MEMORANDUM OF AGREEMENT

B E T W E E N:

ELECTRICAL CONTRACTORS ASSOCIATION OF OTTAWA

("ECA Ottawa")

- and –

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 586

("Local 586")

The parties agree to make the following changes to the Local 586 Ottawa Local Appendix to the Principal Agreement effective May 1, 2019. The parties further agree that the changes set out below will expire on April 30, 2022, unless the parties mutually agree otherwise. By no later than October 1, 2021, the parties will meet to discuss whether the changes set out below should be extended beyond April 30, 2022.

1. Foremen

The wage schedule (Clause 900 H.1) is amended to increase the Foreman rate to 15% and to increase the General Foreman rate to 25%.

2. Parking

Clause 1104 is amended so that the parking allowance is increased to $16 dollars effective May 1, 2019, $17 effective May 1, 2020 and $18 effective May 1, 2021.

3. Bereavement Leave

The following new Clause 1011 will be included:

Clause 1011

A. For the purposes of this clause, immediate family is defined as father, mother, brother, sister, spouse, child of the employee, father-in-law, mother-in-law, grandparents and relative permanently residing in the employee's household or with whom the employee permanently resides.

B. Where a member of his/her immediate family dies, an employee shall be entitled to 2 days bereavement leave with pay.

C. An employer may require an employee who takes leave under this clause to provide evidence reasonable in the circumstances that the employee is entitled to have taken the leave under this clause.

4. Journeyperson-to-apprentice ratios

The following new Letter of Understanding will be included:

Letter of Understanding re journeyperson-to-apprentice ratios

In the jurisdiction of Local 586, contractors will observe the following journeyperson to apprentice ratio for journeyperson electricians and apprentice electricians. The number of apprentices who may be employed in relation to the number of journeypersons employed by the Contractor shall not exceed,

(a) for the first journeyperson, one apprentice;

(b) for the second journeyperson, an additional apprentice;

(c) for the third journeyperson, an additional apprentice;

(d) for the fourth journeyperson, an additional apprentice;

(e) for the fifth journeyperson, an additional apprentice;

(f) for the next two additional journeypersons, an additional apprentice;

(g) for every two additional journeypersons thereafter until 20 journeypersons are employed, an additional apprentice;

(h) for the next three additional journeypersons after 20 journeypersons are employed, an additional apprentice;

(i) for every three additional journeypersons thereafter, an additional apprentice.

These ratios may be adjusted on particular projects, with the permission of the Business Manager which shall not be unreasonably withheld, where market conditions make this necessary.

5. Minor Construction Projects Agreement

The parties will enter into a separate Minor Construction Projects Agreement. Minor Construction Projects will be defined as small projects (such as retail space, light commercial tenant fit up projects, dental offices, medical offices etc.) employing no more than four members to a maximum of 1300 hours.

There will be a 40 hour work week (five 8-hour days, Monday to Friday) under the Minor Construction Projects Agreement. In addition, the Contractor will be permitted to schedule work to commence at 6:30 am and, in this case, work performed between 6:30 a.m and 7:00 a.m will be paid at the straight time hourly rate.

Other conditions as per the Principal Agreement will be unchanged.

Contractors will be able to use the Minor Construction Projects Agreement on jobs that meet the definition of Minor Construction Projects in the Minor Construction Projects Agreement without obtaining the prior approval of the Business Manager so long as they provide advance notice to the Business Manager by email using an agreed-upon form for this purpose. The Contractor will not be permitted to transfer employees from or to projects covered by the Minor Construction Projects Agreement to or from other projects except at the commencement of the work week and only with 72 hours' notice to affected employees.

Include new Clause1501 to read as follows:

Clause 1501
Minor Construction Agreement

For information on the Minor Construction Project Agreement, contact the office of ECA Ottawa or IBEW Local 586.

6. Shifts

Increase shift premium in Clause 808 from 20% to 25%.

7. Breaks

In the jurisdiction of Local 586, breaks under Section 803 will be 15 minutes each, rather than 10 minutes. In addition, a third 15 minute break will be provided to employees prior to the commencement of overtime work.

8. Stabilization

Effective May 1, 2019 and for a three-year period thereafter, Rule 14 of the Local Stabilization Fund Rules and Regulations (Revised September12, 2016) will be suspended,

Local 586

ECA Ottawa

Dated at ~~Ottawa~~ Toronto, ~~Ontario~~ this 21st day of January, 2019.