

BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

DOCKET NO. U-170970

EXH. DH-5

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WASHINGTON AND NORTHERN IDAHO DISTRICT COUNCIL OF LABORERS

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The purpose of this page is to provide important information to bidders and/or successful contractors pertaining to the Electrical Power Systems Construction Association (EPSCA) process and provide easy access to collective agreements and wage schedules. Any questions regarding the following information should be directed to the Workforce Acquisition Department at Hydro One.

Bidding on a Hydro One Tender or Request for Proposal

The EPSCA process commences when the Workforce Acquisition (WFA) department at Hydro One receives a "Request for Labour Requirements Form" from the project manager. The location and nature of the work along with the monetary value, field labour hours, and the anticipated trades to be utilized are taken into consideration when a labour determination is made.

There are two possible determinations with respect to labour requirements:

1. **Form B** → collective agreement provisions DO NOT apply;
2. **Form 1** → collective agreement provisions apply.

If WFA determines that the work is to be completed as **Form B** work, the contractor is not required to follow the collective agreement provisions but instead must pay a "fair" wage rate as outlined in the Form B Notice.

An electronic labour document package is issued and contains the following information:

- Notification and Determination Form
- Form B Notice

If WFA determines that the work is to be completed as **Form 1** work an electronic labour document package is issued to the project manager for enclosure in the tendering package. The package contains the following information:



- **Notification and Determination Form**

Outlines the applicable collective agreements and wage schedules for the area where the work is being performed.

- **Labour Requirements Package**

This package includes the "Acknowledgment of Labour Requirements" which the successful bidder is required to sign as part of the commercial contract. It also contains the following information:

- Notice to Requisitioner
- Labour Requirements Clause – Form 1
- Electrical Trade Labour Requirements
- Rental of Cranes
- ICI Construction Work Memorandum
- Schedules I, II, and III for Labour Requirements Clause

With regards to daily travel/room and board allowance when bidding on contracts - please remember that all EPSCA/CUSW/LIUNA OPDC contracts are **FIRM BID**. This means that any allowance for daily travel, subsistence or travel and transportation as detailed in the relevant articles for any EPSCA/CUSW/LIUNA OPDC agreement will not be reimbursed by Hydro One. However, it is still the Contractor's responsibility to pay their employees their appropriate daily travel/board allowance rate as stipulated in the various collective agreements.

Performing Work under EPSCA Contracts

Once the tender has been awarded by Inergi, WFA is notified and in turn sends a letter to the successful bidder indicating that we have been notified that they will be performing the work under the contract. Workforce Acquisition requests the Mark-up Meeting Agenda and Acknowledgment of Labour Requirements be completed and returned to us. Along with the letter we provide a copy of our contractors guide: "A Contractor's Guide to EPSCA Contracts." In this guide you will find information pertaining to the pre-job mark-up meeting, employment obligations, hours of work,

board and travel allowances, the EPSCA Association Fund, vacation and statutory holiday pay, and the release of holdback monies. The following forms can be found in this guide and are for use while working under an EPSCA contract:

- Mark-up Meeting Agenda
- Acknowledgment of Labour Requirements
- EPSCA Help Requisition
- Board and Travel Application
- EPSCA Association Fund Employer Contribution Report
- Contractor/Subcontractor Summary

Collective Agreements and Wage Schedules

There are currently eighteen (18) different Electrical Power Systems Construction Association (EPSCA) collective agreements in place. These agreements are negotiated and administered by EPSCA on the behalf of Hydro One and its contractors. Contractors are obligated to comply with the terms and conditions of these EPSCA agreements while working on Hydro One sites.

The following agreements and their wage schedules can be found on the EPSCA website:

Boilermakers
Operating Engineers
Carpenters
Painters



Cement Masons	
Plasterers	
<hr/>	
Cement Masons	
Rodmen	
<hr/>	
IBEW - Generation (Electricians)	
Roofers	
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IBEW - Transmission (Electricians)	
Sheet Metal Workers	
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Insulators	
Teamsters	
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Ironworkers	
Tile and Terrazzo	
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Labourers' (OPDC Transmission)	
United Association of Plumbers and Pipefitters	
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Millwrights

Further to these agreements, Hydro One has collective agreements directly with the following Building Trade Unions (BTU):

- Canadian Union of Skilled Workers (CUSW)

Contractors are obligated to comply with the terms and conditions of these agreements while working on Hydro One sites.

Hydro One Collective Agreements and Wage Schedules

CUSW Transmission System Collective Agreement - May 1, 2014 to April 30, 2017

CUSW Wage Schedule - May 1, 2017

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