

July 24th, 2015

Dear Brothers and Sisters:

On behalf of the Negotiating Committee, I am pleased to announce that on July 22nd, 2015, we were successful in negotiating a tentative Provincial Collective Agreement.

The economy and our trade are all changing. We are facing economic pressures and demands that impact our members, contractors, and owners/clients. I do realize that the Committee has met early and ratified a tentative agreement. This was to create stability in our industry and show the owners/clients that we are willing to work with them to secure a future for Local 95 and its members.

Enclosed you will find:

1. The memorandum of settlement [attached]
2. A list of area meeting dates and locations where we will review the contract, answer questions, address concerns, and vote on the contract [attached]

All **ACTIVE** Journeypersons, Apprentices, and Asbestos Removers in **GOOD STANDING**, who are currently employed or unemployed in the ICI or Local 95 Maintenance Sector are eligible to vote. Please bring valid identification with you to the area meetings.

All members currently employed through EPSCA, General Presidents Agreement, or the National Maintenance Agreement are encouraged to attend but **CANNOT VOTE**.

The Negotiating Committee looks forward to seeing you at the area meetings.

Fraternally yours,

David Gardner
Business Manager
Local 95

MEMORANDUM OF SETTLEMENT

The Union and the Association agree to renew the Collective Agreement inclusive of the Maintenance Agreement and in effect LOU's between them which are effective from May 1, 2013 until April 30, 2016 for the period from May 1, 2016 until April 30, 2019 on the following terms and conditions, subject to ratification by the parties hereto:

1. All of the terms and conditions of the 2013 – 2016 Collective Agreement inclusive of the Maintenance Agreement shall continue to be in full force and effect for the period from May 1, 2016 until April 30, 2019 save and except that the duration provisions thereof shall be modified to reflect the term of the new Collective Agreement inclusive of the Maintenance Agreement and in effect LOU's which shall be in full force and effect from May 1, 2016 until April 30, 2019.
2. For purposes of clarity, the parties agree that the current Schedules "A", "B", "C", "D", "E", and "F" setting out the wages, contributions and deductions required under the 2013 – 2016 Collective Agreement inclusive of the Maintenance Agreement which became effective on May 3, 2015 shall remain in effect for the period of the renewal Collective Agreement inclusive of the Maintenance Agreement and shall continue to be in full force and effect in the period from May 1, 2016 until April 30, 2019.

[VOTING DETAILS ON REVERSE SIDE]

CONTRACT VOTE – 2015

<u>AREA</u>	<u>DATE & TIME</u>	<u>LOCATION</u>
TORONTO	Saturday, August 22 <i>9:30am – 11:30 am</i>	Delta Markham – Truffle Ballroom <i>50 East Valhalla Drive</i>
SUDBURY	Sunday, August 23 <i>9:30am – 11:30 am</i>	Marriott Towne Place Suites – Eastons Room <i>1710 The Kingsway</i>
OTTAWA	Monday, August 24 <i>6:00pm – 8:00pm</i>	Radisson Hotel Ottawa – MacDonald Room <i>402 Queen Street</i>
CORNWALL	Tuesday, August 25 <i>6:00pm – 8:00pm</i>	Best Western Plus – Heritage Room <i>1515 Vincent Massey Drive</i>
KINGSTON	Wednesday, August 26 <i>6:00pm – 8:00pm</i>	Ambassador Hotel – Lisbon Room <i>1550 Princess Street</i>
HAMILTON	Thursday, August 27 <i>6:00pm – 8:00pm</i>	Teamsters, Local 879 <i>944 South Service Rd., Unit 201</i>

KITCHENER	Friday, August 28 <i>6:00pm – 8:00pm</i>	Holiday Inn – Ontario Salon C Room <i>30 Fairway Road South</i>
LONDON	Monday, August 31 <i>6:00pm – 8:00pm</i>	Ramada – Churchill C Room <i>817 Exeter Road</i>
SARNIA	Tuesday, September 1 <i>6:00pm – 8:00pm</i>	Pipefitters, Local 663 <i>1151 Confederation Street</i>
WINDSOR	Wednesday, September 2 <i>6:00pm – 8:00pm</i>	Holiday Inn – Kingsville Room <i>1855 Huron Church Road</i>
THUNDER BAY	Thursday, September 3 <i>6:00pm – 8:00pm</i>	Valhalla Inn – Scandia 3 Room <i>1 Valhalla Inn Road</i>

***** PLEASE NOTE THAT POLLS OPEN AND CLOSE AT THE TIMES STATED ABOVE. THERE WILL BE NO VOTING OUTSIDE OF THESE TIMES.**

[MEMORANDUM OF SETTLEMENT ON REVERSE SIDE]