

COLLECTIVE AGREEMENT

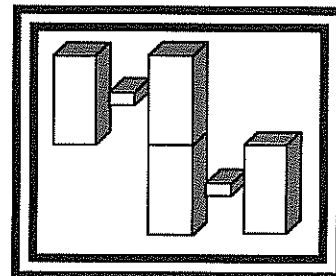
between

HAWKESBURY HYDRO INC.
(herein called "The Employer")

and

CANADIAN UNION OF PUBLIC EMPLOYEES
Local 1026
(herein called "The Union")

Duration: May 1, 2018 – April 30, 2023



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ARTICLE 1 - RECOGNITION

- 1.01 Hawkesbury Hydro Inc. hereby recognizes the Canadian Union of Public Employees as the sole collective bargaining agent for all employees of the Employer save and except foreman and office supervisor, persons above the rank of foreman and office supervisor, and persons regularly employed for not more than twenty-four (24) hours per week, and students employed during school break
- 1.02 As a condition of employment, employees who are presently members of the Union shall remain members, and employees hired subsequent to the signing of this agreement shall become and remain members of the Union following thirty (30) days of employment.
- 1.03 All present and future employees of the Employer shall, as a condition of employment, sign an authorization card for deduction of union dues within thirty (30) days of employment. The Employer agrees to deduct regular monthly membership dues from each employee and remit same each month to an appropriate union official designated by the Union.
- 1.04 In consideration of this deduction and forwarding service provided by the Employer, the Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of or resulting from the collection and forwarding of these dues.

ARTICLE 2 - MANAGEMENT'S RIGHTS

- 2.01 The Union acknowledges that except as specifically restricted by the term of this agreement or by government statute, the Employer has the exclusive right to manage its' business and direct the working force, make, amend and enforce such rules and regulations as shall from time to time be required. Discipline and discharge of regular employees will, in all cases, be for just cause and subject to the grievance\arbitration procedure.

ARTICLE 3 - DISCRIMINATION

The Employer and the Union agree that there will be no discrimination, interference, restriction or coercion exercised or practised by any of its' representatives because of an employee's membership or non-membership in the Union.

The Employer and the Union agree to promote awareness of the provisions of the *Ontario Human Rights Code*. The parties agree that in accordance with the *Ontario Human Rights Code* neither party will discriminate against an employee or subject an employee to harassment because of race, ancestry, place of origin, citizenship, creed, sex, sexual orientation, age, record of offence, marital status or handicap.

ARTICLE 4 - EMPLOYER SERVICE CREDIT

- 4.01 Employer service credit is defined as the length of service in the bargaining unit from the date of hiring of probationary and/or regular employees. Employer service credit will be applied on a bargaining unit wide basis.
- 4.02 An employee shall only lose his service credit and his name will be removed from the Employer if he/she:
- (i) terminates voluntarily;
 - (ii) is discharged and not reinstated;
 - (iii) retires or reaches age 65;
 - (iv) is laid off for a period exceeding twelve (12) calendar months;
 - (v) fails to report for work after a layoff within five (5) working days of recall; notice of which has been mailed by registered mail to the last address the employee has reported to the Employer;
 - (vi) is absent from work for three (3) working days or more without permission unless the employee provides Management with documented evidence of sickness or other unavoidable reasons for not reporting to work;
 - (vi) after twenty-four (24) months absence is permanently disabled and/or unable to do any available work.

- 4.03 Employees in the bargaining unit with the lowest service credit shall be laid off first provided that employees with higher service credit are capable of performing the required work. Recall will be on the reverse order of layoff.
- 4.04 The Employer agrees to furnish the Union with a list of employees on January 1st of each year showing their relative service credit.

ARTICLE 5 - EMPLOYEE CATEGORIES

- 5.01 Temporary
Temporary employees are persons hired for periods of not longer than seventeen (17) weeks duration in positions which are not likely to become part of the Employer's continuing organization. Temporary employees shall be paid at the start rate for Clerk as in Schedule "A". They shall not accumulate Employer service credit. Temporary employees may be hired to relieve employees on pregnancy leave for periods up to six months. Unless specifically noted otherwise, "employees" in this agreement shall mean probationary and regular employees.
- 5.02 Probationary
Probationary employees are persons hired on trial to determine their suitability for continuing employment in regular positions. An employee shall be considered probationary for a nine calendar month period. At the end of his probationary period, his date of hiring will be established as nine (9) calendar months prior to the date he attains nine calendar months' service. A probationary employee will be entitled to all the benefits of this agreement with the exception of the grievance\arbitration procedure with respect to discharge.
- 5.03 Regular
Regular employees are persons who have satisfactorily served a probationary period.

ARTICLE 6 - STRIKES/LOCKOUTS

During the term of this agreement, the Employer agrees not to lock out its' employees, and the union agrees that no cessation or slowdown of production will occur.

ARTICLE 7 - GRIEVANCE AND ARBITRATION PROCEDURE7.01 Grievance Definition

For the purposes of this Agreement, a dispute, claim or complaint which involves the interpretation or application of this Agreement shall be considered a fit matter for grievance and shall be dealt with promptly and as specified below.

7.02 Grievance Procedure

Time limits set out for the processing of grievances shall be rigidly adhered to, except in the case of mutual agreement to alter the time limits.

Step 1

- (a) An employee believing he has a grievance shall, within five (5) working days of the alleged grievous occurrence present said grievance in writing to his immediate supervisor.
- (b) Within five (5) working days of receipt of the grievance the supervisor will discuss the matter with the aggrieved employee who may be accompanied by his steward. A disposition will be given by the supervisor in writing within five (5) working days of such discussion.

Step 2

If the grievor is not satisfied with the reply at Step 1, he may, within five (5) working days of the reply at Step 1, submit the grievance to the Manager or his designated representative who shall, within five (5) working days of the receipt of the grievance at this step, convene a meeting of the Joint Grievance Committee comprised of the manager or his delegate and a duly-formed union committee. The Manager shall give his disposition in writing within five (5) working days of the Joint Grievance meeting.

- 7.03 A union or management grievance or grievance concerning discharge may be brought directly to Step 2. It is expressly understood that this clause may not be used to institute a complaint or grievance directly affecting an employee which such employee could himself institute. Such grievance shall commence at Step 1.

7.04 Arbitration Procedure

Failing settlement at Step 2, the aggrieved party shall, within five (5) working days of the receipt of the disposition at Step 2, notify the other party in writing of its' intention to submit the grievance to arbitration.

7.05 The decision of the arbitrator shall be final and binding and enforceable on all parties, but in no event shall the arbitrator have the power to change this agreement or to alter, modify or amend any of its provision or to provide a decision which is inconsistent with any term or provision of this agreement. However, the arbitrator shall have the power to dispose of any discharge or a discipline grievance by any arrangement which in his opinion he deems just and equitable.

7.06 Should the parties disagree as to the meaning of the decision, either party may apply to the arbitrator to clarify his decision, which he shall do within thirty (30) days.

7.07 Each party shall pay one-half of the arbitrator's fees and expenses.

7.08 For purposes of dealing with grievances and subsequent negotiations, the Employer will recognize a union committee of two employees who may have assistance from the Union National representative for grievance and arbitration proceedings and in negotiations.

7.09 Discharge, Suspension and Discipline

Warnings:

Whenever the Employer deems it necessary to censure an employee in a manner indicating that dismissal may follow any repetition of the act complained of or omission referred to, or may follow if such employee fails to bring his work up to a required standard by a given date, the Employer shall give written particulars of such censure to the employee involved with a copy to the Secretary of the Union.

Written warnings to be withdrawn from the personal file after twelve (12) months provided that no further disciplinary action has been recorded during that period.

Where a Supervisor intends to interview an employee for disciplinary purposes, the Supervisor shall notify the employee in advance of the purpose of the interview, in order that the employee may contact a Union representative to be present at the interview and the Steward or Union representative shall have the right to be present.

Discharge Procedure:

An employee who has completed his probationary period may be dismissed but only for just cause and only upon the authority of the Manager. When an employee is discharged or suspended he shall be given the reason in the presence of his Steward. Such employee and the Union shall be advised promptly in writing by the Manager of the reason of such discharge or suspension.

May Omit Grievance Steps:

An employee considered by the Union to be wrongfully or unjustly discharged or suspended shall be entitled to a hearing under Article 7, Grievance and Arbitration Procedure. Steps 1 and 2 of the Grievance Procedure shall be omitted in such cases.

Unjust Suspension or Discharge:

Should it be found upon investigation that an employee has been unjustly suspended or discharged, such employee shall be immediately reinstated in his former position, without loss of seniority, and shall be compensated for all time lost in an amount equal to his normal earnings during the pay period next preceding such discharge or suspension, or by any other arrangement as to compensation which is just and equitable in the opinion of the Parties or in the opinion of a Board of Arbitration, if the matter is referred to such a Board.

7.10

Personnel Records

Upon giving a five (5) working day notice, the CUPE National Representative shall have the right to have access to and review the personnel records of the employees for grievance and arbitration purposes only.

Any disagreement as to the accuracy of the information contained in the file may be subject to the Grievance Procedure and the eventual resolution thereof shall become part of the employee's record.

No evidence from the employee's record may be introduced as evidence in any hearing of which the employee was not aware at the time it was placed in his personnel record.

The CUPE National Representative shall have the right to list any and/or all material contained in the employee's personnel record and to obtain copies.

Any notation of a reprimand or other disciplinary action placed on an employee's record shall be removed after an elapsed period of eighteen (18) months.

ARTICLE 8 - HOURS OF WORK AND OVERTIME

8.01 This section provides the basis for establishing work schedules and for the calculation and payment of overtime, but shall not be read or construed as a guarantee of hours of work per day or week or a guarantee of days of work per week.

8.02 The normal work week of employees covered by this agreement shall be (a) thirty-seven and one-half (37.5) hours per week consisting of five (5) days of seven and one-half (7.5) hours each for outside employees between the hours of 8:00 am and 5:00 pm from Monday to Friday inclusive with one (1) hour for lunch; (b) thirty-five (35) hours per week consisting of five (5) days of seven (7) hours each for office employees between the hours of 8:00 am to 5:00 pm from Monday to Friday inclusive with one (1) hour for lunch.

Summer Hours

Summer hours shall begin on the first Monday of June and end on the last Sunday of August of each year. Outside employees working hours are from 7:30 am to 4:00 pm. Office employees working hours are from 8:00 am to 4:00 pm.

8.03 Work performed in excess of the normal daily or weekly hours shall be paid at the rate of one and one-half (1½) times the employee's normal rate of pay.

8.04 Work performed from 20:00 hours to 07:00 hours Monday to Friday and on Saturdays, Sundays and on the holidays specified in Article 9 shall be paid at the rate of double the employee's normal rate of pay.

- 8.05 For planned work for up to one (1) hour before normal starting time Monday through Friday, Management will notify the employees by noon-hour of the previous day. Payment for such work will be straight time rates. Failure to give the foregoing notice will result in premium rates being paid.

Emergency Plan Work is excluded from this clause.

In the case of Emergency Plan Work, Management may notify the employee by 4:30 p.m. of the previous day.

- 8.06 Employees required for on-call duty will receive \$26.00 (to be paid with retroactive cheque) effective May 1, 2013 to April 30, 2014; \$27.00 effective May 1, 2014 to April 30, 2015; and \$28.00 effective May 1, 2015 to April 30, 2016, and \$29.00 effective May 1, 2016 to April 30, 2017 and \$30.00 effective May 1, 2017 to April 30, 2018 per day Monday through Sunday and through Recognized Holidays in addition to normal wages for such purposes. The roster of on-call personnel will consist of Line Department employees during the term of this agreement. "On-Call Duty" is defined as that duty performed by employees who are required by the Employer to hold themselves readily available and able to respond to calls (refer to Article 16.01) during all hours."
- 8.07 Employees required for on-call duty will be scheduled on a weekly basis and may request and receive permission for a competent substitute where required by 13:00 hours of the day in question. Such substitution will be made on an equitable basis among competent employees.
- 8.08 Employees called out for duty following normal working hours will receive time off in lieu for a minimum time of four (4) hours at single-time rate or the appropriate overtime rate for actual hours worked, whichever is greater. The paid time off will be taken, in minimum half-day blocks to be approved by the Employer upon receiving notice of two (2) working days from the employee, subject to management's approval, which shall be dealt with within two (2) working days of the request being made, within three (3) months of the work week in which the overtime was earned, or, with the mutual agreement within twelve (12) months of that week.

Employees will be paid for only one (1) call within the four hour time frame (limited to one per location).

- 8.09 Call-outs which occur within two hours of normal starting time shall not qualify for the minimum call-out payment, but will qualify for the appropriate overtime rate.
- 8.10 It is acknowledged that from time to time it will be necessary for employees to perform work outside of the normal schedules at all hours of the day or night, and Management has the right to authorize such work as required.

ARTICLE 9 - RECOGNIZED HOLIDAYS

- 9.01 The following holidays shall be recognized by the Employer:

New Year's Day	Civic Holiday
Day after New Year's	Labour Day
Family Day	Thanksgiving Day
Good Friday	½ day before Christmas Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	½ day before New Year's Day

- 9.02 A fourteenth (14th) paid holiday will be recognized by the Employer and will be made available to employees on an individual basis providing that the employee gives five (5) working days' notice of his intention to take said holiday on a day to be mutually agreed to by the Employer and employee. The Employer agrees to answer such requests within two (2) days.

In accordance with the practice of vacation entitlement the vacation accumulation year is from January 1st to December 31st of the preceding year and in order to be eligible for the floater holiday, the employee must have worked 90% of the working days in the accumulation year. Time absent while on vacation, on paid sick leave or on holidays shall be considered as time worked for the above calculations.

- 9.03 Regular and probationary employees of the Employer will be entitled to payment of normal basic wages for such holidays as occur on their normal scheduled days of work provided they have worked the full scheduled day of work

which immediately precedes such a holiday and the full scheduled day of work which immediately follows such a holiday unless absent with pay from the Employer.

- 9.04 Regular and probationary employees required to work on such a holiday shall be paid for time worked at the premium rate specified in Article 7 of this agreement in addition to payment for the recognized holiday.
- 9.05 When the Day after New Year's Day or the ½ day before Christmas Day or the ½ day before New Year's Day fall on a Saturday or Sunday, they will be replaced by an additional floater day as outlined in Article 9.02 above. When any of the other above-noted holidays fall on a Saturday or Sunday, they will be observed on the preceding Friday or following Monday at the discretion of management. When two of the holidays fall on Saturday and Sunday, on consecutive days, they will be observed on Monday and Tuesday.
- 9.06 Should a recognized holiday occur during an employee's annual vacation, he will be entitled to a day with pay in lieu of such holiday on a day to be mutually agreed to, by the Employer and the employees.

ARTICLE 10 - VACATIONS

- 10.01 Vacation pay shall mean the normal basic earnings of the employee immediately prior to the date on which vacation monies become payable. In any event, and in cases of temporary and probationary employees, vacation payment will be made in accordance with current legislation.
- 10.02 Vacation will, as far as it is practical, be granted at the times most desired by the employees. For the restricted period defined in article 10.03, an employee, to ensure consideration of his request and his relative Employer service credit standing, must notify management of his preferred vacation period by May 1st in any given year. However, management reserves the authority to designate vacation periods for all employees in a manner consistent with the efficient operation of the Company. In cases of dispute, the employee with the highest service credit will be given preference. Management will post vacation schedules on the bulletin board on or before May 15th of each year. Vacation requests not scheduled as above will require a minimum of ten (10)

working days' notice and shall be dealt with within five (5) working days of the request being made.

For requests less than three (3) days a minimum notice of five (5) working days shall be given for such requests. All vacation days must be taken in half days (1/2) or more.

The Employer shall respond within three (3) days.

Management may, at its' discretion, give leave with fewer days' notice for requests less than three (3) days.

- 10.03 A maximum of two (2) weeks' vacation may be taken by an employee between June 1st and August 31st, unless the employee under special circumstances requests of management a longer period. An employee may take, if so entitled, three (3) consecutive weeks if the three (3) weeks are taken during the winter months (September 1st to May 31st).

Additional vacation entitlements may be provided depending on staffing levels and at Management's discretion.

- 10.04 Normal vacations shall not be accumulative and shall be taken in the calendar year in which they become due, unless otherwise mutually agreed to by the employee and management.
- 10.05 An employee with one (1) year or more of continuous service will be entitled annually to ten (10) working days vacation with pay.
- 10.06 Upon completion of three (3) years of continuous service and annually thereafter, a regular employee will be entitled to fifteen (15) working days vacation with pay.
- 10.07 Upon completion of nine (9) years of continuous service and annually thereafter, a regular employee will be entitled to twenty (20) working days vacation with pay.
- 10.08 Upon completion of nineteen (19) years of continuous service, a regular employee shall be entitled to twenty-five (25) working days vacation with pay.

Upon completion of twenty-six (26) years of continuous service, a regular employee shall be entitled to thirty (30) working days vacation with pay.

- 10.09 Vacation entitlement is based on time worked during the accumulation period from January 1st to December 31st of the preceding year. An employee who has worked less than 90% of the available days for work (this does not include earned vacation or holidays or a paid absence up to a maximum of two (2) years which is compensable under the Workplace Safety & Insurance Board or one (1) year covered under Article 10 - Sick Leave) will have his vacation entitlement reduced in direct proportion of the number of days in attendance at work.
- 10.10 The clerk may take his\her vacation in an unbroken period provided the office operation of Hawkesbury Hydro is not compromised and staff coverage is available at all times. The office supervisor will have the right to make final assignments of vacation.

ARTICLE 11 - SICK LEAVE

- 11.01 The Employer's sick leave plan for regular and probationary employees was created by the Employer to reduce the financial hardship that bona fide illness or non-compensable accident can create so far as inability to work and the consequent loss of normal wages are concerned.
- 11.02 To qualify for payment of sick leave, an employee must:
- (a) have an established credit for sick pay;
 - (b) ensure that his illness is reported to management as soon as possible but not later than one half ($\frac{1}{2}$) hour after starting time;
 - (c) be suffering from a bona fide illness which prevents his useful employment and is not compensable under the *Workplace Safety & Insurance Act*;
 - (d) submit written verification of his illness signed by a qualified doctor of medicine if requested or if absent for three (3) days or more;

- (e) submit to medical examination by a doctor of medicine upon request and at management's expense;
- (f) return to work as soon as possible following recovery from illness.

11.03 Starting January 1, 1998, pay for absence due to illness or non-compensable accident will be made on the following basis:

One (1) day of sick leave will be granted for each full calendar month of service to a maximum of one hundred and forty-two (142) days. Such accumulation of sick leave credits will accrue provided the employee has worked fifty per cent (50%) of the working days in the month for which credit is granted. Vacation and holiday time off or time off on any approved leave of absence to be considered time worked for purposes of this clause. The excess of 130 days will be paid at the rate of fifty percent (50%) annually during the week of January 15.

11.04 Upon retirement, an employee will receive an allowance equal of 50% of his sick leave entitlement in accordance with the provisions of the Municipal Act, to a maximum of 65 days.

11.05 Upon resignation, layoff or death, an employee with ten (10) or more years of continuous service or his estate will receive an allowance equal of 50% of his sick leave entitlement in accordance with the provision of the *Municipal Act*, to a maximum of 65 days.

11.06 Foreseeable absences for medical treatment will be reported one week in advance of the appointment, unless due to unavoidable reasons.

11.07 No injuries or accidents suffered by an employee while performing other paid employment will be covered by this sick leave plan.

ARTICLE 12 - HEALTH PLAN

12.01 Effective at date of signing, the Employer will pay 100% of the cost of the premiums of the Employer Health Tax and 100% of the MEA Extended Health Care Plan.

The Employer will pay ninety per cent (90%) of the cost of the Municipal Electric Association (MEA) Dental Plan F, 1 year behind the ODA Fee Schedule.

The Employer will pay ninety per cent (90%) of the cost of a \$275.00/24 months Family Vision Care Plan.

The premium paid by the Employer will be continued for all regular and probationary employees in receipt of normal base wages from the Employer.

12.02 Long Term Disability

A long term disability will be implemented to provide the employee with a revenue of 66 2/3% of salary after a six (6) months' elimination period. All the costs of the plan will be shared on a 50% - 50% basis between the Employer and the employees.

ARTICLE 13 - PENSION AND INSURANCE

The Employer and its' employees agree to contribute to the Ontario Municipal Employees Retirement System Plan (OMERS) in accordance with the OMERS regulations and the Employer agrees to pay 100% of the cost of the current Life Insurance Plan or provide an equivalent or better plan, should it become available. Premiums paid by the Employer will be continued for all regular and probationary employees in receipt of normal base wages from the Employer.

ARTICLE 14 - JOB POSTING AND SELECTION

14.01 The Employer agrees to post any position within the bargaining unit for a period of ten (10) working days in order to give employees an opportunity to make applications for the position: employees with the highest service credit whose ability and qualifications are suitable for the position will be given first preference for the position. Employees may refuse promotion to positions outside the bargaining unit. Any new classification created by the Employer shall be discussed with the Union in order to determine the working conditions.

14.02 Pay on Transfer, Lower Rated Job

When an employee is assigned to a position paying a lower rate, his\her rate shall be red circled.

ARTICLE 15 - LEAVE OF ABSENCE

15.01 In the event of the death of a member of the immediate family of a regular employee, he/she will be granted a five (5) consecutive day leave of absence with pay in order that he/she may arrange for and attend the funeral of a spouse or child.

In the event of the death of a member of the immediate family of a regular employee, he/she will be granted a four (4) consecutive days leave of absence with pay in order that he/she may arrange for and attend the funeral of a parent, brother, sister.

In the event of the death of a member of the immediate family of a regular employee, he/she will be granted a three (3) consecutive days leave of absence with pay in order that he/she may arrange for and attend the funeral of a father-in-law, mother-in-law, step-brother and step-sister.

In the event of the death of a member of the immediate family of a regular employee, he/she will be granted two (2) consecutive days leave of absence with pay in order that he/she may arrange for and attend the funeral of a grand-parent.

In the event of the death of a member of the immediate family of a regular employee, he/she will be granted a one (1) day's leave of absence with pay in order that he/she may arrange for and attend the funeral of a brother-in-law, sister-in-law, son-in-law, daughter-in-law, uncle, and aunt if it falls on a normal working day.

It is further agreed that the above article is for blood relatives of the employee.

15.02 Employees serving on jury duty or as a court witness will be paid the difference between normal earnings and the payment received for such service, excluding payment for travelling, meals or related expenses. The employee will furnish proof of payments received.

15.03 Employees requiring leave of absence for Union business will receive a maximum of ten (10) days without pay, provided that the Employer's schedules are not disrupted.

Requests for such leave shall be made at least one week in advance of the requested absence.

- 15.04 Leave of absence without pay shall be granted to members of the Union Negotiating Committee, such committee not to exceed two (2) employees, when required to meet for negotiations during working hours.
- 15.05 Leave of absence without pay will only be granted in cases of emergency.
- 15.06 Maternity Leave
Maternity leave shall be granted in accordance with the *Employment Standards Act*.
- 15.07 Personal Leave of Absence
An employee shall be entitled to leave of absence for a maximum of three (3) days per year. The Employer shall pay the wages at the normal rate, using the employee's accumulated sick leave credit.

ARTICLE 16 - ALLOWANCE

- 16.01 When an employee is on call, he shall remain ready such that he can respond to the beeper by telephone in ten (10) minutes and report to the Utility headquarters within sixty (60) minutes from the initial call. The employee scheduled for on-call duty shall wear the pager at all times including regular hours.
- 16.02 Workers Safety and Insurance Board benefits shall be granted in accordance with the current legislation.
- 16.03 Employees required to perform temporary duties of a supervisory nature will receive their regular rates plus eight percent (8%) additional allowance.
- 16.04 Whenever regularly scheduled work cannot be continued during regular working hours by reason of inclement weather conditions, management will make every reasonable effort to provide alternative work.
- 16.05 Line personnel are required to wear safety footwear and specified uniforms at all time. The Employer will contribute nine hundred (\$900.00) dollars annually toward the cost of RF safety clothing and approved safety footwear for those employees required to wear them. The Employer will contribute two hundred and seventy-five

(\$275.00) dollars annually to office employees to off-set clothing costs. Payment will be made upon remittance of the original receipt.

Employees shall be reimbursed for garments and footwear within fifteen (15) calendar days following the remittance of a receipt two times (2x) per year.

- 16.06 When work starts at least four (4) hours earlier than regular starting time or goes four (4) hours beyond regular finishing time, the Employer shall provide a meal allowance of twelve (\$12.00) dollars to affected employees.

ARTICLE 17 - GENERAL

- 17.01 The Employer agrees not to contract out any work presently being performed that will cause a lay-off of employees.

- 17.02 The Employer will make payment of wages by cheque on Thursday on or before 4:30 p.m. of the week following the week in which wages were earned.

- 17.03 The wage schedule attached hereto becomes part of this agreement for purposes of payment of wages only.

- 17.04 Retirement

For those employees retiring between the ages of 55 and 65 years of age, the employee shall be entitled to participate in all benefits available under the Plan and the Employer shall be solely responsible to pay one hundred percent (100%) towards the cost of said benefits, up to a maximum of \$600.00 monthly per employee. Any additional cost shall be reimbursed by the employees to the Employer.

ARTICLE 18 - BULLETIN BOARD

The Union shall provide its' bulletin board which shall be placed so that all employees will have access to it and upon which the Union shall have the right to post notices of meetings and such other notices as may be of interest to the employees.

ARTICLE 19 - LABOUR MANAGEMENT COMMITTEE

A Labour-Management Co-Operation Committee shall be established and enjoy the full support of both parties. The Committee shall consist of two (2) representatives of the Union and two (2)

representatives of the Employer, which Committee shall always include the CUPE National Representative and the CEO of the Employer.

Function of the Committee

- ~ considering constructive criticism of all activities so that better relations shall exist between the Employer and the employees;
- ~ increasing operating efficiency;
- ~ improving services to consumers;
- ~ promoting safety and sanitary practices;
- ~ reviewing suggestions from employees and the Employer, questions of working conditions and service;
- ~ making recommendations;
- ~ addressing any other matter of mutual interest or concern.

Meetings of the Committee

The Committee shall meet on a needed basis, unless the majority of the Committee members agree otherwise, at a mutually agreeable time and place. Members shall receive a notice and Agenda of the meeting at least forty-eight (48) hours in advance of the meeting. Employees shall not suffer any loss of pay while attending the Committee meetings if held during regular working hours.

ARTICLE 20 - DURATION

This agreement shall remain in force for a period of five (5) years, from May 1, 2018 to April 30, 2023 and shall continue in force from year to year thereafter unless, in any year not more than ninety (90) days and not less than thirty (30) days before the date of its termination, either party shall furnish the other with notice of a desire to terminate or amend this agreement. Notice of desire to revise this agreement must include a written presentation of the proposed revision.

ARTICLE 21 - WAGE RATES AND PROGRESSING SCHEDULES

- 21.01 The establishment of new classifications is the prerogative of management.
- 21.02 The wage rates, progression schedules and classifications of employees covered by this agreement shall be those shown in Appendix "A" attached hereto and forming an integral part of this agreement for pay purposes only.
- 21.03 Employees on progression shall normally be progressed in accordance with the schedule. However, if any employee

fails to make satisfactory progress, his advancement may be withheld. When progression is withheld, management shall give one (1) month's notice to the employee and the Union, giving the reason for withholding the progression. After three (3) months, his general performance will be reviewed and if found satisfactory, he shall be granted routine progression.

Signed this 26 day of June, 2018 at Hawkesbury, Ontario.

For the Union:

Paul Gordon

For the Company:

Paul

APPENDIX A					
WAGE RATES & PROGRESSION SCHEDULE					
	MAY 1/2018	MAY 1/2019	MAY 1/2020	MAY 1/2021	MAY 1/2022
	2.00%	2.25%	2.50%	2.75%	3.00%
Journeyman Lineman	\$ 34.36	\$ 35.14	\$ 36.02	\$ 37.01	\$ 38.12
Lineman A - after 5 years	\$ 32.62	\$ 33.35	\$ 34.19	\$ 35.13	\$ 36.18
Lineman B - after 4 years	\$ 30.15	\$ 30.83	\$ 31.60	\$ 32.47	\$ 33.44
Lineman C - after 3 years	\$ 29.14	\$ 29.80	\$ 30.54	\$ 31.38	\$ 32.32
Lineman D - after 2 years	\$ 27.50	\$ 28.12	\$ 28.82	\$ 29.61	\$ 30.50
Lineman E - after 1 year	\$ 25.77	\$ 26.34	\$ 27.00	\$ 27.75	\$ 28.58
Lineman F – after 6 mths	\$ 24.90	\$ 25.46	\$ 26.09	\$ 26.81	\$ 27.62
Lineman G - start	\$ 24.02	\$ 24.56	\$ 25.18	\$ 25.87	\$ 26.64
Clerk					
After 2 years	\$ 25.14	\$ 25.71	\$ 26.35	\$ 27.08	\$ 27.89
After 1 year	\$ 23.89	\$ 24.43	\$ 25.04	\$ 25.73	\$ 26.50
After 6 months	\$ 22.63	\$ 23.14	\$ 23.72	\$ 24.37	\$ 25.11
Start	\$ 21.87	\$ 22.36	\$ 22.92	\$ 23.55	\$ 24.26

Retroactive pay to **May 1st, 2018** shall be paid on a separate cheque including the retro-activity of “on-call duty” premium.

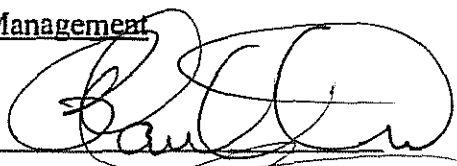
Progressions are not automatic to the Journeyman Lineman rate but are based on the successful completion of the 8000 working hours Municipal Electric Association (MEA) Training Program.

LETTER OF UNDERSTANDING

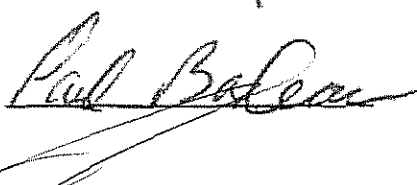
In the event that Management reintroduces the positions of Truck Driver, Labourer or Meter Reader, the Company agrees to negotiate an appropriate rate for these positions with Local 1026 of the Canadian Union of Public Employees (CUPE). In the event no agreement is reached, either party may submit the matter to arbitration.

Dated this 26 day of June, 2018 at Hawkesbury, Ontario.

Management



Union




LETTER OF UNDERSTANDING

First Aid Courses

Management agrees to reimburse employees for taking CPR and First Aid Training. Such compensation to be limited to tuition fees, books and materials and would only be paid subject to successful completion of the course. Management further agrees to provide such training to office employees limited to one (1) person per year at the employee's request.

Dated this 26 day of June, 2018 at Hawkesbury, Ontario.

Management



Union

