



COLLECTIVE AGREEMENT

Between

Coronet Electric Inc.

And

**Construction Workers Union,
CLAC Local 63**

DURATION: January 3, 2024 – February 2, 2026

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(hereinafter referred to as "the Employer")**

and

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January 3, 2024 – February 2, 2026

This printing is for information purposes only. Original signed documents are on file at the CLAC Member Centre in Edmonton.

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COLLECTIVE AGREEMENT

ARTICLE 1 - PURPOSE

- 1.01 It is the intent and purpose of the parties to this Agreement, which has been negotiated and entered into in good faith:
- a) to recognize mutually the respective rights and functions of the parties hereto;
 - b) to provide and maintain working conditions, hours of work, wage rates and benefits set forth herein;
 - c) to establish an orderly system for the promotion, demotion, transfer, layoff and recall of employees;
 - d) to establish a prompt, just and equitable procedure for the disposition of grievances;
 - e) and generally, through the full and fair administration of all the terms and provisions contained herein, to develop and achieve a relationship among the Union, the Employer and the employees which will be conducive to their well-being.
- 1.02 It is agreed that omission of specific mention in the Agreement of existing rights and privileges established or recognized by the Employer will not be construed to deprive employees of such rights and privileges.

ARTICLE 2 - RECOGNITION

- 2.01 The Employer recognizes the Union as the sole bargaining agent of all employees in the bargaining unit as defined in Article 2.02 and/or Schedule "A" attached hereto and made part hereof.
- 2.02 This agreement covers all employees of the Employer in the bargaining unit as defined in Certificate 256-2015-Zone 18 issued by the Alberta Labour Relations Board, Edmonton, Alberta, on October 21, 2015, that is, all employees when employed in construction as Electricians, Electrician apprentices, Electrician Foremen and Electrician Welders.
- 2.03 There will be no revision, amendment or alteration of the bargaining unit as defined herein or of any of the terms and provisions of this Agreement or subcontracting of any work normally done by any employees in the bargaining unit, save and except by mutual agreement in writing of the parties hereto. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by the mutual agreement in writing of the parties.
- 2.04 The Employer agrees that the duly appointed representatives of the Christian Labour Association of Canada are authorized to act on behalf of the Union for the purposes of supervising, administering and negotiating the terms and conditions of this Agreement and all matters related thereto.
- 2.05 The Union acknowledges that it is the function of the Employer:
- a) to manage the enterprise, including the scheduling of work and the control of materials;

- b) to maintain order, discipline and efficiency, and to make, alter and amend rules of conduct and procedure for employees, provided such rules are reasonable, and are consistent with the purpose and terms of this Agreement and are administered in a fair manner;
- c) to hire, direct, transfer, promote, demote, lay off, suspend and discharge, provided that such actions are consistent with the purpose and terms of this Agreement and provided that a claim by an employee that their rights under this Agreement have been violated or that they have been disciplined or discharged without just cause will be subject to the Grievance Procedure.

2.06 The Employer may contract out work where:

- a) they do not possess the necessary facilities or equipment;
- b) they do not have and/or cannot acquire the required manpower;
- c) they cannot perform the work in a manner that is competitive in terms of cost, quality and within projected time limits.

Work normally performed by members of the bargaining unit will not be contracted out if employees qualified to do the work must be laid off, transferred, demoted or discharged as the result of the contracting out of work.

ARTICLE 3 - UNION REPRESENTATION

3.01 For the purpose of representation, the Union will function and be recognized as follows:

- a) the Union has the right to appoint, as necessary, stewards. The stewards are representatives of the employees in certain matters pertaining to this Agreement, including the processing of grievances. In general, there will be no more than two (2) stewards. Each steward will receive twenty-five cents (\$0.25) per hour in addition to their regular hourly rate, provided that the individual has served as a steward for a minimum of one (1) year.
- b) CLAC Representatives are representatives of the employees, in all matters pertaining to this Agreement particularly for the purpose of processing grievances, negotiating amendments or renewals of this Agreement and of enforcing the employees' collective bargaining rights and any other rights under this Agreement and under the law.

3.02 The Union and the Employer agree to notify one another in writing of the names of their officials and the effective dates of their appointments.

3.03 Stewards and other union officers in the employ of the Employer will not absent themselves from their work to deal with grievances without first obtaining the permission of the Employer. Permission will not be withheld unreasonably and the Employer will pay such stewards and union officers at their regular hourly rates while attending to such matters.

3.04 The Union has the right to appoint members of a negotiating committee. Employees on the committee will be paid by the Employer at their regular hourly rates for all time spent negotiating a collective agreement with the Employer, whenever this takes place during the regular working hours of the employees concerned.

- 3.05 The Employer may meet periodically with their employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union and the employees. A CLAC Representative may attend such meetings if requested by an employee or by the Employer.
- 3.06 There will be no Union activity on Employer's time or on premises except as set out above.
- 3.07 CLAC Representatives will have the right to visit jobsites periodically.

ARTICLE 4 - STRIKES OR LOCKOUTS

- 4.01 During the term of this Agreement, or while negotiations for a further agreement are being held, the Union will not permit or encourage any strike, slowdown or any stoppage of work or otherwise restrict or interfere with the Employer's operation through its members.
- 4.02 During the term of this Agreement, or while negotiations for a further agreement are being held, the Employer will not engage in any lockout of its employees or deliberately restrict or reduce the hours of work or deliberately send people home when this is not warranted by the workload.

ARTICLE 5 - EMPLOYMENT POLICY

- 5.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer will give preference to qualified Union members who are able to meet the Employer's requirements of the job. If the Union is not able to refer qualified Union members, the Employer will be able to hire from outside the Union membership.
- 5.02 New employees will be hired on a probationary period of ninety (90) calendar days and thereafter will attain regular employment status subject to the availability of work. The parties agree that the discharge or layoff of a probationary employee will not be the subject of a grievance or arbitration excepting those provisions in Article 12.04. When a probationary employee is disciplined and not discharged, the parties agree that the terms stated in Article 24 will prevail.
- 5.03 Probationary employees are covered by this Agreement, excepting those provisions that specifically exclude such employees. It is agreed that probationary employees require appropriate and constructive feedback in order to improve performance. Accordingly, the Employer agrees to appropriately give this constructive feedback to a probationary employee .
- 5.04 Employees who have passed their probationary period, and are rehired within six (6) months after a layoff will not re-serve a new probationary period.

5.05 An employee who quits or is terminated for just cause and is rehired will serve a new probationary period.

ARTICLE 6 - REMITTANCES AND REPORTING

6.01 The Employer shall deduct from each employee, from the commencement of employment, an amount equal to Union dues as set by the National Convention of the Union and as described within the Employer Dues Directive issued by the Union. The Employer is also authorized to deduct any administration fees owing by an employee to the Union, when hired.

6.02 The total amount(s) deducted on behalf of the Union will be remitted by the Employer to the Union by the Tenth (10th) day of each month following the month for which the monies were deducted, together with an itemized list of the employees for whom the deductions are made, and the amount remitted for each.

6.03 The Union and the employees agree that the Employer will be saved harmless for all deductions and payments so made.

6.04 The Employer shall remit dues electronically, on a form prescribed by the Union, and shall include on such remittance the following information for each employee:

- a) first, middle and last name;
- b) work location/job site;
- c) job type;
- d) classification;
- e) rate of hourly pay, including hourly premiums;
- f) gross earnings;
- g) total regular and overtime hours worked in the month for which such deductions are made;
- h) dues or fees deducted and remitted on behalf of the employee as may be prescribed by the Union; and,
- i) contributions on behalf of the employees and any deductions from and remitted for an employee as may be prescribed by this Agreement.
- j) Social Insurance Number
- k) Date of Birth
- l) Gender
- m) Employee Number
- n) Complete Mailing address

6.05 The Employer shall remit electronically, on a form prescribed by the Union, upon the start of Employment, lay-off, quit or termination of an employee, and will also send to the Union within the same pay period that the action occurred, the following information of the employees involved:

- a) complete mailing address;
- b) e-mail address;
- c) primary telephone;
- d) Job start date or job end date;
- e) classification, including level or apprenticeship year;
- f) date of birth;
- g) gender;
- h) Indigenous status and which community;
- i) Also for current Employees, any change in classification, level, or apprenticeship year (and when they occurred).

6.06 All contributions and deductions pursuant to Articles 16, 17 and 18 shall be remitted together with and in the manner described for Union dues, as set out here in Article 7.

6.07 The Union will promptly notify the Employer, in writing, over the signature of its designated officer, the amount of the deduction to be made by the Employer for regular Union dues, Union dues arrears, and Administration dues, and the Employer will have the right to continue to rely on such written notification until it receives other written notification from the Union. The Union shall provide the Employer with a minimum of thirty (30) days' notice of any change in the above noted dues.

6.08 The Union agrees that it will make membership in the Union available to all employees covered by this Agreement subject to the Constitution of the Union and the terms and conditions specified by its applicable policies. Neither the Employer nor the Union will

compel employees to become members of the Union. The Employer will not discriminate against employees because of Union membership or lack thereof, and it will inform all new employees of the contractual relationship with the Union. All new employees shall be referred by the Employer to a Union Steward or a Union Representative in order to give the Union an opportunity to describe the Union, its purpose, representation policies, and any other information relevant to such new employees.

- 6.09 Employees who cannot support the Union with their dues for reasons of conscience, as determined by the Union's internal guidelines of what constitutes a conscientious objection, may apply to the Union, in writing, to have their dues redirected. Such application shall outline the nature of the conscientious objection.
- 6.10 The Employer agrees to include the amount of union dues paid by each employee for each tax year on the employee's T-4 slip.

ARTICLE 7 - WAGES AND RATES OF PAY

- 7.01 Wage schedules applicable to various classifications are as set forth in Schedule "A".
- 7.02 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this Agreement, and the rates for same will be subject to negotiation between the Employer and the Union. If no agreement is reached, either party may resort to the Grievance Procedure.
- 7.03 The Employer agrees to pay two (2) hours of wages in the event that an employee reports for work in the usual manner and is prevented from starting work due to any cause not within their

control. In case of inclement weather conditions, the employee will be obligated to call the Employer to ascertain whether or not they will report for work.

- 7.04 If an employee begins work, they will be entitled to a minimum of four (4) hours pay, except when the work is suspended because of inclement weather or other reasons completely beyond the control of the Employer. This provision will not apply if the stoppage is due to a labour dispute between the Employer and the Union.

ARTICLE 8 - HOURS OF WORK, OVERTIME AND SUNDAY LABOUR

- 8.01 a) The normal work week will be forty (40) hours per week consisting of five (5) eight (8) hour days.

Overtime will be paid at the rate of one and one-half (1 ½) times the regular hourly rate for all hours when the employee is required to work in excess of eight (8) hours per day and forty (40) hours per week averaged over a pay period.

When a Statutory holiday occurs during an employee's regular work week, employees will receive overtime pay for all hours worked in excess of thirty two (32) hours. Such hours will not include hours worked on the Statutory Holiday.

- b) Employees will only be allowed to bank extra hours (over 40 hours per week averaged over a pay period) to cover "time off" at a later date, but only at the request of the employee. Banked hours must be used within a twelve (12) month period and may be used for the purpose of time off. Voluntary extra hours will be banked at the employee's regular hourly rate.

- 8.02 Overtime pay in either emergency or required situations will be paid, not banked.
- 8.03 There will be no work done on Sunday. If an emergency necessitates work on Sunday, and only if agreed upon by the Employer and the Union, time worked will be paid at the rate of two (2) times the regular rate of pay for such hours. Emergency work on a Saturday will be paid at two (2) times the regular rate - not banked.
- 8.04 Shift work will be defined as eight (8) hours worked at other than normal working hours (see Article 8.05) on two (2) or more consecutive days.
- 8.05 Shift work will be paid in accordance with Schedule “A”.
- No employee will work more than one (1) shift in a twenty-four (24) hour period under the conditions of this Article.
- 8.06 Employees who are called in for Sunday emergency work, or called back for overtime work on all other days, will be paid two (2) hours at their regular rate as call-in pay, in addition to the actual time worked which will be paid at the applicable overtime rate.

ARTICLE 9 - REST PERIODS

- 9.01 There will be two (2) rest periods (or coffee breaks), with pay, of fifteen (15) minutes duration each, daily, one in the forenoon and one in the afternoon. Coffee breaks will be considered as time worked.

In case of overtime work employees will be entitled to an additional coffee break provided there is no break in working time. Thereafter there will be additional coffee breaks every two (2) hours provided overtime continues after the break. Coffee breaks are to be taken on the jobsite.

- 9.02 Employees will be given a meal period of one half (1/2) hour per shift but such period will not be considered time worked.

ARTICLE 10 - VACATIONS AND VACATION PAY

- 10.01 All employees will be entitled to receive three (3) weeks' vacation and vacation pay of six percent (6%) of their gross annual earnings.
- 10.02 All employees will be entitled to receive four percent (4%) of their gross annual earnings in lieu of holiday pay for all holidays outlined in Article 11.
- 10.03 The Employer agrees to pay employees vacation pay on a bi-weekly basis.
- 10.04 The Employer will endeavour to grant vacations at the times requested, in the vacation seasons or periods, considering business requirements. Employees with school-going children will have preference during the summer months.

ARTICLE 11 - HOLIDAYS AND HOLIDAY PAY

- 11.01 The Employer agrees to pay for the following eleven (11) holidays in accordance with the provisions of Article 10.02:

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

- 11.02 When employees are required to work on the above-mentioned holidays, they will be paid two (2) times the regular rate of pay in addition to the holiday pay to which the employee is entitled.

Upon mutual agreement, the various project/sites may move the stat to a specific alternate day, therefore working the actual stat day at straight time.

ARTICLE 12 - LAYOFFS

- 12.01 The Employer will give three (3) days' notice of the need for a layoff to the Union. Three (3) days' severance pay must be issued if the advance notice has not been given as prescribed, provided the employee has completed their ninety (90) calendar day probation period.
- 12.02 The Employer will not be required to give three (3) days' notice of layoff when equipment failure, shortage of material, or other reasons beyond the control of the Employer cause a stoppage of operation.
- 12.03 New employees will be hired on a ninety (90) calendar day probationary period and thereafter will attain regular employment status subject to the availability of work. The parties agree that the

discharge or layoff of a probationary employee will not be the subject of a grievance or arbitration.

- 12.04 When a reduction of the workforce takes place the Employer will layoff in skill, ability, work record, and loyalty. Recall of laid-off employees is at the discretion of the Employer.
- 12.05 An employee recalled for work must return within one (1) workday when unemployed and within seven (7) workdays when employed elsewhere after being recalled, or make definite arrangements with the Employer to return.
- 12.06 Employees will be rotated between commercial and residential projects if they so request and as work availability allows.

ARTICLE 13 - UNION/MANAGEMENT RELATIONS

- 13.01 The parties to this Agreement pledge to work towards the greatest possible degree of consultation and cooperation believing that the following concepts provide a fundamental framework for improved labour/management relations:
- a) the industrial enterprise is an economically characterized work community of capital investors and workers under the leadership of a management;
 - b) the economic character springs from a continuous striving towards efficient use of scarce resources, energy and environment and in the adequate development of research, production and marketing;

- c) the enterprise requires authority relationships under a strong central leadership or management;
- d) a strong management does not discourage cooperation but stimulates it, recognizing that while leadership without labour can do nothing, labour without management cannot survive.

13.02 a) In order to further the aims of the enterprise, the parties agree to schedule a Union/Management meeting, on a regular basis, as required during the life of this Agreement. The meeting will serve as a forum for discussion and consultation about policies and practices not necessarily covered by the Collective Agreement. The areas for discussion will include but not be limited to:

- i) hiring policies;
- ii) discipline and discharge policies;
- iii) training and promotion;
- iv) safety measures;
- v) matters that affect the working conditions of the employees.

b) The Employer and the Union will each appoint representative(s) to the Union/Management Committee. The minutes will record the business of each meeting, a copy of which will be mailed to the Union's provincial office.

13.02 A committee member, attending the Union/Management meetings during regular working hours, will be entitled to their regular hourly rate of pay. In the event that such meetings are held outside of regular working hours, the Employer agrees to pay a flat

fee of ten dollars (\$10.00) to a committee member for each meeting attended.

- 13.03 In the event that consultation fails to resolve a matter of contention, the Union agrees that the decisive word resides with Management, unless specifically abridged, delegated or modified by this Agreement. The Union reserves the right to refer unresolved matters to the Grievance Procedure.

ARTICLE 14 – HEALTH AND SAFETY

- 14.01 a) The Employer agrees to make practicable provisions for the safety and health of its employees during the hours of their employment. Such provisions will be made known to all employees at the time of hire.
- b) The Union undertakes to give full support to these objectives by promoting a safety consciousness and a personal sense of responsibility among its membership.
- c) It is the intent of the parties to achieve working conditions that are not unsafe or unhealthy taking into consideration the minimum hazards inherent to the operation of the process in question.
- 14.02 Where necessary, the Employer and the Union agree to form a Health and Safety Task Group to discuss and direct matters concerning the correction of unsafe conditions and practices following a serious accident or incident which could have resulted in a serious accident. This Task Group will meet as soon as possible to investigate and report to the Union Management Committee and will maintain a record of the meetings and the matters discussed.

- 14.03 An employee who is injured on the job during working hours and is required to leave for treatment for such injury will receive payment for the remainder of their shift. The employee is required to inform the Employer of the injury before the end of their shift.
- 14.04 An employee who is injured on the job and who requires transportation from the work site to a local physician or hospital will receive such transportation provided by the Employer.
- 14.05 Light Duty Work Programs
- a) If an employee is injured on the job and requires medical attention, the employee may be entitled to Light Duty Work and will inform the attending Physician of the same.
 - b) The Employer will inform the Physician of the types of light duty work which may be available to the employee and will make the same available to the employee with the Physician's approval.
 - c) The Employer will inform the Union office of all employees who are assigned to light duty work.
 - d) The Employer and employee will refer to and follow the guidelines as set out in the Workers' Compensation Act.

ARTICLE 15 - TRANSPORTATION, TRAVEL TIME AND OUT-OF-TOWN JOBS

- 15.01 The Employer will endeavor to provide transportation to and from jobs outside of the 45km radius of the Edmonton city centre. If an employee is required by the Employer to use their own car for such transportation, the owner will be paid twenty-five cents (\$0.25) per kilometre. Employees using their own cars must be fully insured

for themselves, their cars, and passengers saving the Employer from all liabilities. Employees will have the right to refuse to use their own cars, for jobs outside the 45km radius of the Edmonton city centre.

- 15.02 If employees travel together in a company vehicle the person authorized to drive the vehicle may be required by the Employer to meet and pick up the other employee(s) at a designated, mutually agreeable place.
- 15.03 In case employees travel by means of public transportation outside of the 45km radius, the Employer will pay for all travel expenses.
- 15.04 Employees will be paid travel time, both ways, for all time traveled outside the 45km radius, or if reporting to the shop, for all time traveled from the Employer's shop to the job at straight time only.
- 15.05 For all employees who are required to stay away from home overnight, the Employer agrees to provide reasonable room and board, consisting of one room for each two people and meals purchased at a restaurant or similar establishment. If employees are required to go out of town for one (1) day the Employer will pay for all meals except the first meal.
- 15.06 Employees who are required by the employer to carry material in their own vehicles will receive fifty cents (\$0.50) per kilometre for all kilometres driven between the Employer's shop and the various jobsites.
- 15.07 If an employee is required by the Employer to use their own vehicle for transportation between jobs during working hours they will be paid fifty cents (\$0.50) per kilometre for such use if they have to

travel to more than two (2) different jobs per day within the 45 km radius.

ARTICLE 16 - HEALTH AND WELFARE PROGRAM

16.01 In order to protect the employees and their families from the financial hazards of illness, the Employer agrees to pay the amount as set out in Schedule “A” for all hours worked for each employee towards the Insurance Plan administered by the CLAC Health and Welfare Trust Fund.

Health and Welfare (H & W) premiums will be reviewed during November of each year with an implementation date for any new rate to be no later than the first pay period of the following year. Effective January 3, 2024, the plan premiums will be paid one-hundred percent (100%) by the Employer. The Employer agrees to remit the amount to the Union.

16.02 It is understood and agreed that it is the responsibility of each employee to be familiar with the specific details of coverage and eligibility requirements of all benefit plans, and that neither the Union nor the Employer, has any responsibility for ensuring that all requirements for eligibility or conditions of coverage or entitlement of benefits are met by the employee, beyond the obligations specifically stipulated in this Agreement.

16.03 The probation period in Article 5.03 must be completed before employees are eligible for the insurance plans outlined herein.

16.04 The Employer's contributions will be effective from the commencement of employment until termination of each employee.

- 16.05 The contributions outlined in Article 16.01 will be remitted to the CLAC Health and Welfare Trust Fund’s office each month, by the 10th of the month following the month of contributions, together with an itemized list of the employees for whom the contributions are made and the amount remitted for each.

ARTICLE 17- RSP (REGISTERED SAVINGS PLAN)

- 17.01 The Employer agrees to contribute an amount as set out in Schedule “A” per hour worked. The Employer will likewise contribute that same amount, up to a maximum as set out in Schedule “A”, for each hour worked toward each employee’s participation in the RSP administered by the CLAC Health and Welfare Trust Fund.

An account will be opened in the employee’s name by the CLAC Health and Welfare Trust Fund as soon as possible following the receipt of one (1) month’s contributions. The contributions will be deposited in the same manner subject only to the rules established by the Trust Funds Board of Trustees. All monies deposited in the employees account will remain the property of the employee subject only to the rules governing RSP and Benefit Plans.

- 17.02 The Employer’s contribution to the CLAC Health and Welfare Trust Fund will be non-refundable, and when deposited will be vested in the employee on whose behalf the deposit was made, in accordance with the terms of the RSP.

- 17.03 Withdrawal of funds and payouts from the RSP will be subject to law and the terms of the Plan.
- 17.04 Employees on whose behalf contributions and deposits are made will receive statements from the financial institution where the deposits are made, mailed to the employees last address on record with the CLAC Health and Welfare Trust Fund Administrator.
- 17.05 Individual employees may authorize additional deductions for this purpose if they so wish by completing the appropriate authorization form.
- 17.06 The contributions outlined in Article 17.01 will be remitted to the CLAC Health and Welfare Trust Fund’s office each month, by the 10th of the month following the month of contributions, together with an itemized list of the employees for whom the contributions are made and the amount remitted for each.

ARTICLE 18 - EDUCATION AND TRAINING FUNDS

18.01 Education Fund

The Employer agrees to contribute an amount as set out in Schedule “A” for all hours worked by all employees to the Union Education Fund.

18.02 Apprenticeship Training Funds

The Employer agrees to contribute an amount as set out in Schedule “A” for all hours worked by all employees to the Union Apprenticeship Training Fund.

18.03 CLAC Alberta Training General Operating Fund

The Employer agrees to contribute an amount as set out in Schedule “A” for all hours worked by all employees to the CLAC Alberta Training Trust Fund. The use of these funds will be for the general operations of CLAC Alberta Training and will be governed by the policies and procedures of the CLAC Alberta Training Trust Fund and its trustees.

18.04 The contributions outlined in Articles 18.01, 18.02, and 18.03 will be remitted to the Union Treasurer each month, by the 10th of the month following the month of contributions, together with an itemized list of the employees for whom the contributions are made and the amount remitted for each.

ARTICLE 19 - TOOLS

19.01 The employee will provide their own basic tools and such tools will remain the property of the employee. A basic tool list will be posted by the Employer.

19.02 The Employer will furnish all specialized tools, power tools and equipment. Employees will be held responsible for the tools and equipment issued to them providing the Employer furnishes the necessary lockers, tool boxes, or other safe place for storage.

ARTICLE 20 - PROTECTIVE EQUIPMENT

- 20.01 The employees will wear safety hats and other protective equipment or clothing if required, in their duties, purchased at the expense of the Employer.
- 20.02 All protective equipment will remain the property of the Employer. All safety equipment lost by an employee will be replaced by the employee.

ARTICLE 21 - LEAVES OF ABSENCE AND BEREAVEMENT PAY

- 21.01 The Employer may grant leaves of absence without pay, for a time mutually agreed upon between the Employer and the employee, without the loss of seniority rights for the following reasons:
- a) Marriage of the employee;
 - b) Sickness of the employee or employee's immediate family;
 - c) Birth or adoption of the employee's own child;
 - d) Union activity, other than the establishment of this Agreement;
 - e) Death of a family member not outlined in Article 21.02;
 - f) Job related training; or
 - g) Other personal reasons as approved by the Employer.
- 21.02 An employee will be granted a three (3) day leave of absence with pay, at the employee's regular straight time hourly rate, to make arrangements for and to attend the funeral of the employee's spouse, common law spouse, child, legal dependant, father,

mother, father-in-law, mother-in-law, brother, sister, grandparents, and grandchildren. Further time may be granted by mutual agreement between the Employer and the employee. To receive such pay the employee must return to work unless notified during the leave of a layoff.

- 21.03 Following a leave of absence, employees who fail to report back for work as scheduled without giving a justifiable reason will be deemed to have voluntarily quit.

ARTICLE 22 - QUALIFICATION CERTIFICATE

- 22.01 It is agreed that apprentices will be paid in accordance with the Regulations issued under the Apprenticeship and Industry Training Act, 1992. First year apprentices 50% of the Journeyman's rate, second year 60%, third year 70% and fourth year 80%.
- 22.02 It is agreed that the Employer will not employ more than two (2) apprentices for every Licensed Journeyman Electrician in their employ or as provided for in the regulations of the Department of Labour or any other government legislation.
- 22.03 Apprentices must be registered with the Department of Labour by the Employer within two (2) months of commencement of employment.

ARTICLE 23 - GRIEVANCE PROCEDURE

- 23.01 The parties to this Agreement recognize the Stewards and the CLAC Representatives specified in Article 3 as the agents through which

the employees will process their grievances and receive settlement thereof.

23.02 Step 1

Any employee having a grievance will, accompanied by a Steward, or a CLAC Representative, submit the same to their immediate supervisor within five (5) workdays after the act or condition causing the grievance. The supervisor will deal with the grievance not later than the fifth (5th) workday following the day upon which the grievance is submitted and will notify the grievor and the Union Representative of their decision in writing.

Step 2

If the grievance is not settled under Step 1, a Union Representative may, within five (5) workdays of the decision under Step 1, or within five (5) workdays of the day this decision should have been made, submit a written grievance to the Employer. The parties will meet to discuss the grievance within one (1) week after the grievance has been filed. The Employer will notify the grievor and the Union Representative of their decision in writing five (5) workdays following the said meeting.

23.03 A "Group Grievance" is defined as a single grievance, signed by a Steward, or a CLAC Representative, on behalf of a group of employees who have the same complaint. Such grievance must be dealt with according to the procedure set forth in Article 23.02. The grievors will be listed on the grievance form.

23.04 A "Policy Grievance" is defined as one which involves a question relating to the interpretation, application or administration of this Agreement including any question as to whether any matter is

arbitrable. A Policy Grievance may be submitted by either party to arbitration under Article 24, bypassing Step 1 and Step 2 of Article 23.02. Such Policy Grievance will be signed by a Steward or a CLAC Representative, or in the case of an Employer Policy Grievance, by the Employer or their representative.

- 23.05 The Employer will not be required to consider or process a grievance which arose out of any action or condition more than five (5) workdays after the subject of such grievance occurred. If the action or condition is of a continuing or recurring nature, this limitation period will not begin until the action or condition has ceased.

ARTICLE 24 - ARBITRATION

- 24.01 If the parties fail to settle the grievance at Step 2 of the Grievance Procedure, the grievance may be referred to arbitration according to the following procedure:
- 24.02 The party requiring arbitration must serve the other party with written notice of desire to arbitrate within fourteen (14) days after receiving the decision given at Step 2 of the Grievance Procedure.
- 24.03 If a notice of desire to arbitrate is served, the two parties will meet within seven (7) days of service in an attempt to mutually agree to select a single Arbitrator, who will meet with the authorized representatives of the Union and the Employer in a hearing to ascertain both sides of the case.
- 24.04 The decision of the single Arbitrator will be final and binding on the two parties to the dispute and will be applied forthwith.

- 24.05 If the parties fail to agree to refer the matter to a single Arbitrator within seven (7) days of service as aforesaid, the two parties will each then nominate an Arbitrator within seven (7) days of the failure to refer the matter to an agreed upon single Arbitrator and will notify the other party of the name of the aforesaid nominee. The two Arbitrators so appointed will attempt to select, by agreement, a Chairman. If they are unable to agree upon a Chairman within seven (7) days of their appointment, either party may request the Minister of Labour to appoint an impartial Chairman.
- 24.06 No person may be appointed as Chairman who has been involved in an attempt to negotiate or settle the grievance.
- 24.07 The decision of a majority is the decision of the Arbitration Board, but if there is no majority, the decision of the Chairman of the Arbitration Board governs.
- 24.08 Notice of desire to arbitrate and of nominations of an Arbitrator will be served personally or by registered mail. If served by registered mail, the date of mailing will be deemed to be the date of service.
- 24.09 If a party refuses or neglects to answer a grievance at any stage of the Grievance Procedure, the other party may commence arbitration proceedings and if the party in default refuses or neglects to appoint an arbitrator in accordance with Article 24.05, the party not in default may, upon notice to the party in default, appoint a single Arbitrator to hear the grievance and their decision will be final and binding upon both parties.
- 24.10 It is agreed that the single Arbitrator or the Arbitration Board will have the jurisdiction, power and authority to give relief for default

in complying with the time limits set forth in Articles 23 and 24 where it appears that the default was owing to a reliance upon the words or conduct of the other party.

- 24.11 An employee found to be wrongfully discharged or suspended will be reinstated without loss of seniority and with back pay calculated at day rate or average earnings, as applicable, times normal hours, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the single Arbitrator or Arbitration Board.
- 24.12 When the single Arbitrator or Arbitration Board is of the opinion that there is proper cause for disciplining an employee, but considers the penalty imposed too severe in view of the employee's employment record and the circumstances surrounding the discharge or suspension, the single Arbitrator or the Arbitration Board may substitute a penalty which is in the opinion of the single Arbitrator or Arbitration Board just and equitable.
- 24.13 Each of the parties hereto will bear the expense of the Arbitrator appointed by it, and the parties will equally bear the expense of the single Arbitrator or the Chairman of the Arbitration Board.

ARTICLE 25 - DISCHARGE

- 25.01 An employee may be discharged as a disciplinary measure by the Employer. It is understood and agreed, however, that the Employer will, if possible, discuss with a Union Representative their intention to discharge the employee before the discharge takes place.

25.02 No working foreman has the authority to discharge an employee.

ARTICLE 26 – COLLECTIVE AGREEMENT AMENDMENTS

26.01 It is understood and agreed that the wage rates and other provisions set out in this agreement may be amended by mutual agreement if there are significant changes in the industry or for specific projects to enable the Employer to compete with non-union competition and/or with other specific union project agreement rates. Either party may request that negotiations commence by giving notice in writing. The Employer and the Union agree to have representatives meet for discussions within thirty (30) days of receiving the request from the other party. Any amendment resulting from the discussions under these terms will be put in writing and signed by a representative of the Employer and a representative of the Union.

26.02 Pre-Job Conference

- a) It is agreed that prior to projects requiring special consideration the Employer will notify the Union that a project has been awarded. Prior to the start of the specific project, a pre-job conference will be held to determine all site-specific issues as outlined in the Agreement.
- b) A copy of the pre-job conference report will be provided to the Employer, the Union, and the job steward(s). A copy will also be posted on the bulletin board(s) at the jobsite.

ARTICLE 27 – DURATION

- 27.01 This Agreement will be in effect from the third (3rd) day of January, two thousand and twenty-four (2024) until the second (2nd) day of February, two thousand and twenty-six (2026) and for further periods of one year, unless notice will be given by either party, of the desire to delete, change, or amend any of the provisions contained herein, within the period of one hundred twenty (120) to sixty (60) days prior to the renewal date. Should neither of the parties give such notice, this Agreement will renew for a period of one (1) year.
- 27.02 Until a new agreement has been concluded, all provisions in this Collective Agreement will remain in full force and effect.

DATED at Edmonton, Alberta, this ____ day of _____, 2024.

Signed on behalf of
CORONET ELECTRIC INC.

Signed on behalf of
**CONSTRUCTION WORKERS
UNION, CLAC LOCAL 63**

Per _____	This printing is for information purposes only. Original signed documents are held on file at the CLAC Member Centre in Edmonton.	_____ representative
Per _____		_____ Authorized Representative
	Authorized Representative	Authorized Representative

SCHEDULE "A" – CLASSIFICATIONS & WAGES

Coronet Electric Inc.
 Classification & Hourly Wages
 As of January 1, 2024

Classification	Base Wage	Vac/Stat 10%	Employer Contributions				Total
			RSP 3%	H&W	TTF	EF/AF	
Journeyman Electrician	\$33.50	\$3.35	\$1.01	\$2.29	\$0.07	\$0.06	\$40.28

*Health and Welfare as per article 16.01

Coronet Electric Inc.
 Apprenticeship Rates
 As of January 1, 2024

Classification = % of Journeyman Classification	Base Wage	Vac/Stat 10%	Employer Contributions				Total
			RSP 3%	H&W	TTF	EF/AF	
Apprentice - 4 Year Period Program (Electrician)							
1st year (50%)	\$16.75	\$1.68	\$0.50	\$2.29	\$0.07	\$0.06	\$21.35
2nd year (60%)	\$20.10	\$2.01	\$0.60	\$2.29	\$0.07	\$0.06	\$25.13
3rd year (70%)	\$23.45	\$2.35	\$0.70	\$2.29	\$0.07	\$0.06	\$28.92
4th year (80%)	\$26.80	\$2.68	\$0.80	\$2.29	\$0.07	\$0.06	\$32.70

“Schedule A” Notes:

1) Apprentices: Will be paid in accordance with the current apprenticeship regulations.

2) Premiums:

Sub-foremen Premium: 105% (of the base wage rate):
When in charge of four (4) men unless foremen has been designated to be in charge.

Foremen Premium: 110% (of the base wage rate):
a person in charge of sub-foremen and all projects.

It is the Employer’s right to appoint all sub-foremen, foremen and supervisory staff.

Shift differential: 15% of regular rate for all hours of a shift that commences between the hours of 12:00 noon and 11:00 PM.

130% of regular rate for all hours of a shift that commences between the hours of 11:00 PM and 6:00AM.

3) RSP’s:

The Employer will contribute three percent (3%) of an employees base wage rate in the form of a RSP contribution. Apprentices will receive a RSP contribution at three percent (3%) of their base wage rate.

- 4) It is agreed that employees performing work in tunnels and any other type of underground work other than open trenches, will receive fifty cents (\$0.50) per hour in addition to the regular rate of pay.
- 5) It is understood and agreed that the Wage Rates, RSP's, Benefits and Premiums will be subject to negotiations.
- 6) Should any government legislation or regulation increase the above rates, these rates will automatically conform.
- 7) Responsibility and Experience Premium:
This premium is intended to recognize employees who accept increased responsibility and those who have extensive experience with the Employer. The terms of this premium, including duration, amount, and job-related conditions shall be at the sole discretion of the Employer.

Wage Review

1. Schedule "A" effective January 3, 2024 as attached.
2. The Parties commit to a wage review to evaluate the then current economic climate and will meet during the month of December 2024. The Parties will discuss matters pertaining to the base wage rate and will seek agreement on the appropriateness of further increases which if agreed, would be effective January 1, 2025. If the Parties cannot agree, either party may refer the matter to Arbitration as per Article 23 of the Collective Agreement. Until a new agreement has been concluded all provisions in the Collective Agreement will remain in full force and effect.

OUTLINE OF INSURANCE PLAN COVERAGE FOR GOLD PLUS PLAN

(This schedule does not form part of the collective agreement. It is for information only. Unless otherwise noted, all Insurance coverage expires at age seventy-five (75). In case of differences to the insurance contract, the insurance contract will apply).

- \$100,000.00 life insurance per employee under the age of 65; \$50,000 per employee from age 65 up to and including age 74;
- \$100,000.00 AD &D per employee under the age of 65; \$50,000 per employee from age 65 up to and including age 74;
- dependent life insurance \$10,000 for spouse; \$5,000 for each dependent child
- dental plan at the latest fee schedule available;
 - Basic services: 100% up to \$2,000 per person annual
 - Major services: 50% up to \$2,000 per person annual
 - Orthodontic: 50% up to \$3,000 lifetime maximum per child under 19;
- prescription drug plan for employee and family at 80% up to \$1,500 per person annually (or the provincial pharmacare cap, if applicable) and 100% thereafter;
- optical insurance for employee and family;
 - under 21: \$350 per year
 - age 21 and over: \$350 every two years
- extended health coverage for employee and family;
- massage therapy with a limit of \$80/visit;
- short term disability insurance with sixty percent (60%) of weekly basic earnings to a maximum of seven hundred dollars (\$700.00) per week. Weekly benefits, payable after the first (1st) day of accident or hospitalization and the fourteenth (14th) day of illness for a maximum of 26 weeks.
- long term disability insurance with sixty percent (60%) of earnings, maximum of \$3,000.00 per month), per employee, payable after 26 weeks until age 65.
- Emergency Travel Assistance
- EFAP (Employee and Family Assistance Program)

BENEFITS CONTACT INFORMATION

CLAC BENEFITS TEAM www.clac.ca	1-888-600-2522
CLAC RETIREMENT MEMBERCARE (Group RSP & Pension)	1-800-210-0200
GREEN SHIELD CANADA (access through myCLAC – www.clac.ca)	1-888-711-1119
HUMANACARE (EFAP)	1-800-661-8193

APPENDIX "A" - BASIC TOOL LIST

(For information Only)

Tool Pouch

Screw Pouch

Belt

Steel Toed Boots

Watch

Hammer

#8 (red) Robertson screw driver

#6 (green) Robertson screw driver

Large flat head driver

Small flat head driver

9 inch Linesman pliers

8 inch sidecutters

Wire strippers #16-10

Knife

Tape Measure min . 25' – 1" preferred

Drywall saw

Hand Drill

WE'RE COMMITTED TO YOU



Positive Work-Life

We are a modern union with a modern attitude. We don't just help create a better workplace, but a better work-life, helping you get the most out of every day.



Champions of You

We make your voice heard. We lead positive change. And through it all, we keep you working.



Everyday Greatness

We believe that greatness is in all of us. That when you enjoy what you do, when you feel valued and respected, supported and secure, everyone—you, your family, and your community—benefits.

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CLAC RETIREMENT

1-800-210-0200

CLAC TRAINING

1-888-700-7555

CLAC BENEFITS

1-888-600-2522

CLAC JOBS

1-888-942-5627