

COLLECTIVE AGREEMENT

BETWEEN

RIDEAU ST. LAWRENCE UTILITIES INC.
(hereinafter called the Employer)

Party of the First Part

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 3839
(hereinafter called the Union)

Party of the Second Part

APRIL 1, 2026 TO MARCH 31, 2030

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ARTICLE 1 - PURPOSE OF AGREEMENT

1.01 It is the purpose of both Parties to this Agreement:

- (1) To improve relations between the Parties.
- (2) To recognize the mutual value of joint discussions and negotiations.
- (3) To encourage efficiency and effectiveness in operations.
- (4) To promote the morale, well-being, security and safety of all employees.

1.02 The Parties agree to support and endorse the principles contained in, but not limited to, the following legislation: The Ontario Human Rights Code, the Ontario Labour Relations Act, the Occupational Health and Safety Act and the Employment Standards Act.

ARTICLE 2 - UNION RECOGNITION

2.01 The Employer recognizes the Canadian Union of Public Employees and Its Local 3839 who represent employees of the Rideau St. Lawrence Utilities Inc. as the sole and exclusive bargaining agent for all of its employees save and except those employees who have supervisory/managerial responsibilities, students employed during the summer school vacation period, students employed on a co-operative training basis with a college or university.

ARTICLE 3 - MANAGEMENT RIGHTS

3.01 The Union recognizes that the Employer has the exclusive right to manage its business, direct the working force, make, amend and enforce such rules and regulations as shall from time to time be required, consistent with the terms of this Agreement.

ARTICLE 4 - UNION SECURITY

4.01 Present employees who are now members of the Union, or become members, shall be required to remain members while employed within the Bargaining Unit during the term of this Agreement.

4.02 Future employees shall become members of the Union and remain members while employed within the Bargaining Unit.

- 4.03 The Employer shall during the term of this Agreement, deduct from the employee's wages an amount equal to the monthly Union dues. Such deduction shall be made from the payroll period each week and shall be remitted to the Treasurer of the Union no later than the 15th of the month following together with a list of names of the employees from whose wages the deductions have been made.
- 4.04 At the same time that Income Tax (T-4) slips are made available, the Employer shall type on the amount of union dues paid by each Union member in the previous year.
- 4.05 The Union agrees that it will save the Employer harmless from any or all claims which may be made against the Employer by an employee or employees for amounts deducted from earnings.
- 4.06 The Union agrees that there will be no solicitation for membership, collection of dues or any other Union business, except as expressly provided for in this Agreement, conducted on the Employer's property or during any working hours.
- 4.07 The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees or any other advisors when dealing or negotiating with the Employer. Such representative(s)/advisor(s) shall have access to the Employer's premises in order to deal with any matters arising out of this Agreement.
- 4.08 Union Officers and Committee members shall be entitled to leave their work without loss of pay during working hours in order to carry out their functions under this Agreement, including the investigation and processing of grievances, attendance at meetings with the Employer and participation in negotiations. Permission to leave work during working hours for such purposes shall first be obtained from the immediate supervisor.
- 4.09 (a) The Employer agrees to acquaint new bargaining unit employees to the existing Agreement and to conditions of employment set out in the Articles dealing with Union Security and Dues Check-Off.
- (b) The Employer agrees that a Local Union representative will be given the opportunity to interview each new bargaining unit employee during their first week of employment, for the purpose of advising such employee of the existence of the Union and of their rights and obligations under the terms of this Agreement. Such interview may take place on the Employer's premises at a time and location designated by the Employer and shall not exceed fifteen (15) minutes duration.

ARTICLE 5 - GRIEVANCE PROCEDURE

5.01 For the purpose of this Agreement a dispute, claim or complaint which involves the interpretation, application, administration or alleged violation of this Agreement (including the discipline of an employee) shall be considered to be a fit matter for grievance and shall be dealt with as specified below. The time limits for the processing of grievances shall be observed strictly by the Parties, except in the case of mutual agreement to alter the time limits, which must be made a matter of record. All written notices referred to in this procedure shall include a statement of the following:

- (a) the grievance;
- (b) the clause or clauses of the Agreement involved.

5.02 The Union shall notify the Employer in writing of the name of each Steward and the department(s) each Steward represent and the name of the Chief Steward, before the Employer shall be required to recognize them.

5.03 An effort shall be made to settle any grievance fairly and promptly in the following manner:

Step I - the employee having a complaint shall, within five (5) working days of the event giving rise to the complaint, with or without their Steward, verbally present their complaint to the Employee's Manager or the Manager's designate. Failing satisfactory settlement within five (5) working days, the Employee shall make their complaint the subject of a written grievance and proceed to Step II.

Step II - the employee with the Steward shall, within five (5) working days of the reply under Step I, present the Employee's written grievance to the Chief Executive Officer. The Chief Executive Officer shall meet and reply in writing within five (5) working days.

5.04 Failing satisfactory settlement under the foregoing procedure, a grievance may be submitted to arbitration as herein after provided.

If written notification of the intention to proceed to arbitration is not received by either Party within thirty (30) calendar days after the decision under Step II has been rendered, the grievance shall be deemed to have been settled or abandoned.

5.05 A grievance arising directly between the Employer and the Union may be submitted, in writing, and dealt with through the respective representatives of the Parties and in the case of a Union grievance, shall commence with Step II under the Grievance Procedure. In the case of the Employer, the matter will be submitted to the Union and failing settlement within six (6) calendar days thereafter, may be referred to arbitration as hereinafter provided within the period of thirty (30) calendar days following the completion of such six (6) calendar day period. However, it is expressly understood that the provisions of this paragraph may not be used to institute a complaint or grievance directly affecting an employee or employees which such employee or employees could themselves institute and the regular grievance procedure shall not be thereby by-passed.

- 5.06 An employee shall have the right to have a Steward present at any discussion with Management for which disciplinary action is being taken. Where a supervisor intends to interview an employee for disciplinary purposes, the supervisor shall so notify the employee in advance of the purpose of the interview in order that the employee may contact their Steward to be present at the interview.
- 5.07 Prior to proceeding to arbitration, the Parties may mutually agree to refer the matter to a Grievance Settlement Officer. The Parties will share equally the cost of the Grievance Settlement Officer.

ARTICLE 6 - ARBITRATION

- 6.01 Any difference of opinion coming within scope or arising from the interpretation, application, administration or alleged violation of this Agreement, including whether the matter is arbitrable, which cannot be settled after exhausting the Grievance Procedure, shall be settled by Arbitration, as set forth in the Labour Relations Act.
- 6.02 The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Board. The decision of the Board of Arbitration shall be final and binding and enforceable on all Parties, but in no event shall the Board of Arbitration have the power to change this Agreement or to alter, modify or amend any of its provisions.
- 6.03 Each Party shall pay:
- (a) the fees and expenses of the Nominee it appoints;
 - (b) one half of the fees and expenses of the Chairperson.
- 6.04 As an alternative to a Board of Arbitration, a sole arbitrator may be used if mutually agreeable.

ARTICLE 7 - SENIORITY

- 7.01 Employer service is defined as length of continuous paid service with the Employer from the most recent date of hire. Seniority is defined as the length of time in the Bargaining Unit from the most recent date of hire.
- 7.02 An employee shall lose seniority and their name shall be removed from the payroll if they:
- 1. Resign and do not rescind with twenty-four (24) hours.
 - 2. Are discharged for just cause and not reinstated.

7.02 Continued

3. Retire.
4. Are laid off for a period exceeding twelve (12) calendar months.
5. Fails to report for work after a layoff within ten (10) working days of recall, notice of which has been sent by registered mail to the last address which the employee has notified the Employer.
6. Are absent due to illness or disability for a period of twenty-four (24) months and are unable to perform work within any available classification with the Employer.
7. Are absent for three (3) consecutive working days without a valid reason for not reporting.

7.03 The Employer shall maintain a seniority list showing the current classification and the date upon which each employee's service commenced. Where two (2) or more employees commence work on the same day, preference shall be in accordance with the date of application. An up-to-date seniority list shall be sent to the Union and posted on all bulletin boards in January of each year.

ARTICLE 8 - EMPLOYEE CATEGORIES

8.01 (1) Temporary employees are defined as:

- (a) Employees hired to cover the absence of a regular employee, or
- (b) Employees hired to provide temporary assistance above the normal complement or to work on special projects for periods not the exceed nine (9) months, unless otherwise agreed by the Union.
- (c) The Agreement shall not apply to the employment of temporary employees except for Article 2 (Recognition), Article 4 (Union Security), Article 8 (Employee Categories), Article 10 (no strike, no lock-out), Article 11 (hours of work) and Schedule A (hourly wage schedule).

Temporary employees shall not accumulate seniority unless they become regular employees nor shall they have recourse to the grievance procedure.

Temporary employees, who become regular employees, after serving a probation period of six (6) months, will be given credit for seniority covering both temporary and probationary status provided such service is continuous.

- 8.02 Probationary employees are persons hired on trial to determine their suitability for continuing employment in regular positions. The probationary period will be six (6) months, during which time the employee shall not accumulate seniority, unless they become regular employees. If probationary employees become regular employees, they shall receive credit for their period of probation for seniority. Probationary employees are entitled to apply for internal postings. Probationary employees shall not have recourse to the grievance procedure.
- 8.03 The Probationary period in Articles 8.01 and 8.02 may be extended up to three (3) additional months to a maximum of nine (9) months total upon mutual agreement between the Parties.
- 8.04 Regular employees are persons who have satisfactorily served the probation period.
- 8.05 Part-time employees are persons hired for periods not exceeding seven hundred (700) hours per year. Such persons shall not accumulate seniority unless they become regular employees. Where part-time employees work more than seven hundred (700) hours per year for two (2) consecutive calendar years, at the start of the third (3rd) calendar year, they shall be entitled to a twelve percent (12%) premium payment in lieu of benefits (excluding vacation payment in accordance with the Employment Standards Act) and become eligible to be enrolled in the OMERS pension plan.

ARTICLE 9 - STAFF SELECTION

- 9.01 Where the Employer determines that a vacancy or a new position exists inside the Bargaining Unit, the Employer shall notify the Union in writing and post notice of the position on all bulletin boards for a minimum of one (1) week in advance of outside advertising, in order that all members will know of the position and be able to make written application therefore. Such notice shall contain the following information: nature of position, qualifications, required knowledge and education, skills, shift, wage rate or range.
- 9.02 Both Parties recognize:
- (1) The principle of promotion within the service of the Employer.
 - (2) That job opportunity should increase in proportion to seniority.

Therefore, in making staff changes, transfers, or promotions, appointment shall be made on the basis of a competition among applicants. Where the skill, ability qualifications and experience of the applicants are relatively equal, then seniority will be the deciding factor. Appointments from within the Bargaining Unit shall be made within three (3) weeks of postings. The job shall be filled within one (1) week of appointment.

ARTICLE 10 - NO STRIKE, NO LOCK-OUT

10.01 There shall be no strike by the Union and no lock-out by the Employer during the term of this Agreement.

ARTICLE 11 - HOURS OF WORK

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

11.02 (a) The normal workweek for Powerline Technician employees shall be forty (40) hours per week consisting of five (5) days of eight (8) hours each from Monday to Friday inclusive between the hours of 07:30 and 16:00 with a one-half (1/2) hour lunch break.

(b) The normal workweek for all other outside employees shall be forty (40) hours per week consisting of five (5) days of eight (8) hours each from Monday to Friday inclusive between the hours of 07:30 and 16:00 with a one-half (1/2) hour lunch break. The above hours may be modified during the summer hours as follows:

Monday - Thursday: 07:00 to 17:00 hours; or
Tuesday - Friday: 07:00 to 17:00

as determined by Management, based on the needs of the Employer.

(c) The normal work week of office employees shall be thirty-five (35) hours per week consisting of five (5) days of seven (7) hours each from Monday to Friday inclusive between the hours of 08:30 and 16:30 with a one (1) hour lunch break.

ARTICLE 12 - LEAVES OF ABSENCE FROM WORK

12.01 The Employer may grant leave of absence without pay and without loss of seniority to any employee requesting such leave for good and sufficient reason, such request to be in writing thirty (30) days in advance and approved by the Chief Executive Officer. This does not pertain to Statutory Leaves as seniority will accrue.

12.02 Paid Bereavement Leave

(a) An employee may take up to five (5) regularly scheduled and consecutive work days leave without loss of pay or benefits in the case of the death of a parent, spouse, or child.

- 12.02 (b) An employee may take up to three (3) regularly scheduled and consecutive work days leave without loss of pay or benefits in the case of the death of parent-in-law, brother, sister, brother-in-law, sister-in-law, sibling, grandparent or grandchild.
- (c) An employee may take up to one (1) regularly scheduled work day leave without loss of pay or benefits in the case of the death of an aunt or uncle.
- (d) An employee may be allowed to defer one (1) day of the above bereavement leave for future use for the actual interment or a memorial service.
- 12.03 The Employer shall grant leave of absence without loss of seniority to an employee who serves as a juror or subpoenaed witness within the boundaries of the Employer. The Employer shall pay such an employee the difference the Employee receives for jury service or subpoenaed witness, excluding payment for travelling, meals, or other expenses. The employee will present proof of service and the amount of pay received.
- 12.04 An employee shall receive the pay and benefits provided for in this Agreement when on unpaid leave of absence for Union work or conventions. However, the Union shall reimburse the Employer for all pay and benefits during the period of absence.
- 12.05 Maternity, adoption or parental leave shall be granted in accordance with the provisions of the Employment Standards Act and the Ontario Human Rights Code. To be entitled to the leave of absence, an employee must have been employed for a minimum of thirteen (13) weeks before the expected birth date.

ARTICLE 13 - ALLOWANCES

13.01 Boots

- (a) The Employer will provide an annual allowance of up to four hundred and fifty dollars (\$450.00) to Powerline Technicians, Meter Reader and Utility Person, for the purchase of suitable boots and clothing along with proof of purchase.
- (b) The Employer will supply safety clothing to Staff where required.

13.02 Meals

When an employee is required to work overtime and such overtime dictates a change in regular meal schedules, the Employer will provide a meal to the employee.

13.03 Driver's License

The Employer will pay for the required license endorsement for Powerline Technician employees.

13.04 Mileage

Where the Employer requires and the employee consents to use the Employee's own vehicle on Employer business, the employee shall be reimbursed based on the per kilometer rate established annually by the Canadian Revenue Agency and all other associated costs including parking and toll costs.

ARTICLE 14 - SICK LEAVE

14.01 The Employer's Sick Leave Plan for regular employees was created by the Employer to reduce the financial hardship that bona fide illness can create so far as inability to work and the consequent loss of basic wages are concerned.

14.02 To qualify for Sick Leave an employee must:

- (a) have an established credit for sick leave;
- (b) ensure that their illness is reported to Management as soon as possible;
- (c) be suffering from a bona fide illness which prevents their useful employment and is not eligible to receive compensation from the Workplace Safety and Insurance Board;
- (d) submit written verification of their prognosis by a qualified Doctor of Medicine if requested or if absent for more than three (3) days;
- (e) submit to medical examination by a Doctor of Medicine designated and paid by Management upon request;
- (f) return to work as soon as possible following recovery from illness;
- (g) do everything possible to speed their recovery;

14.03 Sick Leave shall accrue to regular employees on the basis of one and one-quarter (1¼) days per calendar month, provided that the employee has worked more than fifty percent (50%) of the normal working days in a calendar month. Sick leave accrual will continue where the employee is on W.S.I.B., vacation or an approved leave of absence.

The maximum number of days shall be one hundred and sixty (160) for employees hired after January 1, 1996, reduced by the number of days absent because of sickness. The accumulated days have no cash value at retirement or when leaving Employer employment.

14.04 No employee will be entitled to sick leave plan benefits for an illness or injury sustained while performing paid employment for an employer other than the Employer.

ARTICLE 15 - STANDBY DUTY

- 15.01 Certain designated Bargaining Unit employees will be required to perform standby duty which will be distributed on as equitable a basis as is possible among those qualified. Management shall maintain an advance schedule of standby duty which shall be made available to the staff concerned.
- 15.02 The tour of standby duty shall be weekly and commence at the established quitting time on Thursday and shall continue until the established quitting time on the following Thursday. During that period, the employees on duty must be able to proceed immediately to the work location so as to arrive within a reasonable length of time. Payment for the time worked shall be as outlined in the overtime provisions of this Agreement.
- 15.03 Powerline Technician employees on standby duty for a 7-day week shall be paid three hundred and seventy-five dollars (\$375.00) per week.

When a Powerline Technician employee is required to be on standby duty on a holiday as outlined in Article 17.01 (a), they shall be provided with an additional fifty dollars (\$50.00) per holiday.

- 15.04 The minimum call-out for a Powerline Technician employee shall be four (4) hours at straight time rates, or payment for actual hours worked at applicable premium rates whichever is higher.

The minimum call-out for a Powerline Technician employee will apply to each call-out except a call received within one (1) hour of the completion of the previous call completed. A call received within the aforementioned one (1) hour period will be considered as part of the previous call and the time paid will be continuous.

A call-out shall be completed when the employee has reported to the dispatcher or telephone answering service and determined that there are no further calls outstanding.

ARTICLE 16 - OVERTIME

- 16.01 It is mutually acknowledged that from time to time it will be necessary for employees to perform work outside of the normal work schedules at all hours of the day or night. The Employer agrees to designate such work as overtime as required.
- 16.02 Except as otherwise provided for in this Agreement, time worked beyond the normally scheduled work hours shall be considered as overtime and shall be paid for at the applicable overtime rates.

16.03 Overtime Rates for a Powerline Technician employee shall apply as follows:

- (a) where an employee is called back to work overtime their minimum pay shall be as outlined in Article 15.04;
- (b) two (2) times the Powerline Technician employee's regular rate of pay will be paid for every hour of authorized overtime worked between the established quitting time and the established starting time Monday to Friday inclusive;
- (c) two (2) times the Powerline Technician employee's regular rate of pay will be paid for every hour of authorized overtime worked on a Saturday;
- (d) two (2) times the Powerline Technician employee's regular rate of pay will be paid for every hour of authorized overtime worked on a Sunday or recognized holiday, as outlined in clause 17.01 (a).

16.04 Overtime Rates for non-Powerline Technician employees shall apply as follows:

- (a) one and one-half (1½) times the non-Powerline Technician employee's regular rate of pay will be paid for every hour of authorized overtime worked between the established quitting time and the established starting time Monday to Friday inclusive;
- (b) one and one-half (1½) times the non-Powerline Technician employee's regular rate of pay will be paid for every hour of authorized overtime worked on a Saturday;
- (c) two (2) times the non-Powerline Technician employee's regular rate of pay will be paid for every hour of authorized overtime worked on a Sunday or recognized holiday, as outlined in clause 17.01 (a).

16.05 Scheduled overtime shall be divided as equitable as possible among qualified employees.

ARTICLE 17 - RECOGNIZED HOLIDAYS

17.01 (a) The Employer will grant eleven (11) recognized holidays as follows:

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

and one-half (½) day before Christmas Day and one-half (½) day before New Year's Day.

Note: Employees may take either one (1) day before Christmas or one (1) day before New Year's subject to Employer operations.

- 17.01 (b) One (1) floating holiday will be granted to regular employees. If the Employment Standards Act (Ontario) requires a new public holiday, that day shall take the place of one (1) of the floating holidays.
- 17.02 Payment of wages for recognized holidays as outlined in 17.01, which are observed on normal working days, shall be paid as per the Ontario Employment Standards Act.
- 17.03 In the event that one of the above mentioned eleven (11) holidays falls on a day that is not normally a working day, the Employer shall designate either the working day prior to or succeeding the recognized holiday.

ARTICLE 18 - VACATIONS

- 18.01 The Employer will grant an annual vacation with pay on the following basis:
- (a) an employee in their first calendar year of employment shall be granted a vacation in accordance with the Employment Standards Act.
 - (b) an employee on the active payroll of the Employer in the second (2) calendar year or more of continuous service will be granted fifteen (15) working days' vacation with pay at their regular rate of pay.
 - (c) an employee on the active payroll of the Employer in their sixth (6th) year or more of continuous service will be granted seventeen (17) working days' vacation with pay at their regular rate of pay.
 - (d) an employee on the active payroll of the Employer in their tenth (10th) year or more of continuous service will be granted twenty (20) working days' vacation with pay at their regular rate of pay.
 - (e) an employee on the active payroll of the Employer in their fourteenth (14th) year or more of continuous service will be granted twenty-two (22) working days' vacation with pay at their regular rate of pay.
 - (f) an employee on the active payroll of the Employer in their eighteenth (18th) year or more of continuous service will be granted twenty-five (25) working days' vacation with pay at their regular rate of pay.
 - (g) an employee on the active payroll of the Employer in their twenty-second (22) year or more of continuous service will be granted twenty-seven (27) working days' vacation with pay at their regular rate of pay.
 - (h) an employee on the active payroll of the Employer in their twenty-fifth (25th) year or more of continuous service will be granted thirty (30) working days' vacation with pay at their regular rate of pay.

18.02 Vacations shall, as far as it is practicable, be granted at the times most desired by the employee, consideration having been given to their length of continuous service with the Employer. An employee must notify Management of their preferred vacation period when requested, but no later than May 1st of any given year. However, Management reserves the authority to designate vacation periods for all employees in a manner consistent with the efficient operation of the Employer.

Note: Employees may carry over one (1) weeks' vacation and/or sell up to two (2) weeks' unused vacation.

18.03 If a recognized holiday is observed on a scheduled working day during an employee's vacation period, they shall be granted an additional day's vacation for that holiday, such extra day shall be designated by mutual agreement.

18.04 Notwithstanding the schedule as contained in Article 18.01, the vacation period may be reduced in proportion to time not worked in the previous year.

ARTICLE 19 - HOSPITAL AND MEDICAL PLAN

19.01 The Employer will contribute towards the premium cost of regular employees Hospital and Medical Insurance Plans on the following basis while such employees are in receipt of pay from the Employer or absent without pay for a period not exceeding thirty (30) days.

- (a) The Employer will continue to pay the Employer's Health Tax.
- (b) One hundred percent (100%) of the premium cost of the current Dental Plan based on a one (1) year lag of the current ODA fee schedule.
- (c) Vision Care (inclusive of laser surgery) – five hundred dollars (\$500.00) maximum every twenty-four (24) months for each individual family member.

Massage Therapy will be eight hundred (\$800.00) dollars per year for each employee and individual family member.

Chiropractic Care will be eight hundred (\$800.00) dollars per year for each employee and individual family member.

Mental health practitioners as identified by current plan (including Psychologists, Social Worker, and Psychotherapy) totalling eight hundred dollars (\$800.00) per year for each employee and individual family member.

It is understood and agreed by the Parties that the Employer may provide equivalent coverage through another carrier for any of the above listed plans.

19.02 It is recognized and agreed that the improvements granted as a result of this Agreement satisfy the requirements of the regulations covering Employment Insurance Premium rebates.

19.03 An employee receiving payment for a compensable injury under W.S.I.B. shall accumulate seniority and shall be entitled to all benefits as per Article 19.01 for a period not to exceed two (2) years.

Note: Benefit package will be adjusted to delete fertility drugs, private hospital coverage – ODA fee schedule (reverts to Collective Agreement language which is ODA less one (1) year). Dispensing fee to increase from two dollars (\$2.00) to three dollars (\$3.00).

ARTICLE 20 - LONG TERM DISABILITY

- 20.01 (a) The Employer agrees that it will contribute for regular employees one hundred percent (100%) of the premium cost of the employees' Long Term Disability Plan, which provides for sixty-six-point sixty-seven percent (66.67%) of employee's regular rate of pay to a maximum monthly benefit of five thousand dollars (\$5000.00).
- (b) Eligible employees are required to go on L.T.D. immediately upon expiration of sick leave credits or the one hundred and twenty (120) calendar days waiting period whichever is later. Employees on L.T.D. will receive benefits as per Article 19.01 for a maximum of two (2) years. After that time, the Employer will review each situation on an individual basis.
- (c) The employees agree that any payments received from the plan will be assigned to the Employer as long as the employee is receiving wages under the Employer's Sick Leave Plan.

ARTICLE 21 - O.M.E.R.S. - PENSION

21.01 Regular and Probationary employees shall be enrolled in the OMERS Basic Plan. Eligibility shall be subject to the terms and conditions of the OMERS plan.

ARTICLE 22 - GROUP LIFE INSURANCE PLAN

22.01 The Employer and all regular employees will participate in the Group Benefits Plan provided by the Employer. Eligibility shall be subject to the terms and conditions of this Plan or any replacement Plan.

Note: Retiree insurance ceases as of June 25, 2001.

ARTICLE 23 - LAY-OFF AND RECALL

23.01 In a lay-off situation, lay-off will be in the reverse order of seniority provided the employees who remain have the qualifications and ability to perform the work in the classifications available. An employee about to be laid off may bump an employee with less seniority providing the employee exercising the bump is able to perform the work of the less senior employee and is capable of doing so with appropriate orientation. Recall will occur based on the reverse of the above, provided the employee keeps the Employer informed of the address by which they may be reached by mail.

ARTICLE 24 - GENERAL

24.01 Bulletin Boards

The Employer shall provide Bulletin Boards which shall be placed so that all employees will have access to them and upon which the Union shall have the right to post notices of meetings and such other notices as may be of interest to the employees.

24.02 Pay Days

The Employer shall pay wages weekly for the current week in accordance with Schedule "A" attached hereto and forming part of this Agreement.

24.03 Union Bargaining Committee

A Union Bargaining Committee shall be elected or appointed and consist of not more than two (2) members of the Union. The Union will advise the Employer of the Union members of the Committee. The Union's Bargaining Committee shall be granted one (1) day leave with pay to prepare for bargaining with the Employer.

24.04 Labour Management Committee

A Labour Management Committee shall be established consisting of an equal number of representatives of the Union and the Employer. This Committee shall meet at least once per year and as requested by either Party. The Committee shall enjoy the full support of both Parties in the interests of improved service to the public. The Parties will submit an agenda one (1) week prior to a meeting.

24.05 Inclement Weather

Whenever ordinary work cannot reasonably be continued during working hours by reason of inclement weather, the Employer shall either provide indoor work for outside crews, or allow them to stand by inside with no loss of pay.

24.06 Copies of Agreement

The Parties desire every employee to be familiar with the provisions of this Agreement and their rights and obligations under it. For this reason, the Parties shall arrange, on a cost-sharing basis, for the printing and distribution of sufficient copies of the Agreement within thirty (30) days of signing.

24.07 Access to Personnel File

An Employee shall have the right during normal business hours of the administration office to have access to have a copy of and review their personnel file. The employee is entitled to receive a copy of the file if requested. An employee shall have the right to respond in writing to any document contained therein. Such reply shall become part of the personnel file.

ARTICLE 25 - CLASSIFICATION AND WAGE RATES

25.01 (a) Progressions between various steps will be based on merit, work performance and completion of training.

(b) Appendix "A" is a Summary of Job Classifications and Wage Rates.

25.02 Transfer for Lower Rated Job

When an employee is assigned in accordance with the terms of this Agreement to a position paying a lower rate, their regular rate of pay shall not be reduced.

25.03 Relief Pay

(a) When an employee is assigned by the Employer to a higher rate Bargaining Unit position for three (3) consecutive shifts or more, they shall be paid the job rate for the full period of shift.

(b) When an employee is assigned by the Employer to perform the duties of a supervisory or managerial position outside the Bargaining Unit, for five (5) consecutive shifts or more, they shall be paid an additional two dollars (\$2.00) per hour for the full period of the time worked in the Relief position.

ARTICLE 26 - DURATION

26.01 This Agreement shall be deemed to have come into effect on April 1, 2026 and shall remain in force until March 31, 2030.

26.02 This Agreement shall be automatically renewed from year to year, unless notice by registered mail is given by either Party to the other for amendment or termination within the period of three (3) months before the termination date of this Agreement, or any anniversary thereof and so on from time to time.


26.03 Changes in Agreement

Any changes deemed necessary to this Agreement may be made by mutual agreement at any time during the existence of this Agreement.


SIGNED at Prescott, Ontario this 24th day of April, 2026.


SIGNED ON BEHALF OF THE
CORPORATION OF RIDEAU
ST. LAWRENCE UTILITIES INC.





Malcolm McCallum (Apr 24, 2026 13:24:50 EDT)

SIGNED ON BEHALF OF THE
CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 3839


Amanda Currie (Apr 24, 2026 13:25:47 EDT)


Sam Machan (Apr 24, 2026 12:18:32 EDT)



ARTICLE 25 – APPENDIX “A” - WAGE RATES

CLASSIFICATION	Current Rate	April 1, 2026 \$2.25	April 1, 2027 2.5%	April 1, 2028 2.5%	April 1, 2029 3.0%
POWERLINE TECHNICIAN FOREPERSON	\$51.42	\$53.67	\$55.01	\$56.39	\$58.08
POWERLINE TECHNICIAN LEAD HAND	\$49.85	\$52.10	\$53.40	\$54.74	\$56.38
POWERLINE TECHNICIAN	\$47.75	\$50.00	\$51.25	\$52.53	\$54.11
POWERLINE TECHNICIAN After 4 th Year	\$45.68	\$47.93	\$49.13	\$50.36	\$51.87
POWERLINE TECHNICIAN After 3 rd Year	\$43.60	\$45.85	\$47.00	\$48.18	\$49.63
POWERLINE TECHNICIAN After 2 nd Year	\$39.41	\$41.66	\$42.70	\$43.77	\$45.08
POWERLINE TECHNICIAN After 1 st Year	\$35.14	\$37.39	\$38.32	\$39.28	\$40.46
POWERLINE TECHNICIAN Start	\$31.00	\$33.25	\$34.08	\$34.93	\$35.98
METER READER	\$27.69	\$29.94	\$30.69	\$31.46	\$32.40
METER READER Start	\$25.81	\$28.06	\$28.76	\$29.48	\$30.36
ADMINISTRATION & COLLECTIONS CLERKS	\$34.97	\$37.22	\$38.15	\$39.10	\$40.27
ADMINISTRATION & COLLECTIONS CLERKS Start	\$32.54	\$34.79	\$35.66	\$36.55	\$37.65
CUSTOMER SERVICE REPRESENTATIVE	\$30.57	\$32.82	\$33.64	\$34.48	\$35.51
CUSTOMER SERVICE REPRESENTATIVE Start	\$28.05	\$30.30	\$31.06	\$31.84	\$32.80

CLASSIFICATION	Current Rate	April 1, 2026 \$2.25	April 1, 2027 2.5%	April 1, 2028 2.5%	April 1, 2029 3.0%
BILLING CLERK	\$30.57	\$32.82	\$33.64	\$34.48	\$35.51
BILLING CLERK Start	\$28.05	\$30.30	\$31.06	\$31.84	\$32.80
CASHIER (PART-TIME)	\$21.78	\$24.03	\$24.63	\$25.25	\$26.01
CASHIER (PART-TIME) Start	\$19.32	\$21.57	\$22.11	\$22.66	\$23.34
UTILITY PERSON End Rate	\$33.09	\$35.34	\$36.22	\$37.13	\$38.24
UTILITY PERSON 2 nd Year	\$30.68	\$32.93	\$33.75	\$34.59	\$35.63
UTILITY PERSON 1 st Year	\$28.26	\$30.51	\$31.27	\$32.05	\$33.01
UTILITY PERSON Start	\$25.84	\$28.09	\$28.79	\$29.51	\$30.40

Summary of Job Classifications

Powerline Technicians:

PLT Foreperson, PLT Lead Hand, PLT Journeyperson, PLT Apprentice After 4th year, PLT Apprentice After 3rd Year, PLT Apprentice After 2nd Year, PLT Apprentice After 1st Year, PLT Apprentice Start

Outside Employee & Outside Crew:

Powerline Technicians, Meter Reader + (Utility Person)

Office Employees:

Administration Or Collections Clerks, Billing Clerk, Cashier, Customer Service Representatives, +(Cashier)

**LETTER OF UNDERSTANDING - RE: AMALGAMATION, MERGER, REGIONAL
GOVERNMENT, SALE OF BUSINESS**

BETWEEN

RIDEAU ST. LAWRENCE UTILITIES INC.

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 3839**


In the event of the above, it is the intent of the Employer to assist employees at minimizing negative impacts.

SIGNED at Prescott, Ontario this 24th day of April, 2026.

SIGNED ON BEHALF OF THE
CORPORATION OF RIDEAU
ST. LAWRENCE UTILITIES INC.

SIGNED ON BEHALF OF THE
CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 3839




Malcolm McCallum (Apr 24, 2026 13:24:50 EDT)


Amanda Currie (Apr 24, 2026 13:25:47 EDT)
Sem Machan (Apr 24, 2026 12:18:32 EDT)

**LETTER OF UNDERSTANDING - RE: POWER LINE TECHNICIAN
REQUIREMENTS FOR PAY AND PROGRESSION**

Between

RIDEAU ST. LAWRENCE UTILITIES INC.

(the "Employer")

-and-

THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 3839

(the "Union")

WHEREAS there has been varying interpretations of requirements to achieve pay grades in Power Line Technician (PLT) Apprentice positions;

AND WHEREAS all parties desire clarity on the requirements to achieve pay grade promotion.

THEREFORE, The parties have agreed to the following terms:

1. All Powerline Technicians will follow the requirements of Appendix A in this Letter of Understanding for PLT Pay and Progression.

Appendix A

The following prescribes the minimum requirements necessary to be promoted to each PLT job classification. It also prescribes the outcomes for not achieving the required skills and development.

Job Classifications:

Powerline Technician Start (PLT Apprentice Start)
Powerline Technician after 1st Year (PLT Apprentice after 1st Year)
Powerline Technician after 2nd Year (PLT Apprentice after 2nd Year)
Powerline Technician after 3rd Year (PLT Apprentice after 3rd Year)
Powerline Technician after 4th Year (PLT Apprentice after 4th Year)
Powerline Technician (Licensed PLT)

PLT Apprentice Progression

For a PLT apprentice to progress to the next level apprenticeship job classification, the following four conditions need to be met:

1. Meeting performance expectations as assessed by the Employer.
2. Obtain the PLT hours necessary for each classification:
 - a. Powerline Technician Start: no work hour requirements
 - b. Powerline Technician after 1st Year: 2000 of regular work hours
 - c. Powerline Technician after 2nd Year: 4000 of regular work hours
 - d. Powerline Technician after 3rd Year: 6000 regular work hours
 - e. Powerline Technician after 4th Year: 8000 of regular work hours
3. Demonstrated the skills of the respective year of apprenticeship as deemed by the Employer.
4. Successful completion of the respective year of trade school as verified by the Employer.

The employer and the union both recognize that from time-to-time due to schooling availability or business circumstance, the apprentice is not able to attend immediately upon meeting the hours and skills requirement.

In the scenario where a PLT apprentice has met all criteria except schooling, and the schooling delay is due to either lack of schooling availability and/or business circumstance, RSL will begin to accrue the increase in pay. This accrued pay will be paid retroactively once the apprentice successfully passes the respective schooling on the 1st attempt.

If the apprentice does not pass the schooling on the 1st attempt, the apprentice will automatically forfeit the accrued pay. The apprentice will be given an opportunity to attend the respective schooling for the 2nd attempt at their own time and cost.

If the apprentice does not pass on the 2nd attempt, the apprentice shall be deemed to lose all their Company seniority, and their employment shall be deemed terminated.

Licensed PLT Progression

For a Powerline Technician after 4th Year (PLT Apprentice after 4th Year) to progress to a Powerline Technician (Licensed PLT), the following condition needs to be met:

1. Successfully pass the red seal exam as verified by management within 12 months of schooling and hours as per ministry of trade.


If the Powerline Technician after 4th Year (PLT Apprentice after 4th Year) does not pass the red seal exam within the 12 months of schooling and hours as per ministry of trade, the apprentice shall be deemed to lose all of their Company seniority, and their employment shall be deemed terminated.


SIGNED at Prescott, Ontario this 24th day of April, 2026.


SIGNED ON BEHALF OF THE
CORPORATION OF RIDEAU
ST. LAWRENCE UTILITIES INC.

SIGNED ON BEHALF OF THE
CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 3839




Malcolm McCallum (Apr 24, 2026 13:24:50 EDT)


Amanda Currie (Apr 24, 2026 13:25:47 EDT)


Sam Machan (Apr 24, 2026 12:16:32 EDT)



SP/cl:cope491-April 24, 2026