

MINUTES OF AGREEMENT
Between
RELIANCE COMFORT LIMITED PARTNERSHIP
And
COMMUNICATIONS, ENERGY & PAPERWORKERS UNION (CEPU)
LOCAL 1999 NORTH-EAST DISTRICT

EXCESS HOURS AGREEMENT FOR EMPLOYMENT STANDARDS ACT
PERMITS

The Company and Union agree as follows:

1. Hours of Work and application of overtime will be administered as per the Collective Agreement, except as set out below.
2. The purpose of this Agreement is to satisfy the requirements of Bill 63 (amendments to Employment Standards Act, Ontario) and is not intended to alter or amend the terms of the existing Collective Agreement. In addition this Agreement is not intended to change any existing alternate work schedules that are permitted under the Collective Agreement.
3. The Company will submit Applications to the Ministry of Labour for "Excess Hours" permits for all applicable locations and employee groups to:
 - a. Work in excess of eight (8) hours in a day up to a maximum of thirteen (13) hours;
 - b. Work in excess of forty-eight (48) hours in a week to a maximum of sixty (60) hours.
4. All overtime beyond forty-eight (48) hours in a week will be voluntary on the part of the individual employee, save and except where there is an "exceptional circumstance" as defined in Ontario's Employment Standards Act, 2000.
5. These Minutes of Agreement can be revoked by either party by giving two (2) weeks written notice.

This Agreement commences on July 12, 2010 and expires on July 11, 2013

FOR THE UNION

Cherie Hunter

FOR THE COMPANY

L. H. Wahlen

MINUTES OF AGREEMENT
Between
RELIANCE COMFORT LIMITED PARTNERSHIP
And
COMMUNICATIONS, ENERGY & PAPERWORKERS UNION (CEPU)
LOCAL 1999 SOUTH-WEST & CENTRAL DISTRICTS

EXCESS HOURS AGREEMENT FOR EMPLOYMENT STANDARDS ACT
PERMITS

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FOR THE UNION

Cherie Hunter

FOR THE COMPANY

J. H. Waker