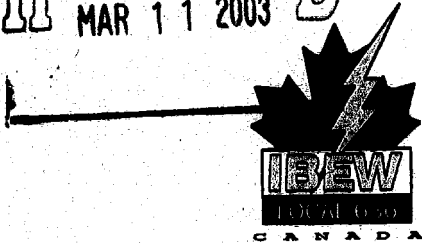


ENWIN POWERLINES AGREEMENT

BETWEEN



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**THE INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL 636**

APRIL 1, 2002 – SEPTEMBER 30, 2005

12696(02)

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COLLECTIVE AGREEMENT

BETWEEN:

ENWIn Powerlines

Hereinafter referred to as the "Company"

- and -

LOCAL UNION NO. 636 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, A.F. OF L. – C.I.O., employees of the *ENWIn* Powerlines Ltd.

hereinafter referred to as the "Union"

WITNESSETH that in consideration of the premises and covenants of the Parties hereto hereinafter expressed, the Parties agree as follows:

ARTICLE 1 - RECOGNITION OF UNION

- 1.01** The Company recognizes Local Union 636 of the International Brotherhood of Electrical Workers (**IBEW**) as the sole Bargaining Agent for all its employees who are members of the Bargaining Unit with the Company, save and except: professional staff, *supervisors*, confidential secretaries to senior managers, persons above the rank of *supervisor*, guards, students employed during the school vacation period and students on a cooperative work program. The Union is further recognized as the sole Bargaining Agent for any new classification which may be established or created within the Bargaining Unit during the life of this Agreement.
- 1.02** The Company shall provide the Union with advance notice in writing of all new classifications and/or jobs to be created during the term of this Agreement. The wages, hours of work and conditions of employment for said classifications shall be negotiated with the Union and mutually agreed upon at least thirty (30) days prior to their establishment (and become part of this Agreement) and before any employee is awarded the new job. Where an agreement on the wages, hours of work and/or condition of employment is not reached, the grievance procedure as set out hereafter in this Agreement may be utilized to resolve the issues in dispute.
- 1.03** This Agreement shall be binding upon the successors of the Parties hereto, insofar as it is within the power of the Parties hereto respectively to bind such successors, in the event that the Company is privatized, amalgamated, united, or otherwise joined with one or more municipalities and/or corporations.

ARTICLE 2 - UNION SECURITY AND CHECK OFF

- 2.01 The Company agrees to employ (in the classifications governed by the terms of this Agreement), only members of the Union in good standing (subject to relevant statutory provisions), or those commencing employment who will apply for membership in the Union upon attainment of status as a Regular Employee (as defined herein).
- 2.02 The Company agrees to deduct, each pay, from the wages of all employees in the Bargaining Unit, Union dues as directed by the Union. The Company shall forward the deductions to the Union, together with an alphabetical listing of names showing the amount deducted from each employee and all information used to determine this **deduction** - not later than the fifteenth (15th) day of the following month. The Union shall notify the Company, In writing with at least thirty (30) days notice, of any changes in the amount to be deducted. The Company also agrees to deduct and remit an amount equivalent to the Union initiation fee from each new employee upon the successful completion of their probationary period. The President or Secretary of the Union shall notify the Company, In writing, of the amount of such monthly dues to be deducted under this section and, from time to time, any changes in the amount thereof. Payroll deductions will not include any fines. Union dues **will** be included on the employee's **T4 slip** (for Income tax purposes).
- 2.03 In consideration of the deduction and forwarding of union dues by the Company, the Union agrees to indemnify and save harmless the Company against any claim or liability arising out of or resulting from **the** collection and forwarding of regular monthly Union dues **or** initiation fees.
- 2.04 Students employed in classified positions will pay union dues during the period of their employment with the Company (but no initiation fee).
- 2.05 **The** Company, shall notify the Chairperson and the Area Representative of the Union in writing immediately of the engagement of any new employee defining particulars of employment.
- 2.06 New employees hired into skilled **or semi-skilled** classifications as fully qualified, shall receive, upon commencing employment, not less than **ninety-five** per cent (95%) of the classification rate for their probationary period and the full classification rate **thereafter**.

ARTICLE 3 - STRIKES AND LOCKOUTS

It Is hereby agreed that no cessation of work shall occur through strikes or lockouts during the life of this Agreement.

ARTICLE 4 - MANAGERIAL RIGHTS

- 4.01 The Union acknowledges that it is the function of the Company, subject to the terms and conditions of this Agreement, to hire, promote, demote, transfer employees, and also the right of the Company to discipline or discharge any employee for just cause, provided that such action may be the subject of a grievance, and dealt with as provided elsewhere in this Agreement.
- 4.02 The Union further recognizes the right of the Company to operate and manage its business in accordance with its commitments and responsibilities and the Company agrees that it will not exercise this right in a manner inconsistent with the provisions of this Agreement.
- 4.03 The Company shall have the right from time to time to make or alter rules and regulations which in its discretion are deemed necessary for the safe, continuous and efficient operation of its business, provided that no such rule or regulation shall be inconsistent with the terms of this Agreement.

ARTICLE 5 - REPRESENTATION

- 5.01 The Company shall provide the Union with a list of managers who will deal with the Union's Labour Relations Committee. The Union shall provide the Company with a list of the members of the Labour Relations Committee, which may include a representative from the International Office of the I.B.E.W. and/or the Local Union Business *Representative*.
- 5.02 Meetings between *the* Company and the Labour Relations Committee shall be held when requested by either party but not more often than once every month. Matters to be discussed at any such conference shall be listed on an agenda to be supplied by the Party requesting the conference to the other Party at least five (5) working days prior to the day for which the conference is requested, unless otherwise arranged by the Parties.
- 5.03 The Company hereby agrees that it shall provide office *space(s)* with desk, chair, filing cabinet and phone for the Union.
- 5.04 Meetings and contract negotiations between the Company and the Union will be convened during normal working hours and those in attendance will not suffer any loss of regular pay or overtime opportunity as a result of their participation in such proceedings.
- 5.05 During contract negotiations (which shall be held at a neutral venue) between the Company and the Union, the *Parties* shall share equally in the payment of wages for the members of the Union Bargaining Committee which shall not exceed four (4) members unless otherwise mutually agreed. Accordingly, the Union will be billed for their share for the wages of the members acting in this capacity - at their regular hourly rate with no additional burden assessed.

ARTICLE 6 - SENIORITY

- 6.01 Seniority shall be defined as the length of continuous service with the Company while employed in any **classification(s)** covered by this Agreement. However, seniority is not determined by **classifications**.
- 6.02 In the event that the Company - either in whole or in pari - changes its name, is privatized, merged, annexed, amalgamated, united or otherwise joined with one or more municipalities, utilities or corporations, all employees will be **credited** with **full service recognition** and shall enjoy all seniority rights conferred therein.
- 6.03 Seniority shall prevail in making transfers, awarding job **postings**, layoffs and recall following layoff; provided that qualifications and ability of the **employee(s)** are satisfactory.
- 6.04 Any person employed **outside** the Bargaining Unit, who is subsequently transferred into the Bargaining Unit shall be recognized as a new employee and, as such, begin to accumulate seniority upon appointment to the Bargaining Unit position.
- 6.05 Any employee who chooses to leave the Bargaining Unit, but remains within the employ of the Company for a period **exceeding** twelve (12) calendar months. may be returned to the Bargaining Unit, provided the Company agrees to their return, but will lose **his/her** seniority in the Bargaining Unit for the purposes of layoff, recall, job **postings**, promotions and/or transfers. If the employee chooses to return to **the** Bargaining Unit, provided the Company agrees to their return, within the twelve (12) month period, **he/she** will retain their attained seniority as at the original date of transfer provided they have secured a withdrawal card from the Union.
- 6.06 Any employee who is injured during the performance of their duties for the Company shall, upon recovery, be entitled to return to their former position without a loss of any seniority rights - provided that they are able to satisfy the requisite qualifications of their former position.
- 6.07 Any employee within the Bargaining Unit will lose their seniority and cease to be an employee only if **he/she**:
- i. Resigns voluntarily
 - ii. Retires
 - iii. Is discharged for just cause and the discharge is not reversed through the grievance procedure
 - iv. Fails to return to work within the terms of the recall after layoff clause

- v. Exceeds a granted leave of absence (unless they provide a reasonable explanation to the Company) or uses the leave of absence for reasons other than originally intended
 - vi. Is laid off for a period of twenty four (24) consecutive months or their length of service whichever is lesser
- 6.08** When an employee has been laid off and has returned to work under the provisions of the recall clause in this Agreement, their seniority shall be determined in accordance with this Article but shall not include any time on lay off.
- 6.09** Whenever an employee is transferred from one classification to another (within the Bargaining Unit) their seniority shall not be affected.

ARTICLE 7 • EMPLOYEE CATEGORIES

- 7.01** Probationary Employee - any employee hired into a position covered by this Collective Agreement, shall be considered probationary during their first ninety (90) working days. During this period of probation, the employee shall not be considered as having regular employment status and, as such, will not be afforded the rights, privileges and/or entitlements defined by this Agreement. Probationary employees shall be *formally* evaluated by the Company **at** least three (3) times during their *probationary* period. The Company shall endeavour to prepare such *evaluations* every *twenty-five* (25) to *thirty* (30) working days. The Company may dismiss a probationary employee for any reason, provided it does not act in bad faith and this shall constitute a lesser standard. Upon successful completion of the probationary period, these employees shall be recognized as Regular Employees and the **seniority** of said employee will date back to the day on which employment first began. Any employee working continuously for a period in excess of ninety (90) working days, shall be required to make application for membership in the Union (except as otherwise noted in Articles 7.03 & 7.04).
- 7.02** Regular Employees - a Regular Employee as referred to, and recognized under the terms of this Agreement, is a permanent employee not classified as probationary, temporary, casual or excluded under this Agreement. These employees shall be **hired** into the **classifications** governed by this Agreement and entitled to the wages, benefits, rights and privileges defined herein.
- 7.03** **Temporary/Casual** Employees - The Union recognizes the right and obligation of the Company to **fill** short term vacancies. The sole purpose for **temporary/casual** employment is to ensure the continued efficient operation of the Company. Accordingly, the **Temporary/Casual** employee is one who is hired for a limited (and well defined) period. The term of employment for **Temporary/Casual** employees shall be limited to six (6) months (in the aggregate) in any twelve (12) consecutive months. In the case of

maternity/parental leave, this term will be extended to *twelve (72) months*. Further exceptions will be discussed between the Parties and subject to written mutual agreement. Persons so employed shall have no seniority, nor shall they be afforded any other rights or benefits prescribed by this Agreement. These employees shall not be considered probationary nor will they be required to become members of the Union. Their employment will **terminate** immediately upon the completion of their assignment, or at any time prior at the discretion of the Company which **will not** exceed ~~the~~ *time* frames noted above.

- 7.04** Students - the Company may hire students during vacation periods and/or on cooperative work programs.
- 7.05** The assignment of students, temporary, casual and/or seasonal employees into Bargaining Unit positions shall in no way adversely affect the regular earnings, hours of work **and/or** any other condition of employment of the Regular Employees: nor shall such employees impede the promotional opportunity of any Regular **Employee(s)**.

ARTICLE 8 - JOB POSTING FOR CLASSIFICATION VACANCIES

- 8.01** (a) The Company shall notify the Area Representative of the Union in writing of any vacancy occurring within the classifications listed in this Agreement, which it intends *to fill*. Notice of the opportunity shall be posted on the Labour Relations Board for a minimum of five (5) working days and such posting is to **extend** to Tuesday of the next following week.
- (b) Applications will be accepted only on forms provided by the Company. The notice shall contain the following:
- I. **description** of the position
 - ii. qualifications, required knowledge and education
 - iii. duties, hours of work and hourly wage rate
 - iv. date of issue and closing
 - v. direction as to how applications will be received
- (c) It shall be optional for the Company to consider applications from Apprentices or from employees who have served less than one year in their respective trade as a journey person.

Should the advertised vacancy be in a classification at a higher skill level (i.e. semi-skilled to skilled) than their current position, the terms defined herein shall not be applicable (in order to ensure that upward

mobility is not impaired). The Company may likewise refuse to consider the application (for a vacancy in a temporary position) of anyone who is currently filling a vacancy on a temporary basis.

- (d) The Company shall notify the Union in writing of the names of the applicants and the accepted employee, if any, before the appointment is awarded. Notice of accepted applicant to be posted on the bulletin board within a reasonable time.
- (e) If the Union wishes to discuss the applicants, it shall notify Management within two (2) working days of the receipt of the above notice.
- (f) Any employee who is on scheduled vacation not exceeding three (3) weeks when a vacancy is posted shall be entitled to make application for such vacancy within two (2) working days after their return from such vacation.
- (g) The Company agrees to keep *available* to all employees upon their request the prerequisite *qualifications* for all Bargaining *Unit* positions. When the Company determines that these qualifications must change, the *J.A.T.C.* shall be notified. A plan will be jointly developed by the *J.A.T.C.* to *notify all* employees of the change and provide a *reasonable* single opportunity for employees to obtain the new qualifications.
- (h) Employees assigned to new classifications In accordance with this clause will have a probation period of thirty (30) days worked wherein they may elect to revert to their former classification but nothing in this clause will prevent their re-assignment to their former classification with respect to a skilled employee within ninety (90) days worked and with respect to a semi-skilled or non-skilled employee within forty-five (45) days worked, if in the opinion of the Company, they are unlikely to perform their new duties acceptably.

During the probationary periods defined herein, it is understood and agreed that Management will meet with these employees to review and discuss their performance and progress on an ongoing basis. Probationary employees shall be *formally* evaluated by the Company at least three (3) times during their probationary period. The Company shall endeavour to prepare such evaluations every twenty-five (25) to thirty (30) working days. Thereafter, similar reports shall be *completed* on a three (3) month schedule during the remainder of the progression period. Should any problems or concerns arise during this period, they will be identified and brought to the attention of the employee immediately. In the event that a progression is to be withheld and/or extended (for nondisciplinary reasons), the respective *J.A.T.C.* shall

be notified in writing and will - at the earliest opportunity thereafter - convene a meeting of the full J.A.T.C. with Management to discuss the merits of the case prior to the implementation of any such action.

- (i) Should manpower projections or requirements change, or if the initial successful applicant for a posted position fails to remain in the position for thirty (30) working days for whatever reason, management may forego reposting of the position and accept the next qualified senior applicant or failing any such applicant, a new employee may be hired.
- (j) In the event that the successful applicant for a posted skilled or semi-skilled position is not transferred to the posted position within twenty (20) working days of acceptance by the applicant to the position, then the applicant will receive the applicable rate of the posted position or the rate of the current position whichever is greater.

8.02 When a temporary vacancy occurs in the classifications covered by this Agreement, such vacancy shall be posted on the Labour Relations Boards not later than fifteen (15) working days from the start of said vacancy, except where said vacancy is predetermined to be longer than fifteen (15) working days in which case, it shall be posted immediately, and the Area Representative of the Union shall be notified in writing provided it is necessary to have a replacement for the absent person. The vacancy will be filled on a temporary basis within ten (10) working days of the posting of the notice until the absent employee resumes their duties or until it becomes apparent that they will not be able to resume them. Should the employee be able to resume their duties, they shall be reinstated, but should they not be able to resume them, the vacancy shall be posted again and an appointment made on a permanent basis.

8.03 In the event that the vacancy is awarded for reasons other than seniority, the Union will be given an explanation in writing.

ARTICLE 9 -CLASSIFICATION TRANSFER

9.01 Permanent transfer by application.

- (a) Transfer from a skilled classification to a skilled classification:

Skilled employees transferred to another skilled classification shall be deemed to be *Apprentices* and shall be given a minimum of two (2) years credit provided their training period to full classification status will not exceed two (2) years. Should employees require a training period in excess of two (2) years to obtain full classification status they shall be granted two (2) years credit for wage rate only.

- (b) Transfer from a skilled classification to a semi-skilled classification or non-skilled classification:

Skilled employees transferred to a semi-skilled or non-skilled classification shall be paid the wage rate of the classification to which they are transferred.

- (c) Transfer from a semi-skilled or non-skilled classification to a skilled classification:

Semi-skilled or non-skilled employees transferred to a skilled classification shall be deemed to be Apprentices.

- (d) Transfer from a **semi-skilled** to a semi-skilled **classification**:

Semi-skilled employees transferred to another semi-skilled classification shall be deemed to be Apprentices and shall be given minimum credits for fifty per cent (50%) of their training **period**.

- (e) Transfer from a semi-skilled to a non-skilled **classification**:

Semi-skilled employees transferred to a non-skilled classification shall be paid the wage rate of the classification to which they are transferred.

- (f) Transfer from a **non-skilled** classification to a **semi-skilled** classification:

Non-skilled employees transferred to a semi-skilled classification shall be deemed to be Apprentices.

- (g) Transfer from a non-skilled classification to a non-skilled **classification**:

Non-skilled employees transferred to another non-skilled classification shall receive the rate applicable to the classification.

- (h) Credits may be granted for previous training or experience at the beginning of the *Apprenticeship*.

9.02 TRANSFER - TEMPORARY

Employees temporarily transferred to a Bargaining Unit classification carrying a higher wage rate shall be paid at the higher rate, provided however, such transfer is two (2) hours or *more*. Employees temporarily transferred to a classification with a lower wage rate shall be paid at their regular rate. It is understood that temporary transfers shall not exceed thirty (30) working days without the written consent of the Union.

9.03 SURPLUS TRANSFER

- (a) Should an employee's job be declared surplus, the *Company* will make every effort to place such employees in a **classification carrying a comparative wage rate**: but if this cannot be done, such employees, subject to possession of necessary skills, ability and seniority, shall be entitled to exercise bumping privileges
- (b) An employee who exercises bumping privileges **into** a lesser skilled classification will receive the wage rate of the employee they replaced plus fifteen (15) cents per hour for the first year, ten (10) cents per hour for the second year, five (5) cents per hour for the third year and thereafter the classification rate.

It is expressly understood that no such employee will, by the application of this formula, be entitled to receive **more** than their former wage rate.

- (c) Employees surplus transferred in accordance with the above shall be afforded the opportunity of returning to their former department, if a vacancy occurs within two (2) years from date of transfer. Seniority will be the deciding factor in all returns provided employees are capable of performing **the required duties**.

ARTICLE 10 - TEMPORARY SUBSTITUTION FOR SUPERVISORY PERSONNEL

An employee temporarily assigned to classification of a Supervisory position for a period of ~~two~~ (2) hours or more shall be paid an hourly rate of **10%** above the highest rate they supervise while acting **in** that capacity.

ARTICLE 11 – APPRENTICES

11.01 An Apprentice shall be a current employee transferred or a new employee hired to a skilled or semi-skilled classification for training leading to full classification status and wage rate.

11.02 A current employee transferred to a skilled classification will have a training period of four (4) years and shall be paid the following percentages of the rate of the classification to which they have been transferred for training:

1st year	-	80%	3rd year	-	90%
2nd year	-	85%	4th year	-	95%

Thereafter **100%** of the classification rate

11.03 A new employee hired to a skilled classification will have a training period of four (4) years and shall be paid the following rates:

1st six months 70% of the classification rate

2nd six months 75%

3rd six months 80%

4th six months 85%

3rd year 90%

4th year 95%

Thereafter 100% of the classification rate

11.04 An Apprentice to a semi-skilled classification with a one (1) year training period shall be paid the following rates:

1st six months - 90%

2nd six months - 95%

Thereafter - the full classification rate

11.05 An *Apprentice* to a semi-skilled classification with a two (2) year training period shall be paid the following percentages of the *classification* rate:

1st six months - 90%

2nd six months - 92.5%

3rd six months - 95%

4th six months - 97.5%

Thereafter - 100%

11.06 An Apprentice's training period to the classification of Secondary Linemen shall be two (2) years, and such employee shall be paid the following percentages of the rate of the Linemen classification:

1st year - 80%

2nd year - 85%

Progression from Secondary Linemen to Linemen shall be based on system requirements and shall not be automatic. When Linemen are required, they

will be taken from those in the Secondary Linemen classification and a further two (2) year training period will be necessary.

- 11.07** *Employees who are deemed by the Company to be unsuccessful in their Apprenticeship for Skilled positions will be subject to the following procedure:*
- (a)** *If they are fully qualified in another classification, they will be transferred back to that classification.*
 - (b)** *If they are not fully qualified, they will be transferred to the classification of Skilled Trades Assistant.*
 - (c)** *Such employees shall not be allowed to remain in this classification for a period of more than six (6) months without the mutual agreement of both parties.*
 - (d)** *If such employee has not successfully posted out of the position within six (6) months of transfer, they will be subject to the Surplus Transfer provisions of this agreement.*
 - (e)** *The hourly wage rate will reflect the percentage rate the employee maintained prior to the transfer with the comparator becoming the Heavy Line Truck Operator. The Parties further agree that this rate will not be less than 75% of the Heavy Line Truck Operator rate.*
 - (f)** *It is understood and agreed that employees shall only be allowed to access the provisions in this clause once within the course of their employment.*
- 11.08** *Employees who are deemed by the Company to be unsuccessful in their Apprenticeship for a Heavy Line Truck Operator shall be transferred to the Light Line Truck Operator classification.*
- 11.09** *It is understood and agreed that the classifications of Light Line Truck Operator and Skilled Trades Assistant shall only be occupied through the mechanisms noted herein and are not intended to be filled through normal job postings.*

ARTICLE 12 – TRAINING

- 12.01** *The Parties acknowledge that each year of Apprenticeships are deemed by the regulatory bodies to be two thousand (2000) hours in length. As such, effective April 1, 2002, all Apprentices shall have their Apprenticeship hours calculated and pro-rated accordingly. No employees shall have their rate of pay reduced as a result of such a calculation. However, all progressions from that point forward shall be contingent upon the regulatory requirements. In any case where an employee was given advanced standing in recognition of*

related experience, the *additional* credit shall be considered under the direction of the regulatory body. For the purposes of Article 11, all references to *monthly/annual* progressions shall be *pro-rated* based on the "hours" requirements set out by the regulatory body. Apprentices who were in Apprenticeships as of April 1, 2002, shall be *entitled* to annual progressions in accordance with Article 11 except in cases where the employee is absent due to injury or illness for a period greater than eighteen (18) days in any year, wherein all such days must be made up. *With* respect to overtime opportunities, such employees shall be placed on the Journeymen's list and called out for emergencies *at* management's discretion.

- 12.02 The Company will continue to provide apprenticeship training to all employees progressing through skilled and/or semi skilled trades programs. Such training will be provided with the full cost being paid by the Company. However, in the event that an employee does not successfully complete the requisite training program in any year of their apprenticeship the *tuition/enrolment* costs incurred by the Company (for that training program) must be reimbursed by the Employee. Any such reimbursement will be paid through payroll deduction over a six (6) month period following the program. During the apprenticeship period the employee will continue to be paid by the Company in accordance with the schedule in this agreement. At no time, will any employee in an apprenticeship program suffer any loss in wages, benefits or other entitlements as a result of their enrolment and participation in any such program.

ARTICLE 13 - LAY OFF & RECALL

- 13.01 (a) For the purposes of this Collective Agreement, a "lay off" will be defined as a reduction in the workforce which results in a displacement of employee(s), a reduction in their regular hours and/or a loss of employment. Such a lay off shall be deemed indefinite if any employee(s) is laid off for a period of more than twenty (20) working days and temporary if for a period of up to *twenty* (20) working days. In such circumstances, affected employees shall have the right to: accept the layoff and retain their recall rights or exercise their bumping rights. Employees subject to indefinite lay off shall also have the opportunity to accept a VEP as described hereafter.
- (b) Should it become necessary to reduce the workforce within a classification, employees shall be laid off in reverse order of seniority and any employee so affected shall then exercise his or her seniority in the following manner:

Within any classification for which they are qualified and in which junior employees are working. For purposes of this clause, Apprentices are deemed to be in a separate classification from journeymen.

- (c) Employees who have accepted a lay off shall be recalled in order of seniority and may be eligible to fill a vacancy in a classification higher than their former position provided they have the necessary qualifications. Still, the employee may be required to serve a familiarization period of one (1) month upon return and may, subsequent to acceptance in the position, be required to upgrade their skills in the new classification.
- 13.02 (a) No member of the Bargaining Unit shall be laid off if any other employment for such member is available with the Company. Management will discuss with the Union, any contemplated reduction in staff prior to such becoming effective. In the event that a reduction of staff does occur - probationary and/or temporary employees, contractors and/or any other persons who are not full time permanent employees (who are performing the work in question), shall be released before any Bargaining Unit employee is laid off.
- (b) Should such a lay off be deemed indefinite, the Company shall provide any employee(s) so affected written notification of same at least sixty (60) working days in advance of the effective date of said lay off (or payment in lieu thereof). A copy of said notice will be forwarded to the Union. If however, the lay off is temporary; the Company shall provide any employee(s) so affected written notification of same at least ten (10) working days in advance of the effective date of said lay off (or payment in lieu thereof). A copy of said notice will be forwarded to the Union.
- (c) Within twenty-four (24) months of accepting a lay-off, an employee may be recalled for a vacancy for which they are qualified. The employee(s) shall be advised of the Company's intentions by registered mail bearing a "return if not delivered in ten (10) days" notice to the last known address of the employee. The employee affected shall notify the Company by registered mail of any change in address. Failure of the employee, to whom the notice is mailed, to receive and respond to the notice within ten (10) working days will terminate any obligation on the part of the Company. The Business Representative of the Union will be notified when an employee has been advised to return to work.
- 13.03 **Early Retirement Incentives(ERI)** - In order to minimize the potential for lay offs - should a reduction in the workforce be contemplated by the Employer - prior to issuing any layoff notice(s), the Employer will first offer an ERI to a sufficient number of employees who are eligible for early retirement under OMERS within the classification(s) affected. Such offers will be made to all eligible employees in the affected classification(s) and awarded on the basis of seniority to the extent that the maximum number of employees within the classification(s) who would otherwise have received lay off notices. Any

employee accepting an early retirement incentive shall receive (following completion of their last day of work) - a retirement allowance equal to two (2) weeks normal gross weekly earnings for each year of continuous service plus a pro rated amount for any additional partial year of service to a maximum of twenty six (26) weeks normal gross weekly earnings.

- 13.04** Voluntary Exit Program (**VEP**) - In the event that a permanent/indefinite staff reduction does occur (for any reason whatsoever), any employee(s) removed from the active payroll who has a minimum of five (5) years seniority shall receive a Voluntary Exit Allowance in accordance with the following:
1. Any and all employees so affected shall be given an opportunity to accept a Voluntary Exit package or retain their rights to recall in accordance with the terms defined by the Collective Agreement. An employee will only be entitled to choose one of these options.
 2. Any employee who accepts a Voluntary Exit package will receive (following the completion of their last day of work) an allowance equivalent to ~~two~~ (2) weeks normal gross weekly earnings for each year of service plus a prorated amount of any additional year of employment to a maximum of twenty six (26) weeks normal gross weekly earnings.
 3. As part of their retraining program, any employee accepting a Voluntary Exit package will, on production of receipts from an approved educational program, also be entitled to reimbursement for tuition fees (in accordance with the Company's tuition refund program) - for a period of twelve (12) months following the effective date of their layoff.
 4. Upon acceptance of the allowances defined herein, the employment relationship between the employee and the Employer shall terminate.
- 13.05** Technological change shall mean "the introduction of equipment or material of a different nature or kind from that previously used by the Company, together with a change in the manner in which the Company carries on its operations that is directly related to the introduction of that equipment or material".
- 13.06** Where new or different skills are required than are already possessed by the affected employees as a result of a technological change, such employees shall, at the expense of the *Company*, be given a reasonable period of time, without reduction of hours of work or rates of pay, during which they may acquire the necessary skills required.
- 13.07** An Employee who becomes redundant or is displaced from his job as a result of technological change shall have an opportunity to fill any vacancy for which he has seniority and which he is able to perform, and if there is no vacancy,

shall have the right to displace employees with less seniority provided he is able to perform the job of the employee to be so displaced.

ARTICLE 14 - DISCIPLINARY ACTION

- 14.01** When an employee is directed to appear before Management for reprimand, disciplinary action, suspension and/or discharge, the Union Steward will be notified at least one (1) working day prior to the appearance of the reason, and ~~be~~ invited to attend. If a representative of the Union is not notified, any action taken will not ~~be~~ considered a matter of record. A memorandum of such proceeding shall be submitted to the Union's Business Representative in writing within three (3) working days of the ~~meeting~~.
- 14.02** Any document or written statement related to a disciplinary action, which may have been placed on the personnel file of an employee shall be removed after two (2) years have elapsed since the disciplinary action was taken, provided ~~that~~ no further disciplinary action has been recorded ~~during this period~~. If the employee's record is not clear for the said ~~two~~ (2) years, infractions which occurred up to four (4) years previous to the ~~current~~ incident will be taken into account.
- 14.03** No employee covered by this Agreement shall ~~be~~ disciplined or discharged except for just cause.
- 14.04** Any suspended employee shall have the right to the grievance procedure and if exonerated shall be reimbursed for lost times, wages and benefits to which he would otherwise be entitled under this Collective Agreement.

ARTICLE 15 - GRIEVANCE PROCEDURE

- 15.01** For the purpose of this agreement, a grievance ~~is~~ defined as a dispute, claim ~~or~~ complaint involving the interpretation or application of the provisions of this agreement.
- i. No grievance shall ~~be~~ considered where the circumstances giving rise to it occurred or originated more than five (5) full working days before the filing of the grievance.
 - ii. An employee shall have the right to be accompanied by a representative of the Union at any and all times during the grievance procedure.
 - iii. No grievance shall be considered unless the employee first presents the matter verbally to their immediate supervisor in an attempt to resolve the issue of dispute.

- iv. Where a grievance arises as a result of a discharge, the Union may present such grievance on behalf of the employee directly *to Step 3* of the grievance procedure.
- v. The time limits defined herein may be extended upon written mutual agreement between the Parties.
- vi. Grievances arising under this agreement shall be adjusted and settled as follows:

STEP 1:

The aggrieved employee then shall submit his/her grievance in writing to their immediate supervisor and may have the assistance of a representative of the Union. The written grievance shall specify the matter complained of, the parts of the agreement alleged to be violated and, in the event of a satisfactory settlement not being reached, the supervisor shall deal with the grievance and give their answer in writing to the Union within five (5) working days **after** the day upon which they received the grievance.

STEP 2:

If the decision of the supervisor is not satisfactory to the Union, the matter may be referred in writing to the next level of management *within* five (5) working days. The manager shall, within five (5) working days following the day upon which they received the grievance, meet with the Union in an effort to satisfactorily resolve the issues in dispute and give their written response to the grievance.

STEP 3:

If the decision of the manager is not satisfactory to the Union, the matter may be referred to the Vice-President within five (5) working days. That manager shall, within five (5) working days following the day upon which they received the grievance, meet *with* the Union in an effort to satisfactorily resolve the issues in dispute and *give* their written response to the grievance.

STEP 4:

If the decision of the Vice-President is not satisfactory to the Union and the grievance is a *policy* grievance or a grievance related to a termination of employment, the **matter** may be referred to the President within five (5) working days. That manager shall, within five (5) working days following the day upon which they received the grievance, meet with the Union in an effort to satisfactorily resolve the issues in dispute and give their written response to the grievance.

STEP 5:

If final settlement of the grievance is not reached within ten (10) working days of such meeting, the grievance may be referred within *the* subsequent ten (10) working days, but not later, by either party to arbitration.

- 15.02** Notwithstanding the foregoing provisions of the Article, the Parties hereto may, in substitution for the above procedures, agree in writing to appoint one (1) arbitrator satisfactory to both Parties. In such a case, this sole arbitration shall have the same jurisdiction, power and authority as has been given to the Arbitration Board by the foregoing **terms**.
- 15.03** Either party may file a Policy and/or Group Grievance by issuing notice to the other party in writing - within five (5) working days of learning of the occurrence giving rise to said grievance - outlining the cause and redress sought. Any such grievance will be filed directly with the Vice-President and settled within five (5) working days **thereafter**. Should satisfactory settlement not be made, the dissatisfied party may seek resolution through arbitration *within* the subsequent ten (10) working days. Union Policy Grievances may not be substituted for individual grievances.
- 15.04** Should the grievor fail to process the grievance within the times specified, the grievance shall thereupon become null and void and if the Company shall fail to process the grievance within the times herein specified, the grievor and/or the Union may forthwith apply for arbitration.
- 15.05** The jurisdiction of the Board of Arbitration shall be limited to the settlement of all differences between the parties arising from the interpretation, application, administration or alleged violation of the Agreement, including any question as to whether a matter is arbitrable. All decisions shall be final and binding in the manner prescribed by the Labour Relations Act. Each party shall bear the expense of its nominee to the Arbitration **Board** and shall equally share the expenses of the Chair.
- 15.06** Any employee discharged, disciplined or penalized for any alleged violation of Company rules shall have the right to lodge a grievance in the manner and to the extent herein provided. The Company may dismiss a probationary employee for any reason provided it does not act in bad faith and this shall constitute a lesser standard for purposes of the Labour Relations Act.

ARTICLE 16 - WORKING HOURS

- 16.01** (a) The normal working hours for **non-shift** workers shall be forty (40) hours per week consisting of eight (8) hours per day - Monday through Friday inclusive. Clerical staff shall work thirty-five (35) hours *per* week consisting of seven (7) hours *per* day, Monday through Friday inclusive.

- (b) These hours of work shall be 07:30 to 15:30 inclusive of a twenty minute *paid* lunch break and 08:00 to 16:00, exclusive of a sixty (60) minute unpaid lunch break for clerical *staff*.
 - (c) These hours of work may be subject to change, but only by mutual agreement between the Union and the Company.
- 16.02
- (a) Shift workers are those employees regularly scheduled to work in shifts, either overlapping, two or three shift operations. Shift employees may be required to work Saturdays, Sundays and/or Holidays as part of their regular schedule. Rest days for shift employees shall be consecutive. The creation or establishment of any classification to be deemed subject to the terms and conditions of this clause shall first be discussed with the Union thirty (30) days prior to any such implementation.
 - (b) Shift workers shall work a forty (40) hour week. *Shift* schedule models shall be subject to mutual agreement.
 - (c) When an employee in the circled (spare) position is rescheduled to fill in for an employee who is absent and has less than twelve (12) hours between scheduled shifts, they shall be paid a premium of one dollar and ninety-five cents (\$1.95) for all hours worked on the first shift to which they have been rescheduled.
- The premium pay for less than 12 hours between scheduled shifts shall not apply to the following:
- (a) Less than 12 hours between shifts is part of the regularly scheduled hours of work;
 - (b) Mutual shift changes as arranged by the employees; or
 - (c) Rescheduling for personal time off, Union business or training seminars or courses.

ARTICLE 17 - TIME ALLOWANCE FOR CLEAN UP AND REST PERIOD

- 17.01 Employees save and except clerical *staff* shall be granted ten (10) minutes clean-up time before lunch and before quitting time. *It* is understood that employees in the Operating Department shall not take this time in the final ten (10) minutes of any shift.
- 17.02 Employees shall be granted ten (10) minutes in the morning and ten (10) minutes in the afternoon for the purpose of a rest period.

ARTICLE 18 - SHIFT AND WEEKEND PREMIUMS

- 18.01 All shift workers working between the hours of 4:00 p.m. and midnight shall be paid a premium of one dollar (\$1.00) per hour effective April 1, 1998 and all shift workers working between the hours of 12 midnight and 8:00 a.m. shall be paid a premium of one dollar and ten cents (\$1.10) per hour effective April 1, 1998. This premium shall also apply to any employee whose normally scheduled shift commences at twelve (12) noon or thereafter.
- 18.02 Employees who work normally scheduled shifts on Saturday or Sunday shall receive a weekend shift premium of one dollar and ninety five cents (\$1.95) effective April 1, 1998 in addition to the shift premium under clause 18.01 hereof, if any.
- 18.03 Shift premiums under clauses 18.01 and 18.02 hereof shall not be payable if overtime rates are in effect.

ARTICLE 19 - OVERTIME

- 19.01 Non-Shift workers shall be paid two (2) times the standard hourly rate for all hours worked in excess of eight (8) hours a day or seven (7) hours a day in the case of Clerks, Monday to Friday, and for all hours worked on Saturdays, Sundays and Paid Holidays.
- 19.02 Shift workers shall be paid two (2) times the standard hourly rate for all hours worked in excess of their scheduled working hours, and for all worked on their scheduled Days Off and Paid Holidays.
- 19.03 Whenever reasonably practicable, the opportunity for overtime shall be distributed on a rotational basis on a total hours concept among the employees normally performing the work for which the overtime is being paid. This will not apply where continuity of work is involved and in no event will this clause be construed to mean equalization of overtime.
- 19.04 If an employee works more than four (4) hours in the eight (8) hour period immediately preceding the commencement of their regularly scheduled shift, they shall be allowed time off with pay at their regular rate, equivalent to two (2) times the time worked in excess of four (4) hours in the said eight (8) hour period before reporting for work on that regularly scheduled shift, save and except when the employee is prescheduled to fill a vacancy on the shift immediately prior to their regularly scheduled shift. Should the allowed time off be two (2) hours or less the employee shall have the option of taking the time at the beginning or prior to the end of that shift.

(The parties agree that in this clause "prescheduled" shall mean giving the employee who fills the vacancy the same notice as the Company received from the employee scheduled for that shift.)

- 19.05 Management will give four (4) hours notice of overtime whenever it is possible.
- 19.06 All employees shall have the option at the conclusion of working overtime to request time off in lieu of cash payment of the overtime worked. Time off shall be credited to the employee at a minimum of one (1) hour increments at a rate of one and one-half (1½) times the number of hours worked. Time in lieu may be banked, not to exceed forty (40) hours and a Clerk *not* to exceed thirty (30) hours, in any calendar year and must be taken within the contract year (i.e. by March 31 of the following year). Requests for use of Lieu Time will not be unreasonably withheld, but will be subject to approval by Management and restricted by the respective Departmental policies governing the scheduling of vacations. Any unused Lieu Time as of March 31 in any year will be paid out.
- 19.07 When an employee is scheduled to work planned overtime, and such work is subsequently cancelled, the employee shall be paid four (4) hours at their regular rates unless the employee is notified of the cancellation prior to the scheduled commencement of such work.
- 19.08 When a shift worker voluntarily agrees to work additional time to relieve another employee, the overtime rates shall not apply. All substitution must be authorized by ~~the~~ Company in advance.

ARTICLE 20 - CALL OUT

- 20.01 Employees who are called out to meet emergent conditions shall be paid a minimum of four (4) hours at regular rate, provided such working time is not contiguous to the normal hours of employment.
- 20.02 Pay for *call* out overtime shall be continuous from the time of call out to the time when the employee involved is dismissed providing the period of time from call out to time of reporting for work is not excessive.

ARTICLE 21 - MEAL ALLOWANCES

- 21.01 The Company shall pay a meal allowance of ten dollars (\$10.00), after an employee has completed two (2) hours but less than three (3) hours *overtime* work *contiguous to normal* hours. The time required to consume such food shall not be considered part of the overtime period.
- 21.02 If the overtime work of an employee exceeds three (3) hours, the employee shall be allowed one-half (½) hour to *consume* such food and such time shall be considered part of the overtime worked; and thereafter a meal allowance of ten dollars (\$10.00) effective shall be granted for each completed four (4) hours of overtime on the same basis.

- 21.03 In *the* case of *call-out* overtime the Company shall pay a meal allowance as in Articles 21.01 and 21.02 when an employee has started and completed four (4) hours overtime work and every four (4) hours thereafter.
- 21.04 If a shift employee who is called out to replace an employee is not given at least two (2) hours notice to report for work under this clause, the employee called out shall receive a meal allowance.

ARTICLE 22 - ABSENCE FROM DUTY

Employees covered by *this* Agreement shall not absent themselves from duty otherwise than provided in the Sick Leave Clause without first obtaining permission from Management.

ARTICLE 23 - LEAVE OF ABSENCE WITHOUT PAY

- 23.01 Employees may be granted a leave of absence for personal reasons, provided *they* do not *engage* in *gainful* employment *subject* to the following conditions:
- (a) The Company shall pay its normal share of *fringe* benefits, "Life Insurance and Group Health Insurance Plans", for an employee for periods of granted leave of absence for ten (10) days only *in* any calendar year.
 - (b) The employee shall pay the normal cost of fringe benefits noted above for periods of granted *leave* of absence in excess of ten (10) days in any calendar year. The *costs* of *this* shall be calculated and recovered in January of each year (for *the* preceding year) when *the* leaves taken have been in blocks of *less than ten* (10) days. The *costs* shall *be* recovered upon *the* employee's *return to* work when *the* leave is taken in blocks of ten (10) days or more.
- 23.02 Union Leave - The Company shall grant those elected Representatives of the Union, who so require, leaves of *absences* to attend to Union Business. The Union will provide the Company *with at least two* (2) weeks advance written notification of any scheduled absences. In such circumstances, those in attendance will continue to be paid *their* full normal wages by the Company during such proceedings. Accordingly, for those days spent on Union business, the Union will be *billed* for the wages of the members acting in this capacity - at their regular hourly rate with no additional burden assessed.

ARTICLE 24 - MATERNITY/PARENTAL LEAVE

The Company shall grant *Maternity/Parental* Leave without pay in accordance with the provisions of *relevant* statutory obligations. Employees on such

leave shall continue to accrue seniority for the period of absence and shall be entitled to the job they *vacated* along with any associated *benefits* upon their *return* provided such *position exists* upon their return. Should their former position no longer exist, the employee shall be reinstated *to* a comparable position. In this case, *the* employee shall be entitled *to the* greater of *the rate* of pay of their former position or *their* new position.

ARTICLE 25 - BEREAVEMENT LEAVE

25.01 Bereavement Leave is intended to grant an employee up to a maximum of three (3) **working** days absence from work with pay immediately following the date of death, and not extending beyond the date of *the* funeral of a member of their immediate family except in the case of a spouse or child wherein the maximum is four (4) days to make funeral arrangements and to attend the funeral. The day following the funeral would be a consideration where extensive travel time is involved, or if the employee is the executor and must carry out these duties on the day following the funeral. In the event the death occurs during the employee's *vacation*, or on a Paid Holiday they will be entitled to an extension of their vacation equal to the time they would have been granted had they not been on vacation.

Immediate family is defined as *the* employee's Spouse, Children, Stepchildren, Grandchildren, **Brothers/Sisters (including Step-Brothers/Step-Sisters)**, Brothers-in-law, Sisters-in-law, Son-In-law, Daughter-in-law, Parents (including Step-parents), Father-in-law, Mother-In-law and Grandparents.

Should the employee be unable to attend the funeral they may be granted one day leave immediately following the date of death.

Bereavement Leave will not be granted to employees when they are on Leave of Absence, their regular **day(s)** off or when off **due** to illness or accident.

25.02 In the event of the death of any other relative, time off with pay may be granted not to exceed one (1) day.

25.03 In the event of the death of a member of the staff (current or retired) time off with pay may be granted not to exceed one-half (½) day to attend the funeral.

ARTICLE 26 - COMPASSIONATE LEAVE

At its discretion, the Employer may grant paid time off to employees for compassionate reasons upon their request - providing however, that the employee offers full (confidential) disclosure of the **emergency/circumstances** prompting any such request to the Employer.

ARTICLE 27 - JURY DUTY AND CROWN WITNESS LEAVE

- 27.01** An employee who is summoned and reports for jury duty and/or jury selection or witness duty shall be granted a leave of absence with pay for any time lost from their normal work week provided:
- (a) they have notified their *supervisor* immediately upon receiving such summons; and
 - (b) they shall have deposited *with* the Company the full amount of compensation received for such jury duty or witness duty less any allowed travelling expenses.
 - (c) any *shift* employee who is summoned and reports for jury duty or serves as a Witness will **be** granted a leave of absence with pay from their normally scheduled *shift* for *that* day.
- 27.02** Whenever an employee who has been granted a leave of absence pursuant to this Article is released from duty with two (2) hours or more to the end of *their* shift, they shall, as a condition of receiving full pay for that day, return to work immediately.

ARTICLE 28 – VACATIONS

- 28.01** All vacations shall be taken during the calendar year after which they were earned except vacations unused because of sickness or accident. Vacations unused because of sickness or accident shall be taken in the year of return to work or, if impractical to schedule, in the following year or paid at the prevailing rate at the end of the qualifying year. If the sick or injured employee should retire, be receiving disability pension benefits or should die, the vacation entitlement of such employee shall be paid, at the regular rate applicable to such employee at the time of retirement or death, to such employee or the estate of such employee.

Vacations granted with pay in any calendar year to all employees covered by this Agreement shall be those which were earned in the calendar year immediately preceding and shall **be** as follows:

- (a) No vacation shall be granted in the first (1st) calendar year, which shall be the year in which an employee commenced employment.
- (b) In the **second (2nd) calendar year** an employee who has completed one (1) but less than six (6) months service on the regular staff in the calendar year preceding, shall be granted five (5) days vacation. An employee who has completed more than six (6) months continuous service on the regular staff in the calendar year preceding shall be granted ten (10) vacation days.

- (c) In the third (**3rd**) calendar year two (2) weeks vacation shall be granted and similarly until the fifth (5th) calendar year.
- (d) In the fifth (**5th**) calendar year three (3) weeks vacation shall be granted and similarly until the tenth (10th) year.
- (e) In the tenth (**10th**) calendar year of employment, four (4) weeks vacation shall be granted and similarly until the sixteenth (16th) calendar year.
- (f) In the sixteenth (**16th**) calendar year one (1) additional day of vacation will be granted with pay and in the seventeenth (**17th**) calendar year a further additional day and likewise thereafter one (1) additional day for each additional year of continuous employment thereafter to a maximum of five (5) additional days occurring in the twentieth (**20th**) calendar year.
- (g) In the twenty fifth (**25th**) calendar year, five (5) additional days pay at the employee's regular hourly rate shall be granted; payment of these days shall be included in the first pay in December each year or in lieu of payment, the employee may elect to take these days as part of their regular vacation provided they make such application by June █ and any such entitlement shall not be pro rated in the year of retirement.

- 28.02 No employee shall take more than two (2) weeks vacation between the third (**3rd**) Monday in June and the first (**1st**) Friday in September in any year except with the approval of Management.
- 28.03 In order to meet the problems occasioned by longer vacations, Management may, in its discretion, direct that the vacation of any employee or group of employees be taken at such time as will permit efficient operations, providing however, that employees shall be allowed at least two (2) weeks of their vacation between the Third (**3rd**) Monday In June and the First (**1st**) Friday in September.
- 28.04 Employees leaving the employ of the Company for any reason except discharge will be paid for their accrued vacation earned and unused for which they have not been paid.
- 28.05 Discharged employees *will* be paid such percentage of wages earned in their last calendar year as required by *relevant statutes* in lieu of vacation allowance.
- 28.06 Employees absent from the active payroll for greater than one (1) month (i.e. four (4) consecutive weeks) in the case of an approved L.O. A. or claim under the L.T. D. Plan (i.e. after the elimination period) or greater than six (6) months (i.e. *twenty-six (26) consecutive weeks*) in the case of parental leave

or greater than *twelve (12)* months (i.e. *fifty-two (52)* consecutive weeks) in the case of a maternity and parental leave; will have their vacation entitlement for the next calendar year pro rated for periods in excess of the periods defined to reflect the time on the active payroll.

- 28.07 All employees are allowed to transfer up to five (5) days vacation to the following year upon written request.
- 28.08 Should the Company cancel or postpone an employee's vacation, *after* such vacation has been requested and subsequently approved by the Company, *the* Company agrees to provide *full* reimbursement for any of *the* employee's *deposits, cancellation* fees or other similar expenses *incurred* by the employee as a result of such action, upon production of receipts.

ARTICLE 29 - SICK LEAVE

- 29.01 For absence due to bona fide illness, employees shall be granted sick leave on the basis of one and one-half (1%) days at normal rate of pay for each full calendar month of employment on the active payroll.
- 29.02 Any employee hired after the date of ratification, shall earn sick leave credits (retroactive to their original date of hire) upon the successful completion of their probationary period. Such credits shall be used for absence due to bona fide illness and entitlement shall accrue in accordance with the following schedule:
- Upon employment - one and one-half (1%) days at their normal rate of pay for each calendar month of employment on the active payroll (to a maximum of nine (9) days in the first year of employment).
- In the second (2nd) year of employment - one and one-half (1%) days at their normal rate of pay for each calendar month of employment on ~~the~~ active payroll (to a maximum of twelve (12) days).
- In the third year of employment - one and one-half (1%) days at their normal rate of pay for each calendar month of employment on the active payroll (to a maximum of fifteen (15) days)
- In the fourth (4th) year of employment (and each subsequent year thereafter) - one and one-half (1%) days at their normal rate of pay for each calendar month of employment on the active payroll (to a maximum of eighteen (18) days per year).
- 29.03 Sick leave grants shall be credited to the employee on the following month and shall be cumulative.
- 29.04 Leave for sickness will be deducted from the accumulated credits.

- 29.05 Employees receiving Canada Pension Disability Benefits while **also** receiving sick leave payments from the Company will have these sick leave payments offset by the amount equal to the Primary Benefit received under CPP Disability Benefit effective April 1, 1994.
- 29.06 Upon termination of employment employees who have a minimum of two thousand eighty (2080) hours unused sick leave standing to their credit shall receive a sick leave grant equal to the number of hours standing to their credit as of January 1, 1977, up to a maximum of twenty-six (26) weeks at normal rate of pay at termination. Employees who have less than two thousand eighty (2080) hours unused sick leave standing to their credit at termination shall receive fifty per cent (50%) of their unused sick leave standing to their credit as of January 1, 1977 or fifty per cent (50%) of their unused sick leave at termination, whichever is the lesser, subject in all respects to a maximum of twenty-six (26) weeks at normal rate of pay at termination. Sick leave vesting shall not apply to employees hired after January 1, 1977.
- 29.07 Employees shall arrange for eye examinations and other medical and/or dental appointments outside of working hours. If this is not possible, the employee shall arrange for the appointment(s) at such a time ~~so~~ as to cause the least interruption to the daily work routine. Except with the specific permission of Management personnel, the same shall be scheduled near the end of the workday. In these cases, Management personnel may (at their discretion) grant absence from work (with pay) not exceeding one and one-half (1½) hours. If an employee is absent for such appointments for a period in excess of one and one-half (1½) hours, the full period of absence will be charged to sick leave and the employee shall complete a "Sick Leave Claim" form.
- 29.08 In any and all cases where the Company has requested a medical note, the Company will pay one hundred percent (100%) of the costs.

ARTICLE 30 - PAID HOLIDAYS

- 30.01 (a) Days to be recognized as paid holidays during the year shall be New Year's Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Day, Labour Day, Thanksgiving Day, the day immediately before Christmas Day, Christmas Day, Boxing Day, and the day immediately before New Year's Day or the day which may be observed as the effective paid holiday for any of such days and in addition to the above, any additional holiday which may be proclaimed by the Governor General or Lieutenant - Governor in Council.
- (b) In order to qualify for payment of the Paid Holidays outlined in Article 30.01 (a), employees must be on an approved leave or work both the

day before and the day after such Holidays (or those days recognized as the effective Paid Holidays.

- 30.02** When any of the paid holidays listed falls on a Saturday or a Sunday and should any other day not be observed as the effective paid holiday by statute, a day off in lieu of for non-shift employees will be designated to fall within the previous week or the following week contiguous to the weekend. The designated days, if any, will be posted by January 15th in each year.
- 30.03** When a paid holiday or the day which may be observed as the effective paid holiday falls within the vacation of the non-shift employee, such paid holiday shall not be counted as vacation but shall be allowed to the employee at a time satisfactory to Management.
- 30.04** For each of the paid holidays or those days observed as the effective paid holiday all shift employees shall either:
- (a) Receive a days pay of eight (8) hours at the regular hourly rate and, in addition, receive payment for the hours worked at a rate two (2) times the regular hourly wage or
 - (b) Take a lieu day of eight (8) hours off with pay (at the regular hourly rate) at a time mutually agreed upon by the employee and management and, in addition receive payment for those hours worked at a rate two (2) times the regular hourly rate. Should a mutually agreed upon time for use of lieu time not be achieved by March 31 of *the* following year, then payment for such hours will be made.
- 30.05** It is agreed that when a holiday or those days observed as the effective paid holiday falls upon the normally scheduled day off of a shift employee, said employee shall either:
- (a) Receive an additional eight (8) hours pay at the normal hourly rate; or
 - (b) Take a lieu day of eight (8) hours off with pay at the regular hourly rate at a time mutually agreed upon by the employee and management.

ARTICLE 31 - DURATION OF CONTRIBUTIONS WHEN ABSENT

- 31.01** In the case of absence due to illness or accident, the Company shall continue to pay its contributions to the Plans referred to in Article 34 ~~for~~ as long as the employee is in receipt of sick leave grants under Article 29.
- 31.02** The Company will cease its contributions to the Plans referred to in Article 34 while an employee is suspended.
- 31.03** The Company will continue benefits as referred to in Article 34.01 for laid off employees until the employee gains other full time employment or *for*a period

not exceeding one (1) year whichever is less provided that such employee has five (5) years service with the Company.

ARTICLE 32 -WORKPLACE SAFETY & INSURANCE

- 32.01 When employees are unable to work due to compensable injury suffered in the performance of their duties with the Company they will be paid at the rate of their full normal take home pay while they are rated by the Workers' Safety and Insurance Board as temporarily totally disabled.
- 32.02 When employees have suffered compensable injury, and after treatment are able to resume their former classification to the satisfaction of Management and when such resumption of duties would not create hazard to the employee or others, they shall receive the rate of the classification even though they may in addition be receiving a clinical disability award, ordered by the Workers' Safety and Insurance Board of Ontario.
- 32.03 The Company hereby agrees that there shall be no reduction in any employment benefit due to hours absent as a result of sickness and/or injury which has arisen out of, or in the course of, employment; this includes - but is not limited to - seniority, pension credits, vacation entitlement, and healthcare benefits.

ARTICLE 33 - PENSION AND INSURANCE

- 33.01 The Company and the employees will participate in the Ontario Municipal Employees Retirement System Basic Plan - (O.M.E.R.S.) and the Canada Pension Plan on an integrated basis.
- 33.02 The Company has enrolled all eligible employees in an O.M.E.R.S. Type 1 - 100% Supplementary Pension Benefit Plan to provide supplementary pension benefits for credited service with the Company prior to January 1, 1966. The valuation date of the plan is January 1, 1984.
- 33.03 The Company has enrolled all eligible employees (hired before January 1, 1983), in an O.M.E.R.S. Type 3 Supplementary Pension Benefit Plan with a valuation date of January 1, 1982. The plan to provide for a supplementary pension for each covered employee who retires within ten (10) years before their normal retirement date and has completed thirty (30) years of service with the Company.
- 33.04 The Company shall pay the full premium cost to provide life insurance coverage for all employees under a group policy. Should the Company change carriers during the term of this Agreement, the Union shall be consulted and the employees notified of the change not less than ninety (90) days in advance. The policy, will provide coverage equal to at least one and

one-half (1%) times the employee's basic annual earnings (to the next highest one thousand (\$1,000) dollars.

33.05 The entire cost of Basic Insurance in Options 1, 2, 3 and 4 and of any retirement insurance will be paid by the Company and the cost of any Additional Term Insurance that is selected will be paid entirely by the employee by way of wage or salary deduction. Until the last day of the month in which an employee reaches age 65, retires on an Early Retirement date or on a Total Disability retirement date, whichever occurs first, they **will** be insured for an amount equal to whichever of the following options is applicable:

Option	Basic Term Insurance		Additional Term Insurance
1	150% of annual base earnings rounded upward to the nearest \$1,000		Nil
2	175% of annual base earnings rounded upward to the nearest \$1,000	and	25% of annual base earnings rounded upward to the nearest \$1,000
3	175% of annual base earnings rounded upward to the nearest \$1,000	and	75% of annual base earnings rounded upward to the nearest \$1,000
4	175% of annual base earnings rounded upward to the nearest \$1,000	and	125% of annual base earnings rounded upward to the nearest \$1,000

33.06 The Company shall make life insurance coverage for Spouses and Dependents available, with the full costs of premiums covered by the Employee.

ARTICLE 34 • GROUP HEALTH INSURANCE PLANS

34.01 During the life of this Agreement the Company agrees to pay one hundred percent (100%) of the premium costs for group health benefits listed herein (except as otherwise specifically defined below). In so doing, coverage will

be provided for: all employees, their spouses and/or eligible dependents (including overage dependents); employees receiving disability benefits (including, but not limited to **STD, LTD, OMERS Disability, and/or CPP Disability**); retirees (with a minimum of ten (10) years service), their spouses **and/or** their eligible dependents; retirees (with a minimum of ten (10) years service), who were hired on ~~or~~ after April 1, 2002, their spouses **and/or** their eligible dependents **up** to the ~~retiree's~~ **retiree's** sixty-fifth (65) birthday and; in the event of the death of an active employee or retiree (as defined above) - their surviving spouse and/or eligible dependents. The Plan will include the following:

- i. The Employer Health Tax.
- ii. Green Shield Supplementary Plan for Semi Private Hospital Care.
- iii. Green Shield Apoth-O-Care Drug Plan, (Product Selection) - with diabetic coverage and prescription ~~co~~-payment of three (3) dollars.
- iv. Green Shield Dental Plan 50, - including Orthodontic coverage (to a lifetime maximum of **two** thousand, five hundred dollars (\$2,500) and one thousand dollars (\$1,000) maximum for caps, crowns and bridges.
- v. Green Shield Vision Care Plan 7, - providing **two** hundred and fifty dollars (\$250) dollars every twenty four (24) months, which may be **applied** to laser eye surgery.
- vi. Green Shield Audio Plan H1, - including Hearing Aids.
- vii. Green Shield Extended Health Services Plan, - including Out of Province Travel Assistance (Plan QJ); Nursing Home N6 and Chiropractic therapy.
- viii. Overage Dependent Coverage (paid jointly with the Company paying seventy-five percent (75%) of the premium costs).

34.02 *With* respect to retirees (with a minimum of ten (10) years service), who were hired on or *after* April 1, 2002, it is understood that the Company shall provide the group health benefits defined in this article at no cost to ~~the~~ retiree **up** to their *sixty-fifth* (65) birthday. After their *sixty-fifth* birthday, such retirees shall have the option of purchasing any or all portions of this benefit package through ~~the~~ Company (at the Company's rate) **at** their own expense.

34.03 The Company agrees to pay **85%** of the premium cost of a Long Term disability plan for **all** employees. The Long Term Disability Plan shall provide for benefits at sixty percent (60%) of the employees **base** salary after 119 days of absence due to non-compensable illness or injury. Employees shall be allowed to top up benefits received under this plan using their accumulated sick leave credits to achieve the maximum benefit level of eighty-five percent

(85%) of their normal gross earnings or elect to defer receipts of LTD benefits by first exhausting all of their accumulated sick leave credits prior to applying for such entitlement (i.e. employee would be able to serve an eligibility period of either their accumulated sick leave or 119 days, whichever is greater). The supplementary payments shall offset by deducting one quarter (¼) day from the personal sick bank of the employee for each day of Long Term Disability benefit entitlement and continue until these accumulated credits have been exhausted. In the event that an employee's claim is denied by the carrier, the Company agrees to allow the employee to use accumulated sick leave in their bank until the matter is resolved.

- 34.04 Save in respect of Canada Pension Plan and O.M.E.R.S. it is understood and agreed that probationary employees will not be entitled to any of the benefits set out in Article 33 or Article 34.
- 34.05 In the event of the death of any employee (while on the active payroll), the Company will pay one hundred percent (100%) of the premiums to ensure that spousal and/or dependent Group Health Benefits will continue as outlined in this Agreement (providing coverage at least equal to or greater than that which was effective January 1, 1990) for the employee's surviving family.
- 34.06 Any employee who is currently receiving Long Term Disability benefits in accordance with the terms and provisions outlined by this clause, will be afforded an opportunity to post for any vacancy with the Company as same becomes available. Such right shall expire after twenty-four (24) months from the date of the initial receipt of the LTD benefits.

ARTICLE 35 – RETIREMENT

Employees shall be retired on the last day of the month in which they attain age sixty-five (65) years. Employees shall give ninety (90) days notice of their intent to retire early.

ARTICLE 36 - PAY DAYS

Employees covered by this agreement shall be paid every Friday.

ARTICLE 37 - CONTRACTING OUT

- 37.01 The Company shall retain the right to enlist the services of contractors, provided that the contracting out of work that can be performed by employees in the Bargaining Unit does not directly or indirectly cause any Employee covered by the terms of this Agreement to be discharged, indefinitely and/or temporarily laid off.

- 37.02** Employees transferred to a lower paid classification as the direct result of contracting out of the work of their former classification will have their rate frozen until the rate of their new classification exceeds the frozen rate. This provision will not apply should the employee subsequently transfer to another classification by application and in which case their rate of pay will change in accordance with the provisions of the transfer clause. An employee transferred as the direct result of contracting out shall be afforded the opportunity to return to their former classification if a vacancy occurs within a period of five (5) years from date of transfer, provided the employee is capable of performing the duties.
- 37.03** The Union recognizes that the Company may, from time to time, assign certain work to **contractors** (who, may occasionally be required to work on site at the same time as *Company* Employees). Notwithstanding the foregoing, it is expressly understood that - at no time and under no circumstances, shall any Bargaining Unit Employee (covered by the terms of this Agreement) be: in any way held accountable for these crews and/or subject to direction of or be a part of such crews during the completion of their respective work assignments.

ARTICLE 38 - LICENSE FEES

The Company agrees to pay the license fees of employees, which must be maintained or renewed as a condition of employment.

ARTICLE 39 – EQUIPMENT

- 39.01** The Company shall supply hard hats, liners, rubber gloves, work gloves, rubber boots and liners, raincoats, spurs, belts, flash goggles and necessary tools where required and while engaged in duties for the Company. It is understood that the Company agrees to replace raincoats when damaged or destroyed and are returned to the Company.
- 39.02** All employees covered by this Agreement, except when working in circumstances that do not require such, shall be required to wear flame retardant orange safety clothing and safety boots while on duty for the Company. Accordingly, an individual account for each employee covered by this Agreement shall be established with a supplier (to be selected by the Labour Relations *Committee*) by the Company to provide them with safety clothing and *safety* boots. Such accounts will have a present spending limit of four hundred dollars (\$400.00) each for each year of this agreement and an extra one hundred dollars (\$100.00) in the first year of this agreement. These allowances will be made available on April 1st of each calendar year. *If* such allowances are not spent by December 31st of each calendar year, they shall be forfeited by the employee.

- 39.03 It is the personal responsibility of each employee to report to their immediate supervisor any defects in tools, protective clothing or safety equipment.

ARTICLE 40 - NO DISCRIMINATION/NO HARASSMENT

- 40.01 The Company agrees that they will not in any manner object to any employee being, or becoming a member of the Union, and will not in any manner interfere with nor discriminate against any Employee because of his/her membership or proposed membership in the Union. The Employees will not, in any manner interfere with nor attempt to limit, the rights of the Company, or the rights of any duly authorized officer acting for the Company.
- 40.02 Both the Company and the Union recognize their respective responsibilities under the Ontario Human Rights Code and any other similar statutory requirement. Both parties hereby, reaffirm their commitment not to discriminate in any manner relating to employment on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status or handicap.

ARTICLE 41 – RESUSCITATION, ACCIDENT PREVENTION AND FIRST AID

- 41.01 It is hereby agreed that two (2) consecutive hours (with pay) will be scheduled by Management once every other month for all employees covered by this Agreement to attend safety meetings, discuss accident prevention, and receive safety instruction under competent supervision. Special arrangements, where necessary, will be made to allow participation by shift employees.
- 41.02 All Employees will be certified in CPR and Basic First Aid techniques through training programs directed by qualified instructors (as approved by WSIB to deliver such certification training). Such certification training will be offered on an ongoing basis with all employees renewing/ updating their certificates of qualification (in both CPR and First Aid) every two (2) years. These programs will be fully funded by the Company and all employees will be allowed to participate in this training during normal working hours without any loss of wages, benefits or other entitlements.
- 41.03 In addition to any other training provided in accordance with this clause, any employees who require special training and/or safety instruction (in such areas as pole top or bucket rescue, confined space or manhole rescue and/or trenching safety) will be allowed to practice such skills (under competent supervision) with a minimum of one (1) hour with pay being scheduled for such programs, at least twice annually.

ARTICLE 42 – 30/55 YEARS

An employee who has either reached the age of fifty-five (55) years, or completed thirty (30) years of service with the Company, who is forced by reason of illness or injury to transfer to a lower paid classification shall continue to be paid until their retirement at a rate of not less than that which they were receiving immediately preceding the transfer, provided they are able to do useful work.

ARTICLE 43 – GENERAL

- 43.01 Copies of Agreements: The Union and the Company desire every employee to be familiar with the provision of this Agreement and his/her rights and obligations under it. For this reason, the Company shall print and distribute sufficient copies of the Agreement to all employees within a reasonable time following ratification.
- 43.02 Bulletin Boards: Bulletin Boards shall be furnished (at all permanent/home base locations) by the Company for the Unions use, for the purpose of posting notices to Union members. The Union agrees that it shall confine such posted notices to information concerning Company-Union relations and matters of concern to Union members. The Union further agrees it shall not post any notices that are derogatory or inflammatory in nature. Postings on bulletin boards shall be done by the Chief Union Stewards or their designated representatives.
- 43.03 Personnel Files - Employee Access: by appointment, employees may - during normal business hours - review the content of their personnel files in the presence of a representative of the Company. Any employee may put into his/her personnel file, a letter of rebuttal of any documented action taken against said employee. Whenever any incident - whether favourable or unfavourable - occurs and a record of such is made by the Company, the employee will be furnished with a copy of said correspondence in order that they may have an opportunity to correct the record (if necessary).
- 43.04 Except where a provision of this Collective Agreement specifically and individually provides greater benefits, the Parties agree that the rights, privileges and entitlements defined by the Employment Standards Act, The Labour Relations Act, The Occupational Health and Safety Act and the Workplace Safety and Insurance Act as they existed on January 1, 1996 form part of this Agreement and shall be enforceable pursuant to the grievance and arbitration provisions defined therein.

ARTICLE 44 • DURATION OF AGREEMENT

- 44.01 This Agreement shall become effective *April 1, 2002* and remain in full force and effect until *September 30, 2005*. Within a period of not more than ninety

(90) days, and not less than thirty days prior to September 30, 2005 - either party may give notice in writing to the other of its' desire to bargain on amendments and/or revisions to the Agreement.

- 44.02 During the discussion or negotiation of any proposed renewal, change, amendment or revision of this Collective Agreement, (either in whole or in part), the Agreement in the form in which it may be at the commencement of such negotiations shall remain in full force and effect until mutually acceptable terms of settlement have been agreed upon between the Parties or until the Conciliation process available from time to time under the Labour Relations Act (or any successor legislation) has been exhausted.

ARTICLE 45 - CLASSIFICATION & HOURLY WAGE RATES

- 45.01 An across the board (hourly) wage increase *will* be awarded as *follows*:

Effective April 1, 2002 - (and retroactive on all hours paid) for all classifications - 2.5%

Effective April 1, 2003 - for all classifications - 3%

Effective July 1, 2004 - for all classifications - 3%

- 45.02 In addition to the increases noted in Article 45.01 above, employees in the following classification shall receive the following adjustments according to the schedule *noted* below prior to any percentage increases:

Clerk Hydro:

April 1, 2002 - \$0.25 per hour

April 1, 2003 - \$0.25 per hour

July 1, 2004 - \$0.25 per hour

- 45.03 In Schedule A the grade indicated for the classification is as follows:

S. - Skilled

S.S. - Semi-Skilled

N.S. - Non-Skilled

- 45.04 Although the persons presently occupying these classifications may be receiving a rate other than shown, due to special circumstances, it is agreed that the wage rates paid these employees will be maintained during the term of this Agreement. However, the rate shown above shall be considered as those *belonging* to the classifications.

SCHEDULE A

CLASSIFICATION		02-04-01	03-04-01	04-07-01
Temp Overhead Foreman	S	\$31.89	\$32.84	\$33.83
Overhead Line Inspector	S	\$28.99	\$29.86	\$30.75
Leader Lineman	S	\$28.99	\$29.86	\$30.75
Sub-Foreman SAM	S	\$28.99	\$29.86	\$30.75
Sub Foreman U.G.	S	\$28.34	\$29.19	\$30.07
Board Operator	S	\$27.81	\$28.64	\$29.50
Troubleman/Relief Troubleman	S	\$27.66	\$28.49	\$29.35
Service Installation & Repair OH	S	\$27.29	\$28.10	\$28.95
Systems Operator	S	\$27.20	\$28.02	\$28.86
P & C Technologist	S	\$27.18	\$28.00	\$28.84
Service Installation & Repair U.G.	S	\$27.07	\$27.88	\$28.72
Lineman	S	\$26.96	\$27.77	\$28.60
Secondary Lineman	S.S.	\$24.26	\$24.99	\$25.74
Cable Splicer	S	\$26.74	\$27.54	\$28.37
SAM Maintenance	S	\$26.22	\$27.01	\$27.82
Cable Locator	S	\$23.47	\$24.18	\$24.90
Heavy Line Truck Operator	S	\$22.74	\$23.43	\$24.13
Spare Heavy Line Truck Operator	S	\$22.74	\$23.43	\$24.13
Skilled Trades Assistant	N.S.	\$22.74	\$23.43	\$24.13
Streetlight Const & Maintenance	S.S.	\$22.52	\$23.19	\$23.89
Clerk Hydro	N.S.	\$20.30	\$21.16	\$22.05
Light Line Truck Operator	S.S.	\$18.19	\$18.74	\$19.30

ENWIN POWERLINES

Tom Hestrick

Joe Paul

LOCAL U NO. 636 OF THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
A.F. OF L. - C.I.O & C.F.L.

Don Dickhaut

[Signature]

Signed and sealed with their respective seals:

Memorandum of Understanding

Between

ENWIN Powerlines
(Hereafter known as the Employer)

And

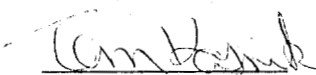
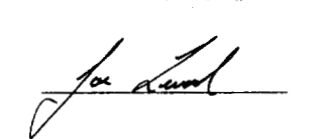
International Brotherhood of Electrical Workers Local 636
(Hereafter known as the Union)

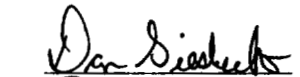

HOURS OF WORK

This letter will serve as confirmation of an understanding which has been reached between the Parties during contract negotiations with respect to the hours of work.

The hours of work may be altered (Monday through Friday only) to accommodate scheduling of training programs/courses but normal start/quit time may not be adjusted by more than one (1) hour during the summer schedule or one half (1/2) hour during the winter schedule. Written notice of any such change must be provided to the affected employee(s) at least three (3) working days in advance and no change shall exceed three (3) days.

Signed this 5th day of March, 2002 at Windsor Ontario.

Memorandum of Understanding
Between
ENW/IN Powerlines
(Hereafter known as the Company)
And
International Brotherhood of Electrical Workers Local 636
(Hereafter known as the Union)

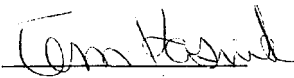
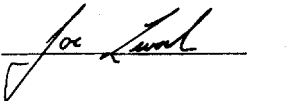
In the matter of the establishment of extended shift schedules:

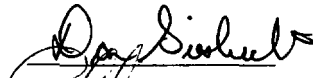

- 1) *In recognition of the terms and conditions surrounding extended shifts that are contained herein, this Memorandum of Understanding is mutually agreed upon.*
- 2) *The Union agrees to organize a vote in at least one (1) department (either Overhead or Underground) by May 31, 2002 to pilot the extended shift concept for a period of not less than six (6) months.*
- 3) *In the event that the Union is unable to achieve a satisfactory majority as outlined in Article 2 above the pilot program will be implemented by July 1, 2002 including only those employees who expressed a positive vote.*
- 4) *In the event that the Parties agree to implement extended shift schedules, the following principles shall apply.*
 - (a) *Extended shifts are defined as shifts that exceed eight (8) hours but not more than twelve (12) hours in length.*
 - (b) *Where the Company agrees to implement a schedule with extended shifts, the employees who would be subject to such a schedule, shall vote on the proposed schedule. The Union will conduct the vote. Discontinuance of such a schedule will also require a vote of the affected employees and the Union shall provide the Company with at least sixty (60) days notice. In either case, a vote will not be held more than once in any twelve (12) month period except in the case of the pilot project contained herein.*
 - (c) *Where the Company decides that the continuance of an extended shift arrangement is no longer feasible, the Union will be consulted and advised of such a decision not less than sixty (60) days in advance of the discontinuance.*
 - (d) *Employees working an extended shift schedule shall be scheduled an average of forty (40) hours per week over a four week period.*
 - (e) *No employee working twelve (12) hour shifts or longer shall be scheduled to work more than four (4) consecutive days and no employee working more than eight (8) hour shifts but less than twelve (12) hour shifts shall be scheduled to work more than five (5) consecutive days. Employees*

scheduled more consecutive shifts than outlined above shall be paid double time (2X) for all subsequent consecutive shifts. This shall not apply in the event of a change to the schedule arising from a request from the employee or changes resulting from staff fluctuations.

- (9) Employees working extended shifts shall be scheduled at least twelve (12) hours between shifts. Failure to comply with the above shall result in payment of double time (2X) for all hours worked within the twelve (12) hour rest period. This shall not apply in the event of a change to the schedule arising from a request from the employee or changes resulting from staff fluctuations.
- (g) Wherever in this agreement a reference to leave is measured in days a day is understood to be eight (8) hours. All absences from work shall be recorded in a manner that is reflective of the posted schedule. Notwithstanding the above, in the case of bereavement leave a day shall be deemed to be whatever hours the employee was scheduled to work,
- (h) Paid holidays are understood to be eight (8) hours in length in the event that the holiday falls on an employee's scheduled day off.
- (i) When an employee works on a paid holiday, they shall be paid double time (2X) for all hours worked on the holiday in addition to the holiday pay for scheduled hours.
- (j) For the purposes of this Article, a weekend shall be defined as 2400 hours Friday until 2400 hours Sunday.
- (k) Overtime shall be paid at the rate of double time (2X) to full-time employees for all hours worked in excess of the scheduled shifts.
- (l) Shift changes will only be allowed between shifts of the same duration.
- (m) Except as otherwise provided for this Article, this collective agreement shall apply.
- 5) The Parties to this agreement agree to the preceding principles outlining the terms and conditions of employment that shall apply in the event that extended shifts are instituted. It is recognized that the terms and conditions contained herein may be subject to change upon mutual agreement between the Parties during discussions pertaining to the implementation of a specific shift or as a result of the evaluation of the aforementioned pilot.

Signed this 5th day of March, 2002 at Windsor Ontario.

Memorandum of Understanding

Between

ENWIN Powerlines
(Hereafter known as the Employer)

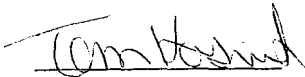
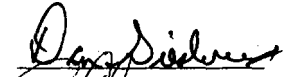
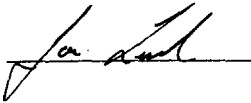

And

International Brotherhood of Electrical Workers Local 636
(Hereafter known as the Union)

In the matter of the settlement of the Union's grievance relating to the demutualization of the Sun Life Insurance Company and in recognition of the early settlement of this contract.

1. The Union agrees to withdraw its grievance relating to the demutualization of the Sun Life Insurance Company and render the Company harmless from any further action, complaint or remedy in this regard.
2. The Company agrees to provide the Union with a list of all active employees as of the date of demutualization and a sum equalling eleven hundred dollars (\$1,100.00) before statutory deductions to each employee on this list.
3. The Company agrees to provide a list of all active employees who held optional life insurance as of the date of the demutualization of the Sun Life Insurance Company and a sum equalling four hundred dollars (\$400.00) before statutory deductions to each employee on this list.
4. The Company agrees to provide the Union with a list of all active employees as of the date of demutualization and retired by the date of ratification a sum equalling three (\$300.00) hundred dollars before statutory deductions to each retiree on this list.
5. The Company agrees to provide the Union with a list of all active employees hired after the date of demutualization and still in the employ of the Company as of the date of ratification and a sum equalling two hundred and fifty dollars (\$250.00) before statutory deductions to each employee on this list.

Signed this 5th day of March, 2002 at Windsor Ontario.

Memorandum of Understanding

Between

ENWin Powerlines
(Hereafter known as the Employer)

And

International Brotherhood of Electrical Workers Local 636
(Hereafter known as the Union)

**PROCEDURE TO BE USED BY EMPLOYEES WHEN CROSSING PICKET LINES
TO CONDUCT BUSINESS**

1. The employee shall call **his/her** Supervisor for instructions if the employee or Company are unaware that a **strike/lockout** has **started** and there is a need to conduct Company business at that Company site.
2. If, as a result of step #1, or If the employee is aware that a **strike/lockout** has started and is required to cross the picket line, the Company employee will:
 - (a) contact the picket captain.
 - (b) identify him/herself** as an employee of the Company.
 - (c) identify the job to be done.
 - (d) estimate the length of time the job is expected to take until completion.
 - (e) identify any health and safety concerns should the job not be completed in a timely manner.
 - (f) assure the picket captain that no other work will be done at the Company site.**
3. If the picket captain allows passage:
 - (a) pass through the picket line as per instruction from the picket captain
 - (b) complete the task as expeditiously as possible
 - (c) leave the premises when the task is completed
 - (d) pass through the picket line as per instruction from the picket captain
 - (e) thank the picket captain for **his/her** cooperation

- 4. If the employee is verbally not allowed to pass through the picket line:
 - (a) re-state the purpose, assurances, of expeditious work and expeditious exit
- 5. If employees passage is refused and/or he/she feel his/her health and safety are threatened:
 - (a) contact your Supervisor for further direction
 - (b) employees should not attempt any crossings of the picket line without direction or assistance
- 6. *Police* assistance will be requested as required, or if the above procedures are *not* successful.

Signed this 5th day of March, 2002 at Windsor Ontario.

