

COLLECTIVE AGREEMENT

between



**RELIANCE COMFORT LIMITED
PARTNERSHIP**

NORTH-EAST DISTRICT

and



UNIFOR LOCAL 1999

April 1, 2021 through September 30, 2024

THIS AGREEMENT
entered into the 1st day of April, 2021

BETWEEN:

**RELIANCE COMFORT LIMITED PARTNERSHIP
NORTH-EAST DISTRICT**
(hereinafter referred to as the “Company”)
OF THE FIRST PART

and

UNIFOR, LOCAL 1999
(hereinafter referred to as the “Union”)
OF THE SECOND PART

ARTICLE INDEX

Article	Subject	Page
Article 1	Definitions.....	1
Article 2	Recognition	2
Article 3	Deduction Of Union Dues	4
Article 4	No Strikes, No Lock Outs	5
Article 5	Reservation To Management	5
Article 6	Representation.....	6
Article 7	Grievance Procedure	7
Article 8	Arbitration.....	10
Article 9	Seniority	10
Article 10	Job Postings And Filling Of Vacancies ...	18
Article 11	Movement Between Districts.....	22
Article 12	Wages And Job Progression.....	22
Article 13	Hours Of Work And Shift Premium.....	27
Article 14	Overtime	29
Article 15	Call Out.....	32
Article 16	Stand By.....	33
Article 17	Holidays	34
Article 18	Personal Paid Days	37
Article 19	Vacation.....	37
Article 20	Employee Benefits	42
Article 21	Clothing, Tools And Equipment.....	44
Article 22	Safety And Health	46
Article 23	Leaves Of Absence	46
Article 24	General	49
Article 25	Per Diem Compensation And Transportation	52
Article 26	Employee Development And Training....	53
Article 27	Pension Plan For Employees Enrolled As Of Ratification In 2009	54
Article 28	Term Of Agreement	55

ARTICLE INDEX (continued)

Article	Subject	Page
Appendix “A”		
	Pension Plan.....	57
Appendix “B”		
	Hourly Job Classifications And Wage Rates	
	Effective April 1, 2021	61
	Effective April 1, 2022	65
	Effective April 1, 2023	69
Appendix “C”		
	Installation Task Rates Schedule.....	74
Appendix “D”		
	Clerical Job Classification And Wage Schedule	119
Appendix “E”		
	Continuous Part-Time Employees	120
Appendix “F”		
	Installers	125

ARTICLE INDEX (continued)

Article	Subject	Page
	Letter Of Understanding Index	129
# 1	– Personal Leave Of Absence	130
# 2	– Travel Time – Negotiations.....	131
# 3	– Driver’s License Suspension.....	132
# 4	– Modified Work	133
# 5	– Generic Drugs	134
# 6	– Continuous Part-Time Employees	135
# 7	– Clerical Wage Reduction.....	137
# 8	– Apprenticeship Program.....	138
# 9	– Junior Installer/Junior Technician	140
#10	– Air Conditioning In Trucks	141
#11	– Labour/Management Meetings	142
#12	– Banking Of Overtime Hours	143
#13	– Full-Time to Part-Time Roles	145
#14	– Alternate Work Schedules	147
#15	– Existing Employee Progression	148
#16	– Hydronic Installations	149
#17	– Plumbers/Electricians with Air Conditioning Licenses	150
#18	– Water Heater Installers/Plumbing Apprentice.....	152
#19	– WSIB Form 7	154
#20	– Benefit and Retirement Plans.....	155
#21	– Hours of Work.....	156
#22	– Task Rates – New Products.....	157

ARTICLE 1 DEFINITIONS

- 1.01** “**Company**” shall mean the North-East District of Reliance Comfort Limited Partnership.
- 1.02** “**Union**” as used hereinafter shall mean Local 1999 of Unifor representing employees in the North-East District of Reliance Comfort Limited Partnership.

The following section 1.03 applies only to Thunder Bay Operations and Office employees.

- 1.03** (a) “Regular Employees” shall include all employees hired prior to May 16, 2012, in the hourly and clerical Bargaining Units defined in Article 2.01 (a) who have completed their probationary period, save and except “Continuous Part-Time Employees”. Clerical employees working at the Reliance Comfort Limited Partnership office in Thunder Bay are covered by this agreement if they would have been covered by the Union Gas / CEPU clerical Collective Agreement.
- (b) For clarification purposes, Plumbers and Electricians are regular employees
- 1.04** “**Installers**” shall mean those employees hired prior to May 16, 2012, performing service and installation work, normally paid on a task basis.

- 1.05** Hourly and installation employees will be combined into one seniority list. Such list will be based on the latter of the employee’s hire date or entry into the bargaining unit.

The following Sections 1.06 and 1.07 apply only to Thunder Bay Office employees.

- 1.06** “Continuous Part-Time Employees” shall mean those employees hired prior to May 16, 2012, normally

working twenty-four (24) hours per week or less except when replacing absent employees or when acting as a replacement in vacant roles and during emergencies.

- 1.07** Wherever the terms “employee” or “regular employee” appear in this agreement, the relevant provision shall be deemed to be inapplicable to Continuous Part-Time Employees unless expressly provided to the contrary.

ARTICLE 2 RECOGNITION

- 2.01** (a) The Company recognizes the Union as the sole bargaining agent for all Regular Operations and Office Employees and all Office Continuous Part-Time Employees of the Company hired prior to May 16, 2012, working in and out of Thunder Bay save and except Assistant Supervisors or Supervisors and persons above such rank, and Sales Representatives. Clerical office employees will form a separate Bargaining Unit and will have a separate seniority list than hourly operations employees.
- (b) The Company recognizes the Union as the sole collective bargaining agent for all employees of the Company hired prior to May 16, 2012, working in and out of the districts of Thunder Bay, Kingston, Rainy River, and Kenora including the Patricia portion, the counties of Peterborough, Victoria, Northumberland, Prince Edward County, the united counties of Stormont, Dundas, and Glengarry, including the City of Cornwall, the townships of Cavan, Coburg and Port Hope, and the Geographic townships of Hope, Hamilton, Haldimand, Alnwick, Elizabethtown, Augusta

and Edwardsburg, Lake, Tudor, Grimsthorpe, Percy, Cramahe and all lands south thereof in the United counties of Leeds and Grenville, and the lands south thereof in the county of Hastings except Supervisors, those above the rank of Supervisor, Sales and Office staff.

- (c) The cities of Thunder Bay and Kingston are in the North-East District.

2.02 The purpose of this Agreement is to advance the mutual interests of the Company and the employees; to provide for the operation of the service of the Company under methods which will further, to the fullest extent possible, the safety, efficiency and economy of operations; to maintain a continuation of employment under conditions of reasonable hours, compensations and working conditions. It is recognized by this Collective Agreement to be the duty of the Company, the Union and the employees to cooperate fully, both individually and collectively, for the advancement of their mutual interests.

- 2.03**
- (a) Neither the Company nor the Union will discriminate against any person in regard to employment, membership, or any term or condition of employment or membership because of either sex, marital status, race, creed, colour, nationality, ancestry or place of origin.
 - (b) In referring to employees in this Agreement, the gender of any adjective, pronoun, adverb, etc. will be interchangeable so that they apply to both sexes unless so stated in the applicable clause. The word “employee” as used in this Agreement may be interpreted to mean “employees” or vice-versa, as the context dictates.

ARTICLE 3

DEDUCTION OF UNION DUES

3.01 All employees covered by the terms of this Collective Agreement and new employees who enter the Company service shall, as a condition of continued employment, become members of the Union on the completion of thirty (30) calendar days of continued employment and shall remain members in good standing in accordance with the Constitution and By-laws of the Union for the duration of this Collective Agreement.

3.02 (a) The Company agrees to deduct Union dues, assessments and initiation fees from the first pay period of each month, from all Union members in the Bargaining Unit. All money so deducted and the list of employee's names from whom deductions have been made, indicating the amount deducted from each Union member, will be remitted to the Union not later than the tenth (10th) day of the month following the month when the deductions were made. The Company shall deduct regular dues for each eighty (80) hours worked by Continuous Part-Time office employees.

(b) The Company agrees to specify the amount of Union dues paid by each employee in the Bargaining Unit for the applicable calendar year on the individual's T4 Income Tax certificate issued by the Company.

3.03 Applicable to Kingston Only

The Union, its members and/or its agents, shall not conduct Union activities on Company time, or in Company premises, except as herein expressly provided or on the approval of management.

ARTICLE 4
NO STRIKES, NO LOCK OUTS

- 4.01** The Company agrees that there shall be no lockouts and the Union agrees that there shall be no strikes. All disputes between them shall be submitted for settlement in accordance with the Grievance and Arbitration procedure as set forth in this Collective Agreement. The parties acknowledge and agree that in the event customers are inconvenienced as a result of a labour dispute not directly involving the parties hereto, efforts shall be made to avoid becoming involved in such a dispute when the employees are performing their work duties.

ARTICLE 5
RESERVATION TO MANAGEMENT

- 5.01** The Union agrees that it is the right of the Company to manage the affairs of the Company and to direct the working force, subject to the terms of this Collective Agreement.

- 5.02** (a) **Applicable to Thunder Bay
Hourly Operations and Clerical Office
Employees Only:**

The right to hire, discharge or discipline “for just cause” and to maintain efficiency of employees is the right and responsibility of the Company, except that Union members shall not be discriminated against as such and provided that any decision of management relating to discipline may be appealed through the grievance procedure.

- (b) **Applicable to Kingston Hourly Operations
Employees Only**

The Union also recognizes that the right to hire, promote, demote, discipline and transfer

the working force and maintain order and efficiency are the exclusive responsibilities of the Company, provided that a regular employee who has completed his/her probationary period who alleges that he/she has been discharged or disciplined without just cause may submit a grievance as hereinafter provided.

ARTICLE 6 REPRESENTATION

- 6.01** (a) The Company will recognize a negotiating committee composed of no more than six (6) Regular Employees from the Local plus the Union's National Representative. At least one (1) clerical employee, one (1) service employee, one (1) installation employee, and one (1) employee covered by the North-East District collective agreement will be on this committee to represent the Union in any negotiations with the Company.
- (b) The Company will pay lost-time basic wages combined to a total of up to one hundred and four (104) hours per employee member of the Negotiating Committee from the North-East District during time spent negotiating a renewal or revision to the Collective Agreement at meetings with management representatives, including conciliation. Time periods paid by the Company will not be used when calculating overtime. The Company will not pay for any expenses for traveling or accommodations for any employee pertaining to such aforementioned Committee work. A member of the Union Negotiating Committee scheduled to work an evening shift on a negotiating day will have his/her shift changed to the day shift on said day. There will be no change of shift penalty for the negotiating team member

either going to the altered or returning to the original schedule.

- 6.02** Each municipality listed in Article 2, Section 2.01 (c) shall have one (1) elected or appointed steward, and one (1) alternate to sit in the absence of the regular steward, to receive all grievances of the members of the municipality it represents, and after due investigation and consideration of the pertinent facts, to determine whether the grievances submitted are bona fide and well-founded and are required to be dealt with under the grievance procedure.
- 6.03** When an employee serves as a steward during his normally scheduled working hours he will not suffer loss of pay at his regular rate for all such hours while dealing with the grievance up to and including Step 2 of the grievance procedure.
- 6.04** The Union will notify the Company, in writing, of the names of the employees who are designated as members of the negotiating committee or as stewards, its officers, and the employee designated to receive official correspondence relating to the Union, whenever a change takes place.

ARTICLE 7 GRIEVANCE PROCEDURE

7.01 Step One

Should any grievance arise involving the meaning or application of this Agreement, an employee shall, within thirty (30) calendar days from the date the grievance occurred, accompanied by a Steward, meet with and present the grievance in writing, to management. Management will render a decision, in writing, within seven (7) calendar days following the meeting.

Step Two

If the grievance is not settled in Step One, the Union may request, in writing, a meeting with management through the designated Human Resources representative. Such a request will be made within seven (7) calendar days from the date management made a decision in Step One. Management, or their delegates, as the case may be, will, with the Union, arrange to meet within seven (7) calendar days from the date the request was made by the Union. The Union's National Representative (providing such an Officer is available) may be at this meeting upon request of either party. The Company may have other interested parties attend the meeting and participate.

Management will render a decision, in writing, within seven (7) calendar days from the date of the meeting. If the Union is not satisfied with this decision the grievance may be referred to arbitration as herein provided.

- 7.02** A grievance shall be deemed to be waived unless the grievance is referred by the employee or the Union to the Company within thirty (30) calendar days from the date of the occurrence of the grievance.
- 7.03** A grievance affecting more than one (1) employee may be submitted, in writing, by the employees concerned, or the Union, at Step Two of the grievance procedure.
- 7.04** A grievance by the Company may be submitted to the Union within thirty (30) calendar days from the date of occurrence together with a written request by the Company for a meeting with the Union's Grievance Committee. The meeting will take place within seven (7) calendar days from the date the request was initiated. The Union Grievance Committee will render their decision in writing within seven (7) calendar days from the date of the meeting. If the decision is

not satisfactory to the Company, they may take the grievance to arbitration as herein provided.

- 7.05** A grievance by an employee who claims to have been unjustly discharged shall be submitted, in writing, at Step Two of the grievance procedure within fifteen (15) calendar days from the date of discharge.
- 7.06** Time limits involving the processing of a grievance may be extended by mutual agreement between the Company and the Union.
- 7.07** Failure by the Company or the Union to comply with the time limits as provided in this Article, or within any agreed upon time extension, will result in the grievor or grievors being awarded the grievance if the Company is tardy. If, however, the Union is tardy, the grievance will become null and void.
- 7.08** Grievances and reprimands shall be in writing and shall state the nature of the violation and the Article(s) and Section(s) on which the grievance(s) or reprimand(s) are based. When the Company processes a written warning, or when any other disciplinary action is recorded against an employee, a copy will be given to the Union.
- 7.09** (a) Reprimands involving suspension shall be removed from an employee's personnel file providing there have not been any additional offense(s) within a twenty-four (24) month period.
- (b) Reprimands not involving suspension shall be removed from an employee's personnel file providing there has not been any additional offense(s) within a twelve (12) month period.
- 7.10** Should the Union seek to submit a Policy Grievance, they may do so by submitting the grievance in writing and may present this at Step 2 of the grievance procedure.

ARTICLE 8 ARBITRATION

8.01 Where a grievance is not settled under the preceding Sections of Article 7, including the question of whether or not a grievance is arbitrable, or where an allegation is made that this Agreement has been violated, either party may, within thirty (30) calendar days notify the other party in writing, of its intention to submit the grievance or allegation to arbitration.

The notice shall contain at least three (3) names proposed as the Sole Arbitrator.

8.02 The Company and the Union will endeavour to select an Arbitrator and if they are unable to agree upon such Arbitrator within fifteen (15) days after the notice to submit the grievance or allegation to arbitration, then the appointment shall be made by the Minister of Labour upon request of either party.

8.03 A Sole Arbitrator that is required to rule upon a grievance of an employee who claims to have been unjustly discharged may rule on such a grievance by:

- (a) Confirming the Company's action;
- (b) Reinstating the employee with full compensation in which event there shall be no loss of seniority;
- (c) Any other arrangement the Arbitrator may deem as just and equitable.

8.04 The fees and expenses of the Arbitrator shall be paid half each by the Company and the Union.

ARTICLE 9 SENIORITY

9.01 (a) Each new employee shall be deemed to be a "Probationary Employee" for the first sixty (60) calendar days of continuous service. Probation-

ary employees will have no seniority rights, but upon completing their probationary period, their seniority shall be dated back to the date the employee was last hired by the Company.

- (b) ***Applicable to Thunder Bay clerical office employees only:*** Students may be employed during their vacation period but shall not obtain seniority or complete their probationary period as provided in this Collective Agreement.

9.02 Probationary employees coming within Section 9.01 of this Article hereof shall, during such sixty (60) calendar day period, be on probation and must satisfy the requirements of the Company in all respects if such employees are to continue in the employ of the Company beyond such a probationary period.

9.03 Periods of absence from work other than those enumerated in Section 9.04 of this Article shall not affect an employee's seniority.

9.04 Loss of Seniority

Seniority shall be lost and employment terminated if an employee:

- (a) Voluntarily leaves the employ of the Company;
- (b) Is discharged and is not reinstated pursuant to the provisions of this Collective Agreement;
- (c) Accepts a position beyond the scope of this Collective Agreement;
- (d) Fails to return to work after lay-off within ten (10) calendar days of receipt of notification from the Company, by registered mail, to the employee's last known address;
- (e) Is laid off for a period in excess of fifteen (15) months if an employee has six (6) months or more of service;

- (f) If, however, an employee has less than six (6) months service and is laid off for a period in excess of the length of service since his or her last hire, such an employee's seniority would be lost;
- (g) Otherwise ceases to be an employee;
- (h) Fails to return from a leave of absence as provided in Article 23.
- (i) Absence of an employee from work without notice to the Company and without justifiable cause for a period of five (5) consecutive working days.

9.05 Seniority Lists

Showing names, classifications and dates of seniority commencement of employees covered by this Agreement shall be posted on Bulletin Boards accessible to all employees covered by this Agreement. The seniority list, if necessary, shall be revised every four (4) months. A copy of the seniority list will be supplied to the Union. Any protest in regard to seniority standing must be submitted to the Company, in writing, within thirty (30) days from the date the seniority lists are posted. Any errors will be corrected by the Company.

9.06 Lay Off and Recall

- (a) Clerical office employees will form a separate Bargaining Unit and will have a separate seniority list than hourly operations employees.
- (b) For the purposes of Article 9, Section 9.06, a reduction in the number of employees in a job due to the volume of work or for economic reasons shall be deemed to be a lay off.
- (c) For the purposes of Article 9, Section 9.06, "location" shall mean the district office (home base) at or out of which the employee works.

- (d) Layoffs and recalls shall occur in the manner hereinafter set forth, provided there are available senior employees who are sufficiently qualified, willing and able to do the work required.
- (e) In the event of a temporary, defined as a lay off of less than thirteen (13) weeks, the most junior employee in the classification affected within the location shall be laid off provided there are available senior employees at the location who are sufficiently qualified, willing and able to perform the work required. In the event of such a temporary layoff, the junior affected employee may exercise their seniority to displace the most junior employee at the location provided the employee is qualified, willing and able to perform the work required.
- (f) In the event of a lay off longer than a temporary layoff, the most junior employee in the classification affected within the location shall be laid off provided there are available senior employees at the location who are sufficiently qualified, willing and able to perform the work required.
 - (i) Such junior affected employee may elect to either displace the most junior employee in the location assuming that the employee has sufficient seniority, and is qualified, willing and able to perform the work required, or the affected employee may exercise their seniority to displace the most junior employee within the same job classification within the District providing the affected employee is qualified, willing and able to perform the work required. Thereafter, the Company will determine if a vacancy exists at the location which the employee is qualified to

perform and in such case, the employee shall be placed in that vacancy. Failing obtaining a position through any of the above options, the affected employee may seek to displace the most junior employee within the District assuming the affected employee is qualified, willing and able to perform the work required. In the event the affected employee has not obtained a position through any of the foregoing means, the affected employee may seek to displace the most junior seniority employee in the Bargaining Unit assuming the affected employee is qualified, willing and able to perform the work required.

- (ii) A minimum of ten percent (10%) of the HVAC Service Technicians will be provided with not less than one (1) week training on HVAC installations. Such training would be offered based on seniority, however, if an insufficient number of Service Technicians elect to participate in such training, Service Technicians will be selected for training based on reverse order of seniority.
- (g) An employee who is laid off or who is displaced by another employee in accordance with Article 9, Section 9.06 (e), and 9.06 (f) will be placed in the new job according to his experience and ability but shall be paid not less than his regular rate of pay for the job which he occupied immediately prior to lay off for a period of three (3) years from the date of his original lay off or displacement, unless such employee successfully bids for another job in which case the provisions of Article 10 of the Collective Agreement shall apply.

Further, an employee receiving such an adjusted rate shall be exempt from any contractual in-

creases until the scheduled job rate exceeds his adjusted rate, at which time he will receive the rate assigned to his then current job or job classification.

For employees hired after Date of Ratification

An employee who is laid off or who is displaced by another employee in accordance with Article 9, Section 9.06 (e), and 9.06 (f) will be placed in the new job according to his experience and ability but shall be paid not less than his regular rate of pay for the job which he occupied immediately prior to lay off for a period of three (3) months from the date of his original lay off or displacement, unless such employee successfully bids for another job in which case the provisions of Article 10 of the Collective Agreement shall apply.

Further, an employee receiving such an adjusted rate shall be exempt from any contractual increases until the scheduled job rate exceeds his adjusted rate, at which time he will receive the rate assigned to his then current job or job classification.”

The following Sections 9.06 (h) and 9.06 (i) apply to Thunder Bay office employees only.

- (h) If, after following the foregoing procedure, the employee does not obtain a position and is about to be laid off from employment, that employee may seek to exercise their seniority to displace the most junior Continuous Part-Time Employee at the location assuming the employee is qualified, willing and able to perform the work required.

An employee who displaces a Continuous Part-Time Employee accepts all of the terms and conditions of employment applicable to the Continuous Part-Time position. An employee's recall rights shall not be affected by the fact that he has displaced a Continuous Part-Time employee.

- (i) An employee who is laid off and who has not displaced another employee in accordance with the foregoing procedure shall be considered for employment as a Continuous Part-Time Employee at the location before new employees are hired for such positions provided that the employee accepts all of the terms and conditions applicable to such employment. An employee's recall rights shall not be affected if he accepts employment as a Continuous Part-Time Employee.

However, any period of employment as a Continuous Part-Time Employee shall not affect the period of lay off referred to in Article 9, Section 9.03 (e) and shall not be deemed to be a recall for purposes of that Section.

- (j) Employees who are displaced from their jobs as a result of a layoff, while at work, shall be recalled, in order of seniority, to their original job from which they were laid off or displaced, for a period of twelve (12) months from the respective dates of the employee's original layoff or displacement except in those cases where such employees have successfully bid for another job pursuant to Article 10.
- (k) All employee benefit plan coverage will cease on the first of the month following the month, in which an employee is laid off, except in the case of:

- Life Insurance
- Major Medical
- Semi-Private Hospital Plan
- Dental Plan

in which case the Company shall continue coverage for four (4) months following the month in which an employee is laid off and not thereafter.

9.07 When there is an increase in the working force after layoff and before any new employees are hired, the employees who have retained seniority will be recalled in the reverse order in which they were laid off, provided that such employees are qualified, willing and able to perform the work required.

9.08 In the event of a lay-off, the following procedure will be followed:

- (a) Employees with more than three (3) months seniority with the Company but less than one (1) year service who are to be laid off due to lack of work shall be given one weeks' written notice, in advance, or two (2) weeks basic pay in lieu of notice.
- (b) Employees with one (1) year or more of seniority with the Company who are to be laid off due to lack of work shall be given two (2) weeks written notice, in advance, or two (2) weeks basic pay in lieu of notice.
- (c) Employees with three (3) years or more seniority with the Company who are to be laid off due to lack of work shall be given three (3) weeks written notice, in advance, or three (3) weeks basic pay in lieu of notice.
- (d) Employees with five (5) years or more seniority with the Company who are to be laid off due to

lack of work shall be given four (4) weeks written notice, in advance, or four (4) weeks basic pay in lieu of notice.

- (e) Employees with ten (10) years or more seniority with the Company who are to be laid off due to lack of work shall be given eight (8) weeks written notice, in advance, or eight (8) weeks basic pay in lieu of notice.
- (f) The aforementioned notices in this Section shall contain the employee's home address and telephone number. A copy of these notices shall be given to the Union.
- (g) The Company will issue the Employment and Immigration Canada" Record of Employment Form to a laid off employee within five (5) calendar days of the date of lay-off.

For employees hired after Date of Ratification

Seven (7) days prior to a layoff, a list of employees affected shall be given to the Union, and at that time, the Company will discuss the reason for the layoff with the Union."

**ARTICLE 10
JOB POSTINGS AND FILLING OF VACANCIES**

- 10.01** (a) When an employee leaves the Company or is transferred or promoted to a position either within or outside of the Bargaining Unit, management will determine whether a vacancy exists, or at that time, does not exist. A notice of such decision will be posted within ten (10) working days. If at a later date a vacancy is deemed to exist, such vacancy will be posted.

- (b) Vacancies in regularly assigned jobs and newly created jobs shall be posted for six (6) days on Company bulletin boards accessible to all employees affected.
- (c) Prior to posting a job, the qualifications or requirements for which have been changed, the Company will provide the Union one (1) weeks notice.
- (d) Such bulletins will show the job title, qualifications required, range of pay, normal work area, number of jobs vacant and the designated management to whom the applications will be directed. Copies of such bulletins shall be forwarded to the Union.

10.02 (a) Any employee desiring to fill such a vacancy shall, within the six (6) day posting period; forward his application to designated management on forms provided by the Company.

(b) An employee who bids on a job vacancy and is the successful applicant need not be considered on a subsequent job vacancy for a period of six (6) months from being named as the successful applicant except by mutual consent of the Company and the Union.

(c) Appointments shall be made in accordance with the provisions of 10.03.

10.03 (a) In the filling of vacancies and making of promotions within the Bargaining Unit, an employee with the greatest seniority shall be given preference provided he/she is able to meet the normal requirements and qualifications of the classification of employment. Should the senior applicant not be selected to fill the vacancy, the Company will discuss the reasons with the Union.

(b) Vacancies in the Bargaining Unit will be posted in all locations represented by the Union, including the South-West and Central Districts.

10.04 A posted announcement and the results of all job postings will be made as soon as possible and in no case will it exceed thirty (30) days from the date of the posting.

10.05 The successful applicant will be reclassified and his or her progression date will commence within thirty (30) days from the date of the posting of the name of the successful applicant. Wherever practicable, the successful applicant will be transferred to his or her new position within this thirty (30) day period having regard to the efficiency of the operation. However, where it is not practical to do so, the employee will be transferred within a reasonable period of time thereafter and the Company will follow its past practice of ensuring that, commencing from the date established above as the date of reclassification, the employee will reach the maximum rate for his or her position within the normal progression for that position, notwithstanding any delay in transferring the employee to the new position subject to the employee meeting the necessary qualifications and requirements. The reason for the delay will be explained to the local Union. Bulletined vacancies may be filled temporarily not exceeding thirty (30) days from the date of naming the successful applicant.

10.06 An employee being accepted for a promotion (to a higher position) or a lateral move to pursue a new trade (plumbing or electrical) will be placed in the new position according to his experience and ability, but shall not be required at the time of transfer to take a decrease in hourly pay greater than ten (10) percent of the rate being received at the time of such

transfer. Further, an employee receiving such an adjusted hourly rate shall be exempt from any contractual increases until the scheduled job rate exceeds his adjusted hourly rate, at which time he will receive the rate assigned to his then current job or job classification. Employees using this provision will be required to sign up for the Technical Training Assistance Program and be covered by all provisions therein.

- 10.07** An employee interested in transferring to a specific job or jobs, vacancies of which might occur during his vacation, illness, or leave of absence, should file with management at the appropriate location (also a copy with his Union steward) an application such as is required in 10.02 (a) above indicating that he wishes his application to receive the usual consideration should such a vacancy occur during his absence. Where such an application is on file or is filed with the Company during such absence, management will consider it in the usual manner when filling any such vacancy. Where selection is made in favour of the absent employee the Company will endeavour to defer the appointment until his return providing such delay does not seriously interfere with the progress of the job.
- 10.08** If, at the specific request of the Company for some reason such as to meet a temporary shortage of staff (“temporary” being defined as not in excess of six weeks, ten months in case of leave of absence), a regular employee is transferred from one job to another, such employee shall be paid not less than the rate he was receiving before the transfer. Should the employee have been previously classified in the job to which he is transferred, he shall be entitled to not less than the last rate of pay which he received while he was so classified, adjusted by any subsequent job or classification increase, or should the employee be capable and experienced in performing the duties of

the job to which he is transferred he shall then be entitled to the top job rate.

10.09 Moving Expenses

It is understood that all costs, including accommodations and moving expenses, incurred by the employee in his or her effort to fill a vacancy or upon recall after a lay-off, shall be entirely at the employee's own expense. Except in the event that the transfer be made at the expressed written request of the Company, then moving of furniture and traveling expenses for an employee and family shall be paid by the Company.

ARTICLE 11 MOVEMENT BETWEEN DISTRICTS

11.01 In the case of temporary transfers or assignments between Districts of the Company, the employee will remain covered by the Collective Agreement terms and conditions applying to his home District.

In the case of a successful job posting to another District or a voluntary permanent transfer, the employee will be covered by the Collective Agreement terms and conditions that apply to the new home location. In the year of this movement, the Company will provide transition arrangements for vacation, float days, etc. that neither penalize nor bonus the employee.

ARTICLE 12 WAGES AND JOB PROGRESSION

- 12.01** (a) Job titles, classifications and rates of pay shall be as set forth in Appendix "B", "C" and "D", attached hereto, which forms part of this agreement.
- (b) Should the Company establish any new jobs or job classifications during the term of this agree-

ment, it will immediately advise the Union thereof and of the rate or rates it proposes therefore; the Union shall forthwith advise the Company of its acceptance or rejection of the proposed rate or rates, and in the event of rejection, both parties agree to negotiate bona fide a rate or rates acceptable to each, and failing agreement the determination of such rate or rates shall be referred to and settled by arbitration in the manner prescribed by Article 8 of this agreement.

- (c) To the extent that payment of wages is made on a bi-weekly basis, a change in rate of pay due to job or classification progression, transfer or anniversary will become effective on the first date of the pay period nearest the change, and such date of rate change will be the employee's review date upon which subsequent job progression or anniversary will be determined.
- (d) The Company agrees to provide the Union, within thirty (30) days of the establishment of a new job, with a job description thereof.
- (e) Employees will be paid on a bi-weekly basis on Thursday, by direct deposit to a bank account designated by the individual.
- (f) Effective April 1, 2004, the current clerical Performance Bonus of 4.0% will be reduced to 2.5% and amend Appendix "D" to reflect a 1.0% wage increase as at April 1, 2004.

12.02 Job Progression

- (a) It is understood that job progression will be limited to and within those classifications indicated in Appendix "B", and under normal circumstances, progression from one classification to another will follow the appropriate qualifying

periods as indicated in Appendix “B”, providing also that the employee meets the qualifications of such classifications in the line of progression. Thirty (30) days before the end of the appropriate period of qualification (excluding the probationary period), management shall inform the employee that either he qualifies satisfactorily in all aspects of the work situation with progression being subject only to the satisfactory passing of a written and/or practical examination, or he has not qualified, in which case the reasons will be given to the employee in writing, it being understood that the employee shall have the right of grievance procedure in any such case.

- (b) In jobs where there are no classification levels, wage progression will follow the time intervals indicated for such jobs in Appendix “B”, provided the employee’s performance on the job is satisfactory.

“This Article applies to clerical employees only.”

- 12.03** (a) The parties hereto agree to the wage schedule, performance bonus and progression as set forth in Appendix “D” of this agreement. Wage progression from Step to Step shall be governed by time intervals specified in Appendix “D”, subject to satisfactory job performance and normal wage progression. The employee will follow the wage step sequence within a job grade until the maximum rate is reached, except as provided otherwise by applicable provisions of this Article 12.
- (b) The parties hereto further agree to develop a job evaluation plan not later than December 31, 2005 for the purpose of determining the relative levels of job grades covered by this agreement. Structure and operation of such job evaluation

plan shall be as contained in the “Job Evaluation Booklet” which is considered to be part of this collective agreement. The parties agree that the contents of the Job Evaluation Booklet, which are subject to agreement between the parties, may be revised from time to time as necessary.

12.04 The starting wage will be Step 1 of the grade for which the employee has been employed. New employees starting at Step 1 of a job grade will receive an increase to Step 2 in the job grade on satisfactory completion of one year in this classification. Upon completion of two years of continuous employment with satisfactory performance on the job will receive an increase to Step 3 in the job grade. Upon completion of three years of continuous employment with satisfactory performance on the job will receive an increase to Step 4 in the job grade. The employee will stay at the Step 4 job grade thereafter.

12.05 On promotion or transfer:

- (a) To a higher grade the employee will advance to Step 1 of such higher grade.
- (b) Within the same Grade, the employee will retain their current Step.

12.06 In the event the Company transfers an employee and their current wage exceeds the grade wage maximum, such employee’s wage will be known as a red-circled rate. Such wage will remain at this rate until either an amended grade wage provides a wage level, which exceeds the red-circled rate, or until the employee is promoted to a job in which the wage provides a wage level, which exceeds the red-circled rate.

12.07 If a new classification is established by the Company, which is included in the Bargaining Unit, or the job content of an existing classification within the Bar-

gaining Unit is substantially changed, the job grade for such classification shall be established by a Job Evaluation Committee in accordance with the Job Evaluation Plan. The Job Evaluation Committee shall include two employees appointed by the local Union. In the event the Union disagrees with the grade of a job as established by the Committee, the issue as to the job grade may be referred to arbitration, such arbitration to be established in accordance with the provisions of this agreement, except that grievances dealing with job grade disputes shall commence at Step 2 of the grievance procedure and that there shall be a sole arbitrator, mutually agreed upon by the parties. Job grades in dispute shall remain at the existing job grade level pending the results of arbitration.

If, as a result of an evaluation of a new job classification, the employee is entitled to a wage increase, such wage increase shall be retroactive to the time at which the employee first assumed the position.

If, as a result of a re-evaluation of an existing job classification, the employee is entitled to a wage increase, such wage increase shall be retroactive to the time the job was submitted for re-evaluation.

The employee members of the Job Evaluation Committee shall not suffer any reduction of their regular pay in respect of any regular time lost while attending meetings of the Committee held during the employee's normally scheduled working hours.

The employee members of the Job Evaluation Committee will be granted up to one (1) hour from their regular schedule, without loss of pay, for purposes of preparing for each Evaluation Committee meeting. The scheduling of such hour will be subject to the approval of the employee's supervisor and will normally occur within one (1) week prior to the date of

the Evaluation Committee meetings. It is understood that during this preparation period, the Committee members are not authorized to disturb the work of other employees not serving on the Committee.

- 12.08** (a) Should the level of a job be increased as the result of a re-evaluation, the employee will retain the same Step within the higher Grade. The movement of such an employee from the lower to the higher job grade shall not be considered as the filling of a job vacancy.
- (b) Should the level of the job be decreased as the result of a re-evaluation, incumbent employees' wage rate will be red circled."

ARTICLE 13

HOURS OF WORK AND SHIFT PREMIUM

13.01 (a) Applicable to Thunder Bay only:

The hours of work and days of work as agreed in this Collective Agreement are intended solely as a basis of calculating overtime and shall not be construed as a guarantee of hours of work per day or per week.

(b) Applicable to Kingston only:

Availability of Work – The schedule of hours, days or weeks in no way guarantees that work will always be available.

13.02 For the purpose of computing pay only, the work-week is from 12 o'clock Midnight on Saturday to 12 o'clock Midnight the following Saturday.

13.03 (a) Each party to this agreement understands that the success of the business is dependent upon satisfying customer needs for products and services. In order to meet the normal customer require-

ments for products and services, the core hours of work will be 7:00 a.m. to 9:00 p.m. each day of the week. In addition, the Company and its employees must be prepared to provide service when necessary on a twenty-four hour basis.

- (b) Kingston hourly employees will be assigned to work eight (8) consecutive hours, five (5) consecutive days, forty (40) hours per week.

Thunder Bay hourly and clerical employees will be assigned to work eight (8) consecutive hours, five (5) consecutive days, forty (40) hours per week.

These employees will have either a one-half hour or one-hour unpaid lunch period as indicated on the posted work schedule. The parties may agree locally to hours of work other than those set out herein.

13.04 Work schedules indicating the employee's days and hours of work, lunch periods, and days off, will be determined locally by mutual agreement of management and the employees in an effort to accommodate the employees' wishes while still meeting the needs of the customer and the business. However, should an agreement not be reached through mutual agreement within a reasonable timeframe, management reserves the right to create work schedules which meet the needs of the customer and the business, and to the extent possible accommodate the employees' wishes. Schedules for Regular Employees will be posted at least one month in advance.

13.05 Insofar as possible shift work shall be kept to a minimum; however, it is understood and agreed that employees shall be required to work on a shift basis to complete assigned work, which they are qualified to do.

- 13.06** (a) The Company will provide two (2) fifteen (15) minute coffee breaks during each workday, one (1) in the morning and one (1) in the afternoon. Management will schedule the time for such breaks.
- (b) Employees who are authorized and work in excess of two (2) hours overtime in continuity with their regular shift shall be entitled to a fifteen (15) minute coffee break at that time, and a similar fifteen (15) minute coffee break every two (2) hours thereafter.

13.07 Shift Premium

A shift premium will be paid for regular, non-overtime hours worked outside the core hours of work, 7:00 a.m. to 9:00 p.m. daily as follows:

- (a) 9:00 p.m. to 7:00 a.m. – 2.5% of the HVAC Technician, Class 1 rate, per hour.
- (b) Employees who commence their workday at 4:00 p.m. or later will be paid a shift premium of 2.5% of the HVAC Technician, Class 1 rate, for all regularly scheduled hours of work.
- (c) A premium of 11.0% of the HVAC Technician, Class 1 rate, per hour will be paid to employees working regularly scheduled hours of work on Sunday in accordance with the posted work schedule.
- (d) Shift premium will not be included in computing overtime pay, vacation pay, or pay for holidays not worked.

**ARTICLE 14
OVERTIME**

- 14.01** It is understood and agreed that the Company's operations must be maintained and that employees are

required, by the Company, to respond to reasonable requests to work overtime for this purpose.

The Company will endeavour firstly, to allocate overtime work equitably among those employees who normally perform such work, provided however, such employees are available and secondly, among other employees who are qualified to perform such work.

Overtime is defined as authorized work in excess of eight (8) hours per calendar day for employees working an eight (8) hour shift. A calendar day covers the twenty-four (24) hour period from midnight to midnight each day of the week.

The Company will pay overtime rates to such an employee as stipulated below:

- (a) Within each scheduled 24-hour period, after an employee has worked eight (8) straight time hours, as applicable, or has received payment from the Company for such scheduled hours (e.g. sick pay, make-up pay, workers compensation, bereavement etc.), or has received prior authorization to be absent for such scheduled hours;

Double time for all hours worked beyond the eight (8) defined above in his 24-hour period.

and

- (b) On a weekly scheduled hours basis, when an employee has worked his regular scheduled hours or has received payment from the Company for such scheduled hours (e.g. sick pay, make-up pay, workers compensation, bereavement etc.), or has received prior authorization to be absent for such scheduled hours;

- (i) Double time for all hours worked on an employee's scheduled day off.
- (c) An employee who is required to work overtime and has not had five (5) hours rest in the eight (8) hour period preceding the individual's next regular shift shall be provided time off without loss of regular pay for up to five (5) hours less the employee's actual rest time. Such time off with pay shall be considered as time worked for the purpose of computing overtime.
- (d) Overtime for Installation employees on task rates shall be paid for all hours actually worked in excess of forty (40) hours weekly at a rate of full task rate plus 0.5 of the hourly as posted for the Classification in Appendix "C".

14.02 Employees required to work overtime on their scheduled days off will be guaranteed a minimum of two (2) hours' work and will be paid for this minimum period at the applicable overtime rate. Time worked beyond the minimum two (2) hours shall be paid at the applicable overtime rate.

14.03 Overtime Meal Allowance

All employees who are authorized to work in excess of two (2) hours overtime in continuity with their regular shift shall be given a hot meal or seven dollars (\$7.00) in lieu thereof. Such cost will be paid by the Company.

14.04 There will be no doubling up or pyramiding of premium rates. Any hour or hours worked which have been paid for once at a premium rate shall not again be counted as hours worked for the calculation of premium pay.

ARTICLE 15 CALL OUT

The following Sections 15.01 and 15.02 apply to hourly operations employees only.

15.01 Call out involves a period of work time not scheduled and not in direct continuity with a scheduled period except where an employee is called out and starts work three (3) hours or more before the commencement of his/her regular scheduled shift.

15.02 Employees called out under the provisions of Section 15:01 of this Article shall be paid a minimum of three (3) hours pay at double their straight time hourly rate. When the job which the employee was called out for is completed, such an employee will be permitted to go home. However, if the employee is again called out within the three (3) hour period or any subsequent three (3) hour period for which the employee is receiving premium pay, then any additional call out or work done within such periods will be regarded as the same call out. Time required to complete work beyond any call out period shall be paid for at the applicable overtime rates.

15.03 *The following Section 15.03 applies to clerical office employees only.*

Employees called out to perform work not in continuity with their normally scheduled hours of work shall be paid a minimum of two and one-half (2 ½) hours pay at the applicable overtime rate.

ARTICLE 16 STAND BY

The following Article 16 applies to hourly operations employees only.

16.01 Upon ratification, when employees are on standby they will be paid for such time according to the following schedule:

Reimbursement:

- (a) One (1) hour up to and including eight (8) hours, \$17.30 effective April 1, 2021, \$17.65 effective September 1, 2022, \$18.00 effective September 1, 2023.
- (b) In excess of eight (8) hours up to and including sixteen (16) hours, \$20.39 effective April 1, 2021, \$20.80 effective September 1, 2022, \$21.22 effective September 1, 2023.
- (c) In excess of sixteen (16) hours up to and including twenty-four (24) hours, \$26.63 effective April 1, 2021, \$27.16 effective September 1, 2022, \$27.70 effective September 1, 2023.

The standby rate for Statutory Holidays as defined in Article 17 will be twenty-eight dollars and fifteen cents (\$28.15) effective January 1, 2011, \$28.71 effective April 1, 2021, \$29.28 effective September 1, 2022, \$29.87 effective September 1, 2023.

16.02 *Applicable to Kingston hourly operations employees only:*

Standby Periods:

Standby periods shall be scheduled whenever possible for seven (7) day periods and will be compensated for at rates as listed for each period up to and including twenty-four (24) hours. Any hours worked

during such periods will be paid for at overtime rates. Provisions for call out will not be applicable during standby periods.

- 16.03** It is recognized that some customer complaints can be resolved by having the employee on standby contact the customer by telephone. In such cases, the employee will be paid one-quarter (1/4) hour's pay at the employee's straight time hourly rate per customer complaint.
- 16.04** Employees on standby will be paid for all hours worked required to resolve customer complaints not corrected by Section 16.03, at the applicable overtime rate as provided for in Section 14.01 of this Collective Agreement.

ARTICLE 17 HOLIDAYS

17.01 Recognized Holidays

The expression "Holiday" whenever used in this Agreement shall mean any of the following:

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

- 17.02** (a) For employees who have completed their probationary period, the Company will grant float holidays, the dates of which for each employee will be determined by mutual agreement between the Company and the employee, three (3) to be recognized within every calendar year.
- (b) Employees completing their probationary periods during the aforementioned time frames will

have their float entitlement pro-rated for that period only, as follows: one (1) float for each four (4) months of continuous active service.

- 17.03** (a) Where a holiday as listed in Section 17.01 falls on a Saturday, the previous Friday will be observed in lieu thereof and if such holiday falls on a Sunday, the following Monday will be observed in lieu thereof.
- (b) Where the municipalities where Bargaining Unit employees regularly report for work observe days other than those laid out in Section 17:01 of this Article, the Company may select such observed days in lieu thereof.
- 17.04** When Section 17.03 of this Article applies, the observed day for all purposes of this Collective Agreement displaces the actual holiday as listed in this Article.
- 17.05** All employees who work on a holiday will receive two (2) times their regular basic hourly wage rate for the hours worked on such a holiday, as provided in Article 14, Section 14.01 of this Agreement.
- 17.06** Employees who qualify as per the requirements of Section 17.07 of Article 17 shall receive their regular basic hourly wage. This payment would be in addition to the premiums specified in Section 17.05 of Article 17, when applicable.
- 17.07** To qualify for holiday pay, an employee must be on duty on the preceding and following scheduled work-days and if scheduled to work on such a holiday, must so work. Despite the foregoing, if such employee is requested to work on such a holiday and does so, the employee will be deemed to have qualified. An employee's absence from work on such days due to sickness or injury or reason beyond an employee's control

(providing such reasons are acceptable to the Company) shall be deemed as qualifying providing the employee obtains a doctor's certificate of incapacitating illness or injury if the Company requests such proof. Notwithstanding, no employee shall receive pay for a holiday when such a holiday falls during a period of absence from work due to the following reasons:

- (a) Absence not authorized by the Company.
- (b) Receiving indemnity for the day under the Company's Sickness Plan or after a period in excess of three (3) months from the occurrence of such illness or non-compensable injury.
- (c) Receiving Worker's Compensation.
- (d) Employees on leave of absence, excluding leaves for Union business, who have not worked at least fifteen (15) days during the thirty (30) calendar days preceding the holiday.

17.08 Employees who qualify to receive their regular rate of pay as per clause (17.06) are entitled to take the time off in lieu thereof. Employees who decide to take the time off in lieu shall have until April 30th of the following year to utilize the time off. Any banked stat lieu hours earned between January 1st and December 31st not utilized by April 30th of the following year shall be paid out in full on the first pay following April 30th of the following year. Employees shall be paid at the rate of pay they earned for these hours.

17.09 If the Government of Canada proclaims "Heritage Day" as a statutory holiday, the Company will add this day to Section 17.01 of this Article, to be observed on the Heritage Day(s) subsequent to the Government's proclamation, in accordance with all the provisions of Article 17.

ARTICLE 18
PERSONAL PAID DAYS

- 18.01** (a) All Seniority Employees shall be entitled to a maximum of five (5) Personal Paid Days, the dates of which will be determined by mutual agreement between the Company and the employee. Five (5) days to be recognized within **every calendar year.**
- (b) New hires and seniority employees subject to recall shall be eligible for (a) on a pro-rated basis as follows:
- (i) The employee shall be entitled to one (1) Personal Day on date of hire or recall.
- (ii) The employee shall earn one (1) additional Personal Day for each four hundred (400) hours worked subject to the maximums outlined in (a).

ARTICLE 19
VACATION

- 19.01** Gross earnings for the purpose of this Article shall be the amount of wages earned and specified on the T4 Income Tax Certificate issued by the Company, less any vacation money received for the year. “Basic pay” shall be calculated at the employee’s regular hourly rate in effect immediately prior to the taking of vacation.
- 19.02** (a) Employees who are terminated with less than one (1) year of service shall receive the vacation entitlement in accordance with the requirements of the vacation section of the *Employment Standards Act*, S.O., 2000, as amended.
- (b) Employees who are terminated with more than one (1) year of service shall receive the vacation

entitlement in accordance with the application of Sections 19.04 and 19.08 of this Article and their last anniversary date.

19.03 (a) *Applicable to Thunder Bay Hourly and Clerical Employees Only:*

Employees with one (1) year but less than two (2) years of service will receive two (2) calendar weeks, ten (10) business days, as time off for vacation. Vacation pay will be four percent (4%) of gross earnings for the previous calendar year or two (2) weeks basic pay, whichever is the greater.

(b) *Applicable to Kingston Hourly Employees Only:*

Employee's with one (1) year but less than two (2) years service will receive two (2) calendar weeks, ten (10) business days, as time off for vacation. Vacation pay will be four percent (4%) of gross earnings for the previous calendar year.

19.04

Completed Anniversary Years of Service	Vacation Pay
Two (2) Years Service	Two (2) calendar weeks (ten (10) business days). Vacation pay will be four percent (4%) of employee's gross earnings for the previous year or two (2) weeks basic pay, whichever is the greater.
Three (3) to Five (5) Years Service	Three (3) calendar weeks (fifteen (15) business days). Vacation pay will be six percent (6%) of employee's gross earnings for the previous year or three (3) weeks basic pay, whichever is the greater.
Nine (9) to Fifteen (15) Years Service	Four (4) calendar weeks (twenty (20) business days). Vacation pay will be eight percent (8%) of employee's gross earnings for the previous year or four (4) weeks basic pay, whichever is the greater.

Completed Anniversary Years of Service	Vacation Pay
Sixteen (16) to Twenty-four (24) Years Service	Five (5) calendar weeks (twenty-five (25) business days). Vacation pay will be ten percent (10%) of employee's gross earnings for the previous year or five (5) weeks basic pay, whichever is the greater.
Twenty-five (25) Years Service or More	Six (6) calendar weeks (thirty (30) business days). Vacation pay will be twelve percent (12%) of employee's gross earnings for the previous year or six (6) weeks basic pay, whichever is the greater.

19.05 (a) *Applicable to Thunder Bay Hourly and Clerical Employees Only:*

Vacations earned may be taken at any time after the completion of the employee's anniversary year date. An employee who has two (2) or more years of service and has not been laid off due to a lack of work in the twelve (12) months preceding his or her anniversary date may take vacation earned prior to his or her anniversary date if he or she so wishes with the understanding that an adjustment will be made if he or she should terminate prior to the anniversary date.

(b) *Applicable to Kingston Hourly Employees Only:*

Vacations earned must be taken in the year succeeding the year that vacations were earned, except that employees initially qualifying for third, fourth or fifth week of vacation shall be entitled to such vacation immediately following such employee's anniversary date of hire. Such vacations shall be taken at a time convenient to the fulfillment of the employee's duties. Vacation

earned must be taken in one continuous period unless otherwise approved by the Company.

19.06 *Applicable to Thunder Bay Hourly and Clerical Employees Only:*

Subject to Section 19.05 of this Article, vacations shall be taken at a time convenient to the fulfillment of the employee's duties. Employees are urged to take vacations in full consecutive weeks in order to derive maximum benefits. The Company will consider, upon written request by an employee, the carryover of some of the vacation entitlement to the following calendar year.

19.07 The Company will post the vacation schedule by the first day of February each year. Senior employees, in keeping with the efficient operations of the Company, shall be granted preference regarding vacation dates.

19.08 If a holiday falls on a working day within an employee's annual paid vacation period, such an employee shall receive a one (1) day extension to such a vacation period.

19.09 *Applicable to Kingston Hourly Employees Only:* Employees, who are laid off due to lack of work, will have their vacation entitlement pay prorated.

19.10 *Applicable to Thunder Bay Clerical Office Employees Only:*

Employees who are laid off due to lack of work will have their vacation entitlement pay prorated on the following basis:

- (a) An employee will be credited with one-half ($\frac{1}{2}$) a months service if he or she is employed for eight (8) to fifteen (15) calendar days inclusive in a calendar month. An employee will be credited with one (1) months service if he or she is em-

ployed in excess of fifteen (15) calendar days in a calendar month.

(b)

Completed Anniversary Years of Service	Vacation Pay
One (1) to Two (2) Years of Service	Vacation pay will be the greater of four percent (4%) of the employee's gross earnings for the previous year or one (1) days basic pay earned for each month of employment in the previous calendar year to a maximum of ten (10) days.
Three (3) to Eight (8) Years of Service	Vacation pay will be the greater of six percent (6%) of the employee's gross earnings for the previous year or one and one-half (1 ½) days basic pay earned for each month of employment in the previous calendar year to a maximum of fifteen (15) days.
Nine (9) to Fifteen (15) Years of Service	Vacation pay will be the greater of eight percent (8%) of the employee's gross earnings for the previous year or two (2) days basic pay earned for each month of employment in the previous calendar year to a maximum of twenty (20) days.
Sixteen (16) to Twenty-Four (24) Years of Service	Vacation pay will be the greater of ten percent (10%) of the employee's gross earnings for the previous year or two and one-half (2 ½) days basic pay earned for each month of employment in the previous calendar year to a maximum of twenty-five (25) days.
Twenty-Five Years of Service or More	Vacation pay will be the greater of twelve percent (12%) of the employee's gross earnings for the previous year or three (3) days basic pay earned for each month of employment in the previous calendar year to a maximum of thirty (30) days.

- 19.11** An employee on disability will continue to accrue vacation for only the first twelve (12) months of such disability.
- 19.12** If an employee, within his/her vacation period is admitted to a hospital as an “in” patient, then he/she may reschedule his/her vacation for that day and for the remaining days of hospitalization that coincide with the originally scheduled vacation days. Such an employee will be entitled to the provisions of Article 20, Section 20.02, Employee Benefits.
- 19.13** *Applicable to Kingston Hourly Employees Only:*
It is understood that the vacation entitlement must not be pyramided and/or totaled.

ARTICLE 20

EMPLOYEE BENEFITS

- 20.01** (a) All the benefits contained in this Article will commence on the first of the month following or coincidental with the employee’s sixty-first (61) calendar day of employment.
- (b) All the benefit plans contained in this Article shall be as more particularly described and set forth in the respective benefit plans and policies.
- (c) For purposes of calculating the Annual Benefits Base Rate (ABBR), full time hourly employees will use their hourly rate multiplied by 2080 hours. Full time clerical employees hired prior to July 13, 2001 will be green circled and grandfathered to provide for the ABBR to be \$41,105 in the first year following ratification and then increased by the negotiated wage percentage increases for future years. Continuous part-time employees hired prior to July 13, 2001 will use the \$41,105 ABBR which will be pro-rated on an

annualized 24-hour work week. Full time clerical employees hired after July 13, 2001 will use their hourly rate multiplied by 2080 hours and continuous part-time employees will use their hourly rate annualized using a 24-hour work week.

- (d) During the term of this agreement, the Company will maintain the same selection and level of benefits and the cost-sharing ratio as is currently in place.

20.02 Sick Pay Plan

The existing Sick Pay Plan will continue for the term of this Collective Agreement. Upon the employee completing a sixty (60) calendar day probationary period, such employee will receive, in advance, a bank of sick days equal to one (1) day for each month remaining in the calendar year from the date of the completed probationary period. Upon the commencement of the next calendar year such employee and all other employees will receive an advance of fifteen (15) sick days. Such sick days may accumulate to a maximum of one hundred and forty (140) days. The accumulated bank of days would be reduced by one (1) day for each day an employee is absent on a scheduled working day by a non-occupational injury or illness. The Company reserves the right to require proof of such illness or injury when paying out banked sick days.

20.03 Short Term Disability/Long Term Disability

At the point where the accumulated bank of days is zero, and the employee is still disabled, the Company will provide a weekly indemnity provision through a third party insurance carrier. This Short Term Disability benefit is paid at sixty percent (60%) of his or her regular basic earnings for each sick day until the individual is eligible for Long Term Disability

benefits. Upon completion of thirteen (13) continuous weeks of such illness absence, they will then be eligible for Long Term Disability benefit. Both Short Term and Long Term benefit coverage is subject to approval and payment by the insurance carrier based on the criteria as set forth in the plan. No employee can receive sick pay if he or she is in receipt of payment for such a day by some other means.

20.03 Continuation of Employee Benefits

- (a) For an employee on lay off, the Company will provide and pay the premiums that are due in the four (4) calendar month period following the month of lay off for the following employee benefits as outlined in Article 20: life insurance, semi-private hospital coverage, major medical and dental plan.
- (b) For an employee in receipt of sick pay, Long Term Disability or Worker's Compensation, the Company will provide and pay the premiums for life insurance, semi-private hospital coverage, major medical and the dental plan.

20.04 Employee Savings Plan

All Reliance Comfort Limited Partnership employees working in the North-East District who are members of the Bargaining Unit shall be entitled to participate in the Employee Savings Plan and the employees' participation shall be governed by the rules and regulations of the plan.

ARTICLE 21 CLOTHING, TOOLS AND EQUIPMENT

21.01 Safety Footwear

The Company will reimburse all employees who have established seniority and are required by law to wear

safety footwear up to one hundred and twenty five dollars (\$125.00) per annum upon receiving a paid receipt. Effective April 1, 2023 this maximum will increase to one hundred and thirty dollars (\$130.00) per calendar year. The aforementioned employees will be subject to a disciplinary action if the available safety footwear is not used when working.

- 21.02** The Company agrees to supply and replace necessary tools and equipment as required for all employees, at no cost, providing the employee signs for same. Employees will be required to return all tools and equipment in their possession upon termination of employment.
- 21.03** The Company will provide at no cost to Service Technicians who have established seniority, one (1) uniform every two (2) years, providing the employee maintains the uniform at the employee's own expense. It is understood that the uniforms will be worn at all times on duty.
- 21.04** The Company agrees during the life of the Collective Agreement to supply appropriate work gloves, rain-wear and overalls to such employees who, due to the nature of the work they perform, and the conditions they are exposed to, reasonably require same.
- 21.05** The Company agrees to replace necessary tools and equipment as required for Installers. New hires are expected to supply their own tools upon hire. If requesting a replacement tool, employees must return the original or a replacement will not be provided. The Company reserves the right to determine what tools are necessary to perform work. Supplied tools remain the property of the Company and employees will be required to return all tools and equipment in their possession upon termination of employment.

ARTICLE 22 SAFETY AND HEALTH

- 22.01** (a) The Company will institute and maintain reasonable precautions for the health and safety of all employees. All employees covered by this agreement shall co-operate in the implementation of such health and safety precautions. The Company and the Union shall co-operate fully in the elimination and prevention of unhealthy and unsafe working conditions and practices and assist in the prevention of accidents.
- (b) The Company is bound by the provisions of the *Occupational Health and Safety Act*, R.S.O., 1990, c. H. 19, as amended. This includes a requirement that there shall be joint health and safety committees established and operated, as required, consisting of members representing the Company and of members representing the employees in accordance with such legislation.
- (c) All matters considered and handled by the health and safety committee shall be recorded and minutes maintained.
- 22.02** The Company will contribute seventy-five percent (75%) of the cost of prescription safety glasses and frames, meeting the requirements of CSA standards the Industrial Eye and Face Protectors (and as amended from time to time) and used during the employee's work.

ARTICLE 23 LEAVES OF ABSENCE

23.01 Approval of Leave

Any leave of absence application must be submitted to the Company, in writing, for Company approval.

No leave approved by the Company shall offset an employee's seniority when such a leave of absence is used for the purpose granted and providing the employee returns to work at the expiration of his or her leave. The Company will consider extending the leave of absence without pay upon a further written or verbal communication with the employee's supervisor.

23.02 Union Leave

Upon written request, containing one (1) weeks advance notice from the Union, the Company will grant a leave of absence without pay for one (1) employee. An additional employee will be permitted a leave of absence without pay providing Management determines that there are sufficient, qualified Union employees available to maintain a safe and economically sound operations. Such leave involving the Union business shall not exceed thirty (30) days for each employee in any calendar year. Maintenance and accumulation of benefits will be maintained (normal payroll deductions will apply).

23.03 Bereavement Leave

- (a) The Company agrees to allow up to five (5) regularly scheduled working days, without loss of pay, during the period immediately following the day of death of a spouse or child, and up to three (3) regularly scheduled working days, without loss of pay, during the period immediately following the day of death in the employee's immediate family, providing such employee attends the funeral. (Immediate family is defined to include father, mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandchildren and grandparents).

The Company agrees to allow an employee one (1) regularly scheduled working day, without loss of pay, to attend the funeral in the event of the death of the employee's grandparents-in-law.

- (b) In the event where bereavement occurs during an employee's scheduled vacation period and provided the employee would have been granted time off with pay in accordance with Section 23.03 (a), an equal number of vacation days may be re-scheduled within the same vacation year.

23.04 General Leave

To the extent that in the opinion of the Company and the efficiency of operations permits, the Company agrees, upon written application from the employee concerned, to grant a leave of absence, without pay but with maintenance and accumulation of benefits (normal payroll deductions will apply) for serious illness in an employee's immediate family or personal reasons where the Company is satisfied that the circumstances justify such a leave being granted.

23.05 Witness or Jury Duty

Employees who have established seniority and who are called to jury duty or subpoenaed for witness duty shall absent themselves from their work duties only to such extent as to allow them to carry out such jury or witness duties. Employees on jury or witness duty shall be paid the difference, if any, between jury or witness pay and their regular basic pay from the Company subject to the following provisions:

- (a) The employee must notify the supervisor, in writing, as soon as possible after receipt of notice of the employee's selection for jury or witness duty.
- (b) An employee who is so selected but is temporarily excused from court must report for work until

such time as the employee is actually involved in such duty.

- (c) Employees must furnish a written statement from the appropriate public official showing the dates of time served and the amount of pay from the court that the employee received.

23.06 Pregnancy and Parental Leave

The Company will abide by the provisions of the *Employment Standards Act*, S.O., 2000, as amended for pregnancy and parental leaves.

ARTICLE 24 GENERAL

24.01 Bulletin Boards

The Company will maintain a bulletin board at each Company office where Bargaining Unit members regularly report for work. All Union notices except a notification of a “General Membership Meeting” must be signed by a Union Officer and approved by management prior to attaching the notice to such bulletin boards.

24.02 Collective Agreements

- (a) The Company will supply a copy of the Collective Agreement to each employee covered by the Agreement through the Union. In addition, twenty (20) additional copies will be available for the National Representative, upon request. The copies will be in booklet form, and bearing the Company and Union logos.
- (b) The Company will supply a proof read PDF copy of the Collective Agreement within 45 days of ratification.

24.03 It is agreed that the employees of the Company not covered by the scope of this Collective Agreement shall not perform the work normally performed by employees in the Bargaining Unit except during an emergency or for training purposes. The Company agrees that no employee who has established seniority shall be laid off, remain on lay-off or be demoted as a result of the Company contracting out work which regularly would have been performed by such employees.

24.04 Workers' Compensation

If an employee is injured in the course of performing work duties assigned by the Company and as a result of such injury is in receipt of payment by the Workers' Compensation Board for time lost, the Company shall pay the difference between the amount received by the employee from the Compensation Board for lost basic wages and the amount the employee would have received for such employee's basic wage had the employee not been injured. Under no circumstances shall the Company continue the make-up of the difference beyond three (3) calendar months from the day the employee became entitled to Compensation Board payment. Basic pay is defined as the amount received by an employee for eight (8) hours work per day or forty (40) hours per week. This Section does not apply to probationary employees.

It is understood that any payment by the Company, which exceeds an amount greater than the employee's basic wage when such an amount is combined with the employee's Compensation Board payment, then such excess payment shall be refunded to the Company.

24.05 Employee(s) who become injured during and while performing work duties authorized by the Company

will suffer no loss of regular basic pay on the day such an employee(s) was injured. The Company may require, if they feel it is necessary, a report attested to by a medical doctor as to the employee's ability to continue working.

24.06 Certificates and Permits

- (a) For employees who have established seniority and are chosen by the Company to perform work which requires certificates or permits by Governmental regulations, the Company agrees that during the term of this Agreement, to pay for the initial issue and annual renewal of Gas Technician certificate upon receiving documentation from the employee that he/she has successfully obtained the initial certificate or has been invoiced for the annual renewal.
- (b) It is agreed that employees required by the Company to obtain a driver's license of a higher category than "G" would be allowed reasonable time off, with pay, and the required equipment to complete the applicable Government examination. Furthermore, the Company will pay the examination and medical fees, if any, associated with the attainment and annual renewal of these licenses for the designated employees. The foregoing payments are based on documented successful completion and attainment of the required license.

24.07 Process or Technology Improvements

The Company and the Union will meet at the request of the Company to discuss existing or future process or technology improvements made or implemented by the Company to discuss and share costs and savings that result. If the parties cannot agree, the matter may be referred to Arbitration for final resolution.

ARTICLE 25
PER DIEM COMPENSATION
AND TRANSPORTATION

This Article 25 applies to Thunder Bay and Kingston hourly operations employees only.

25.01 (a) Employees from the bargaining unit who are required to work away from the perimeter of the town or city from which they are normally stationed shall receive for each twenty-four (24) hour period a per diem amounting to reasonable accommodation plus an amount of thirty-four dollars and fifty cents (\$34.50).

(b) *Applicable to Thunder Bay hourly operations employees only:*

The Company reserves the right to arrange and pay for suitable accommodations.

(c) The Company will provide meals in remote work situations. In addition to the per diem, it is agreed that an employee so engaged once every two (2) days or in a situation where it is necessary to increase the number of periods, will be allowed to communicate with the employee's family to an amount not to exceed four dollars (\$4.00) at any one time. Such communication costs shall be charged to the employee's lodging and shown on the receipt. It is understood and agreed that:

- (1) Receipts for accommodation costs are required;
- (2) Any further requirements by law must be strictly adhered to as it relates to expenses.

25.02 (a) Employees directed by the Company to work temporarily in a town or city other than the location they are normally stationed at will be com-

pensated for traveling time and the Company will provide transportation.

- (b) If an employee is authorized to use his/her own personal vehicle, the Company will compensate the individual at a rate of thirty-two cents (\$0.32) per mile.

25.03 When an employee is away from his/her home base during a normal meal period and such meal period is not covered by the regular per diem or Article 14, Section 14.03 – Overtime Meal Allowance, then the Company will provide a meal allowance equal to one-third (1/3) of the normal per diem rate.

ARTICLE 26 EMPLOYEE DEVELOPMENT AND TRAINING

26.01 The Company is interested and will encourage employees who have established seniority to further develop their basic education and gas industrial skills. Upon written application by the employee concerned to the employee's supervisor, the Company shall reimburse the cost of tuition fees for approved courses up to a maximum of three hundred and fifty dollars (\$350.00) per annum upon successful completion and attainment of the course certificate.

26.02 Training

On-the-job training by the Company with the employees concerned shall be pursued by the Company as vigorously as possible in order to increase the knowledge and skill of the employees in their various job categories.

26.03 The Company recognizes the desirability of helping employees who may, when the opportunity arises, wish to change to a different position. For those employees who have indicated, in writing to their super-

visor, that they would wish to involve themselves in training which may be conducted but may not necessarily involve their existing job duties, the Company will consider including them in such training programs at times which will not interfere with the carrying out of their job duties. If an employee wishes to be involved in training sessions which are being conducted after the completion of their working hours, no compensation by the Company would be paid as it would necessarily be on a voluntary basis by the employee concerned. Compulsory training after normal working hours or while an employee is on lay off will be paid by the Company. Further, when an employee on lay off is involved in compulsory training, the provisions of Sections 9.06 and 9.07 do not apply.

ARTICLE 27
PENSION PLAN
FOR EMPLOYEES ENROLLED
AS OF RATIFICATION IN 2009

- 27.01** (a) The Company will provide participating employee pension plan data and recipient of benefit information for members of the Bargaining Unit on an annual basis.
- (b) The Company will provide stewardship and actuarial reports every three (3) years.
- 27.02** The Reliance Comfort Limited Partnership Pension Plan – Group 3 (Appendix “A”) attached hereto and forming a part of this Collective Agreement) will remain in effect for the duration of the Collective Agreement and shall not be changed except by the mutual consent of the parties.

ARTICLE 28
TERM OF AGREEMENT

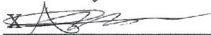
28.01 This agreement shall become effective on April 1, 2021 and shall continue in full force and effect until September 30, 2024 and thereafter from year to year unless, within sixty (60) days prior to the expiration date of the agreement, notice is given by either party to the other party of their intention to revise, amend or terminate this agreement. The said notice may be given to the Company by registered mail addressed to Reliance Comfort Limited Partnership, Toronto, Ontario, or to the Union by registered mail addressed to the appropriate Local of Unifor.

IN WITNESS THEREOF the parties hereto have signed as evidenced by the signatures of their proper officers duly authorized in that behalf.

Virtually dated and signed June 26, 2021.

X 

Paul Gyarmati

~~X 
_____~~

Alan MacNab

X 


Bill Eade

X 

James Tauvette

X 

Dan Valente

X 

John Mummery

X 

Frank Wull

X 

Marc Catrysse

X 

Rick Roberts

X 

Chad Mcdaid

X 

Matt Walker

X 

Julie Mason

**APPENDIX “A”
PENSION PLAN COVERING
RELIANCE COMFORT LIMITED PARTNERSHIP
EMPLOYEES REPRESENTED BY UNIFOR**

**I. Flat Benefit Plan for Employees Enrolled as of
Ratification in 2009**

1. Replace the existing Basic and Supplemental Plans with a Flat Benefit Plan having a pension benefit rate as determined from the following table. For members who retire after January 1, 1984, the benefit rate as indicated will be multiplied by the years (and fractions of a year) of service after August 1, 1959.

Benefit Rate for Retirements

Feb. 1/92 to Jan. 31/93	\$31.00
Feb. 1/93 to Jan. 31/94	\$32.00
Feb. 1/94 to Jan. 31/95	\$32.50
Feb. 1/95 to Jan. 31/96	\$33.00
Feb. 1/96 to Jan. 31/97	\$34.00
Feb. 1/97 to Jan. 31/98	\$35.00
Feb. 1/98 to Jan. 31/99	\$36.00
Feb. 1/99 to Jan. 31/2000	\$37.00
July 13/01 to June 30/02	\$38.00
July 1/02 to Dec. 31/05	\$39.00
Jan. 1/06 to Dec. 31/06	\$40.00
Jan. 1/08 to Dec. 31/11	\$41.00
Jan. 1/12 to Mar. 31/12	\$42.00

2. A revised non-contributory plan to be known as the Reliance Comfort Limited Partnership Pension Plan – Group Three, will be established to provide benefits for members of the Unifor bargaining units in respect of service after August 1, 1959.
 - (a) A member’s normal retirement date will be the last day of the month following attainment of

age 65. The plan will permit early retirement of a member with the consent of the Company after age 55 up to and including age 59 and thereafter at the employee's request with accrued pension subject to a reduction on one-quarter ($\frac{1}{4}$) of one percent (1%) for each month by which the early retirement date precedes age 62. A member may also, with the consent of the Company, postpone his/her retirement beyond age sixty-five (65) but not beyond age seventy (70) with pension accrued to normal retirement subject to an actuarial increase.

- (b) Benefits shall accrue on the basis of credited service after January 1, 1984 based on hours paid (without adjustment for premium rates) on the following schedule:

Hours Paid ... Service Credit (Years)

Less than 160 hours	0
160 but less than 320	1/10
320 but less than 480	2/10
480 but less than 640	3/10
640 but less than 800	4/10
800 but less than 960	5/10
960 but less than 1120.....	6/10
1120 but less than 1280.....	7/10
1280 but less than 1440	8/10
1440 but less than 1600	9/10
1600 or more	1

- (c) Absence of a member due to disability during which benefits are paid under the Company's Sickness and Accident and Long Term Disability Insurance Plan shall be counted as service on the basis of such member's normal work week and benefits shall be determined on the basis in force on the date the member became disabled.

- (d) Periods of absence of members authorized by the Company for Union duty or other leave covered by the Bargaining Agreement shall be counted for the purpose of calculating benefits on the basis of such member's normal basic work week.
- (e) Vesting of benefits shall be based on the following schedule:
 - (i) If service credits are less than two years, the vesting percentage is nil
 - (ii) If service credits are two or more years, the vesting percentage is 100%

Service credits for vesting shall be service according to an approved seniority list as of January 1, 1984, plus service in accordance with items (b), (c), and (d) after that date.

(f) **Survivor Pension:**

The normal form of Pension for members with a spouse is Joint and Survivor. The surviving spouse of an employee who dies after becoming eligible for any form of Pension Benefit under this plan, (whether he/she is retired or still employed by the Company), shall receive a monthly pension for life equal to sixty percent (60%) of the pension which the deceased employee was receiving, or was entitled to receive, at the time of death.

- (g) At retirement the normal form of Pension for members without a spouse will be life only, guaranteeing the return of the employee's required contributions (with interest) to normal retirement date. The Plan will permit the election by members of an optional form of pension of equivalent actuarial value.

- (h) The Group Three Pension Plan shall contain provisions for member's optional contributions.
- 3. Membership in the new plan will be restricted to Reliance Comfort Limited Partnership employees represented by the C.E.P.U. as specified in the applicable certifications with the Ontario Labour Relations Board.
- 4. When an employee retires at age sixty-two (62) or more, the Company will continue the current amount of life insurance as stipulated in Article 20, Section 20.01(c). This amount will be reduced by twenty-five percent (25%) every twelve (12) months until it reaches a minimum of fifteen hundred dollars (\$1,500.00). This life insurance continuation will only apply to employees who will attain the age of 55 or more as of January 1, 2008.

II. Defined Contribution Component of the Bargaining Unit Plan for Any Employee Enrolling in the Pension Plan on or after Ratification in 2009

- (a) Any employee enrolling in the Pension Plan on or after ratification in 2009, will participate in the Company's Defined Contribution component of the Pension Plan.
- (b) Any employee remaining in the Defined Benefit Pension Plan will have the option to suspend participation in the Defined Benefit Pension Plan and enrol in the Company's Defined Contribution component of the Pension Plan.

**APPENDIX ‘B’ – Effective April 1, 2021
HOURLY JOB CLASSIFICATIONS AND WAGE RATES**

Class #	Job Title	Pro- gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
	Commercial HVAC Technician			\$43.94	\$43.94	Gas Technician II Commercial 313A C of Q ODP	Pass “expert” Commercial heating diagnostic & repair
	Commercial HVAC Apprentice Technician	Working on Working on Working on Working on Working on	Level 5 Level 4 Level 3 Level 2 Level 1	\$40.64 \$37.35 \$32.95 \$30.76 \$25.99	\$40.64 \$37.35 \$32.95 \$30.76 \$25.99	313A Apprentice	*Pass “advanced” Commercial heating diagnostic & repair***
1	HVAC Technician New hire probation rate ^o	3 months	1	\$35.64	\$35.64	Gas Technician II Residential 313D C of Q ODP	****Pass “expert” hi-efficiency heating & cooling equipment, water heaters, diagnostic & repair

Class #	Job Title	Progression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
2	HVAC Apprentice Technician	Working on	Level 2	\$29.43	\$26.87	Gas Technician II	*Pass "advanced" hi-efficiency heating & cooling equipment, water heaters, diagnostic & repair -***
	New hire probation rate ^o	Working on	Level 1	\$28.23	\$25.73	Residential 313D Apprentice	^^ must move into Class 1 within 30 months of entering Class 2 or move down to Class 3
		3 months		\$26.82	\$25.73	ODP	
3	Service Technician	18 months	2** 1	\$26.42 \$24.39	\$25.36 \$22.87	Gas Technician II	**Before Progressing to Step 2 – Must pass "intermediate" heating & cooling equipment, water heaters, diagnostic and repair
	New hire probation rate ^o	6 months		\$24.02	\$21.73		*Pass "basic" heating equipment, water heaters, diagnostic and repair

* In order for a candidate to move into Class 3 or 2, a posted vacancy must exist in the job Class, the candidate must have passed the associated company exam for the Class, the candidate must have successfully obtained the required licenses for the Class and the candidate must be the successful bidder for the open vacancy.

^o New hire probation employees must pass the Class equivalent company exam within 6 months in order to remain with the company.

*** only persons whose Apprenticeship is approved by the company may enter Class 2.

^^ Class 2 HVAC Apprentice Technicians have a maximum of thirty (30) months to move up to Class 1, Class 2 HVAC Apprentice Technicians who fail to move to Class 1 within the time frames stated above shall be moved to Class 3. The Company will make reasonable efforts to provide unpaid time off to facilitate Class 2's to attend necessary training, provided the employee make equally reasonable efforts to avail themselves of such training. Jr installers will be indentured if and as required by the governing body

**** In order for a Class 2 candidate to move into Class 1, the candidate must have passed the associated company exam for the Class, the candidate must have successfully obtained the required licenses for the Class, and must have had their Apprenticeship approved by the company. Unless moving from Class 2, a posted vacancy must also exist.

Class #	Job Title	Pro- gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
1	Plumber Technician		1	\$35.64	\$35.64	306A C of Q	****Pass "expert" Plumbing
	New hire probation rate ^o	6 months		\$33.81	\$33.81		
2	Plumber Apprentice Technician	Working on	Level 5	\$32.07	\$32.07	306A Apprentice	*Pass "advanced" Plumbing***
		Working on	Level 4	\$28.51	\$28.51		
		Working on	Level 3	\$24.95	\$24.95		
		Working on	Level 2	\$21.38	\$21.38		
		Working on	Level 1	\$17.82	\$17.82		
1	Master Electrician			\$38.57	\$38.57	309A C of Q Master Electrician 309C/A C of Q	****Pass "expert" Electricity
	Electrician			\$35.64	\$35.64		
	New hire probation rate ^o	6 months		\$33.81	\$33.81		
2	Electrician Apprentice Technician	Working on	Level 5	\$32.07	\$32.07	309A Apprentice	*Pass "advanced" Electricity***
		Working on	Level 4	\$28.51	\$28.51		
		Working on	Level 3	\$24.95	\$24.95		
		Working on	Level 2	\$21.38	\$21.38		
		Working on	Level 1	\$17.82	\$17.82		

Class #	Job Title	Pro-gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
	Senior Installer			\$35.64	\$35.64	Gas Technician II, ODP Residential 313D Apprentice [^]	
	Jr. Installer / Helper			\$17.76	\$18.31	Gas Technician III	
	Jr. Installer/ Jr. Technician			\$18.66	\$18.66	Gas Technician III	
	Water Heater Installer			\$24.01	\$21.60	Gas Technician II	
	Warehouse Helper / Runner			\$16.63	\$16.87		
	Inventory control clerk			\$19.73	\$19.73	308A C of Q	
	Sheet Metal Worker			\$35.64	\$35.64		
	Sheet Metal Helper			\$—	\$18.39		
	Summer Student			\$—	\$—		

[^] Senior Installers effective April 11, 2018 have a maximum of ninety days to complete the Residential Air Conditioning Mechanic License (313D C of Q) to remain in the classification of Senior Installer. Employees entering the Senior Installer position after April 11, 2018 will have a maximum of thirty (30) months to complete the Residential Air Conditioning License (313D C of Q) to remain in the classification of Senior Installer. Senior Installers who fail to receive the Residential Air Conditioning Mechanic License (313D C of Q) within the time frames stated above shall be moved to the Junior Installer/Junior Technician classification and rate of pay.

**APPENDIX ‘B’ – Effective April 1, 2022
HOURLY JOB CLASSIFICATIONS AND WAGE RATES**

Class #	Job Title	Pro- gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
	Commercial HVAC Technician			\$44.93	\$44.93	Gas Technician II Commercial 313A C of Q ODP	Pass “expert” Commercial heating diagnostic & repair
	Commercial HVAC Apprentice Technician	Working on Working on Working on Working on Working on	Level 5 Level 4 Level 3 Level 2 Level 1	\$41.56 \$38.19 \$33.69 \$31.45 \$26.57	\$41.56 \$38.19 \$33.69 \$31.45 \$26.57	313A Apprentice	*Pass “advanced” Commercial heating diagnostic & repair***
1	HVAC Technician New hire probation rate ^o	 3 months	1	\$36.44	\$36.44	Gas Technician II Residential 313D C of Q ODP	****Pass “expert” hi-efficiency heating & cooling equipment, water heaters, diagnostic & repair

Class #	Job Title	Pro-gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
2	HVAC Apprentice Technician	Working on	Level 2	\$30.02	\$27.40	Gas Technician II	*Pass "advanced" hi-efficiency heating & cooling equipment, water heaters, diagnostic & repair -***
	New hire probation rate ^o	Working on 6 months	Level 1	\$28.80	\$26.25	Residential 313D Apprentice ODP	^^ must move into Class 1 within 30 months of entering Class 2 or move down to Class 3
3	Service Technician	18 months	2** 1	\$26.95 \$26.55	\$25.86 \$25.48	Gas Technician II	**Before Progressing to Step 2 – Must pass "intermediate" heating & cooling equipment, water heaters, diagnostic and repair *Pass "basic" heating equipment, water heaters, diagnostic and repair
	New hire probation rate ^o	6 months		\$24.51	\$22.99		

* In order for a candidate to move into Class 3 or 2, a posted vacancy must exist in the job Class, the candidate must have passed the associated company exam for the Class, the candidate must have successfully obtained the required licenses for the Class and the candidate must be the successful bidder for the open vacancy.

^o New hire probation employees must pass the Class equivalent company exam within 6 months in order to remain with the company.

*** only persons whose Apprenticeship is approved by the company may enter Class 2.

^^ Class 2 HVAC Apprentice Technicians have a maximum of thirty (30) months to move up to Class 1, Class 2 HVAC Apprentice Technicians who fail to move to Class 1 within the time frames stated above shall be moved to Class 3. The Company will make reasonable efforts to provide unpaid time off to facilitate Class 2's to attend necessary training, provided the employee make equally reasonable efforts to avail themselves of such training. Jr installers will be indentured if and as required by the governing body

**** In order for a Class 2 candidate to move into Class 1, the candidate must have passed the associated company exam for the Class, the candidate must have successfully obtained the required licenses for the Class, and must have had their Apprenticeship approved by the company. Unless moving from Class 2, a posted vacancy must also exist.

Class #	Job Title	Pro- gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
1	Plumber Technician		1	\$36.44	\$36.44	306A C of Q	****Pass "expert" Plumbing
	New hire probation rate ^o	6 months		\$34.58	\$34.58		
2	Plumber Apprentice Technician	Working on	Level 5	\$32.80	\$32.80	306A Apprentice	*Pass "advanced" Plumbing***
		Working on	Level 4	\$29.15	\$29.15		
		Working on	Level 3	\$25.51	\$25.51		
		Working on	Level 2	\$21.86	\$21.86		
		Working on	Level 1	\$18.22	\$18.22		
1	Master Electrician			\$39.44	\$39.44	309A C of Q Master Electrician 309C/A C of Q	****Pass "expert" Electricity
	Electrician			\$36.44	\$36.44		
	New hire probation rate ^o	6 months		\$34.58	\$34.58		
2	Electrician Apprentice Technician	Working on	Level 5	\$32.80	\$32.80	309A Apprentice	*Pass "advanced" Electricity***
		Working on	Level 4	\$29.15	\$29.15		
		Working on	Level 3	\$25.51	\$25.51		
		Working on	Level 2	\$21.86	\$21.86		
		Working on	Level 1	\$18.22	\$18.22		

Class #	Job Title	Pro- gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
	Senior Installer			\$36.44	\$36.44	Gas Technician II, ODP Residential 313D Apprentice [^]	
	Jr. Installer / Helper			\$18.11	\$18.68	Gas Technician III	
	Jr. Installer/ Jr. Technician			\$19.03	\$19.03	Gas Technician III	
	Water Heater Installer			\$24.25	\$21.82	Gas Technician II	
	Warehouse Helper / Runner			\$16.96	\$17.21		
	Inventory control clerk			\$20.12	\$20.12	308A C of Q	
	Sheet Metal Worker			\$36.44	\$36.44		
	Sheet Metal Helper			\$—	\$18.76		
	Summer Student			\$—	\$—		

[^] Senior Installers effective April 11, 2018 have a maximum of ninety days to complete the Residential Air Conditioning Mechanic License (313D C of Q) to remain in the classification of Senior Installer. Employees entering the Senior Installer position after April 11, 2018 will have a maximum of thirty (30) months to complete the Residential Air Conditioning License (313D C of Q) to remain in the classification of Senior Installer. Senior Installers who fail to receive the Residential Air Conditioning Mechanic License (313D C of Q) within the time frames stated above shall be moved to the Junior Installer/Junior Technician classification and rate of pay.

**APPENDIX ‘B’ – Effective April 1, 2023
HOURLY JOB CLASSIFICATIONS AND WAGE RATES**

Class #	Job Title	Pro- gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
	Commercial HVAC Technician			\$45.83	\$45.83	Gas Technician II Commercial 313A C of Q ODP	Pass “expert” Commercial heating diagnostic & repair
	Commercial HVAC Apprentice Technician	Working on Working on Working on Working on Working on	Level 5 Level 4 Level 3 Level 2 Level 1	\$42.39 \$38.95 \$34.36 \$32.08 \$27.10	\$42.39 \$38.95 \$34.36 \$32.08 \$27.10	313A Apprentice	*Pass “advanced” Commercial heating diagnostic & repair***
1	HVAC Technician New hire probation rate ^o	3 months	1	\$37.17	\$37.17	Gas Technician II Residential 313D C of Q ODP	****Pass “expert” hi-efficiency heating & cooling equipment, water heaters, diagnostic & repair

Class #	Job Title	Pro-gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
2	HVAC Apprentice Technician	Working on	Level 2	\$30.62	\$27.95	Gas Technician II	*Pass "advanced" hi-efficiency heating & cooling equipment, water heaters, diagnostic & repair -***
	New hire probation rate ^o	Working on 6 months	Level 1	\$29.37	\$26.77	Residential 313D Apprentice ODP	^^ must move into Class 1 within 30 months of entering Class 2 or move down to Class 3
3	Service Technician	18 months	2** 1	\$27.49 \$27.08	\$26.38 \$25.99	Gas Technician II	**Before Progressing to Step 2 – Must pass "intermediate" heating & cooling equipment, water heaters, diagnostic and repair *Pass "basic" heating equipment, water heaters, diagnostic and repair
	New hire probation rate ^o	6 months		\$26.69	\$25.61		

* In order for a candidate to move into Class 3 or 2, a posted vacancy must exist in the job Class, the candidate must have passed the associated company exam for the Class, the candidate must have successfully obtained the required licenses for the Class and the candidate must be the successful bidder for the open vacancy.

^o New hire probation employees must pass the Class equivalent company exam within 6 months in order to remain with the company.

*** only persons whose Apprenticeship is approved by the company may enter Class 2.

^^ Class 2 HVAC Apprentice Technicians have a maximum of thirty (30) months to move up to Class 1, Class 2 HVAC Apprentice Technicians who fail to move to Class 1 within the time frames stated above shall be moved to Class 3. The Company will make reasonable efforts to provide unpaid time off to facilitate Class 2's to attend necessary training, provided the employee make equally reasonable efforts to avail themselves of such training. Jr installers will be indentured if and as required by the governing body

**** In order for a Class 2 candidate to move into Class 1, the candidate must have passed the associated company exam for the Class, the candidate must have successfully obtained the required licenses for the Class, and must have had their Apprenticeship approved by the company. Unless moving from Class 2, a posted vacancy must also exist.

Class #	Job Title	Pro- gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
1	Plumber Technician		1	\$37.17	\$37.17	306A C of Q	****Pass "expert" Plumbing
	New hire probation rate ^o	6 months		\$35.27	\$35.27		
2	Plumber Apprentice Technician	Working on	Level 5	\$33.45	\$33.45	306A Apprentice	*Pass "advanced" Plumbing***
		Working on	Level 4	\$29.73	\$29.73		
		Working on	Level 3	\$26.02	\$26.02		
		Working on	Level 2	\$22.30	\$22.30		
		Working on	Level 1	\$18.58	\$18.58		
1	Master Electrician			\$40.23	\$40.23	309A C of Q Master Electrician 309C/A C of Q	****Pass "expert" Electricity
	Electrician			\$37.17	\$37.17		
	New hire probation rate ^o	6 months		\$35.27	\$35.27		
2	Electrician Apprentice Technician	Working on	Level 5	\$33.45	\$33.45	309A Apprentice	*Pass "advanced" Electricity***
		Working on	Level 4	\$29.73	\$29.73		
		Working on	Level 3	\$26.02	\$26.02		
		Working on	Level 2	\$22.30	\$22.30		
		Working on	Level 1	\$18.58	\$18.58		

Class #	Job Title	Pro-gression	Step #	Wage Rate for all employees entering class on or before May 16, 2021	Wage Rate for all employees entering class on or after May 16, 2021	All Licenses Required to enter Class	Skills & Abilities
	Senior Installer			\$37.17	\$37.17	Gas Technician II, ODP Residential 313D Apprentice [^]	
	Jr. Installer / Helper			\$18.48	\$19.05	Gas Technician III	
	Jr. Installer/ Jr. Technician			\$19.41	\$19.41	Gas Technician III	
	Water Heater Installer			\$24.49	\$22.04	Gas Technician II	
	Warehouse Helper / Runner			\$17.30	\$17.55		
	Inventory control clerk			\$20.52	\$20.52	308A C of Q	
	Sheet Metal Worker			\$37.17	\$37.17		
	Sheet Metal Helper			\$—	\$19.13		
	Summer Student			\$—	\$—		

[^] Senior Installers effective April 11, 2018 have a maximum of ninety days to complete the Residential Air Conditioning Mechanic License (313D C of Q) to remain in the classification of Senior Installer. Employees entering the Senior Installer position after April 11, 2018 will have a maximum of thirty (30) months to complete the Residential Air Conditioning License (313D C of Q) to remain in the classification of Senior Installer. Senior Installers who fail to receive the Residential Air Conditioning Mechanic License (313D C of Q) within the time frames stated above shall be moved to the Junior Installer/Junior Technician classification and rate of pay.

Lump Sum Payment Schedule
Effective upon ratification and on April 1, 20**

Job Title	Upon Ratification	April 1, 20**
Water Heater Installer		

No later than sixty (60) days following ratification of the Memorandum of Settlement, said wage increase/lump sum payment shall be implemented and each active employee shall receive retro-active pay on 2021 earnings less statutory or other deductions required by law, including union dues.

**APPENDIX “C” – Effective April 1, 2021
INSTALLATION TASK RATES SCHEDULE**

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home)				
Fur – Upflow/Counterflow	\$261.45	\$159.02	\$102.43	
Fur – Upflow/Counterflow w/ A/C	\$450.76	\$274.18	\$176.58	
Fur – Horizontal	\$348.60	\$212.03	\$136.57	
Fur – Horizontal w/ A/C	\$522.87	\$318.03	\$204.85	
Fur – Gravity	\$348.60	\$212.03	\$136.57	
Outdoor Combo Unit	\$348.60	\$212.03	\$136.57	
A/C – Complete Condenser & Coil	\$217.86	\$132.52	\$ 85.34	
A/C – Condenser Only	\$174.28	\$106.00	\$ 68.28	
Evap. Coil w Upflow/Count.Fur.	\$ 61.00	\$ 37.10	\$ 23.90	
Evap. Coil w Hor. Fur.	\$ 69.73	\$ 42.41	\$ 27.32	
Air Handler	\$217.86	\$132.52	\$ 85.34	
HRV/ERV (Simplified Method)	\$217.86	\$132.52	\$ 85.34	
HRV/ERV (Simplified Method non retrofit)	\$278.21	\$169.43	\$108.78	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home) – continued				
Wall heater/furnace	\$261.45	\$159.02	\$102.43	
Direct Vent wall heater	\$130.72	\$ 79.51	\$ 51.21	
Space heater	\$ 65.35	\$ 39.75	\$ 25.60	
Garage unit heater	\$152.51	\$ 92.76	\$ 59.75	
Drain, Remove, and Replace existing Fin Tube Boiler	\$429.40	\$261.17	\$168.23	
Drain, Remove, and Replace existing Cast Iron Boiler	\$601.19	\$365.66	\$235.53	
Section # 2 – New Home Construction				
Fur – Upflow/Counterflow	\$239.64	\$145.76	\$ 93.88	
Fur – Upflow/Counterflow w/ A/C	\$435.72	\$265.02	\$170.71	
Fur – Horizontal	\$305.01	\$185.52	\$119.49	
Fur – Horizontal w/ A/C	\$501.09	\$304.78	\$196.31	
A/C – (Only) Condenser & Coil	\$196.07	\$119.26	\$ 76.82	
A/C – Condenser Only	\$152.51	\$ 92.76	\$ 59.75	
Outdoor Combo Unit	\$305.01	\$185.52	\$119.49	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 3 – Fireplaces				
Insert	\$174.28	\$106.00	\$ 68.28	
Direct Vent	\$196.07	\$119.26	\$ 76.82	
Zero Clearance	\$196.07	\$119.26	\$ 76.82	
Freestanding Vented	\$196.07	\$119.26	\$ 76.82	
Freestanding Direct Vented	\$196.07	\$119.26	\$ 76.82	
Section # 4 – Venting				
Liner (Any Size)	\$ 54.47	\$ 33.13	\$ 21.34	See Clarification
B-vent 1 story (Any Size)	\$ 87.15	\$ 53.00	\$ 34.15	”
B-vent 2 story (Any Size)	\$119.82	\$ 72.88	\$ 46.94	”
2 Pipe PVC Venting up to 30ft.	\$ 54.47	\$ 33.13	\$ 21.34	”
PVC venting per.ft. over 30 ft.	\$ 0.65	\$ 0.39	\$ 0.27	”
Section # 5 – Miscellaneous				
Gas Line/ft	\$ 2.06	\$ 1.25	\$ 0.81	See Clarification
Electrical /ft	\$ 0.65	\$ 0.39	\$ 0.27	”

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 5 – Miscellaneous – continued)				
Concrete Base for Combo Unit	\$ 130.72	\$ 82.72	\$ 41.17	See Clarification
Condensate pump	\$ 26.15	\$ 16.54	\$ 8.24	”
Fan Centre Relay	\$ 21.78	\$ 13.79	\$ 6.86	
Motor Upgrade w/ A/C	\$ 21.78	\$ 13.79	\$ 6.86	See Clarification
Propane Conversion	\$ 13.25	\$ 8.07	\$ 5.18	”
Outdoor disconnect	\$ 13.07	\$ 8.27	\$ 4.13	”
Material Pickup (One per Job)	\$ 19.60	\$ 12.40	\$ 6.17	”
Lowboy Furnace Removal	\$ 33.12	\$ 20.96	\$ 10.43	”
Gravity Furnace Removal	\$ 113.27	\$ 71.69	\$ 35.67	”
Travel Beyond Established Area	\$ 24.52	\$ 14.92	\$ 9.60	”
Combination Style Tank (Side Tap)	\$ 5.28	\$ 3.17	\$ 2.11	”
Install Refurbished – All Tank type and tankless water heaters	\$ 5.28	\$ 3.17	\$ 2.11	
75 Gallon(s) and above, tank type water heaters	\$ 5.28	\$ 3.17	\$ 2.11	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 6 – Ductwork				
Warm air (basement) – (R&R x 1/2)	\$ 21.78	\$ 13.25	\$ 8.53	See Clarification
Warm air (crawl) – (R&R x 1/2)	\$ 30.52	\$ 18.56	\$ 11.95	”
Return air (basement) – (R&Rx 1/2)	\$ 32.68	\$ 19.88	\$ 12.80	”
Return air (crawl) – (R&R x 1/2)	\$ 43.58	\$ 26.51	\$ 17.07	”
Trunk Line (basement) – (R&Rx 1/2)	\$ 74.09	\$ 45.06	\$ 29.03	”
Trunk Line (crawl) – (R&R x 1/2)	\$ 87.15	\$ 53.00	\$ 34.15	”
Plenum (Fabricate basement)	\$ 32.68	\$ 19.88	\$ 12.80	”
Plenum (Fabricate crawl)	\$ 43.58	\$ 26.51	\$ 17.07	”
Risers (Trunk to Outlet)	\$ 54.47	\$ 33.13	\$ 21.34	”
Extra duct over 25ft/ft	\$ 1.31	\$ 0.80	\$ 0.51	”
Canvas connector	\$ 10.90	\$ 6.64	\$ 4.26	”
Fitting (Fabricate)	\$ 13.07	\$ 7.95	\$ 5.12	”
Section # 7 – Accessories items				
New Humidifier w/ furnace	\$ 37.04	\$ 22.52	\$ 14.51	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 7 – Accessories items – continued)				
New Humidifier Only	\$ 65.35	\$ 39.75	\$ 25.60	
New EAC w/ furnace	\$ 50.10	\$ 30.48	\$ 19.62	
EAC Only	\$108.94	\$ 66.26	\$ 42.68	
Reinstall existing Humidifier	\$ 19.60	\$ 11.92	\$ 7.68	See Clarification
Reinstall Existing EAC	\$ 21.78	\$ 13.25	\$ 8.53	”
New HEPA Filter with Furnace	\$ 76.25	\$ 46.38	\$ 29.87	
HEPA Filter Only	\$108.94	\$ 66.26	\$ 42.68	
UV Air Purifier with Furnace	\$ 43.58	\$ 26.51	\$ 17.07	
UV Air Purifier without Furnace	\$ 76.25	\$ 46.38	\$ 29.87	
install 5 inch media filter	\$ 72.66	\$ 48.52	\$ 24.13	
install 5 inch media filter already on site	\$ 48.44	\$ 32.35	\$ 16.09	”
task for water shutoff	\$ 5.33	\$ 3.20	\$ 2.13	
task for gas shutoff	\$ 5.33	\$ 3.20	\$ 2.13	

No changes will be made to this Appendix unless mutually agreed between the Company and the Union. In the event a one off material issue is encountered in the field, the Installer shall contact the manager to resolve it.

**APPENDIX “C” – Effective April 1, 2022
INSTALLATION TASK RATES SCHEDULE**

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home)				
Fur – Upflow/Counterflow	\$266.68	\$162.20	\$104.48	
Fur – Upflow/Counterflow w/ A/C	\$459.77	\$279.66	\$180.11	
Fur – Horizontal	\$355.57	\$216.27	\$139.30	
Fur – Horizontal w/ A/C	\$533.33	\$324.39	\$208.94	
Fur – Gravity	\$355.57	\$216.27	\$139.30	
Outdoor Combo Unit	\$355.57	\$216.27	\$139.30	
A/C – Complete Condenser & Coil	\$222.22	\$135.17	\$ 87.05	
A/C – Condenser Only	\$177.76	\$108.12	\$ 69.64	
Evap. Coil w Upflow/Count.Fur.	\$ 62.22	\$ 37.84	\$ 24.38	
Evap. Coil w Hor. Fur.	\$ 71.12	\$ 43.26	\$ 27.86	
Air Handler	\$222.22	\$135.17	\$ 87.05	
HRV/ERV (Simplified Method)	\$222.22	\$135.17	\$ 87.05	
HRV/ERV (Simplified Method non retrofit)	\$283.77	\$172.82	\$110.96	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home) – continued				
Wall heater/furnace	\$266.68	\$162.20	\$104.48	
Direct Vent wall heater	\$133.34	\$ 81.10	\$ 52.24	
Space heater	\$ 66.66	\$ 40.54	\$ 26.11	
Garage unit heater	\$155.56	\$ 94.61	\$ 60.95	
Drain, Remove, and Replace existing Fin Tube Boiler	\$437.99	\$266.39	\$171.59	
Drain, Remove, and Replace existing Cast Iron Boiler	\$613.21	\$372.97	\$240.24	
Section # 2 – New Home Construction				
Fur – Upflow/Counterflow	\$244.43	\$148.67	\$ 95.76	
Fur – Upflow/Counterflow w/ A/C	\$444.44	\$270.32	\$174.12	
Fur – Horizontal	\$311.11	\$189.23	\$121.88	
Fur – Horizontal w/ A/C	\$511.11	\$310.87	\$200.24	
A/C – (Only) Condenser & Coil	\$200.00	\$121.64	\$ 78.35	
A/C – Condenser Only	\$155.56	\$ 94.61	\$ 60.95	
Outdoor Combo Unit	\$311.11	\$189.23	\$121.88	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 3 – Fireplaces				
Insert	\$177.76	\$108.12	\$ 69.64	
Direct Vent	\$200.00	\$121.64	\$ 78.35	
Zero Clearance	\$200.00	\$121.64	\$ 78.35	
Freestanding Vented	\$200.00	\$121.64	\$ 78.35	
Freestanding Direct Vented	\$200.00	\$121.64	\$ 78.35	
Section # 4 – Venting				
Liner (Any Size)	\$ 55.56	\$ 33.79	\$ 21.77	See Clarification
B-vent 1 story (Any Size)	\$ 88.89	\$ 54.06	\$ 34.83	”
B-vent 2 story (Any Size)	\$122.22	\$ 74.34	\$ 47.88	”
2 Pipe PVC Venting up to 30ft.	\$ 55.56	\$ 33.79	\$ 21.77	”
PVC venting per.ft. over 30 ft.	\$ 0.67	\$ 0.40	\$ 0.27	”
Section # 5 – Miscellaneous				
Gas Line/ft	\$ 2.10	\$ 1.28	\$ 0.82	See Clarification
Electrical /ft	\$ 0.67	\$ 0.40	\$ 0.27	”

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 5 – Miscellaneous – continued				
Concrete Base for Combo Unit	\$ 133.34	\$ 84.38	\$ 41.99	See Clarification
Condensate pump	\$ 26.68	\$ 16.88	\$ 8.41	”
Fan Centre Relay	\$ 22.21	\$ 14.07	\$ 7.00	
Motor Upgrade w/ A/C	\$ 22.21	\$ 14.07	\$ 7.00	See Clarification
Propane Conversion	\$ 13.52	\$ 8.23	\$ 5.28	”
Outdoor disconnect	\$ 13.33	\$ 8.44	\$ 4.21	”
Material Pickup (One per Job)	\$ 20.00	\$ 12.65	\$ 6.29	”
Lowboy Furnace Removal	\$ 33.78	\$ 21.38	\$ 10.64	”
Gravity Furnace Removal	\$115.54	\$ 73.12	\$ 36.38	”
Travel Beyond Established Area	\$ 25.01	\$ 15.22	\$ 9.79	”
Combination Style Tank (Side Tap)	\$ 5.39	\$ 3.24	\$ 2.15	”
Install Refurbished – All Tank type and tankless water heaters	\$ 5.39	\$ 3.24	\$ 2.15	
75 Gallon(s) and above, tank type water heaters	\$ 5.39	\$ 3.24	\$ 2.15	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 6 – Ductwork				
Warm air (basement) – (R&R x 1/2)	\$ 22.21	\$ 13.51	\$ 8.70	See Clarification
Warm air (crawl) – (R&R x 1/2)	\$ 31.13	\$ 18.94	\$ 12.19	”
Return air (basement) – (R&Rx 1/2)	\$ 33.33	\$ 20.28	\$ 13.06	”
Return air (crawl) – (R&R x 1/2)	\$ 44.46	\$ 27.04	\$ 17.42	”
Trunk Line (basement) – (R&Rx 1/2)	\$ 75.57	\$ 45.96	\$ 29.61	”
Trunk Line (crawl) – (R&R x 1/2)	\$ 88.89	\$ 54.06	\$ 34.83	”
Plenum (Fabricate basement)	\$ 33.33	\$ 20.28	\$ 13.06	”
Plenum (Fabricate crawl)	\$ 44.46	\$ 27.04	\$ 17.42	”
Risers (Trunk to Outlet)	\$ 55.56	\$ 33.79	\$ 21.77	”
Extra duct over 25ft/ft	\$ 1.33	\$ 0.81	\$ 0.52	”
Canvas connector	\$ 11.12	\$ 6.77	\$ 4.35	”
Fitting (Fabricate)	\$ 13.33	\$ 8.10	\$ 5.22	”
Section # 7 – Accessories items				
New Humidifier w/ furnace	\$ 37.78	\$ 22.97	\$ 14.80	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 7 – Accessories items – continued				
New Humidifier Only	\$ 66.66	\$ 40.54	\$ 26.11	
New EAC w/ furnace	\$ 51.10	\$ 31.09	\$ 20.02	
EAC Only	\$111.11	\$ 67.58	\$ 43.53	
Reinstall existing Humidifier	\$ 20.00	\$ 12.16	\$ 7.83	See Clarification
Reinstall Existing EAC	\$ 22.21	\$ 13.51	\$ 8.70	”
New HEPA Filter with Furnace	\$ 77.77	\$ 47.31	\$ 30.46	
HEPA Filter Only	\$111.11	\$ 67.58	\$ 43.53	
UV Air Purifier with Furnace	\$ 44.46	\$ 27.04	\$ 17.42	
UV Air Purifier without Furnace	\$ 77.77	\$ 47.31	\$ 30.46	
install 5 inch media filter	\$ 74.11	\$ 49.49	\$ 24.61	
install 5 inch media filter already on site	\$ 49.41	\$ 33.00	\$ 16.41	”
task for water shutoff	\$ 5.44	\$ 3.26	\$ 2.17	
task for gas shutoff	\$ 5.44	\$ 3.26	\$ 2.17	

No changes will be made to this Appendix unless mutually agreed between the Company and the Union. In the event a one off material issue is encountered in the field, the Installer shall contact the manager to resolve it.

**APPENDIX “C” – Effective April 1, 2023
INSTALLATION TASK RATES SCHEDULE**

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2023 to September 30, 2024			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home)				
Fur – Upflow/Counterflow	\$272.01	\$165.44	\$106.57	
Fur – Upflow/Counterflow w/ A/C	\$468.97	\$285.25	\$183.72	
Fur – Horizontal	\$362.68	\$220.59	\$142.09	
Fur – Horizontal w/ A/C	\$544.00	\$330.87	\$213.12	
Fur – Gravity	\$362.68	\$220.59	\$142.09	
Outdoor Combo Unit	\$362.68	\$220.59	\$142.09	
A/C – Complete Condenser & Coil	\$226.66	\$137.87	\$ 88.79	
A/C – Condenser Only	\$181.32	\$110.28	\$ 71.04	
Evap. Coil w Upflow/Count.Fur.	\$ 63.46	\$ 38.60	\$ 24.86	
Evap. Coil w Hor. Fur.	\$ 72.54	\$ 44.13	\$ 28.42	
Air Handler	\$226.66	\$137.87	\$ 88.79	
HRV/ERV (Simplified Method)	\$226.66	\$137.87	\$ 88.79	
HRV/ERV (Simplified Method non retrofit)	\$289.45	\$176.27	\$113.17	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2023 to September 30, 2024			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home) – continued				
Wall heater/furnace	\$272.01	\$165.44	\$106.57	
Direct Vent wall heater	\$136.00	\$ 82.72	\$ 53.28	
Space heater	\$ 67.99	\$ 41.36	\$ 26.64	
Garage unit heater	\$158.67	\$ 96.51	\$ 62.17	
Drain, Remove, and Replace existing Fin Tube Boiler	\$446.75	\$271.72	\$175.03	
Drain, Remove, and Replace existing Cast Iron Boiler	\$625.48	\$380.43	\$245.04	
Section # 2 – New Home Construction				
Fur – Upflow/Counterflow	\$249.32	\$151.65	\$ 97.67	
Fur – Upflow/Counterflow w/ A/C	\$453.33	\$275.72	\$177.60	
Fur – Horizontal	\$317.33	\$193.01	\$124.32	
Fur – Horizontal w/ A/C	\$521.33	\$317.09	\$204.24	
A/C – (Only) Condenser & Coil	\$204.00	\$124.08	\$ 79.92	
A/C – Condenser Only	\$158.67	\$ 96.51	\$ 62.17	
Outdoor Combo Unit	\$317.33	\$193.01	\$124.32	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2023 to September 30, 2024			
	Team Rate	Senior Installer	Junior Installer	
Section # 3 – Fireplaces				
Insert	\$181.32	\$110.28	\$ 71.04	
Direct Vent	\$204.00	\$124.08	\$ 79.92	
Zero Clearance	\$204.00	\$124.08	\$ 79.92	
Freestanding Vented	\$204.00	\$124.08	\$ 79.92	
Freestanding Direct Vented	\$204.00	\$124.08	\$ 79.92	
Section # 4 – Venting				
Liner (Any Size)	\$ 56.67	\$ 34.47	\$ 22.20	See Clarification
B-vent 1 story (Any Size)	\$ 90.67	\$ 55.14	\$ 35.53	”
B-vent 2 story (Any Size)	\$124.66	\$ 75.82	\$ 48.84	”
2 Pipe PVC Venting up to 30ft.	\$ 56.67	\$ 34.47	\$ 22.20	”
PVC venting per.ft. over 30 ft.	\$ 0.68	\$ 0.40	\$ 0.28	”
Section # 5 – Miscellaneous				
Gas Line/ft	\$ 2.14	\$ 1.31	\$ 0.84	See Clarification
Electrical /ft	\$ 0.68	\$ 0.40	\$ 0.28	”

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2023 to September 30, 2024			
	Team Rate	Senior Installer	Junior Installer	
Section # 5 – Miscellaneous – continued				
Concrete Base for Combo Unit	\$ 136.00	\$ 86.06	\$ 42.83	See Clarification
Condensate pump	\$ 27.21	\$ 17.21	\$ 8.57	”
Fan Centre Relay	\$ 22.66	\$ 14.35	\$ 7.14	
Motor Upgrade w/ A/C	\$ 22.66	\$ 14.35	\$ 7.14	See Clarification
Propane Conversion	\$ 13.79	\$ 8.40	\$ 5.39	”
Outdoor disconnect	\$ 13.59	\$ 8.61	\$ 4.30	”
Material Pickup (One per Job)	\$ 20.40	\$ 12.90	\$ 6.42	”
Lowboy Furnace Removal	\$ 34.46	\$ 21.81	\$ 10.86	”
Gravity Furnace Removal	\$ 117.85	\$ 74.58	\$ 37.11	”
Travel Beyond Established Area	\$ 25.51	\$ 15.53	\$ 9.99	”
Combination Style Tank (Side Tap)	\$ 5.50	\$ 3.30	\$ 2.20	”
Install Refurbished – All Tank type and tankless water heaters	\$ 5.50	\$ 3.30	\$ 2.20	
75 Gallon(s) and above, tank type water heaters	\$ 5.50	\$ 3.30	\$ 2.20	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2023 to September 30, 2024			
	Team Rate	Senior Installer	Junior Installer	
Section # 6 – Ductwork				
Warm air (basement) – (R&R x 1/2)	\$ 22.66	\$ 13.79	\$ 8.87	See Clarification
Warm air (crawl) – (R&R x 1/2)	\$ 31.75	\$ 19.31	\$ 12.44	”
Return air (basement) – (R&Rx 1/2)	\$ 34.00	\$ 20.68	\$ 13.32	”
Return air (crawl) – (R&R x 1/2)	\$ 45.35	\$ 27.58	\$ 17.76	”
Trunk Line (basement) – (R&Rx 1/2)	\$ 77.09	\$ 46.88	\$ 30.20	”
Trunk Line (crawl) – (R&R x 1/2)	\$ 90.67	\$ 55.14	\$ 35.53	”
Plenum (Fabricate basement)	\$ 34.00	\$ 20.68	\$ 13.32	”
Plenum (Fabricate crawl)	\$ 45.35	\$ 27.58	\$ 17.76	”
Risers (Trunk to Outlet)	\$ 56.67	\$ 34.47	\$ 22.20	”
Extra duct over 25ft/ft	\$ 1.36	\$ 0.83	\$ 0.53	”
Canvas connector	\$ 11.34	\$ 6.91	\$ 4.44	”
Fitting (Fabricate)	\$ 13.59	\$ 8.27	\$ 5.33	”
Section # 7 – Accessories items				
New Humidifier w/ furnace	\$ 38.53	\$ 23.43	\$ 15.10	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2023 to September 30, 2024			
	Team Rate	Senior Installer	Junior Installer	
Section # 7 – Accessories items – continued				
New Humidifier Only	\$ 67.99	\$ 41.36	\$ 26.64	
New EAC w/ furnace	\$ 52.13	\$ 31.71	\$ 20.42	
EAC Only	\$113.34	\$ 68.94	\$ 44.40	
Reinstall existing Humidifier	\$ 20.40	\$ 12.41	\$ 7.99	See Clarification
Reinstall Existing EAC	\$ 22.66	\$ 13.79	\$ 8.87	”
New HEPA Filter with Furnace	\$ 79.33	\$ 48.25	\$ 31.07	
HEPA Filter Only	\$113.34	\$ 68.94	\$ 44.40	
UV Air Purifier with Furnace	\$ 45.35	\$ 27.58	\$ 17.76	
UV Air Purifier without Furnace	\$ 79.33	\$ 48.25	\$ 31.07	
install 5 inch media filter	\$ 75.60	\$ 50.48	\$ 25.10	
install 5 inch media filter already on site	\$ 50.40	\$ 33.66	\$ 16.74	”
task for water shutoff	\$ 5.55	\$ 3.33	\$ 2.22	
task for gas shutoff	\$ 5.55	\$ 3.33	\$ 2.22	

No changes will be made to this Appendix unless mutually agreed between the Company and the Union. In the event a one off material issue is encountered in the field, the Installer shall contact the manager to resolve it.

Water Heater	Per Crew	Per Crew	Per Crew	Comments
	Effective April 1, 2021	Effective April 1, 2022	Effective April 1, 2023	
Replacement/Installation				
Conventional*	\$ 53.11	\$ 53.64	\$ 54.17	
Direct Vent*	\$ 53.11	\$ 53.64	\$ 54.17	
Power Vent*	\$ 53.11	\$ 53.64	\$ 54.17	
Power Direct Vent*^A	\$ 53.11	\$ 53.64	\$ 54.17	
Electric	\$ 53.11	\$ 53.64	\$ 54.17	
New Tankless Installation	\$211.80	\$213.91	\$216.05	See Clarification
Tankless (Replacement) (All In)	\$ 53.11	\$ 53.64	\$ 54.17	"
Conversions (Other Fuels to Gas)				
Conventional with Venting*	\$ 84.94	\$ 85.79	\$ 86.65	
Conventional without Venting*	\$ 58.39	\$ 58.97	\$ 59.56	
Direct Vent with Venting*	\$ 95.60	\$ 96.55	\$ 97.52	
Direct Vent without Venting*	\$ 69.05	\$ 69.74	\$ 70.44	
Power Vent with Venting*	\$ 95.60	\$ 96.55	\$ 97.52	
Power Vent without Venting*	\$ 69.05	\$ 69.74	\$ 70.44	
Power Direct Vent with Venting*	\$122.15	\$123.37	\$124.60	

Water Heater	Per Crew	Per Crew	Per Crew	Comments
	Effective April 1, 2021	Effective April 1, 2022	Effective April 1, 2023	
Conversions (Other Fuels to Gas) – continued				
Power Direct Vent without Venting*	\$ 95.60	\$ 96.55	\$ 97.52	
Repair				
Water Heater Repair	\$ 24.62	\$ 24.87	\$ 25.12	
Water Heater Repair with Part(s) Pick-up	\$ 36.62	\$ 36.99	\$ 37.36	See Clarification
Water Heater Preventive Maintenance**	\$ 4.00	\$ 4.04	\$ 4.08	
Delime Water Tank	\$ 49.94	\$ 50.44	\$ 50.95	
On-Site HVAC Preventative Maintenance Single**	\$ 16.01	\$ 16.17	\$ 16.33	
Standalone HVAC Preventative Maintenance Single	\$ 24.61	\$ 24.86	\$ 25.11	
On-Site HVAC Preventative Maintenance Combo**	\$ 23.46	\$ 23.70	\$ 23.93	
Standalone HVAC Preventative Maintenance Combo	\$ 32.00	\$ 32.32	\$ 32.64	
Task for water shutoff	\$ 5.33	\$ 5.38	\$ 5.44	
Task for gas shutoff	\$ 5.33	\$ 5.38	\$ 5.44	

* rate includes 10 feet each of gas and water. (i.e. 3' cold+7'hot =10', 6' cold+4'hot=10')

^ Two pipe task to be taken when drilling a second hole

** when performed in combination with a service task/installation task

Installers are to take the task rate schedule applicable to their date of hire/entry into the classification.

**APPENDIX “C” – Effective April 1, 2021
 INSTALLATION TASK RATES SCHEDULE
 For all Team Members entering the class on or after May 16, 2012**

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home)				
Fur – Upflow/Counterflow	\$247.76	\$165.44	\$ 82.31	
Fur – Upflow/Counterflow w/ A/C	\$427.17	\$285.25	\$141.91	
Fur – Horizontal	\$330.36	\$220.60	\$109.76	
Fur – Horizontal w/ A/C	\$495.51	\$330.88	\$164.63	
Fur – Gravity	\$330.36	\$220.60	\$109.76	
Outdoor Combo Unit	\$330.36	\$220.60	\$109.76	
A/C – Complete Condenser & Coil	\$206.46	\$137.87	\$ 68.58	
A/C – Condenser Only	\$165.15	\$110.28	\$ 54.87	
Evap. Coil w Upflow/Count.Fur.	\$ 57.79	\$ 38.60	\$ 19.20	
Evap. Coil w Hor. Fur.	\$ 66.08	\$ 44.13	\$ 21.95	
Air Handler	\$206.46	\$137.87	\$ 68.58	
HRV/ERV (Simplified Method)	\$206.46	\$137.87	\$ 68.58	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home) – continued				
HRV/ERV (Simplified Method non retrofit)	\$278.21	\$185.79	\$101.42	
Wall heater/furnace	\$247.76	\$165.44	\$ 82.31	
Direct Vent wall heater	\$123.89	\$ 82.72	\$ 41.17	
Space heater	\$ 61.95	\$ 41.36	\$ 20.59	
Garage unit heater	\$144.54	\$ 96.51	\$ 48.03	
Drain, Remove, and Replace existing Fin Tube Boiler	\$406.93	\$271.72	\$135.21	
Drain, Remove, and Replace existing Cast Iron Boiler	\$569.73	\$380.43	\$189.30	
Section # 2 – New Home Construction				
Fur – Upflow/Counterflow	\$227.10	\$151.65	\$ 75.45	
Fur – Upflow/Counterflow w/ A/C	\$412.94	\$275.73	\$137.21	
Fur – Horizontal	\$289.05	\$193.01	\$ 96.03	
Fur – Horizontal w/ A/C	\$474.88	\$317.10	\$157.78	
A/C – (Only) Condenser & Coil	\$185.82	\$124.08	\$ 61.74	
A/C – Condenser Only	\$144.54	\$ 96.51	\$ 48.03	
Outdoor Combo Unit	\$289.05	\$193.01	\$ 96.03	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 3 – Fireplaces				
Insert	\$165.15	\$110.28	\$ 54.87	
Direct Vent	\$185.82	\$124.08	\$ 61.74	
Zero Clearance	\$185.82	\$124.08	\$ 61.74	
Freestanding Vented	\$185.82	\$124.08	\$ 61.74	
Freestanding Direct Vented	\$185.82	\$124.08	\$ 61.74	
Section # 4 – Venting				
Liner (Any Size)	\$ 51.61	\$ 34.47	\$ 17.15	See Clarification
B-vent 1 story (Any Size)	\$ 82.59	\$ 55.14	\$ 27.45	”
B-vent 2 story (Any Size)	\$113.56	\$ 75.83	\$ 37.73	”
2 Pipe PVC Venting up to 30ft.	\$ 51.61	\$ 34.47	\$ 17.15	”
PVC venting per.ft. over 30 ft.	\$ 0.60	\$ 0.41	\$ 0.19	”
Section # 5 – Miscellaneous				
Gas Line/ft	\$ 1.94	\$ 1.31	\$ 0.63	See Clarification
Electrical /ft	\$ 0.60	\$ 0.41	\$ 0.19	”
Concrete Base for Combo Unit	\$123.89	\$ 82.72	\$ 41.17	See Clarification

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 5 – Miscellaneous – continued				
Condensate pump	\$ 24.79	\$ 16.54	\$ 8.24	”
Fan Centre Relay	\$ 20.66	\$ 13.79	\$ 6.86	
Motor Upgrade w/ A/C	\$ 20.66	\$ 13.79	\$ 6.86	See Clarification
Propane conversion	\$ 13.25	\$ 8.85	\$ 4.40	”
Outdoor disconnect	\$ 12.40	\$ 8.27	\$ 4.13	”
Material Pickup (One per Job)	\$ 18.57	\$ 12.40	\$ 6.17	”
Lowboy Furnace Removal	\$ 31.40	\$ 20.96	\$ 10.43	”
Gravity Furnace Removal	\$107.36	\$ 71.69	\$ 35.67	”
Travel Beyond Established Area	\$ 23.25	\$ 15.52	\$ 7.72	”
Combination Style Tank (Side Tap)	\$ 5.12	\$ 3.29	\$ 1.83	”
Install Refurbished – All Tank type and tankless water heaters	\$ 5.12	\$ 3.29	\$ 1.83	
75 Gallon(s) and above, tank type water heaters	\$ 5.12	\$ 3.29	\$ 1.83	
Section # 6 – Ductwork				
Warm air (basement) – (R&R x 1/2)	\$ 20.66	\$ 13.79	\$ 6.86	See Clarification
Warm air (crawl) – (R&R x 1/2)	\$ 28.91	\$ 19.31	\$ 9.60	”

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 6 – Ductwork – continued				
Return air (basement) – (R&Rx 1/2)	\$ 30.97	\$ 20.69	\$ 10.28	”
Return air (crawl) – (R&R x 1/2)	\$ 41.30	\$ 27.58	\$ 13.72	”
Trunk Line (basement) – (R&Rx 1/2)	\$ 70.21	\$ 46.88	\$ 23.33	”
Trunk Line (crawl) – (R&R x 1/2)	\$ 82.59	\$ 55.14	\$ 27.45	”
Plenum (Fabricate basement)	\$ 30.97	\$ 20.69	\$ 10.28	”
Plenum (Fabricate crawl)	\$ 41.30	\$ 27.58	\$ 13.72	”
Risers (Trunk to Outlet)	\$ 51.61	\$ 34.47	\$ 17.15	”
Extra duct over 25ft/ft	\$ 1.25	\$ 0.84	\$ 0.42	”
Canvas connector	\$ 10.32	\$ 6.91	\$ 3.42	”
Fitting (Fabricate)	\$ 12.40	\$ 8.27	\$ 4.13	”
Section # 7 – Accessories items				
New Humidifier w/ furnace	\$ 35.10	\$ 23.43	\$ 11.67	
New Humidifier Only	\$ 61.95	\$ 41.36	\$ 20.59	
New EAC w/ furnace	\$ 47.48	\$ 31.71	\$ 15.77	
EAC Only	\$103.24	\$ 68.94	\$ 34.30	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2021 to March 31, 2022			
	Team Rate	Senior Installer	Junior Installer	
Section # 7 – Accessories items – continued				
Reinstall existing Humidifier	\$ 18.57	\$ 12.40	\$ 6.17	See Clarification
Reinstall Existing EAC	\$ 20.66	\$ 13.79	\$ 6.86	”
New HEPA Filter with Furnace	\$ 72.26	\$ 48.26	\$ 24.00	
HEPA Filter Only	\$103.24	\$ 68.94	\$ 34.30	
UV Air Purifier with Furnace	\$ 41.30	\$ 27.58	\$ 13.72	
UV Air Purifier without Furnace	\$ 72.26	\$ 48.26	\$ 24.00	
install 5 inch media filter	\$ 72.66	\$ 48.52	\$ 24.13	
install 5 inch media filter already on site	\$ 48.44	\$ 32.35	\$ 16.09	”
task for water shutoff	\$ 5.33	\$ 3.56	\$ 1.77	
task for gas shutoff	\$ 5.33	\$ 3.56	\$ 1.77	

No changes will be made to this Appendix unless mutually agreed between the Company and the Union.
In the event a one off material issue is encountered in the field, the Installer shall contact the manager to resolve it.

**APPENDIX “C” – Effective April 1, 2022
 INSTALLATION TASK RATES SCHEDULE
 For all Team Members entering the class on or after May 16, 2012**

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home)				
Fur – Upflow/Counterflow	\$252.71	\$168.75	\$ 83.96	
Fur – Upflow/Counterflow w/ A/C	\$435.71	\$290.96	\$144.75	
Fur – Horizontal	\$336.96	\$225.01	\$111.96	
Fur – Horizontal w/ A/C	\$505.42	\$337.50	\$167.92	
Fur – Gravity	\$336.96	\$225.01	\$111.96	
Outdoor Combo Unit	\$336.96	\$225.01	\$111.96	
A/C – Complete Condenser & Coil	\$210.59	\$140.63	\$ 69.96	
A/C – Condenser Only	\$168.45	\$112.49	\$ 55.96	
Evap. Coil w Upflow/Count.Fur.	\$ 58.95	\$ 39.37	\$ 19.58	
Evap. Coil w Hor. Fur.	\$ 67.40	\$ 45.01	\$ 22.39	
Air Handler	\$210.59	\$140.63	\$ 69.96	
HRV/ERV (Simplified Method)	\$210.59	\$140.63	\$ 69.96	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home) – continued				
HRV/ERV (Simplified Method non retrofit)	\$283.77	\$189.51	\$103.45	
Wall heater/furnace	\$252.71	\$168.75	\$ 83.96	
Direct Vent wall heater	\$126.37	\$ 84.38	\$ 41.99	
Space heater	\$ 63.19	\$ 42.19	\$ 21.01	
Garage unit heater	\$147.44	\$ 98.44	\$ 48.99	
Drain, Remove, and Replace existing Fin Tube Boiler	\$415.07	\$277.15	\$137.92	
Drain, Remove, and Replace existing Cast Iron Boiler	\$581.13	\$388.04	\$193.09	
Section # 2 – New Home Construction				
Fur – Upflow/Counterflow	\$231.65	\$154.69	\$ 76.96	
Fur – Upflow/Counterflow w/ A/C	\$421.20	\$281.24	\$139.95	
Fur – Horizontal	\$294.83	\$196.87	\$ 97.95	
Fur – Horizontal w/ A/C	\$484.38	\$323.44	\$160.94	
A/C – (Only) Condenser & Coil	\$189.54	\$126.56	\$ 62.98	
A/C – Condenser Only	\$147.44	\$ 98.44	\$ 48.99	
Outdoor Combo Unit	\$294.83	\$196.87	\$ 97.95	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 3 – Fireplaces				
Insert	\$168.45	\$112.49	\$ 55.96	
Direct Vent	\$189.54	\$126.56	\$ 62.98	
Zero Clearance	\$189.54	\$126.56	\$ 62.98	
Freestanding Vented	\$189.54	\$126.56	\$ 62.98	
Freestanding Direct Vented	\$189.54	\$126.56	\$ 62.98	
Section # 4 – Venting				
Liner (Any Size)	\$ 52.64	\$ 35.16	\$ 17.49	See Clarification
B-vent 1 story (Any Size)	\$ 84.24	\$ 56.24	\$ 28.00	”
B-vent 2 story (Any Size)	\$115.83	\$ 77.34	\$ 38.48	”
2 Pipe PVC Venting up to 30ft.	\$ 52.64	\$ 35.16	\$ 17.49	”
PVC venting per.ft. over 30 ft.	\$ 0.61	\$ 0.42	\$ 0.20	”
Section # 5 – Miscellaneous				
Gas Line/ft	\$ 1.98	\$ 1.33	\$ 0.65	See Clarification
Electrical /ft	\$ 0.61	\$ 0.42	\$ 0.20	”
Concrete Base for Combo Unit	\$126.37	\$ 84.38	\$ 41.99	See Clarification

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 5 – Miscellaneous – continued				
Condensate pump	\$ 25.28	\$ 16.88	\$ 8.41	”
Fan Centre Relay	\$ 21.07	\$ 14.07	\$ 7.00	
Motor Upgrade w/ A/C	\$ 21.07	\$ 14.07	\$ 7.00	See Clarification
Propane conversion	\$ 13.52	\$ 9.03	\$ 4.49	”
Outdoor disconnect	\$ 12.65	\$ 8.44	\$ 4.21	”
Material Pickup (One per Job)	\$ 18.95	\$ 12.65	\$ 6.29	”
Lowboy Furnace Removal	\$ 32.02	\$ 21.38	\$ 10.64	”
Gravity Furnace Removal	\$109.50	\$ 73.12	\$ 36.38	”
Travel Beyond Established Area	\$ 23.71	\$ 15.83	\$ 7.88	”
Combination Style Tank (Side Tap)	\$ 5.22	\$ 3.36	\$ 1.86	”
Install Refurbished – All Tank type and tankless water heaters	\$ 5.22	\$ 3.36	\$ 1.86	
75 Gallon(s) and above, tank type water heaters	\$ 5.22	\$ 3.36	\$ 1.86	
Section # 6 – Ductwork				
Warm air (basement) – (R&R x 1/2)	\$ 21.07	\$ 14.07	\$ 7.00	See Clarification
Warm air (crawl) – (R&R x 1/2)	\$ 29.48	\$ 19.69	\$ 9.79	”

Description of Task	Total Task Pay Per Crew Effective				Comments
	April 1, 2022 to March 31, 2023				
	Team Rate	Senior Installer	Junior Installer		
Section # 6 – Ductwork – continued					
Return air (basement) – (R&Rx 1/2)	\$ 31.59	\$ 21.10	\$ 10.49		”
Return air (crawl) – (R&R x 1/2)	\$ 42.13	\$ 28.13	\$ 13.99		”
Trunk Line (basement) – (R&Rx 1/2)	\$ 71.61	\$ 47.82	\$ 23.79		”
Trunk Line (crawl) – (R&R x 1/2)	\$ 84.24	\$ 56.24	\$ 28.00		”
Plenum (Fabricate basement)	\$ 31.59	\$ 21.10	\$ 10.49		”
Plenum (Fabricate crawl)	\$ 42.13	\$ 28.13	\$ 13.99		”
Risers (Trunk to Outlet)	\$ 52.64	\$ 35.16	\$ 17.49		”
Extra duct over 25ft/ft	\$ 1.28	\$ 0.85	\$ 0.43		”
Canvas connector	\$ 10.53	\$ 7.04	\$ 3.49		”
Fitting (Fabricate)	\$ 12.65	\$ 8.44	\$ 4.21		”
Section # 7 – Accessories items					
New Humidifier w/ furnace	\$ 35.80	\$ 23.90	\$ 11.90		
New Humidifier Only	\$ 63.19	\$ 42.19	\$ 21.01		
New EAC w/ furnace	\$ 48.43	\$ 32.35	\$ 16.08		
EAC Only	\$105.31	\$ 70.32	\$ 34.99		

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2022 to March 31, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 7 – Accessories items – <i>continued</i>				
Reinstall existing Humidifier	\$ 18.95	\$ 12.65	\$ 6.29	See Clarification
Reinstall Existing EAC	\$ 21.07	\$ 14.07	\$ 7.00	”
New HEPA Filter with Furnace	\$ 73.70	\$ 49.22	\$ 24.48	
HEPA Filter Only	\$105.31	\$ 70.32	\$ 34.99	
UV Air Purifier with Furnace	\$ 42.13	\$ 28.13	\$ 13.99	
UV Air Purifier without Furnace	\$ 73.70	\$ 49.22	\$ 24.48	
install 5 inch media filter	\$ 74.11	\$ 49.49	\$ 24.61	
install 5 inch media filter already on site	\$ 49.41	\$ 33.00	\$ 16.41	”
task for water shutoff	\$ 5.44	\$ 3.63	\$ 1.81	
task for gas shutoff	\$ 5.44	\$ 3.63	\$ 1.81	

No changes will be made to this Appendix unless mutually agreed between the Company and the Union.
In the event a one off material issue is encountered in the field, the Installer shall contact the manager to resolve it.

**APPENDIX “C” – Effective April 1, 2023
 INSTALLATION TASK RATES SCHEDULE
 For all Team Members entering the class on or after May 16, 2012**

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2023 to September 30, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home)				
Fur – Upflow/Counterflow	\$257.77	\$172.13	\$ 85.64	
Fur – Upflow/Counterflow w/ A/C	\$444.42	\$296.78	\$147.65	
Fur – Horizontal	\$343.70	\$229.51	\$114.20	
Fur – Horizontal w/ A/C	\$515.52	\$344.25	\$171.28	
Fur – Gravity	\$343.70	\$229.51	\$114.20	
Outdoor Combo Unit	\$343.70	\$229.51	\$114.20	
A/C – Complete Condenser & Coil	\$214.80	\$143.44	\$ 71.36	
A/C – Condenser Only	\$171.82	\$114.74	\$ 57.08	
Evap. Coil w Upflow/Count.Fur.	\$ 60.13	\$ 40.16	\$ 19.97	
Evap. Coil w Hor. Fur.	\$ 68.75	\$ 45.91	\$ 22.84	
Air Handler	\$214.80	\$143.44	\$ 71.36	
HRV/ERV (Simplified Method)	\$214.80	\$143.44	\$ 71.36	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2023 to September 30, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 1 – Retrofit (Existing Home) – continued				
HRV/ERV (Simplified Method non retrofit)	\$289.45	\$193.30	\$105.52	
Wall heater/furnace	\$257.77	\$172.13	\$ 85.64	
Direct Vent wall heater	\$128.89	\$ 86.06	\$ 42.83	
Space heater	\$ 64.46	\$ 43.03	\$ 21.43	
Garage unit heater	\$150.38	\$100.41	\$ 49.97	
Drain, Remove, and Replace existing Fin Tube Boiler	\$423.37	\$282.70	\$140.67	
Drain, Remove, and Replace existing Cast Iron Boiler	\$592.75	\$395.80	\$196.95	
Section # 2 – New Home Construction				
Fur – Upflow/Counterflow	\$236.28	\$157.78	\$ 78.50	
Fur – Upflow/Counterflow w/ A/C	\$429.62	\$286.87	\$142.75	
Fur – Horizontal	\$300.73	\$200.81	\$ 99.91	
Fur – Horizontal w/ A/C	\$494.07	\$329.91	\$164.16	
A/C – (Only) Condenser & Coil	\$193.33	\$129.10	\$ 64.23	
A/C – Condenser Only	\$150.38	\$100.41	\$ 49.97	
Outdoor Combo Unit	\$300.73	\$200.81	\$ 99.91	

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2023 to September 30, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 3 – Fireplaces				
Insert	\$171.82	\$114.74	\$ 57.08	
Direct Vent	\$193.33	\$129.10	\$ 64.23	
Zero Clearance	\$193.33	\$129.10	\$ 64.23	
Freestanding Vented	\$193.33	\$129.10	\$ 64.23	
Freestanding Direct Vented	\$193.33	\$129.10	\$ 64.23	
Section # 4 – Venting				
Liner (Any Size)	\$ 53.70	\$ 35.86	\$ 17.84	See Clarification
B-vent 1 story (Any Size)	\$ 85.93	\$ 57.37	\$ 28.56	”
B-vent 2 story (Any Size)	\$118.14	\$ 78.89	\$ 39.25	”
2 Pipe PVC Venting up to 30ft.	\$ 53.70	\$ 35.86	\$ 17.84	”
PVC venting per.ft. over 30 ft.	\$ 0.63	\$ 0.42	\$ 0.20	”
Section # 5 – Miscellaneous				
Gas Line/ft	\$ 2.02	\$ 1.36	\$ 0.66	See Clarification
Electrical /ft	\$ 0.63	\$ 0.42	\$ 0.20	”
Concrete Base for Combo Unit	\$128.89	\$ 86.06	\$ 42.83	See Clarification

Description of Task	Total Task Pay Per Crew Effective				Comments
	April 1, 2023 to September 30, 2023				
	Team Rate	Senior Installer	Junior Installer		
Section # 5 – Miscellaneous – continued					
Condensate pump	\$ 25.79	\$ 17.21	\$ 8.57		”
Fan Centre Relay	\$ 21.49	\$ 14.35	\$ 7.14		
Motor Upgrade w/ A/C	\$ 21.49	\$ 14.35	\$ 7.14		See Clarification
Propane conversion	\$ 13.79	\$ 9.21	\$ 4.58		”
Outdoor disconnect	\$ 12.90	\$ 8.61	\$ 4.30		”
Material Pickup (One per Job)	\$ 19.32	\$ 12.90	\$ 6.42		”
Lowboy Furnace Removal	\$ 32.66	\$ 21.81	\$ 10.86		”
Gravity Furnace Removal	\$111.69	\$ 74.58	\$ 37.11		”
Travel Beyond Established Area	\$ 24.18	\$ 16.15	\$ 8.03		”
Combination Style Tank (Side Tap)	\$ 5.33	\$ 3.43	\$ 1.90		”
Install Refurbished – All Tank type and tankless water heaters	\$ 5.33	\$ 3.43	\$ 1.90		
75 Gallon(s) and above, tank type water heaters	\$ 5.33	\$ 3.43	\$ 1.90		
Section # 6 – Ductwork					
Warm air (basement) – (R&R x 1/2)	\$ 21.49	\$ 14.35	\$ 7.14		See Clarification
Warm air (crawl) – (R&R x 1/2)	\$ 30.07	\$ 20.09	\$ 9.99		”

Description of Task	Total Task Pay Per Crew Effective				Comments
	April 1, 2023 to September 30, 2023				
	Team Rate	Senior Installer	Junior Installer		
Section # 6 – Ductwork – continued					
Return air (basement) – (R&Rx 1/2)	\$ 32.22	\$ 21.52	\$ 10.70		”
Return air (crawl) – (R&R x 1/2)	\$ 42.97	\$ 28.70	\$ 14.27		”
Trunk Line (basement) – (R&Rx 1/2)	\$ 73.04	\$ 48.77	\$ 24.27		”
Trunk Line (crawl) – (R&R x 1/2)	\$ 85.93	\$ 57.37	\$ 28.56		”
Plenum (Fabricate basement)	\$ 32.22	\$ 21.52	\$ 10.70		”
Plenum (Fabricate crawl)	\$ 42.97	\$ 28.70	\$ 14.27		”
Risers (Trunk to Outlet)	\$ 53.70	\$ 35.86	\$ 17.84		”
Extra duct over 25ft/ft	\$ 1.31	\$ 0.87	\$ 0.44		”
Canvas connector	\$ 10.74	\$ 7.18	\$ 3.56		”
Fitting (Fabricate)	\$ 12.90	\$ 8.61	\$ 4.30		”
Section # 7 – Accessories items					
New Humidifier w/ furnace	\$ 36.52	\$ 24.38	\$ 12.14		
New Humidifier Only	\$ 64.46	\$ 43.03	\$ 21.43		
New EAC w/ furnace	\$ 49.40	\$ 32.99	\$ 16.41		
EAC Only	\$107.42	\$ 71.73	\$ 35.69		

Description of Task	Total Task Pay Per Crew Effective			Comments
	April 1, 2023 to September 30, 2023			
	Team Rate	Senior Installer	Junior Installer	
Section # 7 – Accessories items – <i>continued</i>				
Reinstall existing Humidifier	\$ 19.32	\$ 12.90	\$ 6.42	See Clarification
Reinstall Existing EAC	\$ 21.49	\$ 14.35	\$ 7.14	”
New HEPA Filter with Furnace	\$ 75.18	\$ 50.21	\$ 24.97	
HEPA Filter Only	\$107.42	\$ 71.73	\$ 35.69	
UV Air Purifier with Furnace	\$ 42.97	\$ 28.70	\$ 14.27	
UV Air Purifier without Furnace	\$ 75.18	\$ 50.21	\$ 24.97	
install 5 inch media filter	\$ 75.60	\$ 50.48	\$ 25.10	
install 5 inch media filter already on site	\$ 50.40	\$ 33.66	\$ 16.74	”
task for water shutoff	\$ 5.55	\$ 3.70	\$ 1.84	
task for gas shutoff	\$ 5.55	\$ 3.70	\$ 1.84	

No changes will be made to this Appendix unless mutually agreed between the Company and the Union.
In the event a one off material issue is encountered in the field, the Installer shall contact the manager to resolve it.

Water Heater	Per Crew	Per Crew	Per Crew	Comments
	Effective April 1, 2021	Effective April 1, 2022	Effective April 1, 2023	
Replacement/Installation				
Conventional*	\$ 48.99	\$ 49.96	\$ 50.96	
Direct Vent*	\$ 48.99	\$ 49.96	\$ 50.96	
Power Vent*	\$ 48.99	\$ 49.96	\$ 50.96	
Power Direct Vent*^A	\$ 48.99	\$ 49.96	\$ 50.96	
Electric	\$ 48.99	\$ 49.96	\$ 50.96	
New Tankless Installation	\$203.58	\$207.65	\$211.80	See Clarification
Tankless (Replacement) (All In)	\$ 48.99	\$ 49.96	\$ 50.96	"
Conversions (Other Fuels to Gas)				
Conventional with Venting*	\$ 78.36	\$ 79.92	\$ 81.52	
Conventional without Venting*	\$ 53.87	\$ 54.95	\$ 56.06	
Direct Vent with Venting*	\$ 88.18	\$ 89.95	\$ 91.75	
Direct Vent without Venting*	\$ 63.70	\$ 64.97	\$ 66.28	
Power Vent with Venting*	\$ 88.18	\$ 89.95	\$ 91.75	
Power Vent without Venting*	\$ 63.70	\$ 64.97	\$ 66.28	
Power Direct Vent with Venting*	\$112.68	\$114.93	\$117.23	

Water Heater	Per Crew	Per Crew	Per Crew	Comments
	Effective April 1, 2021	Effective April 1, 2022	Effective April 1, 2023	
Conversions (Other Fuels to Gas) – continued				
Power Direct Vent without Venting*	\$ 88.18	\$ 89.95	\$ 91.75	
Repair				
Water Heater Repair	\$ 22.70	\$ 23.16	\$ 23.62	
Water Heater Repair with Part(s) Pick-up	\$ 33.78	\$ 34.46	\$ 35.15	See Clarification
Water Heater Preventive Maintenance**	\$ 3.70	\$ 3.77	\$ 3.84	
Delime Water Tank	\$ 50.44	\$ 51.45	\$ 52.48	
On-Site HVAC Preventative Maintenance Single**	\$ 14.77	\$ 15.06	\$ 15.36	
Standalone HVAC Preventative Maintenance Single	\$ 22.70	\$ 23.16	\$ 23.62	
On-Site HVAC Preventative Maintenance Combo**	\$ 21.64	\$ 22.08	\$ 22.52	
Standalone HVAC Preventative Maintenance Combo	\$ 29.51	\$ 30.10	\$ 30.70	
Task for water shutoff	\$ 5.33	\$ 5.38	\$ 5.44	
Task for gas shutoff	\$ 5.33	\$ 5.38	\$ 5.44	

* rate includes 10 feet each of gas and water. (i.e. 3' cold+7'hot =10', 6' cold+4'hot=10')

^ Two pipe task to be taken when drilling a second hole

** when performed in combination with a service task/installation task

Installers are to take the task rate schedule applicable to their date of hire/entry into the classification.

CLARIFICATION

Venting (Section 4)

Liner (Any Size) – Install liner as per manufacturers instruction and code requirements, connect to applicable appliances.

B-Vent 1 story (Any Size) – Install B vent as per manufacturer's instruction and code requirements, connect to applicable appliances.

B-Vent 2 story (Any Size) – Same as above.

2 Pipe PVC venting up to 30ft. – Install vent pipe as per manufacturers instruction and code requirements, connect to appliance. If single pipe system is installed 50% of rate is applied.

Miscellaneous (Section 5)

Gas Line/ft – any gas piping per ft. required above the 10 ft. allowance, which is included in the base furnace task rate.

Electrical (excluding Control Wire)/ft –**Electrical** wire required per ft. above the 10 ft. allowance included in the base furnace allowance or the 50 ft. allowance in the base A/C allowance.

New Tankless Installation – task rate is all in including 10 ft. of gas & water, 2 pipe PVC venting up to 30ft, and Condensate Pump. Additional gas line and venting is taken per foot.

Tankless (Replacement) – task rate is all in including all gas, water, electrical and venting work. Where a Condensate pump is required, it shall be an additional task.

Combination Style Tank (side tap) – Install all side tap, combination style, tank type water heaters that provide domestic and heating (heat loop).

Concrete Base for Combo Unit – Fabricate a pad frame; pour concrete supplied by cement truck, level cement.

Condensate pump – Install and wire a new pump c/w drain hose to approved drain discharge location.

2-circuit pony panel – mount panel to wall beside main hydro panel, install appropriate breaker(s), wire back to main panel with appropriate sized breaker in main panel.

Outdoor disconnect – mount new disconnect to wall beside Condensing unit or Outdoor packaged unit, connect in line with power from main panel to the outdoor equipment.

Material Pickup (One per job) – When required to leave job site for a trip to the wholesaler for material normally stocked on truck or in warehouse, and required for the current days work. Only paid if it is necessary to leave the job site.

Lowboy Furnace Removal – Removal of lowboy furnace, which is too large to carry out of home in one piece. In these cases it is necessary to totally dismantle and carried the old unit out in several significant pieces. This does not apply to a lowboy, which can be removed with no more difficulty than a highboy furnace.

Gravity Furnace Removal – Dismantling and removal of Gravity Furnace and in many cases the immediate large round and square ducting normally associated with this type of system.

Travel Beyond Established Area – Travel from base location to a job site, or from one job site to another, which is beyond 50 km, one way.

Water Heater Repair with Part(s) Pick-up – When required to leave job site for a trip to the wholesaler for material not normally stocked on truck, and required to perform a service repair. Only paid if it is necessary to leave the job site.

Ductwork (Section 6)

Warm Air (basement) R&R x 1/2* – A supply air lead typically 5” or 6” in diameter, which includes, cutting of hole in floor, installation of floor boot, piping with damper, duct

takeoff and floor register. If removing and reconnecting an existing lead the rate would be 50%.

Warm Air (crawl) R&R x 1/2* – Same as above in a crawl space situation.

Return Air (basement) R&R x 1/2* – A return air lead cut in floor or wall, joist liner, block ends, and floor/wall grill.

Return Air (crawl) R&R x 1/2* – Same as above in a crawl space situation.

Trunk Line (basement) R&R x 1/2* – Installation of a Main Supply or Return air trunk duct up to 25 ft. in length starting from a plenum take off.

Trunk Line (crawl) R&R x 1/2* – Same as above in a crawl space situation.

Plenum (Fabricate basement) – The Layout, forming, assembly and installation of a Plenum.

Plenum (Fabricate crawl) – Same as above in a crawl space situation.

Risers (Trunk to Outlet) – A supply air lead as defined under “Warm Air” requiring to be run to a second-floor level of the home.

Extra duct over 25ft – Supply or Return air trunk duct per ft. over the base of 25ft.

Canvas Connector – The layout, forming, assembly and installation of a canvas connector, were it is determined noise from vibration may be a problem.

Fitting (fabricate) – The layout, forming, assembly and installation of a Fitting.

Accessories Items (Section 7)

Reinstall existing humidifier – Complete removal and re-installation of an existing customer owned humidifier.

Reinstall existing EAC -Complete removal and reinstallation of an existing customer owned electronic air cleaner.

install 5 inch media filter already on sitenot including furnace or air handler

General Items

Items included in the installation task rate are the following:

- Driving to report base
- Loading material and equipment on vehicles or emptying vehicles of old equipment
- Breaks and lunch are included
- Fueling and cleaning truck
- Parts replenishment

Items included in Hourly rates applying to Installers are the following:

- Short term disability
- Meetings
- Training
- Quotes or estimates
- Truck repairs and breakdowns
- Vacation
- Recognized holidays
- Benefit calculations
- Bonus calculations
- Personal Paid Days
- Pension calculations
- Bereavement
- Jury Duty

- Installer earnings for the purposes of LTD calculations will be the average monthly earnings during the previous calendar year prior to short-term disability
- Installer earnings for the purposes of LTD calculations for new installers, with less than one full calendar year of employment, will be their regular annual earnings at their CBA posted hourly rate or the average monthly earnings during the calendar year prior to date of disability, whichever is greater.
- Recognized holidays worked will be paid at task rate plus one half the hourly rate.
- In the event that an employee reports for work without having been notified not to report, he/she will be given a minimum of three (3) hours work at his/her hourly rate of pay.

Callbacks:

The Company and the Union will work together to eliminate installation callbacks due to substandard workmanship.

Wherever possible, the Company will assign the original installer(s) to fix any work that was substandard (including but not limited to; code violations, poor/sloppy workmanship, malfunctions due to installation, etc.). The installer(s) will not be compensated for this work. If other employees are assigned to fix the work, they will receive their applicable hourly wage. Local management will be responsible to address issues that Installers may raise associated with the administration of callbacks.

**APPENDIX “D”
CLERICAL JOB CLASSIFICATION
AND WAGE SCHEDULE**

40.0 Hour Schedule

Step interval of 1 year for Step 1

Step interval of 1 year for Step 2

Step interval of 1 year for Step 3

Step 4 thereafter

Effective April 1, 2021				
Title	Step 1	Step 2	Step 3	Step 4
Administration Clerk	\$20.64	\$22.15	\$23.66	\$25.18
Effective April 1, 2022				
Title	Step 1	Step 2	Step 3	Step 4
Administration Clerk	\$21.06	\$22.60	\$24.14	\$25.69
Effective April 1, 2023				
Title	Step 1	Step 2	Step 3	Step 4
Administration Clerk	\$21.48	\$23.05	\$24.62	\$26.20

Wage Rate for all employees entering the class on or after May 16, 2012

Effective April 1, 2021	
Title	Step 1
Administration Clerk	\$19.73
Summer Student	\$16.17
Effective April 1, 2022	
Title	Step 1
Administration Clerk	\$20.12
Summer Student	\$16.49
Effective April 1, 2023	
Title	Step 1
Administration Clerk	\$20.52
Summer Student	\$16.82

APPENDIX “E”
CONTINUOUS PART-TIME EMPLOYEES
WAGES, HOURS OF WORK
AND WORKING CONDITIONS

1. *The following provisions of this agreement apply to Continuous Part-Time Clerical Office Employees in Thunder Bay only:*
 - (A) *Deduction of Union Dues – Article 3, Section 3.02.*
 - (B) *Reservation to Management – Article 5, All Sections.*
2. (A) *Clerical office Continuous Part-Time Employees will be paid a rate of pay established for the job subject to the hours actually worked. Salary progression from Step to Step will follow the equivalent hours worked by a regular full-time employee as specified in Appendix “D”, subject to satisfactory job performance, and salary progression will follow this salary step sequence within a job grade until the maximum rate is reached.*

In circumstances where the content of the job substantially differs from that of regular employees in the same job, the appropriate rate of pay will be proposed to the local Bargaining Unit representatives for agreement. Should agreement not be reached at the local level, the local representatives may follow the appropriate grievance and arbitration procedure.

- (B) *Scheduling of daily starting times, the minimum or maximum daily hours of work, and the scheduling of such days of work for Continuous Part-Time Employees shall be at the discretion of management.*
- (C) **OVERTIME**

Overtime rates shall be paid for all hours worked in excess of eight (8) for continuous part-time employ-

ees, and twenty-four (24) hours per week, except in the latter case where a Continuous Part-Time Employee is acting as a replacement in which case he shall receive overtime after forty (40) hours per week.

(D) GRIEVANCE PROCEDURE

Continuous Part-Time Employees will be entitled to the provisions of Articles 7 and 8 of the Collective Agreement providing a grievance and arbitration procedure only in respect to a difference relating to the interpretation, application or administration of the provisions of this Appendix.

- (E) (i) *All Continuous Part-Time vacancies and newly created Continuous Part-Time jobs coming within the scope of this agreement will be posted on Company bulletin boards. If no Regular Full-Time Employee is named as the successful applicant to such posted vacancy, the Continuous Part-Time Employee with the greatest seniority who has made application for the vacancy shall be given preference provided he/she is able to meet the normal requirements and qualifications for the job.*
- (ii) *Continuous Part-Time Employees interested in employment as a Regular Employee may make application for such employment in accordance with the provisions of Article 10, Section 10.02 (a), when a vacancy occurs. In situations where it is appropriate to consider the applications for a posted vacancy from Continuous Part-Time Employees, the individual with the greatest shall be given preference provided he/she is able to meet the normal requirements and qualifications of the job.*

- (F) *Continuous Part-Time Employees hired to fill a regular full-time vacancy shall serve a probationary period of three months reduced by the equivalent amount of cumulative full-time service completed as a Continuous Part-Time Employee. Upon completion of the probationary period, the employee's seniority shall be established giving credit for a maximum of 3 months equivalent credit for service as a Continuous Part-Time Employee.*
- (G) *Continuous Part-Time Employees will be provided with a safety footwear allowance in accordance with Article 21, Section 21.01.*
- (H) *Continuous Part-Time Employees will receive vacation with pay on the basis of a Continuous Part-Time Employee's normal scheduled weekly hours times his/her straight time rate and shall be granted subject to the following:*
- (i) *Employees who are terminated with less than one (1) year of service shall receive the vacation entitlement in accordance with the requirements of the vacation section of the Employment Standards Act , S.O., 2000, as amended.*
 - (ii) *Employees who are terminated with more than one year of service shall receive the vacation entitlement in accordance with the application of Sections (iii) and (iv) following:*
 - (iii) *Employees with one (1) year but less than two (2) years of service will receive two (2) calendar weeks, ten (10) business days, as time off for vacation. Vacation pay will be four percent (4%) of gross earnings for the previous calendar year or two (2) weeks basic pay, whichever is the greater.*

(iv)

<i>Completed Anniversary Years of Service</i>	<i>Vacation Pay</i>
<i>Two (2) Years Service</i>	<i>Two (2) calendar weeks (ten (10) business days). Vacation pay will be four percent (4%) of employee's gross earnings for the previous year or two (2) weeks basic pay, whichever is the greater.</i>
<i>Three (3) to Eight Years Service</i>	<i>Three (3) calendar weeks (fifteen (15) business days). Vacation pay will be six percent (6%) of employee's gross earnings for the previous year or three (3) weeks basic pay, whichever is the greater.</i>
<i>Nine (9) to Fifteen (15) Years Service</i>	<i>Four (4) calendar weeks (twenty (20) business days). Vacation pay will be eight percent (8%) of employee's gross earnings for the previous year or four (4) weeks basic pay, whichever is the greater.</i>
<i>Sixteen (16) to Twenty-four (24) Years Service</i>	<i>Five (5) calendar weeks (twenty-five (25) business days). Vacation pay will be ten percent (10%) of employee's gross earnings for the previous year or five (5) weeks basic pay, whichever is the greater.</i>
<i>Twenty-five (25) Years Service or More</i>	<i>Six (6) calendar weeks (thirty (30) business days). Vacation pay will be twelve percent (12%) of employee's gross earnings for the previous year or six (6) weeks basic pay, whichever is the greater.</i>

(v) *Vacations shall be taken at a time convenient to the fulfillment of the employee's duties.*

Employees are urged to take vacations in full consecutive weeks in order to derive maximum benefits. The Company will consider, upon written request by an employee, the carry-over of some of the vacation entitlement to the following calendar year.

- (I) Continuous Part-Time Employees will be eligible to receive two (2) scheduled Paid Personal Days off in accordance with Article 18, Section 18.01 (Section 18.01 (c) shall not be applicable) with pay prorated on the basis of the employee's daily regular hours of work. Effective January 1, 2005, Continuous Part-Time Employees will be eligible to receive one (1) additional Personal Paid Day to provide for three (3) annually.
- (J) Effective January 1, 2005, Continuous Part-Time Employees will be entitled to pay for the Civic Holiday. Such pay will be based on the employee's daily regular hours of work.

APPENDIX “F”
INSTALLERS WAGES, HOURS OF WORK
AND WORKING CONDITIONS

1. The following provisions of this agreement apply to Installers:

“Installers” shall mean those employees performing service and installation work, normally paid on a task rate basis.

- A) Definitions – Article 1, Section 1.04, 1.05.
- B) Recognition – Article 2, All Sections.
- C) Deduction of Union Dues – Article 3, All Sections.
- D) No Strikes, No Lock Outs – Article 4, Section 4.01.
- E) Reservation to Management – Article 5, All Sections.
- F) Representation – Article 6, All Sections.
- G) Grievances Procedure – Article 7, All Sections.
- H) Arbitration – Article 8, All Sections.
- I) Seniority – Article 9, excluding 9.06(a), 9.06(f) (ii), 9.06(g), 9.06(h), 9.06 (i).
- J) Job Posting and Filling of Vacancies – Article 10, Section 10.01-10.05, and 10.07.
- K) Movement Between Districts – Article 11, Section 11.01.
- L) Wages and Job Progression – As outlined in Item 2. (A) below.
- M) Overtime – Article 14, Section 14.01 (d).
- N) Holidays – Article 17, Sections 17.01, 17.02, 17.03, 17.04, 17.07, 17.08 and Item 2. (B) below.
- O) Personal Paid Days – Article 18, Section 18.01.

- P) Vacation – Article 19, Sections 19.02 (a) and Item 2. (E) below.
 - Q) Employee Benefits – Article 20.01 (a) and (b), 20.02, 20.03, 20.04 and Item 2. (F) below.
 - R) Clothing, Tools, and Equipment – Article 21.01, 21.03, 21.04, and new item 21.05.
 - S) Safety and Health – Article 22, All Sections.
 - T) Leaves of Absences – Article 23, All Sections.
 - U) General – Article 24, All Sections.
 - V) Pension Plan – Article 27, All Sections.
 - W) Term of Agreement – Article 28.
2. Additional provisions applying to **Installers**.

(A) Wages – as specifically laid out for installers in Appendix “B” and “C”.

B. Holidays

Employees required to work on a recognized holiday as provided for in 17.01, shall be paid at the rate of full task plus 0.5 of the hourly rate for all hours worked. Payment or corresponding time off with pay may be taken with management approval.

C. Personal Paid Days

All clerical, hourly and installation employees are entitled to eight (8) hours pay at their hourly rate for the scheduled personal paid days off as provided for in 18.01 (a) and 18.01 (b) subject to the following conditions:

- (i) A clerical, hourly and installation employee will not be paid for a scheduled paid personal day off unless he works his last scheduled day immediately preceding, and the first scheduled

day immediately following such scheduled paid personal day off, except where such absence is due to illness as provided for in Article 20, bereavement leave as provided for in Article 23, Section 23.03, jury duty as provided for in Article 23, Section 23.04, and a doctor or dentist appointment verified in writing, or written authorization from management.

- (ii) In the event that a scheduled paid personal day off falls during a period of absence from work for which a clerical, hourly and installation employee is receiving indemnity under the Sickness and Accident Insurance Plan, or is receiving Worker's Compensation, insured sick pay will be paid for the scheduled paid personal day off to the extent appropriate under the sick pay provisions.
- (iii) Pay for scheduled paid personal days off will not be paid to clerical, hourly and installation employees who are subsequently scheduled to work on a scheduled paid personal day off and do not report for work, or who report for work but fail to complete their schedule unless such absence or failure is in the opinion of management due to a justifiable reason.
- (iv) Employees required to work on a scheduled personal day off as provided for in Section 18.01 (a) shall be paid at the rate of full task. This payment is in addition to scheduled paid personal days off with pay as provided for in Section 18.01.

D. Clerical, hourly and installation employees who are employed less than a full year shall be granted the appropriate paid personal days off for that calendar year on a prorated basis.

E. Vacation

Installers are entitled to annual vacation time off as set out below. Vacation is with pay for a maximum of three weeks. Vacation time taken up to the maximum will be paid at the Installer's hourly rate, calculated at eight hours per vacation day. After year end, employees will receive the difference between the hourly vacation pay already received, and 4% of total earnings, if one exists.

And 6% of total earnings if employee has five or more years of service.

- (a) Two (2) weeks' vacation after completion of one (1) or more years' continuous service.
- (b) Three (3) weeks' vacation after completion of five (5) or more years continuous service.
- (c) Four (4) weeks' vacation after completion of eight (8) or more years' continuous service.
- (d) Five (5) weeks' vacation after completion of fifteen (15) or more years' continuous service.
- (e) Six (6) weeks' vacation after completion of twenty-four (24) or more years' continuous service.

F. Employee Benefits

Prior to re-enrolment the parties agree to meet for the purposes of calculating the Annual Benefits Base Rate (ABBR) for Installers.

LETTER OF UNDERSTANDING INDEX

# 1 – Personal Leave Of Absence	130
# 2 – Travel Time – Negotiations.....	131
# 3 – Driver’s License Suspension.....	132
# 4 – Modified Work	133
# 5 – Generic Drugs	134
# 6 – Continuous Part-Time Employees	135
# 7 – Clerical Wage Reduction.....	137
# 8 – Apprenticeship Program.....	138
# 9 – Junior Installer/Junior Technician	140
#10 – Air Conditioning In Trucks	141
#11 – Labour/Management Meetings	142
#12 – Banking Of Overtime Hours	143
#13 – Full-Time to Part-Time Roles	145
#14 – Alternate Work Schedules	147
#15 – Existing Employee Progression	148
#16 – Hydronic Installations	149
#17 – Plumbers/Electricians with Air Conditioning Licenses	150
#18 – Water Heater Installers/Plumbing Apprentice.....	152
#19 – WSIB Form 7	154
#20 – Benefit and Retirement Plans.....	155
#21 – Hours of Work.....	156
#22 – Task Rates – New Products.....	157

LETTER OF UNDERSTANDING #1
Personal Leave of Absence

February 17, 2004

Mr. Dan Valente,
National Representative,
Communications Energy & Paperworkers Union,
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

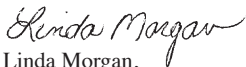
Dear Dan:

Re: Personal Leave of Absence

A Union employee who is applying for a leave of absence on the grounds of a medical condition such as substance abuse, may apply directly to the Human Resources Department, c/o the Occupational Health Department or the Manager, People Relations.

This matter will be reviewed with the line Management. In addition, the Union Representative of such an employee will be advised of the request for the leave. Both the employee and Union Representative will be notified on the disposition of the request.

Yours truly,



Linda Morgan,
Vice President, Human Resources
& Labour Relations

LETTER OF UNDERSTANDING #2
Travel Time – Negotiations

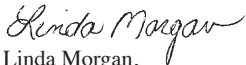
February 17, 2004

Mr. Dan Valente,
National Representative,
Communications Energy & Paperworkers Union,
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Dear Dan:

Re: Travel Time – Negotiations

When an employee is required to participate in sets of negotiation meetings beyond the geographical scope of his collective agreement, the Company will pay lost time basic wages up to a maximum of six (6) hours for traveling time. These hours will be deducted from the cumulative totals stipulated in Article 6, Section 6.01 (b) of the current Collective Agreement.



Linda Morgan,
Vice President, Human Resources
& Labour Relations

LETTER OF UNDERSTANDING #3
Driver's License Suspension

February 17, 2004

Mr. Dan Valente,
National Representative,
Communications Energy & Paperworkers Union,
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

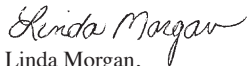
Dear Dan:

Re: Driver's License Suspension

The Company and the Union agree that the suspension of an employee's driver's licence in most cases reduces the employee's ability to perform his or her regular job duties. In such cases, it is expected the employee will immediately report the driver's license suspension to his or her supervisor.

Each case will be reviewed locally, on its own merits, to determine if adjustments to work assignments may be made in an effort to maintain the employee's normal rate of pay, or minimize any pay reduction. However, where it is not practical or reasonable to do so, the Company may assign the employee to other duties if available and the employee's rate of pay will be adjusted to the level of duties being performed.

Yours truly,



Linda Morgan,
Vice President, Human Resources
& Labour Relations

LETTER OF UNDERSTANDING #4
Modified Work

February 17, 2004

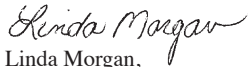
Mr. Dan Valente,
National Representative,
Communications Energy & Paperworkers Union,
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Dear Dan:

Re: Modified Work

The Company and the Union agree that where appropriate, the parties will meet locally to determine what opportunities may be available to allow disabled employees to return to work on a modified basis. The intention of any such work modification will be directed towards the employee resuming his or her regular duties as soon as it is practical to do so.

Yours truly,



Linda Morgan,
Vice President, Human Resources
& Labour Relations

LETTER OF UNDERSTANDING #5
Generic Drugs

February 17, 2004

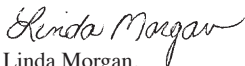
Mr. Dan Valente,
National Representative,
Communications Energy & Paperworkers Union,
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Dear Dan:

Re: Generic Drugs

It is agreed that a Rider will be placed on the current drug plan to provide for generic drugs where available. Brand name drugs will be available only by exception based on medical documentation.

Yours truly,



Linda Morgan,
Vice President, Human Resources
& Labour Relations

LETTER OF UNDERSTANDING #6
Continuous Part-Time Employees

May 17, 2004

Mr. Dan Valente,
National Representative,
Communications Energy & Paperworkers Union,
5915 Airport Road, Suite 510
Mississauga, Ontario
L4V 1T1

Dear Dan:

Re: Continuous Part-Time Employees

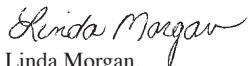
During the 2003-04 negotiations for renewal of the existing Collective Agreements, the manner of the use of Continuous Part-Time Employees and the inclusion of such employees in the bargaining units was discussed. The purpose of this letter is to indicate the manner in which Continuous Part-Time Employees would be utilized.

Continuous Part-Time Employees will normally be used during peak periods and to meet the Company's requirements in order to provide a more efficient operation. Continuous Part-Time Employees will normally work twenty-four (24) hours per week or less except where used when replacing absent employees, or when temporarily filling a vacant role, and during emergencies. Should a C.P.T. be required beyond 24 hours as a replacement, or in a vacant role, or for an emergency, the local Union will be consulted regarding the facts of the situation including the hours worked.

Continuous Part-Time Employees will be provided with vacation and public holidays in accordance with the regulations of the *Employment Standards Act*, S.O., 2000, as amended. Effective January 1, 2005, Continuous Part-Time employees will be eligible for pay in recognition of the Civic Holiday.

During the term of the negotiated agreements, the parties agree to meet and discuss any concerns which may arise with respect to Continuous Part-Time Employees.

Yours truly,

A handwritten signature in cursive script that reads "Linda Morgan".

Linda Morgan,
Vice President, Human Resources
& Labour Relations

LETTER OF UNDERSTANDING #7
Clerical Wage Reduction

May 17, 2004

Mr. Dan Valente,
National Representative,
Communications Energy & Paperworkers Union,
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Dear Dan:

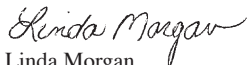
CLERICAL WAGE REDUCTION

During the 2000-01 negotiations to renew the existing collective agreement the reduction of clerical wages was discussed at great length. The Company and Union agreed that it was necessary to reduce clerical wages to those more closely aligned with market rates for similar roles in the industry.

To assist the affected clerical employees in the transition to the new wages, the following terms and conditions are in effect.

All employees who exceed the maximum wage rate of \$17.65 per hour at the date of ratification on the July 13, 2001 Collective Agreement are green-circled.

Yours truly,



Linda Morgan,
Vice President, Human Resources
& Labour Relations

LETTER OF UNDERSTANDING #8
Apprenticeship Program

May 25, 2007

Mr. Dan Valente,
National Representative,
Communications Energy & Paperworkers Union,
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Dear Dan:

Re: Apprenticeship Program

During the 2003-04 negotiations to renew the existing collective agreement, the parties agreed to participate in the Air Conditioning Apprenticeship Program for the term of this agreement in accordance with the following requirements:

The Employee:

1. Has progressed to Installer or Technician.
2. Has occupied their current position for a period of no less than six (6) months.
3. Has applied and has been accepted into the Apprenticeship Program.
4. Has consistently operated in a manner consistent with the values of the Company.
5. Will cover all cost associated with the Apprenticeship Program with the exception of the cost outlined under the Company.
6. Will return all Company property and equipment during school terms.

The Company:

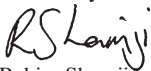
7. Will post a vacancy for an Apprenticeship in accordance with Article 10.

Will evaluate for approval, requests to attend school, subject to business needs being met and considering future crewing needs. Approval by the Company will not be unreasonably withheld.

8. Will act as the sponsor of the employee and indenture the employee for the entire apprenticeship program provided the Apprentice remains an employee of the Company.
9. Will sponsor the employee with the greatest seniority that has demonstrated strong technical skills, customer service, and company metrics.
10. Will layoff the employee for the period of time they attend school.
11. Will provide benefits coverage during the school term with the exception of STD and LTD coverage.
12. Will reimburse for course tuition fees one year after successful completion of the school term provided the employee remains in good standing with the Company.
13. Will accommodate the use of banked overtime, PPD and vacation time in compliance with Canadian Employment Insurance requirements, in order for the employee to maximize their pay while at school.
14. Will accumulate the employee's Company seniority during the school term or layoff period.

Should the Company's participation in the Apprenticeship Program cease at the end of the term of this Agreement, the Company will continue to honour Item 8 for the entire term of the employee's Apprenticeship.

Yours truly,



Rahim Shamji
Manager, Labour Relations

LETTER OF UNDERSTANDING #9
Junior Installer/Junior Technician

May 16, 2012

Mr. Bruce Teran,
National Representative,
Communications Energy & Paperworkers Union,
5915 Airport Road, Suite 510,
Mississauga, Ontario L4V 1T1

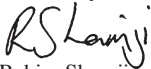
Dear Bruce:

Re: Junior Installer/Junior Technician

This will confirm our commitment regarding the Junior Installer/Junior Technician classification during the 2012 negotiations. The following conditions apply to this classification:

1. The number of persons in this role will not exceed 35% of the all combined Bargaining Units, including employees hired after May 16, 2012, rounded up.
2. A maximum of 30% of their time will be spent performing diagnostic and repair work.
3. The Junior Installer/Junior Technicians will receive their hourly rate when performing hourly duties and task rate when performing task duties.
4. There shall be no reduction in staffing levels with respect to Service Technicians as of May 16, 2012, as a result of this initiative prior to December 31, 2013.

Yours truly,



Rahim Shamji
Manager, Labour Relations

LETTER OF UNDERSTANDING #10
Air Conditioning in Trucks

July 13, 2001

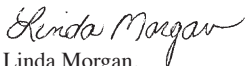
Mr. F. Kane,
National Representative,
Communications Energy & Paperworkers Union,
418 Bay Street North
Hamilton, Ontario L8L 1N1

Dear Frank:

AIR CONDITIONING IN TRUCKS

During the 2000-01 negotiations to renew the existing collective agreement, the Company and the Union agreed that any newly acquired company trucks will be outfitted with air conditioning.

Yours truly,



Linda Morgan,
Vice President, Human Resources
& Labour Relations

LETTER OF UNDERSTANDING #11
Labour/Management Meetings

February 17, 2004

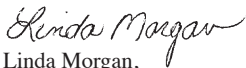
Mr. Dan Valente,
National Representative,
Communications Energy & Paperworkers Union,
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Dear Dan:

LABOUR/MANAGEMENT MEETINGS

During the 2000-01 negotiations to renew the existing collective agreement the Company and the Union expressed a desire to improve communication and working relations through regular meetings. It was, therefore, agreed that labour/management meetings would be conducted on a quarterly basis in an effort to accomplish this goal.

Yours truly,



Linda Morgan,
Vice President, Human Resources
& Labour Relations

LETTER OF UNDERSTANDING #12
Banking of Overtime Hours

April 11, 2018

Mr. Bruce Teran,
National Representative,
Unifor Union Local 1999
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Dear Bruce:

Re: Banking of Overtime Hours

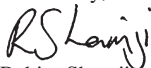
During the 2018-2021 negotiations, the Company and the Union confirmed its interest in continuing to the practice of banking overtime.

It was agreed that banking overtime would continue under the following terms and conditions.

- (i) employees will have the option of being paid for overtime hours worked at the applicable overtime rate or being paid for overtime hours worked at their regular rate of pay and banking an equivalent number of hours.
- (ii) the number of banked hours must not exceed one hundred and sixty (160) hours at any time.
- (iii) the unused banked hours earned between January 1st and December 31st of the previous year, will be paid out in full on the first pay following April 1st of each year. Employees will be paid at their regular rate of pay for these hours.
- (iv) when an employee moves to another classification or changes branch locations for any reason including but not limited to promotion, transfer, demotion, exercise of bumping, etc. shall have their banked time paid out on the first pay following the movement at their rate earned prior to the change.

- (v) employees must receive prior management approval to take time off using banked overtime hours. When approval is given, the employee will be paid for the scheduled time off at his/her regular rate of pay.

Yours truly,



Rahim Shamji
Manager, Labour Relations

LETTER OF UNDERSTANDING #13
Full-Time to Part-Time Roles

April 7, 2015

Mr. Bruce Teran,
National Representative,
Unifor Union Local 1999
5915 Airport Road, Suite 510
Mississauga, Ontario
L4V 1T1

Dear Bruce:

Re: Full-Time to Part-Time Roles

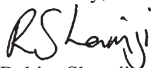
During the 2015 – 2018 negotiations for renewal of the existing Collective Agreements, the parties reached an understanding regarding regular full-time roles which may become redundant and subsequently designated as a Continuous Part-Time role.

In those situations described above, the redundant full-time employee may choose to fill any vacant role within the bargaining unit for which they qualify; to exercise his/her seniority rights in accordance with the Collective Agreement; or to remain in his/her role at the normal rate of pay for such role for up to three (3) months after the date the role was scheduled to become redundant.

Should a vacancy occur in the regular full-time staff within this three (3) month period and after the posting procedure has been completed, the redundant employee may elect to fill such a vacancy subject to meeting normal qualifications of the role. Such employees shall be paid not less than his regular rate of pay for the job which he occupied immediately prior, unless such employee successfully bids for a job of the same or lower grade than the new job in which case the employee's rate of pay will be adjusted to the employee's current step in the grade of the job.

Following completion of the three (3) month period, the redundant employee would then exercise his/her seniority rights in accordance with the provisions of the Collective Agreement.

Yours truly,

A handwritten signature in black ink, appearing to read 'R Shamji', written in a cursive style.

Rahim Shamji
Manager, Labour Relations

LETTER OF UNDERSTANDING #14
Alternate Work Schedules

April 7, 2015

Mr. Bruce Teran,
National Representative,
Unifor Union Local 1999
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Dear Bruce:

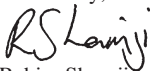
Re: Alternate Work Schedules

During the 2015 – 2018 negotiations for the renewal of the existing Collective Agreements, the Company and the Union confirmed the ongoing interest in developing alternate work schedules that would better serve the needs and interests of our customers.

In response to the Union's concern regarding obstacles to implementation of alternate work schedules, the Company agrees to the following:

- (i) alternate work schedules will be jointly developed and agreed to locally.
- (ii) employees working on an alternate work schedule (e.g. 10 or 12 hours) will be paid for recognized holidays, bereavement and jury duty according to the regularly scheduled hours of the alternate work schedule (e.g. 10 or 12 hours).
- (iii) shift premiums for alternate work schedules will only apply outside of the core hours of work, as outlined in Article 13.03, at the appropriate shift premium.

Yours truly,



Rahim Shamji
Manager, Labour Relations

LETTER OF UNDERSTANDING #15
Existing Employee Progression

May 16, 2012

Mr. Bruce Teran,
National Representative,
Communications Energy & Paperworkers Union
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

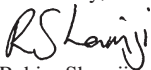
Dear Bruce:

Re: Existing Employee Progression

This will confirm our agreement during the 2012 negotiations regarding progression of existing employees as of May 16, 2012, within existing classifications:

1. Such employees that progress to another classification for any reasons including but not limited to promotion, transfer, demotion, exercise of bumping (not withstanding any period of wage protection) etc. shall have their wages adjusted to the rates set out for employees hired after May 16, 2012.
2. Such employees upon progressing to another classification shall assume the existing entitlements (i.e. hours of work, working conditions, etc.) of the classification, currently available to employees hired prior to May 16, 2012, in such classification.

Yours truly,



Rahim Shamji
Manager, Labour Relations

LETTER OF UNDERSTANDING #16
Hydronic Installations

April 11, 2018

Mr. Bruce Teran,
National Representative,
Unifor Local 1999
5915 Airport Road, Suite 510,
Mississauga, Ontario L4V 1T1

Dear Bruce:

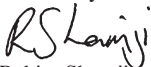
Re: Hydronic Installations

During the 2018-2021 negotiations, the Company and the Union confirmed its interest to formalize the agreement on Hydronic Installations.

It was agreed that when the install team is performing installation work pertaining to a Hydronic system including running water and gas piping their hourly rate will be as follows:

- a. Senior Installer – Class 1 HVAC Technician Rate (up to December 31, 2018)
 - Effective January 1, 2019 – \$40.00
 - Effective upon ratification – \$40.00 PLUS GWI
- b. Junior Installer/Helper/Junior Installer Technician – Water Heater Installer hourly rate

Yours truly,



Rahim Shamji
Manager, Labour Relations

LETTER OF UNDERSTANDING #17

Plumbers/Electricians with Air Conditioning Licenses

April 11, 2018

Mr. Bruce Teran,
National Representative,
Unifor Local 1999
5915 Airport Road, Suite 510,
Mississauga, Ontario L4V 1T1

Dear Bruce:

Re: Plumbers/Electricians with Air Conditioning Licenses

This will confirm our commitment regarding the MultiTrade Journey-person* during the 2018 negotiations. The following conditions apply to this classification:

1. The company agrees to pay a premium of \$1.00 for technicians holding the 313A/D license along with a Plumbing License (306A) and or an Electricians License (309A/C);
2. The number of persons in this role will not exceed 50% of the all combined Bargaining Units, rounded up;
3. A maximum of 35% of their time will be spent performing diagnostic and repair work, outside their current role;
4. There shall be no reduction in staffing levels with respect to Service Technicians or Installers as of April 1st, 2018, as a result of this initiative prior to March 31, 2021;
5. Notwithstanding article 22.05, for Multi-Trade Journey-person*, the Company agrees to provide tools, as required, to perform the installation, repair and preventive maintenance of equipment needing to perform work on. Tool issuance is solely at the discretion of management;

6. Following the one-time issue of tools noted above, the parties agree to abide by existing article 22.05;
7. Multi-Trade Journeyperson* Team Members shall be required to be on Standby at the discretion of management;

* 313A/D + 309A/C and/or 306A Yours truly,

Yours truly,



Rahim Shamji
Manager, Labour Relations

LETTER OF UNDERSTANDING #18
Water Heater Installers/Plumbing Apprentices

March 27th, 2021

Mr. Dan Valente,
National Representative,
Unifor Local 1999
5915 Airport Road, Suite 510,
Mississauga, Ontario L4V 1T1

Dear Dan:

**Re: Water Heater Installers being accepted
for Plumber Apprenticeship Vacancy**

This will confirm our commitment regarding the Water Heater Installers being accepted for Plumber Apprenticeship vacancy during the 2021 negotiations. The following conditions apply to this position:

1. The Water Heater Installer accepted into this Program will have a hybrid role, Water Heater Installer/Plumbing Apprentice, continuing to work as a Water Heater Installer. All hours worked count towards the Plumbing Apprenticeship (306A).
2. The Water Heater Installer/Plumbing Apprentice will work directly with a Journeyperson Plumber (306A) a minimum of 25% of their time on a yearly basis.
3. The Water Heater Installer/Plumbing Apprentice shall be credited up to 1000 hours towards their apprenticeship for previous work provided they have a minimum of 12 months Water Heater Installer experience.
4. The Water Heater Installer/Plumbing Apprentice shall have their wage Green Circled at the Water Heater Installer hourly rate, while they are doing plumbing and any other hourly paid work until the applicable Apprentice Plumber wage rate is higher than the Water Heater Installer hourly rate.

5. The Water Heater Installer/Plumbing Apprentice shall move into a Level 3 Apprentice Plumber role (no longer a Water Heater Installer/Plumbing Apprentice) once they achieve Level 3 Apprentice Plumber hours as per ministry guidelines.
6. Water Heater Installer/Plumbing Apprentices shall have a maximum of 5 years to achieve Apprentice Plumber Level 3.

Yours truly,

A handwritten signature in black ink, appearing to read 'Alan MacNab', with a long horizontal flourish extending to the right.

Alan MacNab

Director, Organizational Development & Labour Relations

LETTER OF UNDERSTANDING #19
W.S.I.B. Form 7

June 26, 2021

Mr. Dan Valente
National Representative,
Unifor Union Local 1999
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Dear Dan:

Re: W.S.I.B Form 7

This letter is to confirm an understanding reached between the Company and the Union with respect to reporting Team Member's injuries to the W.S.I.B.

The Company shall notify the Local 1999 President or designate when a W.S.I.B. Form 7 is completed for a Local 1999 member.

Yours truly,



Alan MacNab
Director, Organizational Development & Labour Relations

LETTER OF UNDERSTANDING #20
Benefit and Retirement Plans

June 26, 2021

Mr. Dan Valente
National Representative,
Unifor Union Local 1999
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Re: Benefit and Retirement Plans

Dear Dan:

This letter is to confirm an understanding reached between the Company and the Union with respect Benefit and Retirement Plans.

The Benefit and Retirement Plans Standing Item shall be on the Union/Management third quarter of the year meeting.

The Agenda shall include:

- Reviewing the previous years' actual benefit costs, employer/employee cost sharing and enrolment statistics under the Benefit Plan;
- Discussing cost management opportunities.

Yours truly,



Alan MacNab
Director, Organizational Development & Labour Relations

LETTER OF UNDERSTANDING #21
Hours of Work

June 26, 2021

Mr. Dan Valente
National Representative,
Unifor Union Local 1999
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Dear Dan:

Re: Agreement to Work Beyond 48 Hours in a Week

This letter is to confirm an understanding reached between the Company and the Union with respect to working beyond 48 hours in a week.

During the 2021 negotiations to renew the existing collective agreement the Company and the Union expressed a desire to continue their practice of allowing employees to work beyond 48 hours in a week on a voluntary basis beyond the expiry of the approval provided by the Director of Employment Standards.

The parties agreed that the number of voluntary hours normally worked under this agreement shall not exceed sixty (60) hours in a week or in excess of eight (8) hours in a day up to a maximum of thirteen (13) hours.

This letter can be revoked by either party by giving two (2) weeks written notice.

Yours truly,



Alan MacNab
Director, Organizational Development & Labour Relations

LETTER OF UNDERSTANDING #22

Task Rates – New Products

June 26, 2021

Mr. Dan Valente
National Representative,
Unifor Union Local 1999
5915 Airport Road, Suite 510
Mississauga, Ontario L4V 1T1

Re: Task Rates for New Products

Dear Dan:

This letter is to confirm an understanding reached between the Company and the Union with respect to task rates for new products.

Should the Company introduce a new product (does not include a change in manufacturer, brand or model) during the term of this agreement, it will advise the Union of the task rate or rates it proposes.

The Union shall advise the company of its acceptance or rejection of the proposed rate or rates.

In the event of rejection, the Company's proposed task rate or rates will prevail subject to both parties agreeing to negotiate a bona fide rate or rates acceptable to each and failing agreement the determination of such rate or rates shall be referred to and settled by arbitration in the manner prescribed by Sections 8.01 and 8.02 of this agreement.

Yours truly,



Alan MacNab
Director, Organizational Development & Labour Relations

NOTES

Printed by Thistle Printing
35 Mobile Drive, Toronto, Ontario
M4A 2P6



591G 707