees will not leave their regular duties for the purpose of conducting business in connection with the administration of the Agreement or the investigation or presentation of grievances, without first obtaining the permission of their immediate Supervisor. Such permission will not be unreasonably withheld.

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

4.03 **Negotiating Committee**

- a. Negotiating committee members shall be recognized as having authority to participate in the negotiations for a Collective Agreement and any renewals thereof. Negotiating committee members shall be granted paid leave from their scheduled work to participate in negotiations.

4.04 The Employer may meet periodically with the employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union and the

employees. A Union Representative may attend such meetings.

ARTICLE 5 - STRIKES OR LOCKOUTS

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

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

ARTICLE 6 - EMPLOYMENT POLICY

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

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

6.03 New employees will be hired on a three (3) month probationary period and thereafter shall attain regular employment status subject to the availability of work. During the probationary period, the following shall apply;

- a. Regular union dues and fees are to be deducted and remitted from the first day of employment.
- b. Probationary employees are covered by the Agreement, excepting those provisions, which specifically exclude such employees. Employees laid off and rehired by the Employer within six (6) months of previous employment shall not serve a new probationary period.
- c. An employee may be discharged during the employee's probationary period at the discretion of the Employer and such discharge shall not become the subject of a grievance.

6.04 **Students**

- a. The term "Student" shall be applied to an employee hired to normally work only between May and September, and is enrolled in secondary or post-secondary school, or intends to return to a secondary or post-secondary education, or an employee that works at any time in the year as part of co-operative education program.
- b. A Student employee shall not be eligible for the contributions or payments that flow from Article 13 – CLAC Health Fund and Article 14 – Pension.

- c. When the conditions described in (a) above no longer apply to an individual, the Employer shall determine whether to offer the person regular employment, subject to all of the conditions of the Collective Agreement. Should a student become a regular employee, the probation period, and any other waiting period contemplated by Article 13, or Article 14 shall be waived.

ARTICLE 7 - UNION DUES AND UNION MEMBERSHIP

7.01

- a. The Employer shall deduct from each employee, from the commencement of employment, an amount equal to Union dues as set by the National Convention of the Union and as continued within the Employer Dues Directive issued by the Union office.
- b. The Employer is authorized to deduct any administration fees owing by an employee to the Union when hired.
- c. The total amount(s) checked off and/or deducted on behalf of the Union will be remitted by the Employer to the Union by the fifteenth (15th) day of each month following the month for which the monies were deducted, together with an itemized list of the employees for whom the deductions are made and the amount remitted for each. The Union and the employees agree that the Employer will be saved harmless for all deductions and payments so made.

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

- a. First, middle and last name;
- b. rate of pay;
- c. gross earnings;
- d. total regular and overtime hours worked in the month for which such deductions are made;
- e. dues or fees deducted and remitted on behalf of the employee as may be prescribed by the Union; and,
- f. contributions on behalf of the employees and any deductions from and remitted for an employee as may be prescribed by this Agreement;
- g. date of birth.

7.03 When the Employer hires a new employee, or there is a change in employment status, the Employer shall also include on the next remittance the following information:

- a. contact information including home phone, cell phone, email and mailing address;
- b. date of hire;
- c. classification.

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

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

- 7.05 Neither the Employer nor the Union will compel employees to become members of the Union. The Employer will not discriminate against employees because of Union membership or lack thereof, and it will inform all new employees of the contractual relationship with the Union. All new employees shall be referred by the Employer to a Union Steward or a Union Representative in order to give the Union an opportunity to describe the Union, its purpose, representation policies, and any other information relevant to such new employees.
- 7.06 Employees who cannot support the Union with their dues for reasons of conscience, as determined by the Union's internal guidelines of what constitutes a conscientious objection, may apply to the Union, in writing, to have their dues redirected. Such application shall outline the nature of the conscientious objection.

ARTICLE 8 - WAGES AND RATES OF PAY

- 8.01 Wage rate schedules applicable to various job classifications are as set forth on Schedule "A" attached hereto and made part hereof. The wages shall apply to all work performed by the employees.
- 8.02 Wages shall be paid by direct deposit and shall be accompanied by a separate statement identifying both the Employer and employee, outlining regular hours

worked, the hourly rate, overtime hours worked, the total earnings, the amount of each deduction and net earnings.

8.03 In the event that a new classification(s) is established by the Employer during the term of this Agreement, the wage rate applicable for such newly established classification(s) shall be subject to negotiations between the Employer and the Union. Should the Employer and the Union fail to successfully negotiate such wage rate, the parties agree that the sole issue of the establishment of such wage rate may be submitted to arbitration in accordance with Article 23 - Arbitration of this Agreement.

ARTICLE 9 - HOURS OF WORK, OVERTIME, ON CALL WORK, REST PERIODS AND SHIFT PREMIUM

9.01 A regular workweek shall consist of forty-four (44) hours, comprised of five (5) regular work days, Monday to Friday inclusive. The employee and Employer may jointly agree to amend the regular work day, subject to the requirements of each work site.

- a. Work performed in excess of eleven (11) hours per day shall be paid at the rate of one and one half times (1.5x) the employee's regular hourly rate.
- b. Work performed in excess of forty-four (44) hours per week shall be paid at the rate of one and one half times (1.5x) the employee's regular hourly rate.
- c. Work shall not normally be performed on Sunday. However, if extraordinary circumstances necessitate

work on Sunday, time worked shall be paid at the rate of one and one half times (1.5x) the regular rate of pay.

- d. There shall be no pyramiding of daily and weekly overtime.
- 9.02 There shall be two (2) paid coffee breaks of no more than fifteen (15) minutes on each shift. Employees shall take an unpaid meal period of one-half (½) hour at the midpoint of their shift, or at such time during their work day which is convenient. Employees shall be entitled to an additional paid coffee break for every four (4) hours worked beyond the second half of the shift.
- 9.03 Provided the employee notifies the Employer at the time of hire the Employer agrees to respect an employee's wishes with regards to not working certain days of the week or certain hours of the day because of religious convictions.
- 9.04 When the parties to this Agreement agree to modify the work schedule or to implement rotating shifts on a project, the Employer shall notify the Representative of the effective date of the new project schedule. Any such project schedule shall include the provision to pay overtime rates of one and one half times (1.5x) an employee's regular rate after forty-four (44) hours worked per week, regardless of the days of the week being worked.
- 9.05 It is agreed that the provisions of this Article are for the purpose of computing overtime and shall not be

construed to be a guarantee of or a limitation on the hours of work to be done per day or per week.

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

9.07 **Show Up Time**

An employee who reports to work in the usual manner without having been notified that there is no work available and is sent home because of lack of work before having worked four (4) hours shall receive a minimum of four (4) hours pay at their prevailing hourly rate. Each employee must inform the Employer of a means of being contacted on short notice. If an attempt is made by the Employer to contact an employee by way of the contact information provided, in an effort to inform the employee of a lack of work, and the Employer is unable to do so, the employee will not be entitled to show up time.

9.08 **On Call/Shift Premiums**

All work in a shift that commences after 3:00 p.m., shall be paid at one hundred and ten percent (110%) of the regular hourly rate.

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

10.01 Employees shall be entitled to receive an amount equal to four percent (4%) of their total annual gross earnings (excluding any bonuses paid) for vacation pay. For tax

purposes, vacation pay shall be taxed over the period of time during which it was earned. Employees who have worked for the Employer for five (5) years or more shall receive six percent (6%) of hourly earnings.

Employees who have worked for the Employer for ten (10) years or more shall receive eight percent (8%) of hourly earnings.

10.02 Employees will be entitled to receive eight (8) hours pay for the following Public holidays:

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

These hours shall not be subject to hourly Health Fund contributions (if applicable), Pension contributions, Training Fund contributions, or Industry Fund contributions.

10.03 Work performed on a Public holiday shall be paid at the rate of one and one half times (1.5x) the employee's regular hourly rate.

10.04 The Employer shall endeavour to provide the Union as much notice as is possible of its intention to substitute a regular workday for a holiday. Such substitution may be made on a project basis and applies to all on that site or companywide as circumstances dictate. Any work performed as directed by the Employer on the substitute

holiday will be paid at one and one half times (1.5x) the employee's regular hourly rate.

10.05 The Employer will grant vacations at the times requested considering business requirements.

ARTICLE 11 - LAYOFFS AND RECALLS

11.01 When, in the opinion of the Employer, a reduction of the workforce is inevitable, probationary employees shall be laid off first. If further reductions are necessary the Employer shall be guided by the following considerations (not necessarily in this order):

- a. Length of service of the employee
- b. The efficiency level of the employee
- c. The productivity of the employee
- d. The ability of the employee
- e. Willingness to travel of the employee

11.02 The Employer agrees to notify the Union (Steward or Representative) of the names of employees laid off within the pay period of the date during which the layoff occurred.

11.03 The recall of employees shall follow the same procedure and considerations used for the layoff of employees as set out above.

11.04 The Employer will give the employee four (4) hours' notice of layoff, when possible or four (4) hours pay in lieu of notice. The Employer will not be required to give notice of

layoff when equipment failure, shortage of material, or other reasons beyond the control on the Employer causes a stoppage of operation.

ARTICLE 12 - TRANSPORTATION, TRAVEL TIME AND ROOM AND BOARD

12.01 There shall be a travel free zone, the boundaries of which are:

West: Highway 6 to Highway 7/24 to Highway 24 to Wellington Road 26 to Country Road 5 to Highway 9 to Highway 12 to Highway 89;

North: Highway 89 between Highway 12 and Lake Simcoe, and Highway 32 between the Holland River and Highway 48;

East: Highway 48 to Davis Drive and Highway 23 to Lake Ontario; and,

South: Lake Ontario

There shall also be a travel free zone of forty kilometres (40 km) around an employee's principle residence if he is not required to meet at the Employer's shop.

12.02 Employees shall be paid at their regular rate for all travel time to and from a jobsite that occurs outside of the travel free zones. Employees shall also be reimbursed for the cost of travel at the Canada Revenue Agency maximum allowance rate per kilometre when driving their own

vehicle outside of the travel free zones unless they elect to drive their own vehicle when transportation is provided.

12.03 When employees are required to travel to jobsites beyond the travel free zones, stay overnight and remain working on such project for consecutive days:

- a. They will be paid a daily subsistence allowance of fifty dollars (\$50.00) for each whole day spent out of town;
- b. They will be provided suitable accommodation;
- c. They will be paid travel time, two-way, both to and from the jobsite.

12.04 The Employer shall reimburse employees for parking fees incurred for parking at sites where free parking is not readily available. Such reimbursement is provided upon presentation of receipts and prior agreement with the Employer.

12.05 Employees charged with transporting the Employer's equipment and materials in a personal vehicle will be reimbursed for all such travel at the Canada Revenue Agency maximum allowance rate per kilometre.

12.06 All reference to distance within this Article shall be measured according to Google Maps' shortest travel route, excluding tolls.

ARTICLE 13 - HEALTH FUND

13.01 The Union warrants and represents the Union's Health & Welfare Trust Fund (the "Trust Fund") is established to

provide insurance and related benefit programmes for the Plan members. The Trust Fund is supervised by a board of trustees including Employer and Union trustees.

13.02 The Employer agrees to remit an amount equal to the monthly premium for the benefit plan set out in Schedule “C” for each eligible employee as directed by the Union and as amended from time to time, usually annually. Such remittance shall be made in accordance with Article 7 and the Union’s dues and remittance policy and directive. Employees are eligible for the benefit plan when they have completed the probationary period.

13.03 The Employer will cooperate in providing information as necessary for the proper administration of the Trust Fund, including the information outlined in the Remittance to the Union provisions in Article 7 and the Union’s dues and remittance policy and directive. The Employer further agrees to inform the Union of any changes in the above employee information.

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

13.05 The Union covenants and agrees to indemnify and hold harmless the Employer against any and all claims made against, the liability of any nature incurred by, the

Employer by reason of any amounts deducted from any employee's pay and remitted to the Union as provided herein. In the event that the Employer fails to remit according to these articles, this indemnification is inoperable. The Employer's sole obligation pursuant to this article shall be limited to making the payment more particularized herein.

13.06 Ineligibility Due to Age

Where coverage under the Benefit Plan ceases for the plan participant because of age, an amount equivalent to the Employer contribution to the Trust Fund, will be paid to that employee and treated as wages. This contribution is the monthly premium amount referenced in Article 13.02.

13.07 Coverage will include an Employer paid long term disability insurance plan. The premiums for disability insurance will be remitted on the employee's behalf to the Union in accordance with the above Remittances to the Union article and the Union's dues and remittance directive.

ARTICLE 14 - PENSION PLAN

14.01 CLAC Pension Plan ("the Plan"), a defined contribution, registered pension plan, which is registered with the Canada Revenue Agency applies to all employees covered by this Collective Agreement.

- 14.02 New employees will join the Plan upon completion of the probationary period.
- 14.03 Each pay period, the Employer shall remit to the applicable CLAC Remittance Team, for each eligible employee, an Employer contribution equal to the percent of gross wages listed in Schedule 'A'. Employer contributions will vest in accordance with the rules of the Plan.
- 14.04 The Employer agrees to deduct, by way of payroll deduction, and remit to the applicable CLAC Remittance Team, additional voluntary employee pension contributions which are above and beyond those contributions outlined in Articles 14.03 and 14.04. A request for such deductions shall be submitted to the Employer on a form provided by the Plan and a copy of the completed form shall be sent to the Union along with the first remittance of such voluntary contributions.
- 14.05 The Employer's contributions to the Plan will be non-refundable to the employer once received by the applicable CLAC Remittance Team and will vest immediately in the employee on whose behalf the deposit was made.
- 14.06 The total amount of pension contributions remitted by the Employer, on an employee's behalf, cannot exceed the annual maximum money purchase outlined by the Canada Revenue Agency. The employer has no obligation to monitor the employee's contribution made outside the

employment relationship. For greater clarity, if the employee exceeds the annual maximum money purchase limit as a result of contributions made outside the employment relationship, the employer shall not be liable for any tax consequence imposed on the employee.

14.07 The employer has an obligation to continue pension contributions during a period of injury insured under applicable provincial workplace safety insurance legislation, to the extent required by such legislation.

14.08 The Employer will remit pension contributions to the applicable CLAC Remittance Team as outlined in Article 7. Employer, employee and voluntary contributions will be recorded separately on the remittance.

14.09 In the event that a remittance has not been received by the Union by the date set out in Article 7, the Employer is responsible to compensate the Plan for any investment returns lost by the employees as a result of the late remittance. This compensation amount shall be calculated on all applicable contributions which are part of the remittance.

14.10 Where legislation prohibits an employee from contributing because of age, an amount equivalent to the contributions in Article 14.03 and 14.04 will be paid to that employee on each paycheque. This payment in-lieu of pension contributions will not be less than the amount that employee would have received if he/she were still contributing to the Plan.

14.11 The Union acknowledges and agrees that, other than remitting contributions to the Plan as set out in this Article, the Employer shall not be obligated to contribute toward the cost of pension benefits provided by the Plan or be responsible for providing such benefits.

14.12 The Employer and the Union will cooperate in providing the information required to administer the Plan on the employees' behalf. The Plan staff shall be responsible for informing the employees about the Plan, which includes providing updated account statements of all contributions received, investment returns allocated, and the current account balance.

14.13 The Employer agrees to provide the Union with the social insurance number and current address of all employees on whose behalf contributions are being remitted.

ARTICLE 15 - HEALTH AND SAFETY

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

Employees are required to report to their Employer any unsafe work conditions, or violation of any safe work policies or procedures established by the Employer, or any violation of relevant safe work legislation.

15.02 An employee who is injured in the course of performing his duties and requires medical attention and is unable to continue work shall be paid for his regularly assigned hours for the day of the injury only.

15.03 While attending safety training courses authorized by, or required of the employee by the Employer, employees will receive their regular hourly rate of pay for time spent in class, but such hours shall not attract benefit or pension contributions, nor shall such hours be used in the calculation of total regular hours worked in a day, or in a week for the purpose of determining eligibility for pay at overtime premium rates. No pay shall be made for time or mileage in connection to travel to and from such courses.

ARTICLE 16 - PERSONAL PROTECTIVE EQUIPMENT, TOOLS AND APPAREL

16.01 The Employer will furnish employees with all necessary personal protective equipment (except for Hard Hats, Safety Boots, and Vest) if and when required. Said equipment shall remain the property of the Employer. Any worn out safety equipment will be replaced by the Employer upon presentation of the worn equipment. The employees shall be held responsible for loss or improper maintenance of personal protective equipment, rain gear and safety equipment provided by the Employer and may at the discretion of the Employer, subject to disciplinary action.

16.02 Employees are required to bring their own tools as identified at Schedule “B” and are responsible for their own tools. The Employer shall supply all other tools necessary for employees to perform their work.

16.03 The Employer shall reimburse for, or arrange for the purchase of, replacement tools, safety boots and work apparel once per calendar year to a total of two hundred and fifty dollars (\$250.00) for each employee after twelve (12) months of service. Employees must provide a receipt of purchase in order to receive reimbursement.

ARTICLE 17 - TRAINING FUND

17.01 The Employer shall contribute to the Training Fund the amount identified at Schedule “A” for each hour worked by each employee covered by this Agreement, and shall remit such contributions to the Union together with union dues, and in the manner described at Article 7.04.

17.02 The Training Fund shall be used by the Union to educate and instruct members in the competent practice of their trade, in matters relating to Health and Safety, and to instruct specific members in effective labour relations practices.

17.03 Having regard to the demands of the Employer’s work and operations, the Employer will cooperate with the Union

when safety and related courses are made available to the members employed with the Employer.

ARTICLE 18 - CONSTRUCTION INDUSTRY DEVELOPMENT & PROMOTION FUND

- 18.01 The Employer shall contribute to the Union’s Construction Industry Development and Promotion Fund (the “Industry Fund”) the amount identified at Schedule “A” for each hour worked by each employee covered by this Agreement, and it shall remit such contributions to the Union together with union dues, and in the manner described at Article 7.04.
- 18.02 The Industry Fund is used to promote the CLAC model of open shop unionized construction representation. This is achieved by industry development among for and with owners and purchasers of construction services, by advocating at municipal and provincial government, by representing open shop union principles at industry conferences and events, and by advising the union leaders, including staff and stewards of opportunities and means to promote the CLAC model. The Industry Fund is used as determined by the union to strengthen the position of the Union, its members and contractors.
- 18.03 The Industry Fund shall not be used to fund a grievance or other legal proceedings against any contractor signatory to CLAC or its affiliated local unions.

**ARTICLE 19 - LEAVES OF ABSENCE, SICK LEAVE,
BEREAVEMENT LEAVE AND JURY DUTY**

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

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

19.02 In the event an employee is absent from work for more than one (1) week due to a bona fide illness, or injury the Employer, at its own expense, may request that the employee provide written verification by a practicing physician, that the employee is able to return to his full duties. Such verification shall assess the extent to which the employee is able to perform the functions, duties and work of the job classification to which such employee is normally assigned.

19.03 An employee shall be granted three (3) days leave of absence at his regular rate of pay to make arrangements for and to attend the funeral of an immediate family member which shall include;

- a. The employee's spouse, common-law spouse or partner,

- b. The employee's parent, step-parent, foster parent, or parent of his spouse, common-law spouse or partner,
- c. The child, step-child, foster child or, grandchild or step grandchild of the employee or the employee's spouse, common-law spouse or partner;
- d. The spouse, common-law spouse or partner of the employee's child, step-child, or foster child;
- e. The employee's brother or sister.

19.04 An employee shall be granted a one (1) day unpaid leave of absence to attend the funeral of an aunt, uncle, niece, nephew, cousin of the employee, a grandparent, or step-grandparent of the employee or the employee's spouse, common-law spouse or partner;

19.05 The Employer shall pay twenty-five percent (25%) of the regular daily wages of an employee while serving as a juror, for up to ten (10) work days provided the employee:

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

ARTICLE 20 - DISCIPLINE AND DISCHARGE

20.01 The Employer may warn, suspend, demote or discharge an employee for just cause. If the conduct or performance of an employee warrants disciplinary action, such action shall be confirmed in writing. A copy of all

such documentation shall be provided to the employee(s) involved, and forwarded to the office of the Union at the time they are issued.

20.02 Any disciplinary notice shall be issued only after, or during the meeting with the employee being disciplined. An employee shall be advised of the nature of the meeting prior to attending. The employee shall be accompanied by a steward who shall be paid for such time in accordance with Article 4.03.

20.03 Disciplinary meetings shall normally take place during the affected employee's scheduled shift. If the employee is not at work and is not scheduled to work within three (3) days of the incident, or if the incident giving rise to the meeting is so serious that more immediate action is warranted, he may be called in at a time when he is not scheduled to work, but shall be paid for such time during the meeting.

20.04 Any letters of warning older than twelve (12) months shall be removed from an employee's file, provided that there is no repeat offence of the incident giving cause to the discipline during such twelve (12) month period. Any record of suspension will be removed after twenty-four (24) months, provided there is no repeat offence of the incident giving cause to the suspension during such twenty-four (24) month period.

ARTICLE 21 - GRIEVANCE AND ARBITRATION PROCEDURE

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

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

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

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

21.03 All the time limits referred to in the grievance procedure herein contained shall be deemed to mean "business days" and exclude Saturdays, Sundays and public holidays as listed herein.

21.04 The Employer or the Union shall not be required to consider or process any grievance which arose out of any action or condition more than five (5) days after the subject of such grievance occurred. If the action or condition is of a continuing or recurring nature, this limitation period shall not begin to run until the action or condition has ceased. If the Employer does consider or process a grievance which has been presented late, the Employer shall not be stopped or precluded at any stage from taking the position that the grievance is late and not arbitrable.

21.05 The Union will not file a grievance until after the effected employee brings the complaint to the attention of his immediate supervisor. If the supervisor does not promptly settle the matter to the employee's satisfaction, an employee's proper grievance may be processed as follows:

Step 1

A grievance is to be filed within the five (5) days referred to in Article 22.04 above, in writing and shall be filed with the Employer by a steward or a Union representative. The Employer shall notify the Union of its decision in writing within five (5) workdays following the day upon which the grievance was filed.

A grievance shall identify:

- the facts giving rise to the grievance;

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

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

Step 2

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

21.06 Union Policy Grievance or Employer Grievance

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

shall give its written decision within five (5) days after such meeting has been held.

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

The Union will not institute a grievance directly affecting an employee which such employee could themselves institute, bypassing the provisions of Steps 1 and 2 above.

21.07 Grievance Resolution and Time Limit Waivers

The parties will make best efforts available to them by which they might voluntarily resolve a grievance before referring a matter in dispute to arbitration. That is, while the parties are active at attempting in good faith to resolve a grievance, while they are gathering evidence and while they are in dialogue in person, by phone or email and honouring timelines for replies that they give each other, a matter won't be referred to arbitration. During such time, the time limits contained herein are deemed waived by mutual consent. Neither party will claim to be prejudiced by such extension of time limits and neither will seek the dismissal of a grievance on the basis of timeliness due to such extension of time limits.

Where either party believes that efforts at resolution are not yielding the desired result, that party may give notice

that it no longer waives time limits and that it will proceed to mediation or arbitration as outlined below.

21.08 Mediation

The parties may agree that a matter be mediated. If they agree in writing to do so, the arbitrator selection process will proceed as below, listing arbitrators known for their willingness and ability to mediate. Further, it is the same arbitrator who will render a final and binding decision if mediation fails to achieve a settlement of the grievance. This “med-arb” procedure will cease upon notice from one party to the other and to the arbitrator-mediator that it withdraws its agreement to mediate. The arbitrator then will proceed to arbitrate the dispute.

21.09 **Arbitration**

If the parties fail to settle a grievance, the grievance may be referred to arbitration under the procedure contained herein.

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

21.10 The party requiring arbitration must serve the other party with written notice of desire to arbitrate within fourteen (14) days after receiving the final decision given at Article 21.05 above. If no decision is given, notice must be given within fourteen (14) days of when that decision was due.

21.11 With notice of desire to arbitrate, the party requiring arbitration will submit to the other party a list of three (3) arbitrators the party suggests for arbitrating the matter. The other party will reply with either notice that it agrees to one (1) or more of the three (3) or a list of three (3) alternate arbitrators. In the event the party submitting the matter to arbitration is unwilling to agree to these three (3), the parties shall arrange a lottery from amongst the six (6) arbitrators, drawing all six (6), in turn, and then requesting the arbitrators in the same order to hear the case. If the first arbitrator drawn is unable to convene a hearing within one month, the matter is sent to the second arbitrator drawn. The process will continue in that fashion until an available arbitrator has been found from amongst the six (6) or all of the six (6) arbitrators have been contacted in turn. If none of the six (6) arbitrators is able to convene a hearing within one (1) month the parties will remit the matter to the arbitrator that is available soonest.

21.12 Notices of desire to arbitrate and of nominations of an arbitrator shall be served in writing including by email or delivered in person.

21.13 If a party refuses or neglects to answer a grievance at any stage of the grievance and arbitration procedure, the other party may commence arbitration proceedings. If the party in default refuses or neglects to appoint an arbitrator in accordance with this article, the party not in default may appoint, upon notice to the party in default, an

arbitrator to hear the grievance. The arbitrator's decision shall be final and binding upon both parties.

21.14 An arbitrator has the jurisdiction, power and authority to give relief for default in complying with the time limits set out in this article where it appears that the default was owing to a reliance upon the words or conduct of the other party.

21.15 Each of the parties hereto will bear, jointly and equally, the expense of the arbitrator.

21.16 An arbitrator is not authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement nor adjudicate any matter not specifically assigned to it by the notice to arbitrate outlined in the grievance and arbitration procedure.

21.17 Employees found to be wrongfully discharged or suspended will be reinstated with back pay calculated at an hourly rate or average earnings, as applicable, times normal hours, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the arbitrator.

21.18 Where the arbitrator is of the opinion that there is proper cause for disciplining an employee, but considers the penalty imposed too severe in view of the employee's employment record and the circumstance surrounding the discharge or suspension, the arbitrator may substitute

a penalty which, in the arbitrator's opinion, is just and equitable.

ARTICLE 22 - DURATION

22.01 This Agreement shall be effective as of December 1, 2025 and shall remain in effect until November 30, 2028 and for further periods of one (1) year unless notice shall be given by either party of the desire to delete, change, or amend any of the provisions contained herein, within the period from one hundred and twenty (120) to sixty (60) days prior to the renewal date. Should neither of the parties give such notice, this Agreement shall renew for a period of one (1) year.

22.02 Should negotiations not be completed prior to the expiration date of this Agreement all negotiated items shall be retroactive from the date of signing to the expiration date of the expired Agreement.

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

Signatures on file

**RIDGELINE ELECTRIC INC.
CLAC LOCAL 52
COLLECTIVE AGREEMENT DECEMBER 1, 2025 – NOVEMBER 30, 2028**

**SCHEDULE “A”
 CLASSIFICATIONS AND HOURLY RATES**

Journeyman Electrician

	Hourly Rate	Vacation Pay*	Health Benefits*	Pension 10%	Training	IF	Total
December 1, 2025	\$51.00	\$5.10	\$2.00	\$5.10	\$0.21	\$0.20	\$63.61
December 1, 2026	\$53.00	\$5.30	\$2.25	\$5.30	\$0.22	\$0.20	\$66.27
December 1, 2027	\$55.00	\$5.50	\$2.40	\$5.50	\$0.23	\$0.20	\$68.83

- * Vacation Pay/Public Holidays are paid in accordance with Article 10
- * Approximate hourly cost of the benefit plan’s monthly premium in accordance with Article 13.

Notes:

1. Employees who are designated by the Employer as Forepersons shall be paid a premium of seven and a half percent (7.5%) above the Journeyman rate. A Foreperson’s primary role is the oversight and direction of the operation of one or more jobsite(s). Forepersons are responsible for the daily organization of work and the control of labour, equipment and materials to ensure that acceptable standards of quality, safety and production are maintained.
2. **Red Circled Journeyman and Forepersons**
 Where, at the time of ratification of this agreement, an employee is paid above the applicable rate contained in this agreement, that employee shall receive the scheduled increases to their existing wage rate.
3. Apprentices shall be paid no less than the applicable percentages of the Journeyman rate as follows:

RIDGELINE ELECTRIC INC.

CLAC LOCAL 52

COLLECTIVE AGREEMENT DECEMBER 1, 2025 – NOVEMBER 30, 2028

<i>1st Period</i>	<i>40% of Journeyperson rate plus vacation pay plus benefits/pension/E&A/IF</i>
<i>2nd Period</i>	<i>50% of Journeyperson rate plus vacation pay plus benefits/pension/E&A/IF</i>
<i>3rd Period</i>	<i>60% of Journeyperson rate plus vacation pay plus benefits/pension/E&A/IF</i>
<i>4th Period</i>	<i>70% of Journeyperson rate plus vacation pay plus benefits/pension/E&A/IF</i>
<i>5th Period</i>	<i>80% of Journeyperson rate plus vacation pay plus benefits/pension/E&A/IF</i>

For the purposes of this agreement, the Apprenticeship periods listed above shall be determined according to hours worked.

- a. Apprentices shall be indentured and registered with Skilled Trades Ontario as soon as possible after hiring.
- b. The Employer will employ the ratio of Journeypersons to Apprentices as provided for in the regulations of government legislation.
- c. Pre-Apprentices shall be paid at thirty-five percent (35%) of the journeyperson wage rate.

For all apprentices, the hourly rate, vacation pay and pension contributions shall be scaled according to their applicable apprentice period. Health benefit, Training Fund and Industry Fund contributions shall be paid the same as a journeyperson (see Schedule “A” grid above). An employee that is already employed with the Employer, and who becomes indentured as an apprentice shall experience no reduction in wage.

SCHEDULE "B"

Electrician's Tool & Equipment List as per Article 16.02

1st Year Apprentice

- Toolbox
- 9" Lineman's Pliers
- Side Cutters
- Needle Nose Pliers
- 1 pr. Channel Lock Pliers
- Wire Strippers
- Green, Red & Black Robertson Drivers
- Small & Medium Slot Drivers
- Small & Medium Phillip's Drivers
- 8m/26' Imperial/Metric Tape Measure
- 12" HackSaw
- Straight Claw Hammer
- Tool Pouch (Wide Belt)
- Dry Wall Saw
- 9" Torpedo Magnetic Level
- Tin Snips
- Headlight
- Heavy duty utility knife
- Non-Contact Voltage Detector

2nd Year Apprentice

All the tools required for 1st year apprentices and the tools listed below:

- Hammer Drill and Impact Set

- Allen Key Sets
- Nut Drivers: 1/4 - 5/6
- 6" Cold Chisel
- Voltage tester (600v)

3rd Year Apprentice

All the tools required for 2nd year apprentices and the tools listed below:

- 10" Adjustable Wrench
- Drill Index up to 1/2"

4th and 5th Year Apprentice

All the tools required for 3rd year apprentices and the tools listed below:

- Set - Open/Box End Wrenches: 1/4 - 1"
- Socket Set
- Multimeter complete with Amp Metre
- 2 pr. Channel Lock Pliers
- Wire Crimpers
- Scratch Awl

Journeyman

All the tools required for 5th year apprentices and the tools listed below:

- Current edition of the electrical code book

**SCHEDULE "C"
SUMMARY OF CLAC EMPLOYEE LIFE AND HEALTH TRUST (EASTERN) FUND
(Benefit Plan)**

Coverage Details:

Life Insurance \$25,000.00

Accident Death & Dismemberment \$25,000.00

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

Long-Term Disability (LTD) – Taxable (Employer Paid)

- 60% of earnings to a max of \$2,500.00 per month

Extended Health Care

- 95% drug card (100% at Preferred Provider)
- Professional Paramedical Services \$600.00 each practitioner listed
- Mental Health Paramedical Services \$1200.00 per calendar year

Vision Care

- \$150.00 every twenty-four (24) consecutive months
- \$150.00 every twelve consecutive months, under the age of 18
- eye exam every twenty-four months to Provincial R&C

Out of Canada/Province – Medical Emergencies

Semi-Private Hospital Coverage

Employee & Family Assistance Program

Dental Plan “B”

- Basic and minor restorative services
 - 100% paid to \$2,000.00 maximum per person, per calendar year

The above is intended only as a summary of the major features of the health care benefits covered in this agreement and may be subject to change. For more information and a full description of health care benefits, please contact the CLAC Benefit Team at 1-800-463-2522 or easternbenefits@clac.ca

MISSISSAUGA MEMBER CENTRE

1-2555 Meadowpine Blvd.

Mississauga, ON L5N 6C3

T: 905-812-2855

TF: 800-268-5281

F: 905-812-5556

mississauga@clac.ca

CLAC RETIREMENT

1-800-210-0200

retire@clac.ca

CLAC BENEFITS

1-800-463-2522

easternbenefits@clac.ca

CLAC APPRENTICESHIP

1-877-701-2522

apprenticeshipcentral@clac.ca

CLAC TRAINING

1-877-701-2522

trainingcentral@clac.ca

CLAC JOBS

1-877-701-2522

jobscentral@clac.ca

clac.ca/myCLAC