

PROVINCIAL EMPLOYER BARGAINING AGENCY - LABOURERS

ARTICLE 1 - NAME

- 1.01 The name of the Agency shall be "Provincial Employer Bargaining Agency - Labourers, and shall be referred to as the PEBAL.

ARTICLE 2 - MEMBERSHIP

- 2.01 Any employers' organization as defined in The Labour Relations Act which bargains on behalf of employers who employ employees represented by the Labourers' International Union of North America, and the Labourers' International Union of North America Ontario Provincial District Council, on behalf of its construction local unions throughout the Province and the International, hereinafter called the Union, within the industrial, commercial and institutional sector of the construction industry within the Province of Ontario shall be eligible for Membership in the PEBAL on being approved for Membership by two-thirds of the then eligible voting Members.
- 2.02 The following employer organizations are deemed to be Members of the PEBAL:
1. Concrete Floor Contractors Association of Ontario
 2. Industrial Contractors Association of Canada
 3. Labour Relations Bureau of the Ontario General Contractors Association
 4. Ontario Masonry Contractors' Association
 5. Waterproofing Contractors Association of Ontario
- 2.03 Members of the PEBAL shall be represented by persons named by the employers' organization. Each such organization shall forward to the Manager the names of such representatives who are from time to time authorized to represent the Employers' organization.

ARTICLE 3 - ASSESSMENTS

3.01 Any assessment for expenses must have the consent of the Member Association concerned.

ARTICLE 4 - OBJECTS

4.01 The objects of the PEBAL shall be:

- (a) To act as an Employer Bargaining Agency as defined under the Labour Relations Act and specifically to represent the Members in bargaining for a province-wide collective agreement with the Union as set out herein.
- (b) To assist in the administration of the province-wide collective agreement, if requested by the member association.
- (c) To do such other acts as may be required in order to carry out its function as an Employer Bargaining Agency under this constitution.

ARTICLE 5 - MANAGER

5.01 A Manager shall be appointed annually, in rotation by the respective members and his expenses shall be paid by the appointing member in each case.

ARTICLE 6 - MEETINGS OF MEMBERS

6.01 Notice of all meetings of the Members shall be given by telephone at least two (2) days prior to the date of the meeting or by registered post to each Member at least ten (10) days prior to the date of the meeting. Such notice shall be given by the Manager.

6.02 At all meetings of the PEBAL the presence in person or by proxy in writing deposited with the Manager or designee of at least two-thirds 2/3 of the Members shall constitute a quorum. Each Member or group of

6.02 Cont'd.

Members shall be entitled to one (1) vote, save and except as hereinafter set forth:

Concrete Floor Contractors Association of Ontario	- 1/2 vote
Waterproofing Contractors Association of Ontario	- 1/2 vote
Industrial Contractors Association of Canada	- 2 votes
Labour Relations Bureau of the Ontario General Contractors Association	- 2 votes
Ontario Masonry Contractors' Association	- 2 votes

being seven (7) votes in all.

6.03 Voting on all issues shall be by secret ballot and a motion shall carry with a majority of two-thirds of the votes cast by representatives of members present at the meeting or holding written proxies for members whose representatives are not present.

ARTICLE 7 - NEGOTIATION OF COLLECTIVE AGREEMENTS

7.01 Each Association shall appoint representatives to a bargaining committee which shall negotiate General Terms and Conditions for collective agreements as follows:

- (i) Purpose
- (ii) Term and Conditions of Amendment.
- (iii) Recognition and Union Security
- (iv) Management Rights
- (v) Grievance Procedure
- (vi) Business Agent and Shop Stewards
- (vii) No Strikes
- (viii) Payment of Wages (but not rates)
- (ix) Jurisdictional Disputes Settlement
- (x) Similar or related terms and conditions of Employment

7.02 Each Association shall appoint its own bargaining committee which shall have exclusive authority to negotiate and settle monetary matters and terms and

7.02 Cont'd

conditions of employment such as, hours of work, holidays, work jurisdiction and recognition and subcontracting, welfare, pensions, wages, overtime, transportation, insurance, association funds, and all other terms and conditions of employment not covered in 7.01 above as follows:

- (i) Ontario Masonry Contractors Association
- (ii) Labour Relations Bureau of the Ontario General Contractors Association
- (iii) Industrial Contractors Association of Canada
- (iv) Waterproofing Contractors Association of Ontario
- (v) Concrete Floor Contractors Association of Ontario

7.03 Upon the request of a member association any other member association shall disclose its general bargaining position on any particular issue.

7.04 All Appendices shall be attached to and form part of the Master Agreement.

ARTICLE 8 - RATIFICATION OF COLLECTIVE AGREEMENTS

8.01 General terms must be approved under the provisions of 6.03 hereof.

8.02 Monetary and all other terms and conditions under 7.02 shall be submitted by the Member affected to the other Members of the PEBAL before ratification for their consideration but the other Members shall have no power to veto any of such monetary and/or other terms or conditions.


ARTICLE 9 -AMENDMENT OF CONSTITUTION

This Constitution may be amended only by the unanimous consent of all members of the PEBAL and with the approval of the Minister of Labour for Ontario.

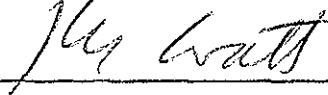
PASSED at a general meeting of the Provincial Employer
Bargaining Agency - Labourers held at Toronto this
day of 1978.

By attaching our names hereto we hereby signify our approval of the Constitution attached hereto and acknowledge that we are bound by its provisions and will conform therewith.

CONCRETE FLOOR CONTRACTORS ASSOCIATION OF ONTARIO

Per: 

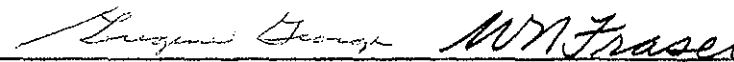
INDUSTRIAL CONTRACTORS ASSOCIATION OF ONTARIO

Per: 

LABOUR RELATIONS BUREAU OF THE ONTARIO GENERAL CONTRACTORS ASSOCIATION

Per:  CHAIRMAN

ONTARIO MASONRY CONTRACTORS ASSOCIATION

Per:  W. Fraser

WATERPROOFING CONTRACTORS ASSOCIATION OF ONTARIO

Per: Matthew Tomjenovic - PRESIDENT
8/6/78.