



**RETURN BIDS TO:
RETOURNER LES SOUMISSIONS À:**

**Bid Receiving - PWGSC / Réception des
soumissions - TPSGC**

11 LaurierSt./ 11, rue Laurier

Place du Portage, Phase III

Core 0B2 / Noyau 0B2

Gatineau

Québec

K1A 0S5

Bid Fax: (819) 997-9776

**REQUEST FOR PROPOSAL
DEMANDE DE PROPOSITION**

**Proposal To: Public Works and Government
Services Canada**

We hereby offer to sell to Her Majesty the Queen in right of Canada, in accordance with the terms and conditions set out herein, referred to herein or attached hereto, the goods, services, and construction listed herein and on any attached sheets at the price(s) set out therefor.

**Proposition aux: Travaux Publics et Services
Gouvernementaux Canada**

Nous offrons par la présente de vendre à Sa Majesté la Reine du chef du Canada, aux conditions énoncées ou incluses par référence dans la présente et aux annexes ci-jointes, les biens, services et construction énumérés ici sur toute feuille ci-annexée, au(x) prix indiqué(s).

Comments - Commentaires

Title - Sujet JANITORIAL SERVICES -UPLANDS	
Solicitation No. - N° de l'invitation EJ196-190055/B	Date 2018-10-15
Client Reference No. - N° de référence du client 20190055	
GETS Reference No. - N° de référence de SEAG PW-\$\$FK-292-75640	
File No. - N° de dossier fk292.EJ196-190055	CCC No./N° CCC - FMS No./N° VME
Solicitation Closes - L'invitation prend fin at - à 02:00 PM on - le 2018-11-08	Time Zone Fuseau horaire Eastern Standard Time EST
F.O.B. - F.A.B. Plant-Usine: <input type="checkbox"/> Destination: <input type="checkbox"/> Other-Autre: <input type="checkbox"/>	
Address Enquiries to: - Adresser toutes questions à: Mirza, Bushra	Buyer Id - Id de l'acheteur fk292
Telephone No. - N° de téléphone (613) 296-8782 ()	FAX No. - N° de FAX () -
Destination - of Goods, Services, and Construction: Destination - des biens, services et construction: Specified Herein Précisé dans les présentes	

Instructions: See Herein

Instructions: Voir aux présentes

Vendor/Firm Name and Address

Raison sociale et adresse du

fournisseur/de l'entrepreneur

Issuing Office - Bureau de distribution

Maintenance & Professional Consulting Services Division
(FK)

11 Laurier St./ 11, rue Laurier

3C2, Place du Portage, Phase III

Gatineau

Québec

K1A 0S5

Delivery Required - Livraison exigée See Herein	Delivery Offered - Livraison proposée
Vendor/Firm Name and Address Raison sociale et adresse du fournisseur/de l'entrepreneur	
Telephone No. - N° de téléphone Facsimile No. - N° de télécopieur	
Name and title of person authorized to sign on behalf of Vendor/Firm (type or print) Nom et titre de la personne autorisée à signer au nom du fournisseur/ de l'entrepreneur (taper ou écrire en caractères d'imprimerie)	
Signature	Date

Reissue of Bid Solicitation

This bid solicitation cancels and supersedes previous bid solicitation number EJ196-190055/A dated 2018-07-25 with a closing date of 2018-09-12 at 2:00 PM EDT. A briefing or feedback session will be provided upon request to bidders / offerors / suppliers who bid on the previous solicitation.

TABLE OF CONTENTS

PART 1 - GENERAL INFORMATION

- 1.1 Introduction
- 1.2 Summary
- 1.3 Debriefings

PART 2 - BIDDER INSTRUCTIONS

- 2.1 Standard Instructions, Clauses and Conditions
- 2.2 Submission of Bids
- 2.3 Former Public Servant
- 2.4 Enquiries - Bid Solicitation
- 2.5 Applicable Laws
- 2.6 Mandatory Site Visit
- 2.7 Ontario Labour Legislation - Bid
- 2.8 Additional Building Information

PART 3 - BID PREPARATION INSTRUCTIONS

- 3.1 Bid Preparation Instructions
 - Section I: Technical Bid
 - Section II: Financial Bid
 - Section III: Certifications
 - Section IV: Additional Information

PART 4 - EVALUATION PROCEDURES AND BASIS OF SELECTION

- 4.1 Evaluation Procedures
- 4.2 Basis of Selection

PART 5 - CERTIFICATIONS AND ADDITIONAL INFORMATION

- 5.1 Certificates Required with the Bid
- 5.2 Certifications Precedent to Contract Award and Additional Information
- 5.3 Additional Certificates Precedent to Contract Award

PART 6 - SECURITY REQUIREMENT

- 6.1 Security Requirements
- 6.2 Employee Information for Security

PART 7 - RESULTING CONTRACT CLAUSES

- 7.1 Statement of Work
- 7.2 Standard Clauses and Conditions
- 7.3 Security Requirements
- 7.4 Term of Contract
- 7.5 Authorities
- 7.6 Proactive Disclosure of Contracts with Former Public Servants
- 7.7 Payment
- 7.8 Invoicing Instructions - Maintenance Services
- 7.9 Certifications
- 7.10 Applicable Laws
- 7.11 Priority of Documents
- 7.12 SACC Manual Clauses

Solicitation No. - N° de l'invitation
EJ196-190055/B
Client Ref. No. - N° de réf. du client
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fk292.EJ196-190055

Buyer ID - Id de l'acheteur
fk292
CCC No./N° CCC - FMS No./N° VME

- 7.13 Insurance Requirements
- 7.14 Contract Financial Security
- 7.15 Cellular Phones and / or Pagers
- 7.16 Canadian Forces Site Regulations
- 7.17 Pre-commencement Meeting

List of Appendices:

- Appendix "A" Scheduled Cleaning Operations (attached to Appendix "B")
- Appendix "B" Statement of Work
- Appendix "C" Security Requirements Check List (SRCL)
- Appendix "D" Additional Building Information
- Appendix "E" Information on Incumbent Employees
- Appendix "F" Federal Contractors Program for Employment Equity -Certification
- Appendix "G" Collective Agreement
- Appendix "H" Complete List of Names of all individuals who are currently Directors of the Bidder.
- Appendix "I" Electronic Payments Request for PWGSC Suppliers

PART 1 - GENERAL INFORMATION

1.1 Introduction

The bid solicitation is divided into seven parts plus attachments and appendices, as follows:

- Part 1 General Information: provides a general description of the requirement;
- Part 2 Bidder Instructions: provides the instructions, clauses and conditions applicable to the bid solicitation;
- Part 3 Bid Preparation Instructions: provides Bidders with instructions on how to prepare their bid;
- Part 4 Evaluation Procedures and Basis of Selection: indicates how the evaluation will be conducted, the evaluation criteria that must be addressed in the bid, and the basis of selection;
- Part 5 Certifications: includes the certifications to be provided;
- Part 6 Security Requirement; includes specific requirements that must be addressed by Bidders; and
- Part 7 Resulting Contract Clauses: includes the clauses and conditions that will apply to any resulting contract.

The Appendices include:

- Appendix "A" Scheduled Cleaning Operations (attached to Appendix "B")
- Appendix "B" Statement of Work
- Appendix "C" Security Requirements Check List (SRCL)
- Appendix "D" Additional Building Information
- Appendix "E" Information on Incumbent Employees
- Appendix "F" Federal Contractors Program for Employment Equity -Certification
- Appendix "G" Collective Agreement
- Appendix "H" Complete List of Names of all individuals who are currently Directors of the Bidder.
- Appendix "I" Electronic Payments Request for PWGSC Suppliers

1.2 Summary

- 1.2.1 To provide Janitorial Services including all labour, material and equipment for [Public Works and Government Services Canada \(PWGSC\)](#), for the buildings of National Defence located at the Canadian Forces Bases (CFB) [Uplands, Dow's Lake and Beechwood Cemetery, Ottawa, Ontario](#), Canada. The services must be provided in accordance with the Statement of Work EJ196-190055 attached at Appendix "B".
- 1.2.2 The period of any resulting Contract will be for a period of two (2) year(s) plus up to three (3) additional consecutive twelve (12) month periods, under the same conditions.

Canada may exercise this option at any time by sending a written notice to the Contractor **60 days** before the contract expiry date. The option may only be exercised by the Contracting Authority, and will be evidenced, for administrative purposes only, through a contract amendment.

At the time to exercise option year 2 and option year 3, the rates in the Basis of Payment will be increased or decreased by multiplying the rates by the percentage change in "The Consumer Price Index", major components, selected sub-groups and special aggregates, provinces, Whitehorse and Yellowknife, not seasonally adjusted" ("CPI") for the appropriate province for the 12 month period ending two months before the expiration date of the current period of the contract ("period"). The CPI which will be used is published in Statistics Canada Catalogue no.

62-001-X, tables 9-1 to 9-12, for the appropriate province all-items CPI of the period as described above.

Consumer Price Index for Canada is published by Statistics Canada and is available at:

<http://www.statcan.gc.ca/dai-quo/ind1-eng.htm>

- 1.2.3 There are security requirements associated with this requirement. For additional information, consult Part 6 - Security Requirement, and Part 7 - Resulting Contract Clauses. For more information on personnel and organization security screening or security clauses, Bidders should refer to the Contract Security Program of Public Works and Government Services Canada (<http://www.tpsgc-pwgsc.gc.ca/esc-src/introduction-eng.html>) website.
- 1.2.4 The requirement is subject to the provisions of the World Trade Organization Agreement on Government Procurement (WTO-AGP), the North American Free Trade Agreement (NAFTA), the Canada-European Union Comprehensive Economic and Trade Agreement (CETA) and the Canadian Free Trade Agreement (CFTA).
- 1.2.5 There is a mandatory site visit associated with this requirement. Consult Part 2 - Bidder Instructions.
- 1.2.6 "The Federal Contractors Program (FCP) for employment equity applies to this procurement; refer to Part 5 – Certifications and Additional Information, Part 7 - Resulting Contract Clauses and the annex titled Federal Contractors Program for Employment Equity – Certification

1.3 Debriefings

Bidders may request a debriefing on the results of the bid solicitation process. Bidders should make the request to the Contracting Authority within 15 working days from receipt of the results of the bid solicitation process. The debriefing may be in writing, by telephone or in person.

PART 2 - BIDDER INSTRUCTIONS

2.1 Standard Instructions, Clauses and Conditions

All instructions, clauses and conditions identified in the bid solicitation by number, date and title are set out in the [Standard Acquisition Clauses and Conditions Manual](https://buyandsell.gc.ca/policy-and-guidelines/standard-acquisition-clauses-and-conditions-manual) (<https://buyandsell.gc.ca/policy-and-guidelines/standard-acquisition-clauses-and-conditions-manual>) issued by Public Works and Government Services Canada.

Bidders who submit a bid agree to be bound by the instructions, clauses and conditions of the bid solicitation and accept the clauses and conditions of the resulting contract.

The 2003, (2018-05-22) Standard Instructions - Goods or Services - Competitive Requirements, are incorporated by reference into and form part of the bid solicitation.

- Subsection 5.4 of 2003, Standard Instructions, Goods or Services - Competitive Requirements, is amended as follows:

Delete: sixty 60 days

Insert: 120 days

2.2 Submission of Bids

- Bids must be submitted only to Public Works and Government Services Canada (PWGSC) Bid Receiving Unit by the date, time and place indicated on page 1 of the bid solicitation.
- This bid solicitation allows bidders to use the **epost** Connect service provided by Canada Post Corporation for bid submission. Bidders must refer to Part 3 of the bid solicitation entitled Bid Preparation Instructions for further information.

2.3 Former Public Servant - Competitive Bid - A3025T (2014-06-26)

Contracts with former public servants (FPS) in receipt of a pension or of a lump sum payment must bear the closest public scrutiny, and reflect fairness in the spending of public funds. In order to comply with Treasury Board policies and directives on contracts with FPS, bidders must provide the information required below before contract award. If the answer to the questions and, as applicable the information required have not been received by the time the evaluation of bids is completed, Canada will inform the Bidder of a time frame within which to provide the information. Failure to comply with Canada's request and meet the requirement within the prescribed time frame will render the bid non-responsive.

Definitions

For the purposes of this clause, "**former public servant**" is any former member of a department as defined in the *Financial Administration Act*, R.S., 1985, c. F-11, a former member of the Canadian Armed Forces or a former member of the Royal Canadian Mounted Police. A former public servant may be:

- (a) an individual;
- (b) an individual who has incorporated;
- (c) a partnership made of former public servants; or
- (d) a sole proprietorship or entity where the affected individual has a controlling or major interest in the entity.

"*lump sum payment period*" means the period measured in weeks of salary, for which payment has been made to facilitate the transition to retirement or to other employment as a result of the implementation of various programs to reduce the size of the Public Service. The lump sum payment period does not include the period of severance pay, which is measured in a like manner.

"pension" means, a pension or annual allowance paid under the Public Service Superannuation Act (PSSA), R.S., 1985, c. P-36, and any increases paid pursuant to the Supplementary Retirement Benefits Act, R.S., 1985, c. S-24 as it affects the PSSA. It does not include pensions payable pursuant to the Canadian Forces Superannuation Act, R.S., 1985, c. C-17, the Defence Services Pension Continuation Act, 1970 c. D-3, the Royal Canadian Mounted Police Pension Continuation Act, 1970, c. R-10, and the Royal Canadian Mounted Police Superannuation Act, R.S., 1985, c. R-11, the Members of Parliament Retiring Allowances Act, R.S., 1985, c. M-5, and that portion of pension payable to the Canada Pension Plan Act, R.S., 1985, c. C-8.

Former Public Servant in Receipt of a Pension

As per the above definitions, is the Bidder a FPS in receipt of a pension? YES () NO ()

If so, the Bidder must provide the following information, for all FPS in receipt of a pension, as applicable:

- (a) name of former public servant;
- (b) date of termination of employment or retirement from the Public Service.

By providing this information, Bidders agree that the successful Bidder's status, with respect to being a former public servant in receipt of a pension, will be reported on departmental websites as part of the published proactive disclosure reports in accordance with Contracting Policy Notice: 2012-2 and the Guidelines on the Proactive Disclosure of Contracts.

Work Force Reduction Program

Is the Bidder a FPS who received a lump sum payment pursuant to the terms of the Work Force Adjustment Directive? YES () NO ()

If so, the Bidder must provide the following information:

- (a) name of former public servant;
- (b) conditions of the lump sum payment incentive;
- (c) date of termination of employment;
- (d) amount of lump sum payment;
- (e) rate of pay on which lump sum payment is based
- (f) period of lump sum payment including start date, end date and number of weeks;
- (g) number and amount (professional fees) of other contracts subject to the restrictions of a work force adjustment program.

For all contracts awarded during the lump sum payment period, the total amount of fees that may be paid to a FPS who received a lump sum payment is \$5,000, including Applicable Taxes.

2.4 Enquiries - Bid Solicitation

All enquiries must be submitted in writing to the Contracting Authority no later than seven (7) calendar days before the bid closing date. Enquiries received after that time may not be answered.

Bidders should reference as accurately as possible the numbered item of the bid solicitation to which the enquiry relates. Care should be taken by Bidders to explain each question in sufficient detail in order to enable Canada to provide an accurate answer. Technical enquiries that are of a "proprietary" nature

must be clearly marked "proprietary" at each relevant item. Items identified as proprietary will be treated as such except where Canada determines that the enquiry is not of a proprietary nature. Canada may edit the question(s) or may request that the Bidder do so, so that the proprietary nature of the question(s) is eliminated and the enquiry can be answered to all Bidders. Enquiries not submitted in a form that can be distributed to all Bidders may not be answered by Canada.

2.5 Applicable Laws

Any resulting contract must be interpreted and governed, and the relations between the parties determined, by the laws in force in Ontario.

Bidders may, at their discretion, substitute the applicable laws of a Canadian province or territory of their choice without affecting the validity of their bid, by deleting the name of the Canadian province or territory specified and inserting the name of the Canadian province or territory of their choice. If no change is made, it acknowledges that the applicable laws specified are acceptable to the Bidders.

2.6 Mandatory Site Visit

It is **MANDATORY** that the Bidder or a representative of the Bidder visit the work site. Arrangements have been made for the site visit to be held on **October 25, 2018**. The site visit **will begin at 8:30 am, starting at the main entrance of CFB Uplands, 265 De Niverville Private (William D. Moyes Building (Crypto)), Ottawa, Ontario.**

Bidders **may** communicate with the Contracting Authority no later than **October 24, 2018** to confirm attendance and provide the name(s) of the person(s) who will attend. Bidders will be required to sign an attendance sheet. Bidders should confirm in their bid that they have attended the site visit. Bidders who do not attend the mandatory site visit or do not send a representative will not be given an alternative appointment and their bid will be declared non-responsive. **NO EXCEPTIONS WILL BE MADE.**

Any clarifications or changes to the bid solicitation resulting from the site visit will be included as an amendment to the bid solicitation. **A maximum of two (2) representatives per company will be permitted to examine the site.**

2.7 Ontario Labour Legislation - Bid ([A0075T, 2014-06-26](#))

1. In accordance with the requirements of section 77(1) of the *Employment Standards Act*, 2000, S.O. 2000, c. 41, the following information concerning each employee of the previous supplier providing services at the premises is attached:

- (a) the employee's job classification or job description;
- (b) the wage rate actually paid to the employee;
- (c) a description of the benefits, if any, provided to the employee including the cost of each benefit and the benefit period to which the cost relates;
- (d) the number of hours that the employee works in a regular work day and in a regular work week, or if the employee's hours of work vary from week to week, the number of the employee's non-overtime hours for each week that the employee worked during the thirteen (13) weeks before the date of the request for information;
- (e) the date on which the employer hired the employee;
- (f) any period of employment attributed to the employer under section 10 of the Act;

- (g) the number of weeks that the employee worked at the premises during the twenty-six (26) weeks before the request date. The 26-week period must be calculated without including any period during which the provision of services at the premises was temporarily discontinued, or during which the employee was on leave of absence under Part XIV of the Act;
 - (h) a statement indicating whether either of the following subparagraphs applies to the employee:
 - (i) The employee's work, before the request date, included the provision of services at the premises, but the employee did not perform his or her job duties primarily at those premises during the thirteen (13) weeks before the request date.
 - (ii) The employee's work included the provision of services at the premises, but the employee was not actively at work immediately before the request date, and did not perform his or her job duties primarily at the premises during the most recent thirteen (13) weeks of active employment.
2. The name, residential address and telephone number of each employee as they appear in the previous employer's records will be provided to the successful Bidder after contract award.
 3. In addition to the above information, a copy of either the collective agreement, union certificate, or pending union application(s) regarding these employees at the premises is also attached, if applicable.
 4. Bidders must use the information referred to in subparagraphs 1. (a) to 1. (h) and paragraph 3 (if applicable) only for the purposes of preparing their bids and complying with the Act. Bidders must not disclose such information except as may be authorized by Canada in writing.
 5. The enclosed information concerning the employees of the previous employer providing services at the premises has been received from the previous employer and Canada does not warrant its accuracy or completeness. Canada will not be responsible for any damage or loss which may result from use of or reliance upon any of this information.
 6. Bidders who require clarification or further information may contact the local Ontario Ministry of Labour Offices found at <http://www.labour.gov.on.ca/english/feedback/index.php>

2.8 Additional Building Information

Additional Building information is provided on **Appendix "D"** attached and is only an approximation.

PART 3 - BID PREPARATION INSTRUCTIONS

3.1 Bid Preparation Instructions

- If the Bidder chooses to submit its bid electronically, Canada requests that the Bidder submits its bid in accordance with section 8 of the 2003 standard instructions Bidders must provide their bid in a single transmission. The epost Connect service has the capacity to receive multiple documents, up to 1GB per individual attachment.

The bid must be gathered per section and separated as follows:

Section I: Technical Bid
Section II: Financial Bid
Section III: Certifications
Section IV: Additional Information

- If the Bidder chooses to submit its bid in hard copies, Canada requests that the Bidder submits its bid in separately bound sections as follows:

Section I: Technical Bid (one (1) hard copy)
Section II: Financial Bid (one (1) hard copy)
Section III: Certifications (one (1) hard copy)
Section IV: Additional Information (one hard copy)

If the Bidder is simultaneously providing copies of its bid using multiple acceptable delivery methods, and if there is a discrepancy between the wording of any of these copies and the electronic copy provided through epost Connect service, the wording of the electronic copy provided through epost Connect service will have priority over the wording of the other copies.

Prices must appear in the financial bid only. No prices must be indicated in any other section of the bid.

Canada requests that bidders follow the format instructions described below in the preparation of hard copy of their bid:

- (a) use 8.5 x 11 inch (216 mm x 279 mm) paper;
- (b) use a numbering system that corresponds to the bid solicitation.

In April 2006, Canada issued a policy directing federal departments and agencies to take the necessary steps to incorporate environmental considerations into the procurement process **Policy on Green Procurement** (<http://www.tpsgc-pwgsc.gc.ca/ecologisation-greening/achats-procurement/politique-policy-eng.html>). To assist Canada in reaching its objectives, bidders should:

- 1) use 8.5 x 11 inch (216 mm x 279 mm) paper containing fibre certified as originating from a sustainably-managed forest and containing minimum 30% recycled content; and
- 2) use an environmentally-preferable format including black and white printing instead of colour printing, printing double sided/duplex, using staples or clips instead of cerlox, duotangs or binders.

SECTION I: TECHNICAL BID

The evidence provided by the Bidder may be verified by Canada. Failure by the Bidder to provide the required evidence or in the event that the evidence cannot be verified will result in the Bidder being disqualified and no further consideration will be given to the Bidder. If the Bidder submits references in excess of the stated requirement, only the references up to the identified limit will be assessed.

PWGSC reserves the right to verify information for completeness and accuracy and to confirm reference satisfaction with services provided. In the event where the information cannot be verified or the service found to be unsatisfactory will result in the proposal being considered non-responsive and no further consideration will be given to the Bidder.

It is the sole responsibility of the Bidder to ensure that it provides a contact that is knowledgeable about the services the Bidder has provided to its customer and who is willing to act as a customer reference. The technical evaluation team will attempt to contact the Bidders customer reference **a maximum of three (3) times** during the days of the technical evaluation **between 8:00 am - 4:00 pm local time**. If the customer reference does not provide a reference the Bidders proposal will be deemed non-responsive and receive no further evaluation.

3.1.1 Mandatory Contractor's Experience and Past Performance

The Bidder must provide evidence of its experience and past performance by referencing **one (1) contract satisfactorily rendered for a minimum of two (2) consecutive years, under the same contract, within the past five (5) years, from the bid closing date**, wherein the range of janitorial services provided are comparable to those described in this Request for Proposal (RFP).

PROJECT/CONTRACT REFERENCE	
Name of client organization or Company	Name: _____
Name and title of client contact	Name: _____ Title: _____
Telephone number/cell number and e-mail address of client contact	Phone No.: _____ Cell No.: _____ E-mail: _____
Approximate size in square meters of the cleanable area of the project or contract	_____ square meters
Location/site of the contract:	_____
Value of the contract	\$ _____
Performance period of the contract (indicate month and year)	From: Month _____ Year _____ To: Month _____ Year _____
Description of Contract:	_____ _____ _____ _____

3.1.2 Mandatory Non-Working On-site Supervisor(s) Expertise and Experience – One (1) Required

a) Provide the names and the number of years of experience as a Non-Working On-Site Supervisor(s) for the Contractor's personnel who will be assigned to this Contract. It is Mandatory that the Non-Working On-site Supervisor(s) **have a minimum of (3) consecutive years' experience, within the past 10 years, from the bid closing date** in a supervisory role in the field of janitorial services.

Name of Non-Working on-Site Supervisor (SECRET)	Number of Years of Experience

b) The Bidder must provide evidence of its experience and satisfactory performance of the Non-Working On-site Supervisor(s) by referencing one (1) contract for clients of a duration of **a minimum of (3) consecutive years, within the past ten (10) years, from the bid closing date** in providing janitorial services in a range comparable in size, scope and complexity to those described in the Request for Proposal (RFP).

NON- WORKING ON-SITE SUPERVISOR REFERENCE	
Name of client organization or Company	Name: _____
Name and title of client contact	Name: _____ Title: _____
Telephone number/cell number and e-mail address of client contact	Phone No.: _____ Cell No.: _____ E-mail.: _____
Approximate size in square meters of the cleanable area of the contract	_____ square meters
Location/site of the contract:	
Value of the contract	\$ _____
Performance period of the contract. (indicate month and year)	From: Month _____ Year _____ To: Month _____ Year _____
Description of contract: _____ _____ _____	
Responsibilities of the individuals: _____ _____ _____	

3.1.3 Mandatory Working On-Site Supervisors Expertise and Experience – Two (2) Required

a) Provide the name and the number of years of experience as a Working On-Site Supervisor(s) for each of the Contractor's personnel who will be assigned to this Contract. It is Mandatory that the Working On-site Supervisor(s) **each have a minimum of (1) consecutive year's experience, from the bid closing date** in a supervisory role in the field of janitorial service

Two (2) Working On-Site Supervisors are required (SECRET)

	Names of Supervisors Working on-site	Number of Years of Experience
1.		
2.		

The Bidder must provide evidence of its experience and satisfactory performance for each of the Working On-site Supervisor(s) by referencing one (1) contract for clients of a duration of **a minimum of (1) one consecutive year, within the past five (5) years, from the bid closing date** in providing janitorial services in a range comparable in size, scope and complexity to those described in the Request for Proposal (RFP).

The evidence provided by the Bidder may be verified by Canada. Failure by the Bidder to provide the required evidence or in the event that the evidence cannot be verified will result in the Bidder being disqualified and no further consideration will be given to the Bidder. If the Bidder submits references in excess of the stated requirement, only the references up to the identified limit will be assessed.

PWGSC reserves the right to verify information for completeness and accuracy and to confirm reference satisfaction with services provided. In the event where the information cannot be verified or the service found to be unsatisfactory will result in the proposal being considered non-responsive and no further consideration will be given to the Bidder.

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Buyer ID - Id de l'acheteur
 fk292
 CCC No./N° CCC - FMS No./N° VME

REFERENCE NO. 1 - WORKING ON-SITE SUPERVISOR REFERENCE	
NAME OF WORKING ON-SITE SUPERVISOR: _____	
Name of client organization or Company	Name: _____
Name and title of client contact	Name: _____ Title: _____
Telephone number, cell number and e-mail address of client contact	Phone No.: _____ Cell No. _____ E-mail.: _____
Approximate size in square meters of the cleanable area of the contract	_____ square meters
Location/site of the contract:	
Value of the contract	\$ _____
Performance period of the contract. (indicate month and year)	From: Month _____ Year _____ To: Month _____ Year _____
Description of contract: _____ _____ _____ _____	
Responsibilities of the individuals: _____ _____ _____ _____ _____	

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Buyer ID - Id de l'acheteur
 fk292
 CCC No./N° CCC - FMS No./N° VME

REFERENCE NO. 2 WORKING ON-SITE SUPERVISOR REFERENCE	
NAME OF WORKING ON-SITE SUPERVISOR: _____	
Name of client organization or Company	Name: _____
Name and title of client contact	Name: _____ Title: _____
Telephone number/cell number and e-mail address of client contact	Phone No.: _____ Cell No.: _____ E-mail.: _____
Approximate size in square meters of the cleanable area of the contract	_____ square meters
Location/site of the contract:	
Value of the contract	\$ _____
Performance period of the contract. (indicate month and year)	From: Month _____ Year _____ To: Month _____ Year _____
Description of contract: _____ _____ _____ _____	
Responsibilities of the individuals: _____ _____ _____ _____ _____	

SECTION II: FINANCIAL BID

3.1.3 Basis of Pricing

The following requirement **MUST** be strictly adhered to: **failure to do so will render the bidder's proposal as non-responsive.**

Bidders must submit their financial bid in accordance with the Pricing Schedules detailed below. The total amount of applicable taxes must be shown separately.

It is **MANDATORY** that the Bidders submit firm prices/rates for the three (3) years for **all** items listed hereafter (Pricing Schedule 1 and Pricing Schedule 2). The total amount of applicable taxes must be shown separately, if applicable.

PRICING SCHEDULE 1:

Firm all inclusive rates for Routine, Schedule and Patrol Cleaning operations as detailed in the Statement of Work, Section 2, Operations and Frequencies.

There will be no increase or decrease to the contract amount when an existing floor covering is converted to another type.

1.1) Building 425, 425 Breadner Private (Swimming Pool) CFB Uplands – RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	234.79 m2 x	\$ _____ =	\$ _____ x	4 =	\$ _____
Year Two (2)	234.79 m2 x	\$ _____ =	\$ _____ x	4 =	\$ _____
Option year One (1)	234.79 m2 x	\$ _____ =	\$ _____ x	4 =	\$ _____
1.1 SUB-TOTAL:					\$ _____

1.2) Building 475, 300 Paul Benoit Private (Communications) CFB Uplands - SECRET					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	273.10 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Year Two (2)	273.10 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Option year One (1)	273.10 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
1.2 SUB-TOTAL:					\$ _____

1.3) Air Marshall Building, 190 Convair Private, CFB Uplands – SECRET					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	418 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	418 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	418 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.3 SUB-TOTAL:					\$_____

1.4) Beechwood Cemetery Drill Hall, 280 Beechwood Avenue, (Ottawa) – RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	495 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	495 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	495 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.4 SUB-TOTAL:					\$_____

1.5) Building 16, 16 Spitfire Private (Band Building), CFB Uplands – RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	1,765.52 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	1,765.52 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	1,765.52 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.5 SUB-TOTAL:					\$_____

1.6) Building 337, 337 Breadner Private (Chapel), CFB Uplands - RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	531 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	531 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	531 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.6 SUB-TOTAL:					\$_____

1.7) 200 Niverville Private (Youth Center), CFB Uplands – RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	1,205 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	1,205 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	1,205 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.7 SUB-TOTAL:					\$_____

1.8) 307 De Niverville Private (30th Field), CFB Uplands -- RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	3,500 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	3,500 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	3,500 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.8 SUB-TOTAL:					\$_____

1.9) 190 Cadet Space, 190 Convair Private - CFB Uplands – RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	825 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	825 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	825 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.9 SUB-TOTAL:					\$_____

1.10) 8 Clement Private (Air Cadet Trailer), CFB Uplands – RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	140 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	140 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	140 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.10 SUB-TOTAL:					\$_____

1.11) William D. Moyes, 265 De Niverville (Crypto), CFB Uplands -- SECRET					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	2,679.71 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	2,679.71 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	2,679.71 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.11 SUB-TOTAL:					\$_____

1.12) Building 469 Padre Office, 10 De Niverville Private CFB Uplands -- Reliability					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	527.78 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	527.78 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	527.78 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.12 SUB-TOTAL:					\$_____

1.13) Blue Nose Trailers, 720 Blue Nose Drive, CFB Uplands – SECRET					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	640 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	640 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	640 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.13 SUB-TOTAL:					\$_____

1.14) Building 351, 2074 Alert Road, (Ammo Building) CFB Uplands – SECRET					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	100 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Year Two (2)	100 m2 x	\$_____ =	\$_____ x	12 =	\$_____
Option year One (1)	100 m2 x	\$_____ =	\$_____ x	12 =	\$_____
1.14 SUB-TOTAL:					\$_____

1.15) Building 347, 260 Croil Private (A.R.A.F.), CFB Uplands – RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	30 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Year Two (2)	30 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Option year One (1)	30 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
1.15 SUB-TOTAL:					\$ _____

1.16) Building 465, 465 Slemon Private, CFB Uplands – RELIABILITY					
	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	60 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Year Two (2)	60 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Option year One (1)	60 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
1.16 SUB-TOTAL:					\$ _____

1.17) Building 471, 330 Croil Private (Day Care), CFB Uplands – RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	1,023.01 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Year Two (2)	1,023.01 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Option year One (1)	1,023.01 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
1.11 SUB-TOTAL:					\$ _____

1.18) Building 346, 360 Paul Benoit Private (Shipping), CFB Uplands -- RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	1,395.05 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Year Two (2)	1,395.05 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Option year One (1)	1,395.05 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
1.18 SUB-TOTAL:					\$ _____

1.19) Hangar 14, 250 Croil Private, CFB Uplands – RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	4,366.57 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Year Two (2)	4,366.57 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Option year One (1)	4,366.57 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
1.19 SUB-TOTAL:					\$ _____

1.20) HMCS Dow's Lake, 79 Prince of Wales Drive, CFB Uplands – RELIABILITY					
Period	Cleanable Area	Firm Monthly Rate per m2	Firm Monthly Rate	Number of Months	Firm Annual Rate
Year One (1)	6,058 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Year Two (2)	6,058 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
Option year One (1)	6,058 m2 x	\$ _____ =	\$ _____ x	12 =	\$ _____
1.20 SUB-TOTAL:					\$ _____

**IN THE CASE OF ERROR IN THE EXTENSION OF PRICES, THE RATE PER M2 WILL GOVERN.
 CANADA MAY ENTER INTO CONTRACT WITHOUT NEGOTIATION.**

PRICING SCHEDULE 2:

Firm all inclusive prices/rates including overhead, profit and all related costs for additional cleaning, Emergency Cleaning operations not described in Pricing Schedule 1 on an "AS AND WHEN REQUESTED" basis.

2.1) LABOUR: Our firm hourly rate per qualified personnel is:

	YEAR 1 RATE	YEAR 2 RATE	OPTION YEAR 1 RATE
i) Regular Hours 7:00 to 16:00 Monday to Friday	\$ _____ /HR	\$ _____ /HR	\$ _____ /HR
Estimated quantity of hours per year:	125	125	125
Extended Price:	\$ _____	\$ _____	\$ _____
2.1 (i) SUB-TOTAL: \$ _____			

	YEAR 1 RATE	YEAR 2 RATE	OPTION YEAR 1 RATE
ii) Outside Regular Hours Monday to Saturday	\$ _____ /HR	\$ _____ /HR	\$ _____ /HR
Estimated quantity of hours per year:	45	45	45
Extended Price:	\$ _____	\$ _____	\$ _____
2.1 (ii) SUB-TOTAL: \$ _____			

	YEAR 1 RATE	YEAR 2 RATE	OPTION YEAR 1 RATE
iii) Sunday and Statutory Holidays	\$ _____ /HR	\$ _____ /HR	\$ _____ /HR
Estimated quantity of hours per year:	30	30	30
Extended Price:	\$ _____	\$ _____	\$ _____
2.1 (iii) SUB-TOTAL: \$ _____			

During leap years, the Contractor must change its schedule to provide janitorial services on February 29 at no extra cost to Canada.

IN THE CASE OF ERROR IN THE EXTENSION OF PRICES, THE HOURLY RATE WILL GOVERN. CANADA MAY ENTER INTO CONTRACT WITHOUT NEGOTIATION.

2.2) MATERIALS: Materials will be charged at our laid-down cost plus a mark-up of:

	YEAR 1 RATE	YEAR 2 RATE	OPTION YEAR 1 RATE
Mark-up	_____ %	_____ %	_____ %
Estimated Expenditure	\$250.00	\$250.00	\$250.00
Extended Price* :	\$ _____	\$ _____	\$ _____
2.2 SUB-TOTAL: \$ _____			

The Extended Price for materials is calculated by adding the mark-up quoted to the total estimated expenditure (Example: Year 1, \$500.00 estimated expenditure; 10% mark-up quoted = \$500.00 + (\$500.00 x 10%) = \$550.00)

IN THE CASE OF ERROR IN THE EXTENSION OF PRICES, THE PERCENTAGE OF MARK-UP WILL GOVERN. CANADA MAY ENTER INTO CONTRACT WITHOUT NEGOTIATION.

Parts will be supplied FOB Destination including all delivery charges. The following definitions have been used to arrive at the figures as noted:

i) **MARK-UP** - The difference between the Contractor's laid-down cost for product and resale price to Canada. Mark-up includes applicable internal cost allocation by the Contractor such as material handling and general and administrative (G&A) expenses plus profit.

ii) **LAID-DOWN COST** - The cost incurred by a vendor to acquire a specific product or service for resale to the government. This includes but is not limited to the supplier's invoice price (less trade discounts), plus any applicable charges for incoming transportation, foreign exchange, customs duty and brokerage.

AUTHORIZATION FOR DELIVERY: The consignee will request delivery of goods/services identified in Pricing Schedule 2.1 (i), 2.1 (ii), 2.1 (iii) and 2.2.

Consumer Price Index - Option Year 2 and Option Year 3

At the time option year 2 and option year 3 are each exercised the rates in the Basis of Payment will be increased or decreased by multiplying the rates by the percentage change in "The Consumer Price Index", major components, selected sub-groups and special aggregates, provinces, Whitehorse and Yellowknife, not seasonally adjusted" ("CPI") for the appropriate province for the 12 month period ending two months before the expiration date of the current period of the contract ("period"). The CPI which will be used is published in Statistics Canada Catalogue no. 62-001-X, tables 9-1 to 9-12, for the appropriate province all-items CPI of the period as described above.

Consumer Price Index for Canada is published by Statistics Canada and is available at:

<http://www.statcan.gc.ca/dai-quo/ind1-eng.htm>

Example:

Pricing Schedule 1, Firm all inclusive rates

Option Year 1 firm pricing is \$2,500.00 per month. The CPI rate as of May 31, 2016 is 3.9%.

\$2,500.00 x 3.9% = \$97.50. Therefore the firm monthly rate for Option Year 2 would be \$2,597.50.

Pricing Schedule 2, Labour Rate and Material

Option Year 1 rate for unscheduled work is \$10.00 per hour. The CPI rate as of May 31, 2016 is 3.9%. $\$10.00 \times 3.9\% = \0.39 . Therefore the rate for the unscheduled work for Option Year 2 will be \$10.39 per hour.

TOTAL ASSESSED PROPOSAL PRICE:

1-Sum of Pricing Schedule 1 - 1.1 to 1.20 inclusively,

\$ _____

2-Sum of Pricing Schedule 2- 2.1(i), 2.1 (ii), 2.1 (iii) and 2.2:

\$ _____

Total (Pricing Schedule 1 and 2)

\$ _____

SECTION III: CERTIFICATIONS

Bidders must submit the certifications required under Part 5.

SECTION IV: ADDITIONAL INFORMATION

3.2 Contractor's Representative:

The name and particulars of the person to be contacted for general enquiries and follow-up purposes:

Name: _____

Telephone Number: _____

Cellular Number: _____

Facsimile Number: _____

E-mail: _____

3.3 Specific Persons – Non-Working On-Site Supervisor(s)

The Contractor must provide the services of the following person(s) to perform the Work as stated in the Contract:

Name: _____

Telephone number: _____

Cellular Number: _____

Facsimile Number: _____

E-mail: _____

3.4 Specific Persons – Working On-Site Supervisor – CFB Uplands

The Contractor must provide the services of the following person(s) to perform the Work as stated in the Contract:

Name: _____

Telephone number: _____

Cellular Number: _____

Facsimile Number: _____

E-mail: _____

3.5 Specific Persons – Working On-Site Supervisor – Dows Lake

The Contractor must provide the services of the following person(s) to perform the Work as stated in the Contract:

Name: _____

Telephone number: _____

Cellular Number: _____

Facsimile Number: _____

E-mail: _____

PART 4 - EVALUATION PROCEDURES AND BASIS OF SELECTION

4.1 Evaluation Procedures

- (a) Bids will be assessed in accordance with the entire requirement of the bid solicitation including the technical and financial evaluation criteria.
- (b) An evaluation team composed of representatives of Canada will evaluate the bids.

4.1.1 Technical Evaluation Mandatory requirements:

- 1) Attendance at the Mandatory Site Visit;
- 2) Security Clearance of **SECRET and RELIABILITY, at bid closing**, in accordance with Part 6, Security Requirements;
- 3) Contractor's qualification in accordance with Part 3, Section I: Technical Bid;
- 4) One (1) Non-Working On-site Supervisor(s) qualification in accordance with Part 3, Section I: Technical Bid;
- 5) Two (2) Working On-Site Supervisors qualification in accordance with Part 3, Section I: Technical Bid;
- 6) Submission of a Firm Price/Rate in Canadian funds for all the items listed in the RFP, Part 3, Section II, Financial Bid;

4.2 Basis of Selection

A bid must comply with the requirements of the bid solicitation and meet **all** mandatory technical evaluation criteria to be declared responsive. The responsive bid with the lowest evaluated price will be recommended for award of a contract.

PART 5 - CERTIFICATIONS

Bidders must provide the required certifications and additional information to be awarded a contract.

The certifications provided by Bidders to Canada are subject to verification by Canada at all times. Unless specified otherwise, Canada will declare a bid non-responsive, or will declare a contractor in default, if any certification made by the Bidder is found to be untrue whether made knowingly or unknowingly, during the bid evaluation period or during the contract period.

The Contracting Authority will have the right to ask for additional information to verify the Bidder's certifications. Failure to comply and to cooperate with any request or requirement imposed by the Contracting Authority will render the bid non-responsive or constitute a default under the Contract.

5.1 Certifications Required with the Bid

Bidders must submit the following duly completed certifications as part of their bid.

5.1.1 Integrity Provisions – Declaration of Convicted Offences

In accordance with the [Ineligibility and Suspension Policy](http://www.tpsgc-pwgsc.gc.ca/ci-if/politique-policy-eng.html) (<http://www.tpsgc-pwgsc.gc.ca/ci-if/politique-policy-eng.html>), the Bidder must provide with its bid the required documentation, as applicable, to be given further consideration in the procurement process.

5.2 Certifications Precedent to Contract Award and Additional Information

The certifications and additional information listed below should be submitted with the bid but may be submitted afterwards. If any of these required certifications or additional information is not completed and submitted as requested, the Contracting Authority will inform the Bidder of a time frame within which to provide the information. Failure to provide the certifications or the additional information listed below within the time frame specified will render the bid non-responsive.

5.2.1 Integrity Provisions – Required Documentation

In accordance with the [Ineligibility and Suspension Policy](http://www.tpsgc-pwgsc.gc.ca/ci-if/politique-policy-eng.html) (<http://www.tpsgc-pwgsc.gc.ca/ci-if/politique-policy-eng.html>), the Bidder must provide the required documentation, as applicable, to be given further consideration in the procurement process. **List of Names Annex G.**

5.2.2 Federal Contractors Program for Employment Equity - Bid Certification

By submitting a bid, the Bidder certifies that the Bidder, and any of the Bidder's members if the Bidder is a Joint Venture, is not named on the Federal Contractors Program (FCP) for employment equity "FCP Limited Eligibility to Bid" list available at the bottom of the page of the [Employment and Social Development Canada \(ESDC\) - Labour's](https://www.canada.ca/en/employment-social-development/programs/employment-equity/federal-contractor-program.html#) website (<https://www.canada.ca/en/employment-social-development/programs/employment-equity/federal-contractor-program.html#>).

Canada will have the right to declare a bid non-responsive if the Bidder, or any member of the Bidder if the Bidder is a Joint Venture, appears on the "FCP Limited Eligibility to Bid" list at the time of contract award.

Canada will also have the right to terminate the Contract for default if a Contractor, or any member of the Contractor if the Contractor is a Joint Venture, appears on the "[FCP Limited Eligibility to Bid](#)" list during the period of the Contract.

The Bidder must provide the Contracting Authority with a completed annex titled Federal Contractors Program for Employment Equity - Certification, before contract award. If the Bidder is a Joint Venture, the Bidder must provide the Contracting Authority with a completed annex Federal Contractors Program for Employment Equity - Certification, for each member of the Joint Venture

5.3 Additional Certifications Precedent to Contract Award

5.3.1 Status & Availability of Resources (A3005T- 2010-08-16)

The Bidder certifies that, should it be awarded a contract as a result of the bid solicitation, every individual proposed in its bid will be available to perform the Work as required by Canada's representatives and at the time specified in the bid solicitation or agreed to with Canada's representatives. If for reasons beyond its control, the Bidder is unable to provide the services of an individual named in its bid, the Bidder may propose a substitute with similar qualifications and experience. The Bidder must advise the Contracting Authority of the reason for the substitution and provide the name, qualifications and experience of the proposed replacement. For the purposes of this clause, only the following reasons will be considered as beyond the control of the Bidder: death, sickness, maternity and parental leave, retirement, resignation, dismissal for cause or termination of an agreement for default.

If the Bidder has proposed any individual who is not an employee of the Bidder, the Bidder certifies that it has the permission from that individual to propose his/her services in relation to the Work to be performed and to submit his/her résumé to Canada. The Bidder must, upon request from the Contracting Authority, provide a written confirmation, signed by the individual, of the permission given to the Bidder and of his/her availability. Failure to comply with the request may result in the bid being declared non-responsive

5.3.2 Education and Experience (A3010T-2010-08-16)

The Bidder certifies that all the information provided in the résumés and supporting material submitted with its bid, particularly the information pertaining to education, achievements, experience and work history, has been verified by the Bidder to be true and accurate. Furthermore, the Bidder warrants that every individual proposed by the Bidder for the requirement is capable of performing the Work described in the resulting contract.

PART 6 - SECURITY REQUIREMENT

6.1 Security Requirements

1. **At the date of bid closing**, the following conditions must be met:
 - (a) the Bidder must hold a valid organization security clearance as indicated in Part 7 - Resulting Contract Clauses;
 - (b) the Bidder's proposed **Non-Working on-Site Supervisor (1) and Working on Site Supervisors (2)** requiring access to classified or protected information, assets or sensitive work sites **must EACH hold a valid SECRET clearance**;

Individuals requiring access to classified or protected information, assets or sensitive work site(s) at the following buildings:

- must EACH have a valid **RELIABILITY** clearance.

- o Swimming Pool - 425 Breadner Private
- o Beechwood Cemetery Drill Hall - 280 Beechwood Avenue, Ottawa
- o Building 16 Band -16 Spitfire Private
- o Building 337 Chapel -337 Breadner Private
- o Youth Center - 200 Niverville Private
- o 30th Field - 307 De Niverville Private
- o Cadet Space -190 Convair Private
- o Air Cadet Trailer - 8 Clement Private
- o Building 469 Padre Office -10 De Niverville
- o Building 347 (A.R.A.F.) - 260 Croil Private
- o Building 465 - 465 Slemon Private
- o Building 471 Day Care - 330 Croil Private
- o Building 346 Shipping - 360 Paul Benoit Private
- o Hangar 14 - 250 Croil Private
- o and HMCS Dows Lake - 79 Prince of Wales Drive

Individuals requiring access to classified or protected information, assets or sensitive work site(s) at the following buildings at CFB Uplands,

- must EACH hold a valid **SECRET** clearance:

- Building 475 Communication- 300 Paul Benoit Private
- Air Marshall - 190 Convair Private
- Crypto/William D. Moyes- 265 De Niverville
- Blue Nose Trailers - 720 Blue Nose Drive and
- Building 351 Ammo – 2074 Alert Road

(c) must meet the security requirements as indicated in Part 7 - Resulting Contract Clauses;

(d) the Bidder must provide the name and date of birth of all individuals who will require access to classified or protected information, assets or sensitive work sites.

2. For additional information on security requirements, Bidders should refer to the Industrial Security Program (ISP) of Public Works and Government Services Canada (<http://ssi-iss.tpsgc-pwgsc.gc.ca/index-eng.html>) website.

6.2 Employee Information for Security

The Bidder must specify the following information regarding employees proposed in Part 3, Section I (Technical Bid) to provide services against any resulting contract:

If there is not sufficient space in the table please attach a list to this document with the requested information for the proposed employees.

PROPOSED EMPLOYEES	
Legal Name (First and Last) Please Print Clearly	Date of Birth Day / Month / Year
Non-Working On-Site Supervisor: Must have a SECRET clearance	
Working On-Site Supervisor: Must have a SECRET clearance	
Working On-Site Supervisor: Must have a SECRET clearance	
Employee:	
Employee:	
Employee:	
Employee:	

Solicitation No. - N° de l'invitation
EJ196-190055/B
Client Ref. No. - N° de réf. du client
20190055

Amd. No. - N° de la modif.
File No. - N° du dossier
fk292.EJ196-190055

Buyer ID - Id de l'acheteur
fk292
CCC No./N° CCC - FMS No./N° VME

Employee:	

PART 7 - RESULTING CONTRACT CLAUSES

The following clauses and conditions apply to and form part of any contract resulting from the bid solicitation.

7.1 Requirement

To provide Janitorial Services including all labour, material and equipment for [Public Works and Government Services Canada \(PWGSC\)](#), for the buildings of National Defence located at the Canadian Forces Bases (CFB) [Uplands, Dow's Lake and Beechwood Cemetery, Ottawa, Ontario](#), Canada. The services must be provided in accordance with the Statement of Work EJ196-190055 attached at Appendix "B".

7.1.1 Replacement of Specific Individuals

1. If specific individuals are identified in the Contract to perform the Work, the Contractor must provide the services of those individuals unless the Contractor is unable to do so for reasons beyond its control.

2. If the Contractor is unable to provide the services of any specific individual identified in the Contract, it must provide a replacement with similar qualifications and experience. The replacement must meet the criteria used in the selection of the Contractor and be acceptable to Canada. The Contractor must, as soon as possible, give notice to the Contracting Authority of the reason for replacing the individual and provide:
 - (a) the name, qualifications and experience of the proposed replacement; and
 - (b) proof that the proposed replacement has the required security clearance granted by Canada, if applicable.

3. The Contractor must not, in any event, allow performance of the Work by unauthorized replacement persons. The Contracting Authority may order that a replacement stop performing the Work. In such a case, the Contractor must immediately comply with the order and secure a further replacement in accordance with subsection 2. The fact that the Contracting Authority does not order that a replacement stop performing the Work does not relieve the Contractor from its responsibility to meet the requirements of the Contract.

7.1.2 Mandatory Response Time

It is a mandatory requirement of this contract that the Company authorized representative be personally available to attend meetings and to respond to inquiries within 24 hours of the Technical Authority's or the Contracting Authorities request. Also in accordance with Statement of Work, Section 1, Special Conditions, clause 2.4, it is mandatory to provide an Emergency response and on site service within one (1) hour of receiving a call 24 hours a day, 7 days a week.

7.2 Standard Clauses and Conditions

All clauses and conditions identified in the Contract by number, date and title are set out in the [Standard Acquisition Clauses and Conditions Manual](https://buyandsell.gc.ca/policy-and-guidelines/standard-acquisition-clauses-and-conditions-manual) (<https://buyandsell.gc.ca/policy-and-guidelines/standard-acquisition-clauses-and-conditions-manual>) issued by Public Works and Government Services Canada.

7.2.1 General Conditions

2035 (2018-06-21) General Conditions - Higher Complexity Services, apply to and form part of the Contract.

7.3. Security Requirements

SECURITY REQUIREMENT FOR CANADIAN SUPPLIER:

1. The Contractor/Offeror must, at all times during the performance of the Contract/Standing Offer, hold a valid **Facility Security Clearance at the level of SECRET**, issued by the Canadian Industrial Security Directorate (CISD), Public Services and Procurement Canada (PSPC).
2. The Contractor/Offeror personnel requiring access to sensitive work site(s) must EACH hold a valid personnel security screening at the level of **RELIABILITY STATUS or SECRET** as required, granted or approved by CISD/PWGSC.
3. Subcontracts which contain security requirements are NOT to be awarded without the prior written permission of CISD/ PSPC.
4. The Contractor/Offeror must comply with the provisions of the:
 - (a) Security Requirements Check List and security guide (if applicable), attached at Annex ``C``.
 - (b) *Industrial Security Manual* (Latest Edition).

7.3.1 The Company Security Officer (CSO) must ensure through the Industrial Security Program (ISP) that the Contractor and individual(s) hold a valid security clearance at the required level.

7.4 Term of Contract

7.4.1 Period of Contract

The period of the Contract is from _____ to _____ inclusive. (Initial period is a 2 year period).

7.4.2 Option to Extend Contract

The Contractor grants to Canada the irrevocable option to extend the term of the Contract by up to three (3) ADDITIONAL CONSECUTIVE TWELVE (12) MONTH PERIODS each under the same conditions. The Contractor agrees that, during the extended period of the Contract, it will be paid in accordance with the applicable provisions as set out in the Basis of Payment.

Canada may exercise this option at any time by sending a written notice to the Contractor **60 days** before the contract expiry date. The option may only be exercised by the Contracting Authority, and will be evidenced, for administrative purposes only, through a contract amendment.

At the time to exercise option year 2 and option year 3, the rates in the Basis of Payment will be increased or decreased by multiplying the rates by the percentage change in "The Consumer Price Index", major components, selected sub-groups and special aggregates, provinces, Whitehorse and Yellowknife, not seasonally adjusted" ("CPI") for the appropriate province for the 12 month period ending two months before the expiration date of the current period of the contract ("period"). The CPI which will be used is published in Statistics Canada Catalogue no. 62-001-X, tables 9-1 to 9-12, for the appropriate province all-items CPI of the period as described above.

Consumer Price Index for Canada is published by Statistics Canada and is available at:

<http://www.statcan.gc.ca/dai-quo/ind1-eng.htm>

7.5 Authorities

7.5.1 Contracting Authority

The Contracting Authority for the Contract is:

Bushra Mirza
Supply Specialist
Public Works and Government Services Canada
Acquisitions Branch
Real Property Contracting Directorate
Ottawa, Ontario

Telephone Number: 613-296-8782

E-mail: Bushra.Mirza@pwgsc-tpsgc.gc.ca

The Contracting Authority is responsible for the management of the Contract and any changes to the Contract must be authorized in writing by the Contracting Authority. The Contractor must not perform work in excess of or outside the scope of the Contract based on verbal or written requests or instructions from anybody other than the Contracting Authority.

7.5.2 Technical Authority

The Technical Authority for the Contract is: **WILL BE PROVIDED AT CONTRACT AWARD.**

The Technical Authority named above is the representative of the department or agency for whom the Work is being carried out under the Contract and is responsible for all matters concerning the technical content of the Work under the Contract. Technical matters may be discussed with the Technical Authority, however the Technical Authority has no authority to authorize changes to the scope of the Work.

7.5.3 Contractor's Representative

The name and particulars of the person to be contacted for general enquiries and follow-up purposes:

Name: _____

Telephone: _____

Cellular: _____

Facsimile: _____

E-mail: _____

7.5.4 Specific Person(s) - Non working on-site Supervisor

The Contractor must provide the services of the following person(s) to perform the Work as stated in the Contract:

Supervisor Name: _____
Telephone Number: _____
Cellular Number: _____
Facsimile Number: _____
E-mail: _____

7.5.5 Specific Person(s) - Working on-site Supervisor - Uplands

The Contractor must provide the services of the following person(s) to perform the Work as stated in the Contract:

Supervisor Name: _____
Telephone Number: _____
Cellular Number: _____
Facsimile Number: _____
E-mail: _____

7.5.6 Specific Person(s) - Working on-site Supervisor - Dow's Lake

The Contractor must provide the services of the following person(s) to perform the Work as stated in the Contract:

Supervisor Name: _____
Telephone Number: _____
Cellular Number: _____
Facsimile Number: _____
E-mail: _____

7.6 Proactive Disclosure of Contracts with Former Public Servants

By providing information on its status, with respect to being a former public servant in receipt of a [Public Service Superannuation Act](#) (PSSA) pension, the Contractor has agreed that this information will be reported on departmental websites as part of the published proactive disclosure reports, in accordance with [Contracting Policy Notice: 2012-2](#) of the Treasury Board Secretariat of Canada.

7.7 Payment

7.7.1 Basis of Payment - Firm Prices and "As and When"

In consideration of the Contractor satisfactorily completing all of its obligations under the Contract, the Contractor will be paid firm prices, in accordance with General Conditions 2035 16 (2014-09-25) Payment Period. Applicable taxes are extra, if applicable.

- a) Firm rates shall be paid in accordance with **Pricing Schedule 1** in twelve (12) payments at the end of each month.

b) **"As and When Requested" Work**

Any costs incurred for **Extra Work** in accordance with **Pricing Schedule 2** will be paid on an 'as and when requested' basis in accordance with the **Statement of Work, Appendix B**, after completion, inspection and acceptance of the work performed.

Canada's total liability to the Contractor under the "as and when requested" portion of the Contract must not exceed **(to be determined)**. Applicable Taxes are extra, if applicable.

The Contractor shall not be obliged to perform any work or provide any service that would cause the total liability of Canada to be exceeded without the prior written approval of the Contracting Authority. The Contractor must notify the Contracting Authority in writing as to the adequacy of the sum when:

- (a) it is 75 percent committed, or
(b) if the Contractor considers that the said sum may be exceeded, the Contractor must promptly notify the contracting Authority.

whichever comes first.

In the event that the notification refers to inadequate funds, the Contractor must provide to the Contracting Authority, in writing, an estimate for the additional funds required. Provision of such notification and estimate for the additional funds does not increase Canada's liability.

No increase in the total liability of Canada or in the price of the Work resulting from any design changes, modifications or interpretations of specifications, made by the Contractor, will be authorized or paid to the Contractor unless such changes, modifications or interpretations, have been approved, in writing, by the Contracting Authority, prior to their incorporation into the Work.

7.7.2 Basis of Pricing

The Basis of Pricing will be inserted at contract award as per winning bid submitted in accordance with Part 3 Section II Financial Bid - Basis of Pricing of this solicitation.

At the time Option Year 2 and Option Year 3 are exercised, the rates in the Basis of Payment will be increased or decreased by multiplying the rates by the percentage change in "The Consumer Price Index", major components, selected sub-groups and special aggregates, provinces, Whitehorse and Yellowknife, not seasonally adjusted" ("CPI") for the appropriate province for the 12 month period ending two months before the expiration date of the current period of the contract ("period"). The CPI which will be used is published in Statistics Canada Catalogue no. 62-001-X, tables 9-1 to 9-12, for the appropriate province all-items CPI of the period as described above.

Consumer Price Index for Canada is published by Statistics Canada and is available at:

<http://www.statcan.gc.ca/dai-quo/ind1-eng.htm>

7.7.3 Limitation of Expenditure

The Contractor will supply the goods and services under the Contract to an estimated total expenditure not exceeding \$ **(to be determined)** (applicable taxes excluded) of which \$ **(to be determined)** **(applicable taxes excluded)** is for goods and/or services enumerated or described in Basis of Pricing, **Pricing Schedule 1** and \$ **(to be determined)** (applicable taxes excluded) is for additional goods and/or services that may be requested on an "as and when requested" basis at the prices and or rates set out in **Pricing Schedule 2**.

7.7.4 Determination of Cost

Canada may from time to time notify the contractor in writing of any changes to the amount of space to be cleaned. In the case of the addition or elimination of cleanable space, the change in the amount of the contract will be calculated using the firm monthly rate per m² identified in Pricing Schedule, and in accordance with the following formula:

The firm monthly rate per m² in the contract Basis of Payment for routine and scheduled cleaning operations will be multiplied by twelve months and divided by two hundred and fifty working days. This amount will then be multiplied by the additional or eliminated m². The ensuing amount will then be multiplied by the number of days the additional space will be cleaned or eliminated. The resulting amount will represent the amount by which the contract will be increased or decreased.

7.7.5 SACC Manual Clause

[A9117C](#) (2007-11-30) Direct Request by Customer Department
[C0710C](#) (2007-11-30) Time and Contract Price Verification

7.8 Invoicing Instructions

7.8.1 Inspection and Acceptance (D5328C 2014-06-26)

The Technical Authority is the Inspection Authority. All reports, deliverable items, documents, goods and all services rendered under the Contract are subject to inspection by the Inspection Authority or representative. Should any report, document, good or service not be in accordance with the requirements of the Statement of Work and to the satisfaction of the Inspection Authority, as submitted, the Inspection Authority will have the right to reject it or require its correction at the sole expense of the Contractor before recommending payment.

7.8.2 Monthly Payment (H1008C - 2008-05-12)

Canada will pay the Contractor on a monthly basis for work performed during the month covered by the invoice in accordance with the payment provisions of the Contract if:

- a. an accurate and complete invoice and any other documents required by the Contract have been submitted in accordance with the invoicing instructions provided in the Contract;
- b. all such documents have been verified by Canada;
- c. the Work performed has been accepted by Canada.

7.8.3 Invoicing Instructions

1. All invoices are to be mailed or emailed to the Technical Authority as per the Front Page of the contract and must include the following:
 - a) Company name and address;
 - b) Contract Number;

-
- c) Description of routine, schedule and patrol cleaning` ;
 - d) Description of additional cleaning and emergency cleaning operations with support documents, as appropriated and the value;
 - e) Name of the person who requested the service;
 - f) Applicable tax as a separate line item;
 - g) Procurement Business Number, and
 - h) Client Reference Number;

2. The Contractor must distribute the invoices as follows:

The original invoices and all required documentation must be forwarded to the following address for certification and payment.

Invoices are to be made out and mailed to:

Public Works and Government Services Canada
180 Kent Street
18th Floor
Ottawa, Ontario, K1A 0S5

or by email as a PDF to: _____@tpsgc-pwgsc.gc.ca (*Identify TA at Contract Award*)

7.8.4 Electronic Payment of Invoices – Contract

The Contractor accepts to be paid using any of the following Electronic Payment Instrument(s):

- a. Direct Deposit

7.9 Certifications

7.9.1 Compliance

The continuous compliance with the certifications provided by the Contractor in its bid and the ongoing cooperation in providing additional information are conditions of the Contract. Certifications are subject to verification by Canada during the entire period of the Contract. If the contractor does not comply with any certification, fails to provide the additional information, or if it is determined that any certification made by the contractor in its bid is untrue, whether made knowingly or unknowingly, Canada has the right, pursuant to the default provision of the Contract, to terminate the Contract for default.

7.9.2 Federal Contractors Program for Employment Equity - Default by the Contractor

The Contractor understands and agrees that, when an Agreement to Implement Employment Equity (AIEE) exists between the Contractor and Employment and Social Development Canada (ESDC)-Labour, the AIEE must remain valid during the entire period of the Contract. If the AIEE becomes invalid, the name of the Contractor will be added to the "[FCP Limited Eligibility to Bid](#)" list. The imposition of such a sanction by ESDC will constitute the Contractor in default as per the terms of the Contract.

7.10 Applicable Laws

This Contract must be interpreted and governed, and the relations between the parties determined, by the laws in force in [Ontario](#).

7.11 Priority of Documents

If there is a discrepancy between the wording of any documents that appear on the list, the wording of the document that first appears on the list has priority over the wording of any document that subsequently appears on the list.

- (a) the Articles of Agreement;
- (b) the General Conditions 2035, **(2018-06-21)**;
- (c) Appendix "A" Scheduled Cleaning Operations;
- (d) Appendix "B" Statement of Work;
- (e) Appendix "C" Security Requirements Check List (SRCL);
- (f) the Contractor's bid dated _____ **(insert date of bid)**, as amended _____ **(insert date(s) of amendment(s) if applicable)**

7.12 SACC Manual Clauses

A0075C (2014-11-27) Ontario Labour Legislation - Contract
A2000C (2006-06-16) Foreign Nationals (Canadian Contractor).

7.13 Insurance Requirements

7.13.1 Insurance Requirements

The Contractor must comply with the insurance requirements specified in the **following article 7.13.2 Commercial General Liability Insurance**. The Contractor must maintain the required insurance coverage for the duration of the Contract. Compliance with the insurance requirements does not release the Contractor from or reduce its liability under the Contract.

The Contractor is responsible for deciding if additional insurance coverage is necessary to fulfill its obligation under the Contract and to ensure compliance with any applicable law. Any additional insurance coverage is at the Contractor's expense, and for its own benefit and protection.

The Contractor must forward to the Contracting Authority within ten (10) days after the date of award of the Contract, a Certificate of Insurance evidencing the insurance coverage and confirming that the insurance policy complying with the requirements is in force. Coverage must be placed with an Insurer licensed to carry out business in Canada. The Contractor must, if requested by the Contracting Authority, forward to Canada a certified true copy of all applicable insurance policies.

7.13.2 Commercial General Liability Insurance

1. The Contractor must obtain Commercial General Liability Insurance, and maintain it in force throughout the duration of the Contract, in an amount usual for a contract of this nature, but for not less than \$2,000,000 per accident or occurrence and in the annual aggregate.
2. The Commercial General Liability policy must include the following:
 - (a) Additional Insured: Canada is added as an additional insured, but only with respect to liability arising out of the Contractor's performance of the Contract. The interest of Canada should read as follows: Canada, as represented by Public Works and Government Services Canada.

-
- (b) Bodily Injury and Property Damage to third parties arising out of the operations of the Contractor.
 - (c) Products and Completed Operations: Coverage for bodily injury or property damage arising out of goods or products manufactured, sold, handled, or distributed by the Contractor and/or arising out of operations that have been completed by the Contractor.
 - (d) Personal Injury: While not limited to, the coverage must include Violation of Privacy, Libel and Slander, False Arrest, Detention or Imprisonment and Defamation of Character.
 - (e) Cross Liability/Separation of Insureds: Without increasing the limit of liability, the policy must protect all insured parties to the full extent of coverage provided. Further, the policy must apply to each Insured in the same manner and to the same extent as if a separate policy had been issued to each.
 - (f) Blanket Contractual Liability: The policy must, on a blanket basis or by specific reference to the Contract, extend to assumed liabilities with respect to contractual provisions.
 - (g) Employees and, if applicable, Volunteers must be included as Additional Insured.
 - (h) Employers' Liability (or confirmation that all employees are covered by Worker's compensation (WSIB) or similar program)
 - (i) Broad Form Property Damage including Completed Operations: Expands the Property Damage coverage to include certain losses that would otherwise be excluded by the standard care, custody or control exclusion found in a standard policy.
 - (j) Notice of Cancellation: The Insurer will endeavor to provide the Contracting Authority thirty (30) days written notice of policy cancellation.
 - (k) If the policy is written on a claims-made basis, coverage must be in place for a period of at least 12 months after the completion or termination of the Contract.
 - (l) Owners' or Contractors' Protective Liability: Covers the damages that the Contractor becomes legally obligated to pay arising out of the operations of a subcontractor.
 - (m) Non-Owned Automobile Liability - Coverage for suits against the Contractor resulting from the use of hired or non-owned vehicles.
 - (n) Sudden and Accidental Pollution Liability (minimum 120 hours): To protect the Contractor for liabilities arising from damages caused by accidental pollution incidents.
 - (o) Litigation Rights: Pursuant to subsection 5(d) of the [Department of Justice Act](#), S.C. 1993, c. J-2, s.1, if a suit is instituted for or against Canada which the Insurer would, but for this clause, have the right to pursue or defend on behalf of Canada as an Additional Named Insured under the insurance policy, the Insurer must promptly contact the Attorney General of Canada to agree on the legal strategies by sending a letter, by registered mail or by courier, with an acknowledgement of receipt.

For the province of Quebec, send to:
Director Business Law Directorate,
Quebec Regional Office (Ottawa),

Department of Justice,
284 Wellington Street, Room SAT-6042,
Ottawa, Ontario, K1A 0H8

For other provinces and territories, send to:

Senior General Counsel,
Civil Litigation Section,
Department of Justice
234 Wellington Street, East Tower
Ottawa, Ontario K1A 0H8

A copy of the letter must be sent to the Contracting Authority. Canada reserves the right to co-defend any action brought against Canada. All expenses incurred by Canada to co-defend such actions will be at Canada's expense. If Canada decides to co-defend any action brought against it, and Canada does not agree to a proposed settlement agreed to by the Contractor's insurer and the plaintiff(s) that would result in the settlement or dismissal of the action against Canada, then Canada will be responsible to the Contractor's insurer for any difference between the proposed settlement amount and the amount finally awarded or paid to the plaintiffs (inclusive of costs and interest) on behalf of Canada.

7.14 Contract Financial Security

1. The Contractor must provide one of the following contract financial securities within 14 calendar days after the date of contract award:

(a) a performance bond form PWGSC-TPSGC 505 in the amount of **20 percent** of the firm contract price; or

(b) a certified cheque payable to the Receiver General for Canada in the amount of **20 percent** of the firm contract price;

(c) an irrevocable standby letter of credit as defined in clause E0008C in the amount of **20 percent** of the firm contract price.

2. If Canada does not receive the required financial security within the specified period, Canada may terminate the Contract for default pursuant to the Contract default provision.

Any bond must be accepted as security by one of the bonding companies listed in Treasury Board Contracting Policy, [Appendix L](#), Acceptable Bonding Companies (<http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=14494§ion=text#appl>).

7.14.1 Security Deposit Definition (E0008C, 2018-06-21)

1. "security deposit" means:

a. a bill of exchange that is payable to the Receiver General for Canada and certified by an approved financial institution or drawn by an approved financial institution on itself; or

b. a government guaranteed bond; or

c. an irrevocable standby letter of credit, or

d. such other security as may be considered appropriate by the Contracting Authority and approved by Treasury Board;

2. "approved financial institution" means:

- a. any corporation or institution that is a member of the Canadian Payments Association (Payments Canada);
- b. a corporation that accepts deposits that are insured by the Canada Deposit Insurance Corporation or the Régie de l'assurance-dépôts du Québec to the maximum permitted by law;
- c. a credit union as defined in paragraph 137(6) of the [Income Tax Act](#);
- d. a corporation that accepts deposits from the public, if repayment of the deposits is guaranteed by a Canadian province or territory; or
- e. the Canada Post Corporation.

3. "government guaranteed bond" means a bond of the Government of Canada or a bond unconditionally guaranteed as to principal and interest by the Government of Canada that is:

- a. payable to bearer;
- b. accompanied by a duly executed instrument of transfer of the bond to the Receiver General for Canada in accordance with the [Domestic Bonds of Canada Regulations](#);
- c. registered in the name of the Receiver General for Canada.

4. "irrevocable standby letter of credit" :

- a. means any arrangement, however named or described, whereby a financial institution (the "Issuer"), acting at the request and on the instructions of a customer (the "Applicant"), or on its behalf,
 - i. will make a payment to or to the order of Canada, as the beneficiary;
 - ii. will accept and pay bills of exchange drawn by Canada;
 - iii. authorizes another financial institution to effect such payment, or accept and pay such bills of exchange; or
 - iv. authorizes another financial institution to negotiate, against written demand(s) for payment, provided that the conditions of the letter of credit are complied with.
- b. must state the face amount which may be drawn against it;
- c. must state its expiry date;
- d. must provide for sight payment to the Receiver General for Canada by way of the financial institution's draft against presentation of a written demand for payment signed by the authorized departmental representative identified in the letter of credit by his or her office;
- e. must provide that more than one written demand for payment may be presented subject to the sum of those demands not exceeding the face amount of the letter of credit;

- f. must provide that it is subject to the International Chamber of Commerce (ICC) Uniform Customs and Practice (UCP) for Documentary Credits, 2007 Revision, ICC Publication No. 600. Pursuant to the ICC UCP, a credit is irrevocable even if there is no indication to that effect; and
- g. must be issued (Issuer) or confirmed (Confirmer), in either official language, by a financial institution that is a member of the Canadian Payments Association (Payments Canada) and is on the letterhead of the Issuer or Confirmer. The format is left to the discretion of the Issuer or Confirmer.

7.15 Cellular Phones and/or Pagers

The Contractor's Foreman or Site Supervisor must be equipped with a cellular phone and/or pager at all times. All expenses including installation, air time, activating fees, and the cost of the phones/pagers themselves, will be the responsibility of the Contractor. The Contractor must maintain an uninterrupted communication service.

7.16 Canadian Forces Site Regulations

The Contractor must comply with all standing orders or other regulations, instructions and directives in force on the site where the Work is performed.

7.17 Pre-Commencement Meeting

A pre-commencement meeting is mandatory for the Contractor prior to commencing any work and minutes of the meeting will be taken. The time and place of this meeting will be determined by the Departmental Representative.

The Contractor is to supply the Departmental Representative with a copy of his safety policy as required by the applicable Provincial Occupational Safety and Health Regulations.

Solicitation No. - N° de l'invitation
EJ196-190055/B
Client Ref. No. - N° de réf. du client
20190055

Amd. No. - N° de la modif.
File No. - N° du dossier
fk292.EJ196-190055

Buyer ID - Id de l'acheteur
fk292
CCC No./N° CCC - FMS No./N° VME

APPENDIX "A"

SCHEDULED CLEANING OPERATIONS (attached to the Statement of Work)

STATEMENT OF WORK NO. EJ196-190055

Solicitation No. - N° de l'invitation
EJ196-190055/B
Client Ref. No. - N° de réf. du client
20190055

Amd. No. - N° de la modif.
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fk292.EJ196-190055

Buyer ID - Id de l'acheteur
fk292
CCC No./N° CCC - FMS No./N° VME

APPENDIX "B"

STATEMENT OF WORK NO. EJ196-190055

Solicitation No. - N° de l'invitation
EJ196-190055/B
Client Ref. No. - N° de réf. du client
20190055

Amd. No. - N° de la modif.
File No. - N° du dossier
fk292.EJ196-190055

Buyer ID - Id de l'acheteur
fk292
CCC No./N° CCC - FMS No./N° VME

APPENDIX "C"

SECURITY REQUIREMENTS CHECK LIST (SRCL)

Solicitation No. - N° de l'invitation
EJ196-190055/B
Client Ref. No. - N° de réf. du client
20190055

Amd. No. - N° de la modif.
File No. - N° du dossier
fk292.EJ196-190055

Buyer ID - Id de l'acheteur
fk292
CCC No./N° CCC - FMS No./N° VME

APPENDIX "D"
ADDITIONAL BUILDING INFORMATION

Solicitation No. - N° de l'invitation
EJ196-190055/B
Client Ref. No. - N° de réf. du client
20190055

Amd. No. - N° de la modif.
File No. - N° du dossier
fk292.EJ196-190055

Buyer ID - Id de l'acheteur
fk292
CCC No./N° CCC - FMS No./N° VME

APPENDIX 'E'
INFORMATION ON INCUMENT EMPLOYEES

APPENDIX 'F'

FEDERAL CONTRACTORS PROGRAM FOR EMPLOYMENT EQUITY --CERTIFICATION

I, the Bidder, by submitting the present information to the Contracting Authority, certify that the information provided is true as of the date indicated below. The certifications provided to Canada are subject to verification at all times. I understand that Canada will declare a bid non-responsive, or will declare a contractor in default, if a certification is found to be untrue, whether during the bid evaluation period or during the contract period. Canada will have the right to ask for additional information to verify the Bidder's certifications. Failure to comply with any request or requirement imposed by Canada may render the bid non-responsive or constitute a default under the Contract.

For further information on the Federal Contractors Program for Employment Equity visit [Employment and Social Development Canada \(ESDC\) – Labour's](#) website.

Date: _____(YYYY/MM/DD) (If left blank, the date will be deemed to be the bid solicitation closing date.)

Complete both A and B.

A. Check only one of the following:

- A1. The Bidder certifies having no work force in Canada.
- A2. The Bidder certifies being a public sector employer.
- A3. The Bidder certifies being a [federally regulated employer](#) being subject to the [Employment Equity Act](#).
- A4. The Bidder certifies having a combined work force in Canada of less than 100 permanent full-time and/or permanent part-time employees.

A5. The Bidder has a combined workforce in Canada of 100 or more employees; and

- A5.1. The Bidder certifies already having a valid and current [Agreement to Implement Employment Equity](#) (AIEE) in place with ESDC-Labour.

OR

- A5.2. The Bidder certifies having submitted the [Agreement to Implement Employment Equity \(LAB1168\)](#) to ESDC-Labour. As this is a condition to contract award, proceed to completing the form Agreement to Implement Employment Equity (LAB1168), duly signing it, and transmit it to ESDC-Labour.

B. Check only one of the following:

- B1. The Bidder is not a Joint Venture.

OR

- B2. The Bidder is a Joint venture and each member of the Joint Venture must provide the Contracting Authority with a completed annex Federal Contractors Program for Employment Equity - Certification. (Refer to the Joint Venture section of the Standard Instructions)

Solicitation No. - N° de l'invitation
EJ196-190055/B
Client Ref. No. - N° de réf. du client
20190055

Amd. No. - N° de la modif.
File No. - N° du dossier
fk292.EJ196-190055

Buyer ID - Id de l'acheteur
fk292
CCC No./N° CCC - FMS No./N° VME

APPENDIX 'G'
COLLECTIVE AGREEMENT

Solicitation No. - N° de l'invitation
EJ196-190055/B
Client Ref. No. - N° de réf. du client
20190055

Amd. No. - N° de la modif.
File No. - N° du dossier
fk292.EJ196-190055

Buyer ID - Id de l'acheteur
fk292
CCC No./N° CCC - FMS No./N° VME

APPENDIX "H"
INTEGRITY PROVISIONS - LIST OF NAMES

INDIVIDUALS WHO ARE CURRENTLY DIRECTORS OF THE BIDDER:

Public Works and Government Services Canada

Janitorial Services for Crown Owned Buildings

CFB Uplands

Dow's Lake

Beechwood Cemetery

**Statement of Work number:
EJ196-190055**

Address:

National Defence Various Buildings

Public Services and Procurement Canada Janitorial Services	Index
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Section 1	Special conditions
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- .1 Quality standards
- .2 Building cleaning operations
- .3 Staffing
- .4 Health & safety
- .5 Security
- .6 Cleaning products & equipment
- .7 Space assigned
- .8 Excluded rooms and equipment
- .9 Emergency exit lights
- .10 Elevator services
- .11 Site Specific Requirements

Section 2	Operations and frequencies
------------------	-----------------------------------

- .1 Exterior
- .2 Floors (all types)
- .3 Entrances, exits, lobbies and adjacent corridors
- .4 Escalators
- .5 Elevators
- .6 Corridors
- .7 Offices, office areas and boardrooms
- .8 Stairs and landings
- .9 Miscellaneous
- .10 Washrooms
- .11 Locker Rooms
- .12 Showers
- .13 Cafeterias
- .14 Kitchens, kitchenettes, lunchrooms and rest areas
- .15 Server rooms
- .16 Contractor's space
- .17 Light fixtures
- .18 Freight receiving
- .19 Garages
- .20 Garbage and recycling rooms
- .21 Paper save, recycling containers and multi-use installations
- .22 Additional operations & frequencies

Appendix A to Section 2	Scheduled cleaning operations
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Section 3	Definition of terms and quality standards
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- .1 Definition of terms
- .2 Quality standards

**Public Services and Procurement Canada
Janitorial Services for Crown Owned
Cleaning Specifications
Special Conditions**

Section 1

1. Quality standards

1. General

- .1 All the work is subject to inspection and acceptance by the Technical Authority (TA). Inspection and acceptance of the work by the Technical Authority does not relieve the contractor of its responsibility for defects or other failures to meet the requirements of the contract. The Technical Authority will have the right to reject any work that is not in accordance with the requirements of the contract and require its correction or replacement at the contractor's expense.
- .2 The contractor must:
 - perform the work diligently and efficiently;
 - except for Government Property, supply everything necessary to perform the work;
 - use, as a minimum, quality assurance procedures, inspections and controls generally used and recognized by the industry to ensure the degree of quality required by the contract;
 - select and employ a sufficient number of qualified people;
 - perform the work in accordance with standards of quality acceptable by the Technical Authority and in full conformity with the Statement of Work and all the requirements of the contract;
 - provide effective and efficient supervision to ensure that the quality of workmanship meets the requirements of the contract.
- .3 The work must not be performed by any person who, in the opinion of the Technical Authority, is incompetent, unsuitable or has conducted himself/herself improperly.
- .4 The contractor must provide all reports that are required by the contract and any other information that the Technical Authority may reasonably require from time to time. The contractor is fully responsible for performing the work.
- .5 Except as provided in Subsection 2, the contractor must obtain the Contracting Authority's written consent before subcontracting or permitting the subcontracting of any part of the work.
- .6 The contractor must inspect and approve any part of the work before submitting it for acceptance or delivering it to Canada. The contractor must keep accurate and complete inspection records that must be provided to the Technical Authority, the first day of each month and must always be available upon request.

2. Building cleaning operations

1. General

Conversion of flooring

- .1 There will be no increase or decrease to the contract amount when an existing floor covering is converted to another type.

2. Routine cleaning operations

1. Routine cleaning must be performed **between 07:00 and 16:00 hours, Monday through Friday.**

3. Scheduled cleaning operations

Appendix A to Section 2 establishes the schedule of work for the entire duration of the contract and must be completed by the contractor in the months specified.

1. Scheduled cleaning operations must be performed **Monday through Friday between 07:00 and 23:00 hours.**
2. Scheduled cleaning operations must be performed **Saturdays and Sundays between 08:00 and 18:00 hours.**

4. Fifteen (15) days prior to commencing the scheduled work, the contractor must submit a work schedule and provide a date stating that the work will be completed, to the Technical Authority, for approval. The contractor must also notify the Technical Authority immediately when the work is completed.

5. Additional and emergency cleaning services

1. The cost of additional cleaning and emergency cleaning operations must be negotiated on a case by case basis.
2. The contractor must be prepared to respond to emergency calls 24 hours a day, 7 days a week and be on-site within 1 hour of notification.

6. The contractor must provide the Technical Authority access to all locations where any part of the work is being performed at any time during working hours. The contractor must provide all assistance and documentation that the Technical Authority may reasonably require in order to carry out the inspection.

7. When days of the week specified in Section 2 fall on a holiday, the contractor must perform the operations the first working day thereafter.

8. Personal items, papers, files and others left on furniture must not be disturbed by the cleaning staff.

3. Staffing

1. The contractor must provide all the staff necessary to perform all services.
2. The non-working on-site supervisor must be on-site during working hours and must be in full charge of the operations of the contractor in the performance of the services and must be authorized to accept any notice, consent, order, direction, decision or other communication on behalf of the contractor that may be given under the contract. The supervisor must liaise daily with the Technical Authority and must be capable of communicating in both official languages.
3. The non-working on-site supervisor must be equipped with a cellular phone and/or a pager. All expenses must be at the expense of the contractor. An uninterrupted communication service is mandatory.
4. The contractor must provide a job description for the site supervisor, if requested by the Technical Authority.
5. All cleaning personnel employed must be uniformed as follows:
 1. Industrial type matching shirt and trousers, coveralls or duster coat. The company name or crest to be affixed to the shirt, coveralls or coat.
 2. Clean uniforms must be worn at all times.
 3. Failure to provide the required uniforms may result in a default notification under the contract. Employees' not properly uniformed will be deemed unsuitable and excluded from the premises.
6. The contractor must notify the Technical Authority and Real Property Contracting Directorate (RPCD) of any change of the Supervisor or staff. References for a new Supervisor must be supplied to RPCD. RPCD will provide the Supervisor references to the MSO (Maintenance Services Officer) for verification. Once verified, RPCD will amend the Contract to reflect the new Supervisor. The reference must be verified and accepted prior to the new Supervisor starting work in the Supervisors role.
7. The contractor's staff must report deficiencies other than janitorial observed during the performance of the services to the National Service Call Centre at **1-800-463-1850**.

4. Health & safety

1. Perform the work in accordance with Part II of the Canada Labour Code, the Canadian health and safety at work regulations, the guidance at National Fire Code, laws and provincial/territorial regulations applicable and all municipal applicable laws. The more stringent requirements must prevail.

2. The contractor must comply with all laws applicable to the performance of the contract. The contractor must provide evidence of compliance with such laws to Canada at such times as Canada may reasonably request. The contractor must obtain and maintain at its own cost all permits, licenses, regulatory approvals and certificates required to perform the work. If requested by the Contracting or the Technical Authority, the contractor must provide a copy of any required permit, license, regulatory approvals or certificate to Canada.
3. The contractor must adhere to all health and safety measures pertaining to accident prevention and fire hazards recommended by national and provincial codes and/or prescribed by the authorities having jurisdiction concerning the equipment, work habits and procedures. In addition, adequate training of personnel assigned to perform operations is also required.

4. **Site Specific Health and Safety Plan (SSHSP)**
General

The Contractor will have to submit a Site-Specific Health and Safety Plan 20 working days after award of contract or at the pre-commencement meeting. The Technical Authority will review the Contractor's detailed SSHSP and provide comments to the Contractor within 5 working days. The review should not be construed as final and does not reduce the Contractor's overall responsibility. The Contractor will revise the SSHSP as appropriate and resubmit the plan to the TA within 5 working days after receipt of the comments. The Technical Authority reserves the right to amend the SSHSP at any time. If the contractor's representatives or employees discover site conditions have changed and this will impact the SSHSP, they (contractor) are responsible to inform the TA immediately, in writing and verbally.

A sample list of potential items to be included in the site SSHSP has been included as a reference guide but is not limited to:

- .1 A site-specific safety hazard assessment;
- .2 Safety and health risk or hazard analysis for site tasks and operation;
- .3 The use of personal protective equipment (PPE);
- .4 Procedures to be implemented during emergency situations;
- .5 All necessary staff certifications must be attached to the plan.

Annually, at the contract start date, submit an updated copy of the SSHSP to the Technical Authority. Ensure that the SSHSP is dated and signed to confirm that they have been reviewed annually as required.

1. General Conditions

- .1 Continue to implement, maintain, and enforce plan until final mobilization from site.
- .2 Relief from or substitution for any portion or provision of reviewed SSHSP must be submitted to the TA in writing, either accepting or requesting improvements.
- .3 Update health and safety plan as required.

2. Responsibility

- .1 The Contractor is responsible for safety of persons, property on-site and for the environment to the extent that they may be affected by conduct of work.
- .2 Comply with and enforce compliance by employees with safety requirements of the contract documents, applicable federal, provincial, and local statutes, regulations, and ordinances, and with the SSHSP.
- .3 Should any unforeseen or peculiar safety-related factor, hazard, or condition become evident during performance of work, immediately stop work and advise the TA verbally and in writing.

3. Correction

- .1 Immediately address health and safety noncompliance issues identified by the TA.
- .2 Provide the TA with a written report of the action taken to correct noncompliance of any health and safety issues identified.
- .3 The TA may stop work if noncompliance of health and safety regulations is not corrected.
- .4 Give precedence to safety and health of the public and site personnel and protection of the environment over cost and schedule considerations for Work.

4. Training

- .1 The Contractor will provide a training report with supporting documented proof to demonstrate staff have received training for their work related duties. Staff must date and sign the documentation confirming that they have received the training. The Contractor will provide the TA with updated training records for all staff training during the life of this contract.

5. Security issue regarding major emergencies or evacuation.

- .1 In the event of a major emergency or if an evacuation is required at the building, site or in the surroundings and the situation creates a danger to the Contractor's staff;
 - .1 The employees must contact their supervisor to confirm that they have safely evacuated the sites.
 - .2 The supervisor must contact Public Services and Procurement Canada (PSPC) Technical Authority to confirm that their employees have safely evacuated the sites.
 - .3 The Site supervisor must contact PSPC Technical Authority if any of the employees didn't confirm that they have safely evacuated the sites.
5. Supply and visibly locate bilingual danger signs when performing floor cleaning, vacuum or any other operations that could cause a Health and Safety Hazard.

6. **Health and Safety issues regarding Evacuation or Emergency situations.**
 - .1 Whenever the building or the site must be evacuated, the employees must contact their supervisor to confirm that they have safely evacuated the sites.
 - .2 Whenever the building or the site must be evacuated, the supervisor must contact PWGSC's Technical Authority to confirm that their employees have all safely evacuated the sites.
 - .3 Whenever the building or the site must be evacuated, the supervisor must immediately contact PWGSC's Technical Authority if any of the employees didn't confirm that they have safely evacuated the sites.

5. Security

1. Only those employees whose names appear on the contractor's payroll and meet the conditions specified in this contract should be allowed access to the work site.
2. All cleaning staff employed by the contractor, must sign in and out and enter the times of arrival and departure in registers or on sheets to be provided at the security guards control desk or other designated area. In the event of a dispute and the absence of other evidence, the register must be regarded as evidence of hours of work. Failure to sign-in and sign-out will render the entry invalid.
3. All personnel employed in the performance of the services must comply with security requirements for the facility. They will be provided with an identification pass which must be worn and visible at all times. All staff must have the required security clearances. Security clearances must be verified by the Contracting Authority prior to any staff commencing work under the contract.
4. Audio/visual equipment or cameras are not permitted on the work site. It is strictly forbidden to take any pictures, videos or to record any conversation on-site.
5. The contractor's cleaning staff may be subject to questioning in relation to security matters.
6. All keys or key cards entrusted to the contractor for the fulfillment of its contract must be fully protected at all times. All access cards and keys must be returned to the building Security Services when an employee stops working for the contractor. The building Security Services have the right to refuse giving access cards or keys to the contractor if they aren't returned.

All doors which must be unlocked by the contractor's employees, must be re-locked upon completion of the performance of their duties.

6. Cleaning products & equipment

1. The contractor must supply all cleaning products and equipment required to carry out the services and must use only products that are environmentally friendly.
2. All cleaning products and equipment must be suitable for the surfaces and work intended, used in the manner specified by the manufacturer and brought onto the premises in the manufacturer's original unopened container. The Technical Authority may instruct the contractor to discontinue the use of any product or equipment judged not suitable and to substitute another mutually satisfactory product or equipment.
3. The contractor must ensure that all cleaning products used in the workplace are classified and labeled according to the workplace hazardous materials information systems (WHMIS).
4. A binder with the copies of the material safety data sheets (MSDS) must be kept on the premises and updated when required, such as; when purchasing new products or after the expiration date (3 years) specified on the MSDS. This binder must be made available to the Technical Authority upon request.
5. The contractor must ensure that all materials used to perform the services is in a state of good repair. The Technical Authority reserves the right to have equipment judged to be unsafe, not suitable or defective not to be used. The contractor is responsible to supply suitable replacement equipment within one working day.
6. The contractor must use **industrial vacuum cleaners** with the following features:
 1. Maximum noise levels 59db
 2. Maximum 0.3 micron particulate filter (Hepa type)
7. The Contractor must use **industrial high performance hot water extractors**.

7. Space assigned

1. The Technical Authority will provide the contractor with the required space.
2. The contractor must not list, publicize or use in any fashion, for business purposes, the address of a building leased or owned by Canada. A telephone with message taking capability can be installed at the expense of the contractor but must be unlisted and must not under any circumstances appear in telephone directories or be advertised as a business telephone.
3. Canada will not be responsible for damage to the contractor's cleaning products and equipment nor to any personal belongings.

8. Excluded rooms and equipment

1. Mechanical and electrical rooms, laboratory benches, stationary or movable equipment, copiers, calculators, computer equipment and shop equipment.

9. Emergency exit lights

1. In accordance with the National Fire Code of Canada and as part of this contract where applicable, the contractor is responsible to verify the emergency exit lights, supply and replace burnt bulbs as required, tag and immediately report any fixture that does not illuminate after replacement to the National Service Call Center (NSCC) at 1-800-463-1850.

10. Elevator services

1. Where applicable, the contractor must be permitted the use of elevators, escalators, conveyors and dumbwaiters and must be responsible for their safe operation.

11. Site Specific Requirements

Note: Refer to the following "Additional and/or Not Applicable" tasks listed below, it is in addition to or entirely replaces the above mentioned clause.

1. General (CFB Uplands & Dow's Lake)

.1 Reference to Clause 3 – (Staffing)

- .1 The contractor shall designate a "onsite non-working supervisor" with a minimum of 3 years' experience who will be in charge of all operations of all sites of this contract only.
- .2 The contractor shall also designate a "working on site supervisor" for Dows Lake & CFB Uplands.

.2 Reference to clause 5 – (Security)

Buildings: C.F.B Uplands, 512 (Crypto), Air Marshall, #351 (Ammo), Blue Nose Trailers and #475.

- .1 The contractor shall provide staff with secret clearance for these buildings.

.3 Reference to Clause 6 – (Cleaning products and equipment)

.1 Washroom Checklists

1. Contractor shall supply and replenish washroom checklists as required.

.4 Reference to Clause 8 – (Excluded rooms and equipment)

.1 Lighting

- .1 All lamps above 4.5 meters are not the responsibility of the contractor.

.5

C.F.B. Upland

Reference to Clause 2 – (Building cleaning operations)

.1 Building 471 (daycare)

Daily

- .1 Facility is to be cleaned Monday through Friday before 09:00 hours.
- .2 Patrol cleaning is to occur at 11:00 and 13:30 hours.

.2 Building 425 (swimming pool facility - seasonal)

Daily (Mid-June to early September)

- .1 First and last day of operations vary from year to year and shall be specified by the Technical Authority.
- .2 Full cleaning services required daily including statutory holidays before 09:00 and at 13:30 hours.
- .3 Saturday & Sunday
 - .1 Full cleaning services required once per day between 07:00 and 10:00 hours.

.3 Terminal A (Air Marshalls)

- .1 Cleaning shall be performed Monday, Wednesday and Friday between 07:30 and 16:00 hours.

.4 Air Cadet Space

- .1 Cleaning shall be performed on Friday between the hours of 07:00 and 16:00 hours.

.5 Air Cadet Trailer

- .1 Cleaning shall be performed on Thursday between 07:00 and 16:00 hours.

.6 Youth Center

- .1 Cleaning shall be performed on Tuesday and Thursday between 07:00 and 09:30 hours.

.7 Beechwood Cemetery

- .1 Cleaning shall be performed on Wednesday between 07:00 and 16:00 hours.

.8 Building 512 (Crypto)

- .1 Cleaning of the shredder / incinerator rooms shall be performed Friday between 07:00 and 16:00 hours

b

.6

Reference to clause 5 – (Security)

.1 Building 512

- .1 Escorts required for all operations in the following areas:
 - .1 High security vault.
 - .2 Sprinkler room.
 - .3 Communications room.

- .4 Electrical room.
- .5 Mechanical room.
- .6 Boiler room.
- .7 Disintegrator rooms 151,152,153 & 155.

.7 Reference to Clause 6 – (Cleaning products and equipment)

.1 Equipment - Hanger 14

- .1 The contractor shall supply an auto-scrubber to be used on site

.8 Reference to Clause 8 – (Excluded rooms and equipment)

.1 Building 475

- .1 Rooms 112,123, 126,128.
- .2 Raised floor computer room.

.2 Building 512

- .1 Mezzanine.

.3 Building 465

- .1 Only the warehouse section is excluded.
- .2 Cleaning will be performed on Monday, Wednesday and Friday.

.4 Building 346

- .1 All basement rooms are excluded except the washroom.
- .2 Weapons vault - room 1101.

<p style="text-align: center;">Public Services and Procurement Canada Janitorial Services Operations and Frequencies Cleaning Specifications Section 2</p>

1. Exterior

1. Daily

1. Remove posters from exterior walls, doors and windows at ground levels.
2. Clean and polish outside metal slot receivers, aluminum fittings, metal work, entrance doors and push bars.
3. Clean glass and sashes on both sides in entrance and exit doors.
4. Sweep and keep clear of litter (cigarette butts, paper, leaves, etc.) all entrances, ramps for the handicapped, loading docks, podiums and stairs.
5. Empty and clean ash trays, sand urns and butt stops into a separate metal container.
6. Replace silica sand in sand urns as required.

2. Weekly (Friday)

1. Clean glass and sashes on both sides in entrance sidelights and transoms.

2. Floors (all types)

1. General (floor all types)

1. Supply and visibly locate bilingual danger signs when performing wet floor cleaning operations.
2. Furniture and wastepaper receptacles **are not to be** placed on desks, tables or work benches during cleaning operations.

2. General (carpets and rugs)

1. The contractor must use **industrial vacuum cleaners** with the following features:
 1. Maximum noise levels 59db
 2. Maximum 0.3 micron particulate filter (Hepa type)
 3. Minimum 90.2 inches of water lift
 4. Power head
 5. Accessories for floors and furniture
2. The contractor must use **industrial single speed polisher with a solution tank.** with the following feature;
 1. Maximum speed of 175 rotations per minute.
3. The Contractor must use **industrial high performance hot water extractors** with the following features:
 1. Minimum 100 psi -solution pump.
 2. Minimum of 155 inches of water lift.
 3. Minimum of 10 gallon solution tank.
 4. Minimum of 10 gallon recovery tank.

4. Clip loose threads during vacuuming operation.
 5. Daily, remove stains and foreign objects from carpeting and rugs using methods and solutions approved by carpet manufacturers. Report to the Technical Authority stains on carpeting and rugs that cannot be removed by normal means and any damage to the carpeting and rugs.
 6. Sweep or vacuum exposed flooring during vacuuming operations.
 7. Personal items, papers, files and others left on furniture must not be disturbed by the cleaning staff.

3. **General (walk-away mats)**
 1. The contractor must use an industrial type, wet and dry vacuum cleaner equipped with the proper floor tools and of sufficient suction to remove wet or dry sand, water, etc., from the mats.
 2. Mats must be in place from November 1 to April 30 inclusive. In case of unusual weather conditions, the Technical Authority may shorten or extend the period.
 3. Canada will supply walk-away mats and the contractor will install, maintain, remove, clean both sides of mats and store in a designated area when not in use.
 4. Mats are to be rolled up to complete floor cleaning operations. Clean the underside of mats before replacing.
 5. The quantity, type, size and location will be determined by the Technical Authority.
 6. Prior to storing, each walk away mat must be cleaned using **the shampoo and hot water extraction method** and must be dried.

3. Entrances, exits, lobbies and adjacent corridors
--

1. **Daily**
 1. Clean both sides of door glass
 2. Clean surface and between bars of foot grills
 3. Remove gum and other foreign residue
 4. Sweep, wash and spray buff floors. Provide additional damp mopping of floors during inclement weather.
 5. Vacuum on a full floor basis.
 6. Clean directory board glass and frame.
 7. Keep free of litter.
 8. Clean furniture as per clause 7 (Section 2).
 9. Vacuum walk-off mats at 09:00 and 14:00 hours. During inclement weather vacuum mats more often.

2. **Weekly (Friday)**
 1. Clean both sides of all glass windows and wood and metal surrounds.
 2. Clean all walk-off mats every Friday using **the shampoo and hot water extraction method**.

3. **Monthly (third week of each month)**
 1. Remove foot grills and clean out recessed pan and drain.

4. Scheduled Cleaning Operations

1. Wet scrub and refinish all floors as per Appendix A.
2. Strip and refinish all floors as per Appendix A.

4. Escalators (Not Applicable)

1. Preliminary Instructions

1. Escalators must not be cleaned while in operation.

2. Daily

1. Wipe handrails
2. Clean balustrades
3. Vacuum steps, risers and landings.

3. Weekly (Friday)

1. Damp wipe steps, risers and landings.

5. Elevators

1. Daily

1. Clean interior and exterior of cabs, doors, door frames and walls including the surface of the control panels.
2. Scrape and vacuum door sill /track grooves in the cabs and landings.
3. Sweep and damp mop floors when elevator mats are not in use.
4. Vacuum floors.

2. Monthly (first week of each month)

1. Clean carpets using **the shampoo and hot water extraction method.**

3. Scheduled cleaning operations

1. Wet scrub and refinish all floors as per Appendix A.
2. Strip and refinish all floors as per Appendix A.

6. Corridors

1. Daily

1. Remove stains from carpeting.
2. Vacuum carpeting.
3. Sweep and damp mop all hard surface floors.
4. Pick up litter (paper, paper clips, elastics, etc...)
5. Spot clean all walls, doors, door frames and door glass.
6. Clean and disinfect all potable water fountains.

2. Weekly (Friday)

1. Dust baseboards, ledges and mouldings.

3. **Monthly (third week of each month)**
 1. Clean mirrors and both sides of door glass.
 2. Damp wipe doors, door frames and door grills.
 3. Clean the interior and exterior of all fire extinguishers, fire hose cabinets and glass.

4. **Scheduled cleaning operations**
 1. Clean all carpeting using **the shampoo and hot water extraction method** as per Appendix A.
 2. Wet scrub and refinish all floors as per Appendix A.
 3. Strip and refinish all floors as per Appendix A.

7. Offices, office areas and boardrooms
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1. **Daily**
 1. Remove stains from carpeting.
 2. Vacuum boardrooms on a full floor basis
 3. Sweep and damp mop all floors.
 4. Pick up litter (paper, paper clips, elastics, etc.)
 5. Dust and spot clean boardroom and executive office furniture.
 6. Damp wipe counters and spot clean facings.
 7. Clean chalkboards and white boards. (Cleaning staff must not clean boards containing information).
 8. Empty and damp wipe exterior of waste receptacles and install new plastic bags when torn or dirty.
 9. Collect recyclable paper and place in designated area.
 10. Spot clean walls, doors and frames.

2. **Weekly**
 1. Vacuum traffic lanes and desk wells every **Tuesday**.
 2. Vacuum all carpeting and rugs on a full floor basis every **Friday**.
 3. Where T mats are in use, remove, vacuum carpet, clean T mat and replace.
 4. Dust and remove stains from all surfaces.
 5. Dust empty shelves, pictures and wall hangings (excluding paintings and art objects).
 6. Clean and polish boardroom and executive furniture.
 7. Clean bases of free standing screens.
 8. Clean interior of public clothes closets.
 9. Wash boot trays and/or boot shelves.
 10. Spray buff traffic lanes on all floors.

3. **Monthly (third week of each month)**
 1. Vacuum upholstered furniture.
 2. Wash and disinfect interior and exterior of waste receptacles and blue recycling containers.

4. Scheduled Cleaning Operations

1. Clean all carpets and rugs using **the shampoo and hot water extraction method** as per Appendix A.
2. Clean all leather, vinyl and leatherette furniture in offices, office areas, boardrooms and waiting areas as per Appendix A.
3. Vacuum upholstered free standing screens as per Appendix A.
4. Dust or vacuum blinds as per Appendix A.
5. Damp wipe blinds as per Appendix A.
6. Vacuum drapes as per Appendix A.
7. Wet scrub and refinish all floors as per Appendix A.
8. Strip and refinish all floors as per Appendix A.
9. Clean both sides of partition glass as per Appendix A.
10. Clean and polish both sides of bookcase glass doors, convex mirrors and draft deflectors as per Appendix A.
11. Clean and polish wood panelled walls as per Appendix A.

8. Stairs & landings

1. Daily

1. Sweep and damp mop stairs and landings.
2. Clean handrails, balusters, balustrades, baseboards, stringers and ledges.
3. Vacuum carpeted stairs and landings.

2. Scheduled Cleaning Operations

1. Strip and refinish all floors as per Appendix A.

9. Miscellaneous

1. Daily

1. Clean and disinfect access telephones.
2. Clean display cases, notice boards, directory boards and glass.

2. Monthly (first week of each month)

1. Clean and polish all decorative metal surfaces.
2. Damp wipe window ledges, radiator and convector covers.

3. Scheduled cleaning operations

1. Vacuum ledges, top of partitions, shelving, exposed air ducts, pipes and tops of hanging light fixtures and conduit 1.8 metres or higher as per Appendix A.
2. Clean all air intake grills and air diffusers as per Appendix A
All air intake grills and air diffusers must not be removed during cleaning operations.

10. Washrooms

1. General

1. The contractor must supply 2 ply toilet paper of good quality in all washrooms.

2. Patrol clean washrooms twice daily at **10:30 and 13:30 hours**.

2. Daily

1. Sweep and damp mop floors.
2. Dust top of partitions.
3. Remove all trash from strainers in base of urinals.
4. Clean both sides of toilet seats, interior and exterior of bowls, urinals and wash basins.
5. Clean all water taps, dispensers, door plates and flush valves.
6. Clean flush tanks, shelves, high ledges, mirrors, window ledges and exposed piping.
7. Spot clean walls, partitions and doors.
8. Empty sani-cans, wash, disinfect, supply and insert new waxed bags of correct size.
9. Empty, damp wipe and disinfect interior and exterior of all waste receptacles, supply and insert new plastic bags of correct size.
10. Supply and replenish soap, toilet paper and paper towel in dispensers.

3. Weekly (Monday)

1. Descale toilet bowls and urinals.
2. Spray buff resilient, terrazzo and marble floors.

4. Monthly (last week of each month)

1. Pour a pail of clean water into floor drains.
2. Machine scrub all floors.
3. Wash both sides of partitions and doors.
4. Clean air grills.

5. Scheduled cleaning operations

1. Wet scrub and refinish all floors as per Appendix A.
2. Strip and refinish all floors as per Appendix A.
3. Wash walls as per Appendix A.

11. Locker rooms

1. Daily

1. Empty and damp wipe exterior of waste receptacles and install new plastic bags when torn or dirty.
2. Sweep and damp mop floors.
3. Spot clean walls, doors and door frames.

2. Weekly (Friday)

1. Wash floors.
2. Spray buff resilient, terrazzo and marble floors.
3. Dust exposed surfaces of lockers including tops.
4. Remove marks and stains from fronts and sides.

3. **Monthly (second week of each month)**
 1. Machine scrub and disinfect all floors.
 2. Wash base of windows and window ledges.
4. **Scheduled cleaning operations**
 1. Wash the exterior of lockers and interior of vacant lockers as per Appendix A.
 2. Wet scrub and refinish all floors as per Appendix A.
 3. Strip and refinish all floors as per Appendix A.

12. Showers

1. **Daily**
 1. Remove all waste.
 2. Wipe down walls.
 3. Wash and disinfect floor and floor mats.
 4. Polish taps and shower heads.
2. **Weekly (Wednesday)**
 1. Wash walls, shower curtains and shower doors to remove soap residue.
 2. Scrub floors to remove soap residue.
3. **Annually**
 1. Replace shower curtains in all showers. (The quality will be determined by the Technical Authority).

13. Cafeterias

1. **General**
 1. This refers only to the dining area in front of the counter and does not include furniture and vending machines.
 2. Patrol clean twice daily at **10:00 and 14:00 hours.**
2. **Daily**
 1. Clean up spillage.
 2. Vacuum and remove stains from carpeting.
 3. Sweep and damp mop floors.
 4. Empty, wash and disinfect waste receptacles and replace plastic bags.
 5. Empty and replace with new clear plastic bags in multi-use recycling containers.
3. **Weekly (Friday)**
 1. Spray buff floors.
4. **Scheduled cleaning operations**
 1. Wet scrub and refinish all floors as per Appendix A.
 2. Strip and refinish all floors as per Appendix A.
 3. Wash walls as per Appendix A.

4. Clean all carpets and rugs using **the shampoo and hot water extraction method** as per Appendix A.

14. Kitchens, kitchenettes, lunchrooms and rest areas

1. General

1. Patrol clean twice daily at **10:00 and 14:00 hours**.
2. Cleaning does not include vending machines.

2. Daily

1. Dust all surfaces.
2. Clean all furniture, tables, chairs, sinks, etc.
3. Sweep and damp mop floors.
4. Vacuum and remove stains from carpeting.
5. Supply and replenish all soap and paper towel in dispensers.
6. Empty, wash, disinfect waste receptacles and replace plastic bags.
7. Spot clean all walls, doors and exterior of cupboards.
8. Spot clean exterior of all appliances.

3. Weekly (Friday)

1. Spray buff floors.

4. Scheduled cleaning operations

1. Wet scrub and refinish all floors as per Appendix A
2. Strip and refinish all floors as per Appendix A
3. Wash walls as per Appendix A
4. Clean all carpets and rugs using **the shampoo and hot water extraction method** as per Appendix A.

15. Server Rooms

1. General

1. The contractor must maintain antistatic floor.

2. Daily

1. Vacuum and damp mop entire floor area.
2. Vacuum and damp mop ramps.
3. Empty and damp wipe exterior of waste receptacles and install new plastic bags when torn or dirty.
4. Clean washrooms as per Clause 10.

3. Weekly (Friday)

1. Wash and disinfect waste receptacles.
2. Clean doors and door frames.
3. Dust furniture and shelving.

4. Scheduled cleaning operations

1. Clean interior and exterior of light fixtures including lenses as per Appendix A.
2. Clean all air intake grills and air diffusers as per Appendix A.

16. Contractor's space

1. General

1. Maintain as per corresponding clauses in specification.
2. Keep all products and equipment clean and neatly stored.
3. Maintain floors and fixtures as per clause 10 (Washrooms)

2. Monthly (last week of each month)

1. Wash walls and shelves.

17. Light fixtures

1. General

1. The following requirements apply to all areas of the interior of the buildings and are without height restrictions:

1. Supply and replace all burnt-out tubes and bulbs, with identical types.
2. Supply and replace all flickering tubes.
3. Clean tubes, bulbs, lenses and the interior and exterior of light fixtures, while replacing tubes and bulbs.
4. Supply all equipment necessary when replacing tubes and bulbs.
5. The contractor is not responsible for replacing and supplying tubes or bulbs in units which form an integral part of the furniture, office equipment, specialized electrical apparatus and elevator cabs.
6. The contractor must supply and replace all acrylic lenses broken when replacing or cleaning bulbs and tubes.

18. Freight receiving

1. Daily

1. Sweep and damp mop floor.

2. Weekly (Friday)

1. Clean doors and door frames.

3. Monthly (last week of each month)

1. Dust walls and doors.

19. Garages

1. General

1. Keep entrance viewing mirrors clean at all times.
2. Supply and apply an absorbent compound to remove oil and grease spills as they occur.
3. Remove oil and grease stains from floor with a degreasing compound.

4. Remove slush and water on floors in entrances as required during inclement weather.
5. The contractor must supply a motorized industrial floor sweeper and scrubber, equipped for wet and dry pickup which must be propane or battery operated.
Data on the equipment must be submitted to the Technical Authority for approval.

2. Daily

1. Empty and damp wipe exterior of waste receptacles and install new plastic bags when torn or dirty.
2. Pick up litter.

3. Weekly (Thursday)

1. Dust both sides of garage doors.
2. Sweep all floors with the motorized industrial floor sweeper.

4. Monthly (second week of each month)

1. Wash both sides of garage doors and door glass.
2. Wash garage floors using the motorized industrial floor/sweeper scrubber.
3. Clean all fire extinguishers, fire hose cabinets and glass.
4. Wash and disinfect interior and exterior of waste receptacles.

20. Garbage and recycling rooms
--

1. General

1. Garbage stored in plastic bags or waste receptacles must be placed at pickup point prior to scheduled garbage collection.
2. Keep interior and exterior of recycling auto carts clean and disinfected at all times.

2. Daily

1. Empty all garbage into bulk-lift units, garbage compactors, plastic bags or waste receptacles, depending on the system in use.
2. Sweep and damp mop floor after pickup.

3. Weekly (after garbage/ recycling pickup)

1. Wash and disinfect walls and floors.

4. Monthly (second week of each month)

1. Clean the interior and exterior of all fire extinguishers, fire hose cabinets and glass.

21. Paper save, recycling containers and multi-use installations

1. General

1. All paper and cardboard must be collected and placed in recyclable containers in the designated area.
2. No recyclable materials should be disposed of as garbage.

3. Outdated phone books must be collected and placed in designated containers.
4. Keep the interior and exterior of multi-use recycling stations clean and disinfected at all times.
2. **Daily**
 1. Remove garbage from recycling containers.
 2. Collect recyclable paper/cardboard in high generation areas.
3. **Weekly (Wednesday)**
 1. Collect paper from recycling containers at desks.
 2. Clean interior and exterior of the recycling containers and multi-use recycling installations.
4. **Twice weekly (Tuesday and Friday)**
 1. Collect recyclable materials from recycling containers and multi-use recycling installations and store in designated area.
- .5 **Monthly (last week of each month)**
 1. Wash and disinfect the interior and exterior of the central paper collection containers and multi-material recycling stations.

22. Additional operations & frequencies
--

Note: Refer to the following "Additional and/or Not Applicable" tasks listed below, it is in addition to or entirely replaces the above mentioned clause.

- 1 **Reference to Clause 4 – (Escalators)-Not Applicable**
- .2 **Reference to Clause 9 – (Miscellaneous)**
 - .1 **Dusting**
 - .1 All dusting above the height of 4.5 meters is not the responsibility of the contractor.
- .3 **Reference to Clause 10 – (Washrooms)**
 - .1 **General Checklists**
 - .1 Washroom checklists are to be posted monthly in each washroom by the contractor, and replaced as necessary if removed before the end of the month.
 - .2 Washroom checklists are to be signed by the cleaners indicating the time of day during the daily cleaning duties and again after each patrol cleaning operations at 10:30 and 13:30 hours.
- .4 **Reference to Clause 17 – (Light fixtures)**
 - .1 **Routine Services**
 - .1 All lamp replacement below 4.5 m (except for emergency lights) is the responsibility of the contractor.
 - .2 PWGSC will provide a storage area for burned out fluorescent tubes for recycling.

.2 Scheduled Cleaning

- .1 In all buildings where cluster flies accumulate in light fixtures during the Spring and Fall those fixtures shall be emptied twice during May and June and twice during October and November.

.5 Physical Fitness / Training Facilities

.1 Daily

- .1 Sweep all floors including rubber matting on a full floor basis.
- .2 Damp mop using a disinfecting detergent and a well wrung out mop on a full floor basis.
- .3 Clean all mirrors.
- .4 Do not move fitness and training equipment.

.6 C.F.B. Uplands

.1 Reference to Clauses 2 – Floors (all types)

.1 Building 512 - routine cleaning under escort only

.1 Weekly

- .1 Sprinkler room to be swept and mopped.
- .2 Shredder rooms are to be cleaned (sweep and damp mop floors and vacuum railings and walls)

.2 Monthly

- .1 High security vault to be swept and mopped.

.2 Hangar 14

**.1 November 1 to April 30th
Bi-monthly**

- .1 Power sweep hangar indoor parking area on the 1st and 3rd Wednesday of the month.

**.2 May 1 to October 31
Monthly**

- .1 Power sweep hangar indoor parking area on 1st Wednesday of the month.

.2 Building 512 - annual services to be performed under escort only

.1 Scheduled Cleaning

- .1 These services to be performed during the month specified by the departmental representative:
 - .1 High security vault
 - .1 Sweep, scrub and refinish resilient tile area.
 - .2 Clean all rubber bumpers.
 - .3 Clean all lockers.
 - .4 Damp wipe all empty shelves to a height of 4.5 meters.
 - .5 Clean all light fixtures up to a height of 4.5 meters.

- .2 Rooms 151,152,153 and 155 (serving the document disintegrator unit).
 - .1 Sweep, machine scrub and refinish floors.
 - .2 Clean all rubber bumpers.
 - .3 Clean walls.

- .3 Communications/electrical/ mechanical/boiler rooms.
 - .1 Sweep floors.
 - .2 Dust furniture.

- .4 Loading dock
 - .1 Hose down walls and equipment.

EJ196-190055
APPENDIX 'B'

APPENDIX "A" TO SECTION 2 - SCHEDULED CLEANING OPERATIONS

CLAUSE	OPERATION	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
3.4.1	Wet scrub and refinish all floors		X						X			X	
3.4.2	Strip and refinish all floors					X							
5.3.1	Wet scrub and refinish all floors		X						X			X	
5.3.2	Strip and refinish all floors					X							
6.4.1	Clean all carpeting using "The shampoo and hot water extraction method".	X						X			X		
6.4.2	Wet scrub and refinish all floors		X						X			X	
6.4.3	Strip and refinish all floors					X							
7.4.1	Clean all carpet and rugs using the shampoo and hot water extraction method.				X								
7.4.2	Clean all leather, vinyl and leatherette furniture in offices/office areas, boardrooms and waiting areas		X										
7.4.3	Vacuum upholstered free standing screens		X										
7.4.4	Dust or vacuum blinds				X						X		
7.4.5	Damp wipe blinds		X					X					
7.4.6	Vacuum drapes							X					
7.4.7	Wet scrub and refinish all floors		X						X			X	
7.4.8	Strip and refinish all floors					X							
7.4.9	Clean both sides of partition glass.		X						X				
7.4.10	Clean and polish both sides of bookcase glass doors, convex mirrors and draft deflectors				X						X		
7.4.11	Clean and polish wood paneled walls			X						X			
8.2.1	Strip and refinish all floors				X						X		
9.3.1	Vacuum ledges, top of partitions, shelving, exposed air ducts, pipes and tops of hanging light fixtures and conduit 1.8m or higher.				X			X			X		
9.3.2	Clean all air intake grills and air diffusers					X						X	
10.5.1	Wet scrub and refinish all floors		X					X					
10.5.2	Strip and refinish all floors				X								
10.5.3	Wash walls			X							X		
11.4.1	Wash the exterior of lockers and the interior of vacant lockers			X						X			

**EJ196-190055
APPENDIX 'B'**

CLAUSE	OPERATION	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
11.4.2	Wet scrub and refinish all floors	X						X			X		
11.4.3	Strip and refinish all floors				X								
13.4.1	Wet scrub and refinish all floors	X						X			X		
13.4.2	Strip and refinish all floors				X								
13.4.3	Wash walls			X									
13.4.4	Clean all carpet and rugs using the shampoo and hot water extraction method.	X						X			X		
14.4.1	Wet scrub and refinish all floors	X						X			X		
14.4.2	Strip and refinish all floors				X								
14.4.3	Wash walls			X									
14.4.4	Clean all carpet and rugs using the shampoo and hot water extraction method.	X						X			X		
15.4.1	Clean interior and exterior of light fixtures including lenses				X						X		
15.4.2	Clean all air intake grills and air diffusers				X						X		

**Public Services and Procurement Canada
Janitorial Services
Definition of terms and Quality Standards
Cleaning Specifications**

Section 3

The definition of terms and quality standards described in Section 3 must be strictly adhered to. All inspections made by the Technical Authority must be rated according to these quality standards.

1. Definition of terms

- 1. Routine cleaning operations**
Cleaning operations which are specified to be performed monthly or more frequently such as weekly or daily.
- 2. Patrol cleaning**
All obvious trash and spillage must be removed and dispensers replenished, so that the area presents a neat appearance.
- 3. Scheduled cleaning operations**
Cleaning operations which are specified to be performed less frequently than monthly such as every two months, three times a year, quarterly, semi-annually or annually as stated in Appendix "A".
- 4. Floors (all types)**
Floors all types could be, resilient, terrazzo, marble, vitreous, quarry tile and concrete.
- 5. Flight of stairs**
Includes steps and risers situated between two floor levels including landing(s).
- 6. Products**
Products consist of items such as light bulbs and fluorescent tubes, toilet tissue, paper hand towels, hand soap, plastic bags and sani-bags, but not limited to, for the performance of the work.
- 7. Trash**
Includes the contents of ashtrays, waste receptacles, sand urns and sani-cans. Also paper clips, paper, mop strings, pins, staples and discarded items on the floor or furniture.
- 8. High traffic areas (includes)**
Entrance lobbies, elevator lobbies, corridors and traffic aisles in open office areas.
- 9. Recycling containers and multi-use recycling installations**
These containers and installations are used to collect recyclable materials such as metal, glass, plastics, paper, cardboard, composting, etc...

2. Quality standards

- 1. Sweeping**
All floors must be free of trash and soil.
- 2. Dust mopping**
All floors must be free of dust film.
- 3. Damp mopping**
All floors must be clean and free of surface stains, mop streaks and loose mop strands.
Walls, baseboards and other surfaces must be free of watermarks and splashing.
- 4. Wash floors**
All floors must be free of dirt, stains, mop strands, splashing and cleaning solution.
- 5. Machine scrub**
All floors must be free of dirt, stains, splashing and cleaning solutions.
- 6. Spray buffing**
All floors must present an overall appearance of cleanliness, have a bright, resilient shine and be dust free.
- 7. Wet scrub (recoat)**
All floors must have an overall appearance of cleanliness and an even shine and be free of minor scrapes and marks.
- 8. Strip and refinish**
All floors must present an overall appearance of cleanliness, a deep clean look and a crisp even shine and be free of scrapes and marks.
- 9. Vacuuming**
 - 1. Carpet**
All carpet surfaces must present an overall appearance of cleanliness and must be free of dust, dirt and soil.
 - 2. Walk-away mats**
Walk-away mats must be clean and free of dust, dirt and salt stains.
 - 3. Upholstered furniture**
Upholstered furniture must be free of dust, dirt and other debris.
- 10. Stain removal**
All carpets, walk-away mats and upholstered furniture must have no visible stains and no discoloration after stain removal operation.

- 11. Hot water extraction**
All walk-away mats and upholstered furniture must be clean and free of dust, dirt, sand, slush, salt and water.
- 12. Shampoo and hot water extraction method**
All carpeting must be clean and stain free.
- 13. Floor grills**
All floor grills and recess pans must present a clean appearance and be free of dirt, soil and trash.
- 14. Notice boards and fire hose cabinets**
All notice boards and fire hose cabinets, including glass, must be free of dust and stains.
- 15. Glass**
All glass must be clean on both sides and free of streaks and finger marks.
- 16. Stairs and landings**
All surfaces must present an overall appearance of cleanliness and be free of dirt, dust, streaks and trash.
- 17. Elevators**
All elevator cab surfaces must be free of dust, marks and soil. Walls, ceilings, floors, handrails and doors must be free of soil film and must present a clean appearance.
- 18. Escalators**
All surfaces must be free of dust, debris, finger marks and stains.
- 19. Dusting**
 - 1. Furniture, fixtures and equipment**
All surfaces must be free of dust, streaks and finger marks.
 - 2. High dusting**
All surfaces must be free of dust.
 - 3. Blinds and drapes**
Blinds and drapes must be free of dust, cobwebs and water marks.
- 20. Metal surfaces**
All metal surfaces must be free from marks, stains and have a clean shine.
- 21. Washrooms**
 - 1.** All washrooms must have a clean scent and no odour. All surfaces must be free of stains, water marks and must be clean and bright.

2. All waste and sanitary receptacles must be empty, clean and all dispensers replenished.
22. **Waste receptacles**
All waste receptacles must be empty and the exterior and interior surface wiped clean.
23. **Chalkboards and whiteboards**
All surfaces must be wiped clean and chalk tray must be clean and free of dust.
24. **Sand urns and ashtrays**
All trash must be removed from urns and ashtrays and surfaces must be clean with no visible stains or build up.
25. **Potable drinking fountains**
All surfaces must be free of spots, stains and streaks.
26. **Air grills and air diffusers**
All air grills and air diffusers must present a clean surface free of dirt, grime, stains, streaks, dust and cobwebs.
27. **Light fixtures**
All light fixtures must be free of dust, dirt, stains and streaks.
28. **Garbage/recycling rooms**
Garbage/recycling rooms must be clean and free of odours.
29. **Contractor's space**
All surfaces must be free of waste, dust, stains and free of odours.



Government of Canada / Gouvernement du Canada

Contract Number / Numéro du contrat E.H90190055
Security Classification / Classification de sécurité UNCLASSIFIED

SECURITY REQUIREMENTS CHECK LIST (SRCL)
LISTE DE VÉRIFICATION DES EXIGENCES RELATIVES À LA SÉCURITÉ (LVERS)

PART A - CONTRACT INFORMATION / PARTIE A - INFORMATION CONTRACTUELLE		
1. Originating Government Department or Organization / Ministère ou organisme gouvernemental d'origine Public Works and Government Services Canada	2. Branch or Directorate / Direction générale ou Direction MOA	
3. a) Subcontract Number / Numéro du contrat de sous-traitance	3. b) Name and Address of Subcontractor / Nom et adresse du sous-traitant	
4. Brief Description of Work / Brève description du travail contract is to provide services, supplies and materials to clean the Uplands Military Base, Downs Lake.		
5. a) Will the supplier require access to Controlled Goods? Le fournisseur aura-t-il accès à des marchandises contrôlées?	<input checked="" type="checkbox"/> No / Non <input type="checkbox"/> Yes / Oui	
5. b) Will the supplier require access to unclassified military technical data subject to the provisions of the Technical Data Control Regulations? Le fournisseur aura-t-il accès à des données techniques militaires non classifiées qui sont assujetties aux dispositions du Règlement sur le contrôle des données techniques?	<input checked="" type="checkbox"/> No / Non <input type="checkbox"/> Yes / Oui	
6. Indicate the type of access required / Indiquer le type d'accès requis		
6. a) Will the supplier and its employees require access to PROTECTED and/or CLASSIFIED information or assets? (Specify the level of access using the chart in Question 7. c) Le fournisseur ainsi que les employés auront-ils accès à des renseignements ou à des biens PROTÉGÉS et/ou CLASSIFIÉS? (Préciser le niveau d'accès en utilisant le tableau qui se trouve à la question 7. c)	<input checked="" type="checkbox"/> No / Non <input type="checkbox"/> Yes / Oui	
6. b) Will the supplier and its employees (e.g. cleaners, maintenance personnel) require access to restricted access areas? No access to PROTECTED and/or CLASSIFIED information or assets is permitted. Le fournisseur et ses employés (p. ex. nettoyeurs, personnel d'entretien) auront-ils accès à des zones d'accès restreintes? L'accès à des renseignements ou à des biens PROTÉGÉS et/ou CLASSIFIÉS n'est pas autorisé.	<input type="checkbox"/> No / Non <input checked="" type="checkbox"/> Yes / Oui	
6. c) Is this a commercial courier or delivery requirement with no overnight storage? S'agit-il d'un contrat de messagerie ou de livraison commerciale sans entreposage de nuit?	<input checked="" type="checkbox"/> No / Non <input type="checkbox"/> Yes / Oui	
7. a) Indicate the type of information that the supplier will be required to access / Indiquer le type d'information auquel le fournisseur devra avoir accès		
Canada <input type="checkbox"/>	NATO / OTAN <input type="checkbox"/>	Foreign / Étranger <input type="checkbox"/>
7. b) Release restrictions / Restrictions relatives à la diffusion		
No release restrictions / Aucune restriction relative à la diffusion <input type="checkbox"/>	All NATO countries / Tous les pays de l'OTAN <input type="checkbox"/>	No release restrictions / Aucune restriction relative à la diffusion <input type="checkbox"/>
Not releasable / À ne pas diffuser <input type="checkbox"/>		
Restricted to: / Limité à: <input type="checkbox"/>	Restricted to: / Limité à: <input type="checkbox"/>	Restricted to: / Limité à: <input type="checkbox"/>
Specify country(ies): / Préciser le(s) pays:	Specify country(ies): / Préciser le(s) pays:	Specify country(ies): / Préciser le(s) pays:
7. c) Level of information / Niveau d'information		
PROTECTED A / PROTÉGÉ A <input type="checkbox"/>	NATO UNCLASSIFIED / NATO NON CLASSIFIÉ <input type="checkbox"/>	PROTECTED A / PROTÉGÉ A <input type="checkbox"/>
PROTECTED B / PROTÉGÉ B <input type="checkbox"/>	NATO RESTRICTED / NATO DIFFUSION RESTREINTE <input type="checkbox"/>	PROTECTED B / PROTÉGÉ B <input type="checkbox"/>
PROTECTED C / PROTÉGÉ C <input type="checkbox"/>	NATO CONFIDENTIAL / NATO CONFIDENTIEL <input type="checkbox"/>	PROTECTED C / PROTÉGÉ C <input type="checkbox"/>
CONFIDENTIAL / CONFIDENTIEL <input type="checkbox"/>	NATO SECRET / NATO SECRET <input type="checkbox"/>	CONFIDENTIAL / CONFIDENTIEL <input type="checkbox"/>
SECRET / SECRET <input type="checkbox"/>	COSMIC TOP SECRET / COSMIC TRÈS SECRET <input type="checkbox"/>	SECRET / SECRET <input type="checkbox"/>
TOP SECRET / TRÈS SECRET <input type="checkbox"/>		TOP SECRET / TRÈS SECRET <input type="checkbox"/>
TOP SECRET (SIGINT) / TRÈS SECRET (SIGINT) <input type="checkbox"/>		TOP SECRET (SIGINT) / TRÈS SECRET (SIGINT) <input type="checkbox"/>



PART A (continued) / PARTIE A (suite)

8. Will the supplier require access to PROTECTED and/or CLASSIFIED COMSEC information or assets?
Le fournisseur aura-t-il accès à des renseignements ou à des biens COMSEC désignés PROTÉGÉS et/ou CLASSIFIÉS?
If Yes, indicate the level of sensitivity.
Dans l'affirmative, indiquer le niveau de sensibilité:

No / Non Yes / Oui

9. Will the supplier require access to extremely sensitive INFOSEC information or assets?
Le fournisseur aura-t-il accès à des renseignements ou à des biens INFOSEC de nature extrêmement délicate?

No / Non Yes / Oui

Short Title(s) of material / Titre(s) abrégé(s) du matériel:

Document Number / Numéro du document:

PART B - PERSONNEL (SUPPLIER) / PARTIE B - PERSONNEL (FOURNISSEUR)

10. a) Personnel security screening level required / Niveau de contrôle de la sécurité du personnel requis

- | | | | |
|---|---|--|--|
| <input checked="" type="checkbox"/> RELIABILITY STATUS
COTE DE FIABILITÉ | <input type="checkbox"/> CONFIDENTIAL
CONFIDENTIEL | <input checked="" type="checkbox"/> SECRET
SECRET | <input type="checkbox"/> TOP SECRET
TRÈS SECRET |
| <input type="checkbox"/> TOP SECRET - SIGINT
TRÈS SECRET - SIGINT | <input type="checkbox"/> NATO CONFIDENTIAL
NATO CONFIDENTIEL | <input type="checkbox"/> NATO SECRET
NATO SECRET | <input type="checkbox"/> COSMIC TOP SECRET
COSMIC TRÈS SECRET |
| <input type="checkbox"/> SITE ACCESS
ACCÈS AUX EMBLEMES | | | |

Special comments:

Commentaires spéciaux:

NOTE: If multiple levels of screening are identified, a Security Classification Guide must be provided.

REMARQUE: Si plusieurs niveaux de contrôle de sécurité sont requis, un guide de classification de la sécurité doit être fourni.

10. b) May unscreened personnel be used for portions of the work?
Du personnel sans autorisation sécuritaire peut-il se voir confier des parties du travail?

No / Non Yes / Oui

If Yes, will unscreened personnel be escorted?
Dans l'affirmative, le personnel en question sera-t-il escorté?

No / Non Yes / Oui

PART C - SAFEGUARDS (SUPPLIER) / PARTIE C - MESURES DE PROTECTION (FOURNISSEUR)

INFORMATION / ASSETS / RENSEIGNEMENTS / BIENS

11. a) Will the supplier be required to receive and store PROTECTED and/or CLASSIFIED information or assets on its site or premises?
Le fournisseur sera-t-il tenu de recevoir et d'entreposer sur place des renseignements ou des biens PROTÉGÉS et/ou CLASSIFIÉS?

No / Non Yes / Oui

11. b) Will the supplier be required to safeguard COMSEC information or assets?
Le fournisseur sera-t-il tenu de protéger des renseignements ou des biens COMSEC?

No / Non Yes / Oui

PRODUCTION

11. c) Will the production (manufacture, and/or repair and/or modification) of PROTECTED and/or CLASSIFIED material or equipment occur at the supplier's site or premises?
Les installations du fournisseur serviront-elles à la production (fabrication et/ou réparation et/ou modification) de matériel PROTÉGÉ et/ou CLASSIFIÉ?

No / Non Yes / Oui

INFORMATION TECHNOLOGY (IT) MEDIA / SUPPORT RELATIF À LA TECHNOLOGIE DE L'INFORMATION (TI)

11. d) Will the supplier be required to use its IT systems to electronically process, produce or store PROTECTED and/or CLASSIFIED information or data?
Le fournisseur sera-t-il tenu d'utiliser ses propres systèmes informatiques pour traiter, produire ou stocker électroniquement des renseignements ou des données PROTÉGÉS et/ou CLASSIFIÉS?

No / Non Yes / Oui

11. e) Will there be an electronic link between the supplier's IT systems and the government department or agency?
Disposera-t-on d'un lien électronique entre le système informatique du fournisseur et celui du ministère ou de l'agence gouvernementale?

No / Non Yes / Oui



PART C - (continued) / PARTIE C - (suite)

For users completing the form manually use the summary chart below to indicate the category(ies) and level(s) of safeguarding required at the supplier's site(s) or premises.
Les utilisateurs qui remplissent le formulaire manuellement doivent utiliser le tableau récapitulatif ci-dessous pour indiquer, pour chaque catégorie, les niveaux de sauvegarde requis aux installations du fournisseur.

For users completing the form online (via the Internet), the summary chart is automatically populated by your responses to previous questions.
Dans le cas des utilisateurs qui remplissent le formulaire en ligne (par Internet), les réponses aux questions précédentes sont automatiquement saisies dans le tableau récapitulatif.

SUMMARY CHART / TABLEAU RÉCAPITULATIF

Category / Catégorie	PROTECTED / PROTÉGÉ			CLASSIFIED / CLASSIFIÉ			NATO				COMSEC					
	A	B	C	CONFIDENTIAL / CONFIDENTIEL	SECRET	TOP SECRET / TRÈS SECRET	NATO RESTRICTED / NATO DIFFUSION RESTREINTE	NATO CONFIDENTIAL / NATO CONFIDENTIEL	NATO SECRET	COMSEC TOP SECRET / COMSEC TRÈS SECRET	PROTECTED / PROTÉGÉ			CONFIDENTIAL	SECRET	TOP SECRET / TRÈS SECRET
											A	B	C			
Information / Assets / renseignements / Biens																
Production																
IT Media / Support IT																
IT Link / Lien électronique																

12. a) Is the description of the work contained within this SRCL PROTECTED and/or CLASSIFIED?
La description du travail visé par la présente LVERS est-elle de nature PROTÉGÉE et/ou CLASSIFIÉE? No / Non Yes / Oui

If Yes, classify this form by annotating the top and bottom in the area entitled "Security Classification".
Dans l'affirmative, classifiez le présent formulaire en indiquant le niveau de sécurité dans la case intitulée « Classification de sécurité » au haut et au bas du formulaire.

12. b) Will the documentation attached to this SRCL be PROTECTED and/or CLASSIFIED?
La documentation associée à la présente LVERS sera-t-elle PROTÉGÉE et/ou CLASSIFIÉE? No / Non Yes / Oui

If Yes, classify this form by annotating the top and bottom in the area entitled "Security Classification" and indicate with attachments (e.g. SECRET with Attachments).
Dans l'affirmative, classifiez le présent formulaire en indiquant le niveau de sécurité dans la case intitulée « Classification de sécurité » au haut et au bas du formulaire et indiquez qu'il y a des pièces jointes (p. ex. SECRET avec des pièces jointes).

Building Name / Nom de l'édifice	Building 425 swimming pool	Building 475 Communication
Building Address	425 Broadner Private	300 Paul Benoit Private
Security Level requisit / Niveau de sécurité requis	Reability	secret
# of floors/# d'étages	1	1
Cleanable Square Meters / Mètres carrés à nettoyer	234.79 square meters	273.10 square meters
Number of Occupants	Varies	15
Number of Washrooms / Nombre de salles de bain	Women/Femme 1 Men/Homme 1	Women/Femme 1 Men/Homme 1
Unisex washroom / Toilette unisexe	N/A	N/A
Handicap washroom / Toilette pour handicapé	N/A	N/A
Number of Shower Rooms / Nombre de salles de douche	Women/Femme 2 Men/Homme 2	Women/Femme N/A Men/Homme N/A
Number of Elevators / Nombre d'ascenseurs		N/A
TYPE AND % OF FLOORING SORTE ET % DE REVÊTEMENT		
Carpets / Tapis - moquette	N/A	50%
Ceramic / Céramique	10%	5%
Concrete / Béton	90% epoxy	N/A
Non Slip Tile / Tuile antidérapante	N/A	15%
Resilient Vinyl / Vinyle souple	N/A	20%
Terrazo / Granite	N/A	10%
TYPE AND QUANTITY OF LIGHTS SORTE ET QUANTITÉ DE LUMIÈRES		
T8 @ 2F	N/A	N/A
T8 @ 3F	N/A	N/A
T8 @ 4F	80	480
U Shaped F 2' X 2'	N/A	20
Incandescent / Incandescente	N/A	N/A
Pot lights / Luminaire cylindrique à encastrer	N/A	10
Track Lights / Tringles électriques	N/A	N/A
Exit Signs / Signaux de sortie	5	7
Clear Light Bulbs / Ampoules	30	20
Halogen / Halogène	N/A	N/A
F35-CW-US-WM	32	74

The following is additional building information and is only an approximation.
Voici des renseignements supplémentaires sur les édifices (approximatifs).

Additional Building Information / Renseignements supplémentaires sur les édifices

Additional Building Information / Renseignements supplémentaires sur les édifices

The following is additional building information and is only an approximation. / Voici des renseignements supplémentaires sur les édifices (approximatifs).

Building Name / Nom de l'édifice	Air Marshall		Beechwood Cemetery Drill Hall	
Building Address	190 Convaire Private		280 Beechwood Avenue	
Security Level requirement / Niveau de sécurité requis	Secret		Reability	
# of floors/# d'étages	2		1	
Cleanable Square Meters / Mètres carrés à nettoyer	418 square meters		495 square meters	
Number of Occupants	15+		10+	
Number of Washrooms / Nombre de salles de bain	Women/Femme	Men/Homme	Women/Femme	Men/Homme
	2	2	1	1
Unisex washroom / Toilette unisexue	N/A		N/A	
Handicap washroom / Toilette pour handicapé	N/A		N/A	
Number of Shower Rooms / Nombre de salles de douche	Women/Femme	Men/Homme	Women/Femme	Men/Homme
	1	1	N/A	N/A
Number of Elevators / Nombre d'ascenseurs	N/A		N/A	
TYPE AND % OF FLOORING / SORTIE ET % DE REVÊTEMENT				
Carpets / Tapis - moquette	75%	N/A	N/A	
Ceramic / Céramique	20%	5%	5%	
Concrete / Béton	5%	95%	95%	
Non Slip Tile / Tuile antidérapante	N/A	N/A	N/A	
Resilient Vinyl / Vinyle souple	N/A	N/A	N/A	
Terrazo / Granite	N/A	N/A	N/A	
TYPE AND QUANTITY OF LIGHTS / SORTIE ET QUANTITÉ DE LUMIÈRES				
T8 @ 2F	N/A	N/A	N/A	
T8 @ 3F	N/A	N/A	N/A	
T8 @ 4F	350	240	240	
U Shaped F 2' X 2'	N/A	N/A	N/A	
Incandescent / Incandescente	N/A	N/A	N/A	
Pot lights / Luminaire cylindrique à encastrer	N/A	N/A	N/A	
Track Lights / Tringles électriques	N/A	N/A	N/A	
Exit Signs / Signaux de sortie	9	2	2	
Clear Light Bulbs / Ampoules	20	N/A	N/A	
Halogen / Halogène	N/A	N/A	N/A	

Building Name / Nom de l'édifice	Youth Center		30 th Field	
Building Address	200 Niverville Private		307 De Niverville Private	
Security Level requirement / Niveau de sécurité requis	Reability		Reability	
# of floors/# d'étages	1		1	
Cleanable Square Meters / Mètres carrés à nettoyer	1205 square meters		3500 square meters	
Number of Occupants	30		45	
Number of Washrooms / Nombre de salles de bain	Women/Femme	Men/Homme	Women/Femme	Men/Homme
	N/A	N/A	4	4
Unisex washroom / Toilette unisex	2		N/A	
Handicap washroom / Toilette pour handicapé	N/A		N/A	
Number of Shower Rooms / Nombre de salles de douche	Women/Femme	Men/Homme	Women/Femme	Men/Homme
	N/A	N/A	N/A	N/A
Number of Elevators / Nombre d'ascenseurs	N/A		N/A	
TYPE AND % OF FLOORING				
SORTE ET % DE REVÊTEMENT				
Carpets / Tapis - moquette	N/A		N/A	
Ceramic / Céramique	N/A		N/A	
Concrete / Béton	N/A		N/A	
Non Slip Tile / Tuile antidérapante	N/A		N/A	
Resilient Vinyl / Vinyle souple	100%		100%	
T8 @ 2F	N/A		N/A	
T8 @ 3F	N/A		N/A	
T8 @ 4F	140		300	
U Shaped F 2' X 2'	N/A		N/A	
Incandescent / Incandescente	N/A		N/A	
Pot lights / Luminaire cylindrique à encastrer	N/A		N/A	
Track Lights / Tringles électriques	N/A		N/A	
Exit Signs / Signaux de sortie	3		6	
Clear Light Bulbs / Ampoules électriques claires	20		N/A	
Halogen / Halogène	N/A		N/A	

The following is additional building information and is only an approximation. Voici des renseignements supplémentaires sur les édifices (approximatifs).

Additional Building Information / Renseignements supplémentaires sur les édifi

Building Name / Nom de l'édifice	Cadet Space		Atr Cadet Trailer	
Building Address	190 Convar Private		8 Clement Private	
Security Level requirement / Niveau de sécurité requis	Reability		Reability	
# of floors/# d'étages	1		1	
Cleanable Square Meters / Mètres carrés à nettoyer	825 square meters		140 square meters	
Number of Occupants	30+		30+	
Number of Washrooms / Nombre de salles de bain	Women/Femme	Men/Homme	Women/Femme	Men/Homme
	1	1	N/A	N/A
Unisex washroom / Toilette unisexe	N/A		1	
Handicap washroom / Toilette pour handicapé	N/A		N/A	
Number of Shower Rooms / Nombre de salles de douche	Women/Femme	Men/Homme	Women/Femme	Men/Homme
	N/A	N/A	N/A	N/A
Number of Elevators / Nombre d'ascenseurs	N/A		N/A	
TYPE AND % OF FLOORING				
SORTE ET % DE REVÊTEMENT				
Carpets / Tapis - moquette	N/A		N/A	
Ceramic / Céramique	10%		N/A	
Concrete / Béton	N/A		N/A	
Non Slip Tile / Tuile antidérapante	N/A		N/A	
Resilient Vinyl / Vinyle souple	90%		100%	
Terrazo / Granite	N/A		N/A	
TYPE AND QUANTITY OF LIGHTS				
SORTE ET QUANTITÉ DE LUMIÈRES				
T8 @ 2F	N/A		N/A	
T8 @ 3F	N/A		N/A	
T8 @ 4F	100		40	
U Shaped F 2' X 2'	N/A		N/A	
Incandescent / Incandescente	N/A		N/A	
Pot lights / Luminaire cylindrique à encastrer	N/A		N/A	
Track Lights / Tringles électriques	N/A		N/A	
Exit Signs / Signaux de sortie	3		2	
Clear Light Bulbs / Ampoules	30		N/A	
Halogen / Halogène	N/A		N/A	

The following is additional building information and is only an approximation.
 Voici des renseignements supplémentaires sur les édifices (approximatifs).

Additional Building Information / Renseignements supplémentaires sur les édifices

Additional Building Information / Renseignements supplémentaires sur les édi

The following is additional building information and is only an approximation.
Voici des renseignements supplémentaires sur les édifices (approximatifs).

Building Name / Nom de l'édifice		Crypto/William D. Moyes		Building 469 Padre Office	
Building Address		265 De Niverville		10 De Niverville Private	
Security Level requirement / Niveau de sécurité requis		Secret		Reability	
# of floors/# d'étages		1		1	
Cleanable Square Meters / Mètres carrés à nettoyer		2,679,71 square meters		527,78 square meters	
Number of Occupants		80		15	
Number of Washrooms / Nombre de salles de bain		4		4	
Unisex washroom / Toilette unisex		N/A		N/A	
Handicap washroom / Toilette pour handicapé		N/A		N/A	
Number of Shower Rooms / Nombre de salles de douche		2		2	
Women/Femme		2		1	
Men/Homme		2		1	
Number of Elevators / Nombre d'ascenseurs				N/A	
TYPE AND % OF FLOORING SORTE ET % DE REVÊTEMENT					
Carpets / Tapis - moquette		50%		60%	
Ceramic / Céramique		10%		10%	
Concrete / Béton		20%		N/A	
Non Slip Tile / Tuile antidérapante		N/A		N/A	
Resilient Vinyl / Vinyle souple		10%		30%	
Terrazo / Granite		10%		N/A	
TYPE AND QUANTITY OF LIGHTS SORTE ET QUANTITÉ DE LUMIÈRES					
T8 @ 2F		N/A		N/A	
T8 @ 3F		N/A		N/A	
T8 @ 4F		280		98	
U Shaped F 2' X 2'		N/A		N/A	
Incandescent / Incandescente		N/A		N/A	
Pot lights / Luminaire cylindrique à encastrer		10		N/A	
Track Lights / Tringles électriques		N/A		N/A	
Exit Signs / Signaux de sortie		8		10	
Clear Light Bulbs / Ampoules électriques claires		60		30	
Halogen / Halogène		N/A		N/A	

Additional Building Information / Renseignements supplémentaires sur les édifices

The following is additional building information and is only an approximation.
 Voici des renseignements supplémentaires sur les édifices (approximatifs).

Building Name / Nom de l'édifice		Blue Nose Trailers		Building 351 (Ammo Building)	
Building Address		720 Blue Nose Drive		2074 Alert Road	
Security Level requirement / Niveau de sécurité requis		Secret		Secret	
# of floors/# d'étages		1		1	
Cleanable Square Meters / Mètres carrés à nettoyer		640 square meters		100 square meters	
Number of Occupants		60+		5	
Number of Washrooms / Toilette unisexue / Toilette pour handicapé		Women/Femme: 1 Men/Homme: 1		Women/Femme: N/A Men/Homme: 1	
Handicap washroom / Toilette pour handicapé		N/A		N/A	
Number of Shower Rooms / Nombre de salles de douche		Women/Femme: 1 Men/Homme: 1		Women/Femme: N/A Men/Homme: N/A	
Number of Elevators / Nombre d'ascenseurs		N/A		N/A	
TYPE AND % OF FLOORING SORTE ET % DE REVÊTEMENT					
Carpets / Tapis - moquette		N/A		N/A	
Ceramic / Céramique		N/A		N/A	
Concrete / Béton		N/A		N/A	
Non Slip Tile / Tuile antidérapante		N/A		N/A	
Resilient Vinyl / Vinyle souple		100%		100%	
Terrazo / Granite		N/A		N/A	
TYPE AND QUANTITY OF LIGHTS SORTE ET QUANTITÉ DE LUMIÈRES					
T8 @ 2F		N/A		N/A	
T8 @ 3F		N/A		N/A	
T8 @ 4F		80		40	
U Shaped F 2' X 2'		N/A		N/A	
Incandescent / Incandescente		N/A		N/A	
Pot Lights / Luminaire cylindrique à encastrer		N/A		N/A	
Track Lights / Tringles électriques		N/A		N/A	
Exit Signs / Signaux de sortie		8		4	
Clear Light Bulbs / Ampoules		N/A		40	
Halogen / Halogène		N/A		N/A	

Additional Building Information / Renseignements supplémentaires sur les édifices

The following is additional building information and is only an approximation. Voici des renseignements supplémentaires sur les édifices (approximatifs).

Building Name / Nom de l'édifice	HMCS Dows Lake		Building 347 (A.R.A.F)	
Building Address	79 Prince Of Wales Drive		260 Croil Private	
Security Level requirement / Niveau de sécurité requis	Reability		Reability	
# of floors/# d'étages	2		2	
Cleanable Square Meters / Mètres carrés à nettoyer	6,058 square meters		1,165.26	
Number of Occupants	75+		30	
Number of Washrooms / Nombre de salles de bain	Women/Femme	Men/Homme	Women/Femme	Men/Homme
	8	8	1	2
Unisex washroom / Toilette unisexue	6		N/A	
Handicap washroom / Toilette pour handicapé	6		N/A	
Number of Shower Rooms / Nombre de salles de douche	Women/Femme	Men/Homme	Women/Femme	Men/Homme
	4	4	1	1
Number of Elevators / Nombre d'ascenseurs	1		N/A	
TYPE AND % OF FLOORING				
Carpets / Tapis - moquette	N/A		30%	
Ceramic / Céramique	20%		10%	
Concrete / Béton	40%		10%	
Non Slip Tile / Tuile antidérapante	30%		N/A	
Resilient Vinyl / Vinyle souple	10%		20%	
Terrazo / Granite			30%	
TYPE AND QUANTITY OF LIGHTS				
SORTE ET QUANTITÉ DE LUMIÈRES				
T8 @ 2F	N/A		N/A	
T8 @ 3F	N/A		N/A	
T8 @ 4F	360X 4		N/A	
U Shaped F 2' X 2'	N/A		10	
Incandescent / Incandescente	N/A		N/A	
Pot lights / Luminaire cylindrique à encastrer	50		10	
Track Lights / Tringles électriques	50		2	
Exit Signs / Signaux de sortie	10		10	
Clear Light Bulbs / Ampoules	70		30	
Halogen / Halogène	N/A		N/A	

File: EJ196-190055
 APPENDIX - E/
 ANNEX - E/

REVISED

NOTE: This form is to be used with request to the Successor Employer provisions of the contract.
 NOTA: Cette formule doit être utilisée en rapport avec les dispositions du contrat relatives à l'employeur qui succède.

INFORMATION ON INCUMBENT EMPLOYEES
 RENSEIGNEMENTS SUR LES EMPLOYÉS TITULAIRES D'UN POSTE

1. Company name - Nom de l'entreprise: Cleaner - Doves Lake

2. Address - Adresse: 6513 232nd St, Surrey, BC V4A 1L1

3. Tel. no. - N° de tél.: 604-232-9914

4. Fax no. - N° de télécopieur: 604-232-9914

5. Workplace address - Adresse du lieu de travail: 6513 232nd St, Surrey, BC V4A 1L1

6. Contract no. - N° du contrat: ESB-26-16235

7. Employee name - Nom de l'employé: 1

8. Date of hire - Date d'embauche: 2017-02-01

9. Period of employment - Période d'emploi: From 2017-01-01 To Present

10. Cost and period of each benefit - Coût et période de chaque avantage: None

11. Job classification or description - Classification ou description des tâches: CLEANER - DOVES LAKE

12. Wage rates - Taux de traitement: \$14.50

13. Number of weeks worked at premises during the 26 weeks preceding the date of request for information - Nombre de semaines travaillées au cours des 26 semaines précédant la date de demande de renseignements: 26

14. Number of hours worked in regular non-overtime work week - Nombre d'heures travaillées dans une semaine régulière sans surtemps: 40

15. If hours of work vary from week to week, number of non-overtime hours for each week worked during the 13 weeks preceding the request for information - Si les heures de travail varient d'une semaine à l'autre, le nombre d'heures travaillées, excluant les heures supplémentaires, dans chacune des semaines travaillées au cours des 13 semaines précédant la demande de renseignements:

Week 1: Semaine 1:	Week 5: Semaine 5:	Week 9: Semaine 9:
Week 2: Semaine 2:	Week 6: Semaine 6:	Week 10: Semaine 10:
Week 3: Semaine 3:	Week 7: Semaine 7:	Week 11: Semaine 11:
Week 4: Semaine 4:	Week 8: Semaine 8:	Week 12: Semaine 12:
Week 5: Semaine 5:	Week 9: Semaine 9:	Week 13: Semaine 13:

16. Statement (check as applicable) - Déclaration (cochez s'il y a lieu):
 a) the employee is actively employed at the premises but his/her job duties were not primarily performed at the premises during the 13 weeks preceding the date of request for information;
 l'employé est principalement employé à offrir des services à cet endroit mais ses tâches n'ont pas été exécutées principalement dans les locaux pendant les 13 semaines précédant immédiatement la date de demande de renseignements;
 b) the employee is employed but not actively employed at the premises, but his/her job duties were not primarily performed at the premises during his/her most recent 13 weeks of active employment;
 l'employé ne fournit pas des services principalement dans les locaux et ses tâches n'ont pas été exécutées principalement dans les locaux pendant ses 13 semaines les plus récentes d'emploi actif.

17. Information provided on this form for: Les renseignements de la présente formule sont:
 Original
 Revised/Modifié
 Copy of union certificate attached/Copie de la certification syndicale en annexe
 Copy of collective agreement attached/Copie de la convention collective en annexe

18. If applicable, check one of the boxes: - Lorsqu'un des cases s'il y a lieu:
 Copy of union certificate attached/Copie de la certification syndicale en annexe
 Copy of collective agreement attached/Copie de la convention collective en annexe

19. Information provided on this form for: Les renseignements de la présente formule sont:
 Original
 Revised/Modifié
 Copy of union certificate attached/Copie de la certification syndicale en annexe
 Copy of collective agreement attached/Copie de la convention collective en annexe

20. Name of authorized company representative - Nom du représentant autorisé de l'entreprise: MARLENE DOWNS

21. Date: - En date du: 2017-02-06

22. Signature: MARLENE DOWNS

23. Date: 2017-02-06

24. Job classification or description - Classification ou description des tâches: CLEANER - DOVES LAKE

25. Period of employment - Période d'emploi: From 2017-02-06 To Present

26. Wage rates - Taux de traitement: \$14.50

27. Number of weeks worked at premises during the 26 weeks preceding the date of request for information - Nombre de semaines travaillées au cours des 26 semaines précédant la date de demande de renseignements: 26

28. Number of hours worked in regular non-overtime work week - Nombre d'heures travaillées dans une semaine régulière sans surtemps: 40

29. If hours of work vary from week to week, number of non-overtime hours for each week worked during the 13 weeks preceding the request for information - Si les heures de travail varient d'une semaine à l'autre, le nombre d'heures travaillées, excluant les heures supplémentaires, dans chacune des semaines travaillées au cours des 13 semaines précédant la demande de renseignements:

Week 1: Semaine 1:	Week 5: Semaine 5:	Week 9: Semaine 9:
Week 2: Semaine 2:	Week 6: Semaine 6:	Week 10: Semaine 10:
Week 3: Semaine 3:	Week 7: Semaine 7:	Week 11: Semaine 11:
Week 4: Semaine 4:	Week 8: Semaine 8:	Week 12: Semaine 12:
Week 5: Semaine 5:	Week 9: Semaine 9:	Week 13: Semaine 13:

30. Statement (check as applicable) - Déclaration (cochez s'il y a lieu):
 a) the employee is actively employed at the premises but his/her job duties were not primarily performed at the premises during the 13 weeks preceding the date of request for information;
 l'employé est principalement employé à offrir des services à cet endroit mais ses tâches n'ont pas été exécutées principalement dans les locaux pendant les 13 semaines précédant immédiatement la date de demande de renseignements;
 b) the employee is employed but not actively employed at the premises, but his/her job duties were not primarily performed at the premises during his/her most recent 13 weeks of active employment;
 l'employé ne fournit pas des services principalement dans les locaux et ses tâches n'ont pas été exécutées principalement dans les locaux pendant ses 13 semaines les plus récentes d'emploi actif.

FILE: E5196-190055

INFORMATION ON INCUMBENT EMPLOYEES / RENSEIGNEMENTS SUR LES EMPLOYES TITULAIRES D'UN POSTE

Page 3 of 6

1. Company name - Nom de l'entreprise: **Clean Water Services**
 2. Address - Adresse: **6 Chalmers St**
 3. Tel. no. - N° de tél.: **613 232 5877**
 4. Fax no. - N° de télécopieur: **613 232 5877**
 5. Workplace address - Adresse du lieu de travail: **613 232 5877**
 6. Contract no. - N° du contrat: **CP026-6235**

7. Date of hire - Date d'embauche: **2012-06-01**
 8. Cost and period of each benefit - Coût et période de chaque avantage: **2012-06-01**
 9. Statement (check as applicable) - Déclaration (cochez s'il y a lieu): **Clean - Dows Lake**

10. Date of hire - Date d'embauche: **2012-06-01**
 11. Period of employment - Période d'emploi: **2012-06-01**
 12. Wage rates - Taux de traitement: **\$14.50**

13. Cost and period of each benefit - Coût et période de chaque avantage: **2012-06-01**
 14. Job classification or description - Classification ou description des tâches: **Clean - Dows Lake**

15. Number of weeks worked at premises during the 26 weeks preceding the date of request for information - Nombre de semaines travaillées à cet endroit durant les 26 semaines précédant la date de la demande de renseignements: **26**

16. Number of weeks worked at premises during the 13 weeks preceding the date of request for information - Nombre de semaines travaillées au cours des 13 semaines précédant la demande de renseignements: **26**

17. If hours of work vary from week to week, number of non-override hours for each week worked during the 13 weeks preceding the date of request for information - Si les heures de travail varient d'une semaine à l'autre, le nombre d'heures supplémentaires, dans chacune des semaines travaillées au cours des 13 semaines précédant la demande de renseignements: **70**

18. Statement (check as applicable) - Déclaration (cochez s'il y a lieu): **Clean - CPB URBAINS**

19. If applicable, check one of the boxes - Cochez une des cases s'il y a lieu:

20. Information provided on this form - Les renseignements de la présente formule sont:

21. Name of authorized company representative - Nom du représentant autorisé de l'entreprise: **Maxime Stovner**

22. Date: **2018/08/27**

FILE: EJ196-190055

INFORMATION ON INCUMBENT EMPLOYEES / RENSEIGNEMENTS SUR LES EMPLOYÉS TITULAIRES D'UN POSTE

NOTE: This form is to be used with respect to the Successor Employer provisions of the contract. / NOTE: Cette formule doit être utilisée en rapport avec les dispositions de contrat relatives à l'employeur qui succède.

1. Company name - Nom de l'entreprise Cherwell Inc - Montreal	2. Address - Adresse 6 CARRIERE RD	3. Tel. no. - N° de tél. 514 222 4900	4. Fax no. - N° de télécopieur 514 232 4900	5. Workplace address - Adresse du lieu de travail 613 232 4900 CFB Uplands Drive, Beaufort	6. Contract no. - N° du contrat CP076 162350
7. Employee name - Nom de l'employé 9	8. Date of hire - Date d'embauche 2018-11-30	9. Period of employment - Période d'emploi 2018-05-30	10. From - De 2018-05-30	11. To - À PRESENT	12. Wage rates - Taux de traitement 14.50
13. Cost and period of each benefit - Coût et période de chaque avantage	14. Job classification or description - Classification ou description des tâches CLERK - CFB UPLANDS	15. Number of weeks worked at premises during the 26 weeks preceding the date of request for information - Nombre de semaines travaillées au cours des 26 semaines précédant la demande de renseignements	16. Number of hours worked in regular non-overtime work week - Nombre d'heures travaillées dans une semaine régulière sans surtravail	17. If hours of work vary from week to week, number of non-overtime hours for each week worked during the 13 weeks preceding the request for information - Si les heures de travail varient d'une semaine à l'autre, le nombre d'heures travaillées, durant les 13 semaines précédant la demande de renseignements	18. Statement (check as applicable) - Déclaration (cochez s'il y a lieu)
		Week 1: Semaine 1: <input type="checkbox"/>	Week 6: Semaine 6: <input type="checkbox"/>	Week 13: Semaine 13: <input type="checkbox"/>	a) <input type="checkbox"/> The employee is actively employed at the premises but his/her job duties were not primarily performed at the premises during the 13 weeks preceding the date of request for information. / L'employé est principalement employé à offrir des services à cet endroit, mais ses tâches n'ont pas été exécutées principalement pendant les 13 semaines précédant la date de demande de renseignements.
		Week 2: Semaine 2: <input type="checkbox"/>	Week 7: Semaine 7: <input type="checkbox"/>	Week 14: Semaine 14: <input type="checkbox"/>	b) <input type="checkbox"/> The employee is employed but not actively employed at the premises, but his/her job duties were not primarily performed at the premises during the 13 weeks of active employment. / L'employé ne fournit pas des services principalement dans les locaux et ses tâches n'ont pas été exécutées principalement pendant les 13 semaines les plus récentes d'emploi actif.
		Week 3: Semaine 3: <input type="checkbox"/>	Week 8: Semaine 8: <input type="checkbox"/>	Week 15: Semaine 15: <input type="checkbox"/>	
		Week 4: Semaine 4: <input type="checkbox"/>	Week 9: Semaine 9: <input type="checkbox"/>	Week 16: Semaine 16: <input type="checkbox"/>	
		Week 5: Semaine 5: <input type="checkbox"/>	Week 10: Semaine 10: <input type="checkbox"/>	Week 17: Semaine 17: <input type="checkbox"/>	
		Week 6: Semaine 6: <input type="checkbox"/>	Week 11: Semaine 11: <input type="checkbox"/>	Week 18: Semaine 18: <input type="checkbox"/>	
		Week 7: Semaine 7: <input type="checkbox"/>	Week 12: Semaine 12: <input type="checkbox"/>	Week 19: Semaine 19: <input type="checkbox"/>	
		Week 8: Semaine 8: <input type="checkbox"/>	Week 13: Semaine 13: <input type="checkbox"/>	Week 20: Semaine 20: <input type="checkbox"/>	
		Week 9: Semaine 9: <input type="checkbox"/>	Week 14: Semaine 14: <input type="checkbox"/>	Week 21: Semaine 21: <input type="checkbox"/>	
		Week 10: Semaine 10: <input type="checkbox"/>	Week 15: Semaine 15: <input type="checkbox"/>	Week 22: Semaine 22: <input type="checkbox"/>	
		Week 11: Semaine 11: <input type="checkbox"/>	Week 16: Semaine 16: <input type="checkbox"/>	Week 23: Semaine 23: <input type="checkbox"/>	
		Week 12: Semaine 12: <input type="checkbox"/>	Week 17: Semaine 17: <input type="checkbox"/>	Week 24: Semaine 24: <input type="checkbox"/>	
		Week 13: Semaine 13: <input type="checkbox"/>	Week 18: Semaine 18: <input type="checkbox"/>	Week 25: Semaine 25: <input type="checkbox"/>	
		Week 14: Semaine 14: <input type="checkbox"/>	Week 19: Semaine 19: <input type="checkbox"/>	Week 26: Semaine 26: <input type="checkbox"/>	
		Week 15: Semaine 15: <input type="checkbox"/>	Week 20: Semaine 20: <input type="checkbox"/>	Week 27: Semaine 27: <input type="checkbox"/>	
		Week 16: Semaine 16: <input type="checkbox"/>	Week 21: Semaine 21: <input type="checkbox"/>	Week 28: Semaine 28: <input type="checkbox"/>	
		Week 17: Semaine 17: <input type="checkbox"/>	Week 22: Semaine 22: <input type="checkbox"/>	Week 29: Semaine 29: <input type="checkbox"/>	
		Week 18: Semaine 18: <input type="checkbox"/>	Week 23: Semaine 23: <input type="checkbox"/>	Week 30: Semaine 30: <input type="checkbox"/>	
		Week 19: Semaine 19: <input type="checkbox"/>	Week 24: Semaine 24: <input type="checkbox"/>	Week 31: Semaine 31: <input type="checkbox"/>	
		Week 20: Semaine 20: <input type="checkbox"/>	Week 25: Semaine 25: <input type="checkbox"/>	Week 32: Semaine 32: <input type="checkbox"/>	
		Week 21: Semaine 21: <input type="checkbox"/>	Week 26: Semaine 26: <input type="checkbox"/>	Week 33: Semaine 33: <input type="checkbox"/>	
		Week 22: Semaine 22: <input type="checkbox"/>	Week 27: Semaine 27: <input type="checkbox"/>	Week 34: Semaine 34: <input type="checkbox"/>	
		Week 23: Semaine 23: <input type="checkbox"/>	Week 28: Semaine 28: <input type="checkbox"/>	Week 35: Semaine 35: <input type="checkbox"/>	
		Week 24: Semaine 24: <input type="checkbox"/>	Week 29: Semaine 29: <input type="checkbox"/>	Week 36: Semaine 36: <input type="checkbox"/>	
		Week 25: Semaine 25: <input type="checkbox"/>	Week 30: Semaine 30: <input type="checkbox"/>	Week 37: Semaine 37: <input type="checkbox"/>	
		Week 26: Semaine 26: <input type="checkbox"/>	Week 31: Semaine 31: <input type="checkbox"/>	Week 38: Semaine 38: <input type="checkbox"/>	
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		Week 39: Semaine 39: <input type="checkbox"/>	Week 44: Semaine 44: <input type="checkbox"/>	Week 51: Semaine 51: <input type="checkbox"/>	
		Week 40: Semaine 40: <input type="checkbox"/>	Week 45: Semaine 45: <input type="checkbox"/>	Week 52: Semaine 52: <input type="checkbox"/>	
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		Week 42: Semaine 42: <input type="checkbox"/>	Week 47: Semaine 47: <input type="checkbox"/>	Week 54: Semaine 54: <input type="checkbox"/>	
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		Week 45: Semaine 45: <input type="checkbox"/>	Week 50: Semaine 50: <input type="checkbox"/>	Week 57: Semaine 57: <input type="checkbox"/>	
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		Week 48: Semaine 48: <input type="checkbox"/>	Week 53: Semaine 53: <input type="checkbox"/>	Week 60: Semaine 60: <input type="checkbox"/>	
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		Week 99: Semaine 99: <input type="checkbox"/>	Week 104: Semaine 104: <input type="checkbox"/>	Week 111: Semaine 111: <input type="checkbox"/>	
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		Week 121: Semaine 121: <input type="checkbox"/>	Week 126: Semaine 126: <input type="checkbox"/>	Week 133: Semaine 133: <input type="checkbox"/>	
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		Week 125: Semaine 125: <input type="checkbox"/>	Week 130: Semaine 130: <input type="checkbox"/>	Week 137: Semaine 137: <input type="checkbox"/>	
		Week 126: Semaine 126: <input type="checkbox"/>	Week 131: Semaine 131: <input type="checkbox"/>	Week 138: Semaine 138: <input type="checkbox"/>	

FILE: EJ196-190055

1. Company name - Nom de l'entreprise: **Chenier-Henri Construction**

2. Address - Adresse: **6000 232 St. West, Edmonton, Alberta T6C 2K7**

3. Tel. no. - N° de tél.: **780-232-5564**

4. Fax no. - N° de tél.: **780-232-5564**

5. Workplace address - Adresse du lieu de travail: **5000 232 St. West, Edmonton, Alberta T6C 2K7**

6. Contact no. - N° de contact: **780-232-5564**

7. Employee name - Nom de l'employé: **11**

8. Date of hire - Date d'embauche: **2004-01-22**

9. Period of employment - Période d'emploi: **From 2004-01-22 to PRESENT**

10. Job classification or description - Classification ou description des tâches: **Supervisor - Construction**

11. Cost and period of each benefit - Coût et période de chaque avantage: **\$ 800.00 per week.**

12. Number of weeks worked at premises during the 26 weeks preceding the date of request for information - Nombre de semaines travaillées à cet endroit durant les 26 semaines précédant la date de la demande de renseignements: **40**

13. If hours of work vary from week to week, number of non-covered hours for each week worked during the 13 weeks preceding the request for information - Si les heures de travail varient d'une semaine à l'autre, le nombre d'heures travaillées, excluant les heures supplémentaires, dans chacune des semaines travaillées au cours des 13 semaines précédant la demande de renseignements:

Week 1: Semaine 1: **40**

Week 2: Semaine 2: **40**

Week 3: Semaine 3: **40**

Week 4: Semaine 4: **40**

Week 5: Semaine 5: **40**

Week 6: Semaine 6: **40**

Week 7: Semaine 7: **40**

Week 8: Semaine 8: **40**

Week 9: Semaine 9: **40**

Week 10: Semaine 10: **40**

Week 11: Semaine 11: **40**

Week 12: Semaine 12: **40**

Week 13: Semaine 13: **40**

14. Statement (check as applicable) - Déclaration (cochez s'il y a lieu):

a) the employee is actively employed at the premises - l'employé est actuellement employé à cet endroit

b) the employee is employed but not actively employed at the premises - l'employé est employé mais n'est pas actuellement employé à cet endroit

15. From 1997/12/22 to 1997/12/22

16. From 1997/12/22 to PRESENT

17. Working Supervisor - Dows Lars

18. Statement (check as applicable) - Déclaration (cochez s'il y a lieu):

a) the employee is actively employed at the premises - l'employé est actuellement employé à cet endroit

b) the employee is employed but not actively employed at the premises - l'employé est employé mais n'est pas actuellement employé à cet endroit

19. If applicable, check one of the boxes - Cochez une des cases s'il y a lieu:

Copy of collective agreement attached - Copie de la convention collective attachée.

Copy of union certificate attached - Copie de la certification syndicale attachée.

20. Information provided on this form is: Les renseignements de la présente formule sont:

Original - Original

Revised - Modifié

Dated - En date de

21. Manager authorized company representative - Nom du représentant autorisé de l'entreprise: **Monty Flemer**

Date: **2008/08/27**

22. Information provided on this form is: Les renseignements de la présente formule sont:

Original - Original

Revised - Modifié

Dated - En date de

23. Information provided on this form is: Les renseignements de la présente formule sont:

Original - Original

Revised - Modifié

Dated - En date de

COLLECTIVE AGREEMENT

between

ALCO Janitorial Services
Allen Maintenance Ltd.
Bee-Clean Building Maintenance
Cleanmatters Janitorial Services Limited
Domus Building Cleaning Company Limited
DTZ, a UGL Company
Dustmoon Maintenance Limited
Evripos Janitorial Services Limited
GDI Services (Canada) LP
Hallmark Housekeeping Services Inc.
M.A. Independent
NASCO Building Cleaning Inc.
Pinkham and Fils/Sons Inc.
Service Star Building Cleaning Inc.
(hereafter referred to as the "Company" or the "Employer")

- and -

Service Employees International Union, Local 2



Effective Date: July 1, 2015
Expiry Date: June 30, 2019

Table of Contents

ARTICLE 1 - GENERAL.....	4
ARTICLE 2 - RECOGNITION	4
ARTICLE 3 - RELATIONSHIP.....	5
ARTICLE 4 - UNION DUES	5
ARTICLE 5 - MANAGEMENT FUNCTIONS.....	6
ARTICLE 6 - NO STRIKE, NO LOCKOUTS	7
ARTICLE 7 - UNION STEWARDS	7
ARTICLE 8 - GRIEVANCE PROCEDURE.....	9
ARTICLE 9 - PROBATIONARY PERIOD.....	13
ARTICLE 10 - SERVICE & SENIORITY.....	13
ARTICLE 11 - JOB POSTINGS, LAY-OFF AND RECALL.....	15
ARTICLE 12 - WAGES	18
ARTICLE 13 - HOURS OF WORK AND OVERTIME	19
ARTICLE 14 - HOLIDAYS	20
ARTICLE 15 - VACATIONS.....	21
ARTICLE 16 - LEAVE OF ABSENCE	22

ARTICLE 17 - UNIFORMS	23
ARTICLE 18 - GENERAL	24
ARTICLE 19 - BULLETIN BOARDS	26
ARTICLE 20 - HEALTH AND SAFETY	26
ARTICLE 21 - SICK DAYS	27
ARTICLE 22 - LIVING WAGE POLICY	27
ARTICLE 23 - HEALTH AND WELFARE BENEFITS	27
ARTICLE 24 - DURATION	28
SCHEDULE "A" - CLASSIFICATIONS AND WAGES.....	30
LETTERS OF UNDERSTANDING	32

ARTICLE 1 - GENERAL

1.01 It is the central purpose of this Agreement to establish the uniform, specific terms and conditions of employment as between the Union and those Employers set out above (hereinafter referred to as "the Employer" or "the Company"), with respect to the employees encompassed by this agreement, and to provide machinery for the prompt and equitable disposition of grievances. For the purpose of clarity, the terms and conditions of this collective agreement apply on a single employer basis, unless otherwise expressly noted herein, and any actions, settlement, and/or liability of one of the Employers shall not bind or otherwise affect any of the others.

ARTICLE 2 - RECOGNITION

2.01 The Employer recognizes the Union as the sole and exclusive bargaining agent for all its employees engaged in Cleaning and Maintenance within the City of Ottawa, save and except:

- office and clerical employees
- supervisors and persons above the rank of supervisor
- persons working at privately owned locations smaller than 100,000 square feet (unless those locations are unionized by SEIU or another bargaining agent)
- persons working at publicly owned locations smaller than 25,000 square feet (unless those locations are unionized by SEIU or another bargaining agent)
- retail, residential and hotel accounts where the total square footage cleaned by the employer is less than 35, 000 square feet (unless those locations are unionized by SEIU or another bargaining agent)

For the purpose of clarity 'privately owned locations' shall be defined as those properties in which the municipal, provincial or federal government does not have a majority ownership stake.

Clarity Note: Those locations that are currently unionized but that do not fall within the scope of the agreement shall continue to be included in the collective agreement.

ARTICLE 3 - RELATIONSHIP

- 3.01 The parties hereto agree that all present employees of the Employer covered by the terms of this Agreement shall remain members in good standing of the union as a condition of continued employment.
- 3.02 All new employees hired after the signing date of this Agreement shall become members of the Union as a condition of continued employment.
- 3.03 Where the masculine or singular pronoun is used herein, it shall mean and include the feminine or the plural pronoun where the context so requires.
- 3.04 Union representatives shall not enter the premises of the Company nor carry on Union activities on such premises without first obtaining authorization from the Manager, which authorization shall not be reasonably denied.

ARTICLE 4 - UNION DUES

- 4.01 All new employees shall be required to become and remain members of the union as a condition of employment.
- 4.02 Employees covered by this agreement shall pay Union dues as established by the Union. The Union shall have an opportunity during working hours to interview new employees for the purpose of signing union membership application cards. The Union will arrange times for interviews in conjunction with the Employer.
- 4.03 The Employer shall deduct and remit all union dues on a monthly basis and shall send all of the monies so collected to the Secretary - Treasurer of the Union on or before the 15th, day of the following month the deductions were made. Union dues will be accompanied the following employee information:

- (a) Employee name.
- (b) Work location.
- (c) Hourly wage.
- (d) Hours worked.
- (e) Union dues.
- (f) Benefit premiums remitted.

In addition to the above information the employer shall provide the union with the following information every three months:

- (a) Classification
- (b) Site Seniority
- (c) Service with company
- (d) Home address.
- (e) Phone number.

4.04 The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands or other forms of liability that shall arise out of or by reason of any action taken or not by the Employer for the purpose of complying with any of the provisions of this Article.

4.05 The Employer will indicate the amount of Union dues paid by employees on their T-4 slips.

ARTICLE 5 - MANAGEMENT FUNCTIONS

5.01 Except to the extent explicitly abridged by specific written provision of this Agreement, the Company reserves and retains, solely and exclusively, all of its inherent rights to operate and manage its business and operations in accordance with its commitments, its obligations and responsibilities.

5.02 Without in any way diminishing or limiting those rights, it is understood and agreed that those rights include:

(a) The right to direct and supervise the work force, hire, schedule, promote, demote, discharge, determine work assignments, processes and equipment and materials to be used, set policies and procedures, classify, transfer, layoff, assign and discipline employees for just cause provided that a claim by an employee who has acquired seniority that he has been disciplined or discharged without just cause, may be the subject of a grievance and dealt with as hereinafter provided.

5.03 The Company agrees that its functions will not be exercised in a manner inconsistent with the other provisions of this Agreement in an effort to maintain and promote a harmonious relationship with the employees and the Union.

ARTICLE 6 - NO STRIKE, NO LOCKOUTS

6.01 In view of this orderly procedure established by this Agreement for the settling of disputes and handling of grievances, the union agrees that during the lifetime of this Agreement, there will be no strikes, picketing, slowdowns, or stoppage of work, either complete or partial, and the Employer agrees that there will be no lockout.

ARTICLE 7 - UNION STEWARDS

7.01 The Employer recognizes the right of the Union to elect or appoint one (1) Chief Steward representing the authorized areas of each working establishment. Should the Chief Steward be absent from work, or should there be more than ten (10) employees in working establishment, or should there be more than one (1) shift worked by the employees in the working establishment, the Employer recognizes the right of the Union to appoint an additional Union Stewards. The Union will notify the Employer from time to time as to the names of the Steward(s) and the areas of their responsibility and all stewards shall be regular employees of the Employer

who have acquired seniority.

7.02 The Union acknowledges that Stewards have their regular duties to perform on behalf of the Employer and that such persons shall not leave their regular duties to attend to the complaints and grievances of employees without having first secured permission from their immediate supervisor, which permission shall not unreasonably be withheld. Stewards shall state their destination to their immediate Supervisor and shall report again to him at the time of their return to work, provided these steps are followed, Stewards shall not suffer a loss of basic pay. The Employer reserves the right to limit the duration of such meetings, these limits shall not be unreasonable.

7.03 Where the Company has less than one hundred employees covered by this agreement the Union shall have the right to appoint or elect one employee to serve as a member of the negotiating committee. Where the Company has one hundred or more employees covered by this agreement the Union shall have the right to appoint or elect two employees to serve as a member of the negotiating committee. Employees will be paid by the Company for time off work for the purpose of participation in mutually agreed negotiations up to conciliation. Time paid for attendance at negotiations will not exceed the number of hours the employee is regularly scheduled to work.

7.04 Where an employee is required to attend a meeting in which a written warning, suspension, or discharge is to be given, the Supervisor or designate will inform the employee prior to the meeting of his right to have a Union Steward present at the meeting.

The employee may request the presence of the union Steward during the meeting. Where the employee requests such representation, the Supervisor will send for the Steward without further discussion of the matter with the employee. If a Steward is not available, the Employer shall schedule the disciplinary meeting within the next twenty-four (24) hours and it shall then become the sole responsibility of the employee concerned to arrange for a Union Steward to be in attendance when the meeting occurs.

7.05 Copies of all disciplinary notices issued to bargaining unit members shall be forwarded to the union's Business Agent.

7.06 The Union may request from each Company up to three (3) days off per calendar year, without pay, for Stewards of the bargaining unit. The Employer shall reasonably grant such requests. This leave is over and above the time required to negotiate this Collective Agreement. The maximum number of stewards absent at any given time is not to exceed three (3) and not more than one (1) from any given location.

ARTICLE 8 - GRIEVANCE PROCEDURE

8.01 The purpose of this Article is to provide an orderly procedure for the resolution and disposition of grievances.

8.02 A grievance is an allegation by an employee, the Union, or the Company that one party has violated this Agreement or by an employee who has completed the probationary period that he has been unjustly disciplined or discharged.

8.03 Step 1

(a) An employee initiates a grievance by verbally notifying his Supervisor that he has a grievance and then providing the Supervisor with the details and circumstances of the matter, along with the remedy sought. Such an employee may request the presence of an available steward at the meeting.

- (b) This must occur within five (5) working days of the incident giving rise to the grievance. The Supervisor must respond verbally to the grievance within five (5) working days after hearing the grievance.
- (c) If the employee is satisfied with the Supervisor's response, the matter is concluded and neither the grievance nor the response shall be binding or used as a precedent by the Company or the union.

Step 2

- (a) Failing satisfactory settlement at Step 1, the grievance may be reduced to writing within five (5) working days of the response in Step 1 and submitted to the Site Manager.
- (b) Upon receipt of such grievance the Site Manager shall issue a written response within five (5) working days.

Step 3

- (a) Failing satisfactory settlement at step 2, the grievance shall be submitted to the Company head office and a meeting to discuss the grievance shall be arranged between the griever, Steward, union Business Agent and Employer Representatives at a mutually agreed to time and date.
- (b) A formal response will be issued by the Employer to the union's business Agent within five (5) working days of the above noted meeting.

8.04 Union, Discharge and Employer Grievances

The Union or the Employer may initiate a policy or group grievance directly into Step 2. A Claim by an employee, who has completed the probationary period, that he has been unjustly terminated may be filed directly at Step 2.

8.05 For the purpose of this Article, working days shall not include Saturdays, Sundays and Holidays.

8.06 Grievance Mediation

The parties agree to implement a Grievance mediation Procedure prior to proceeding to Arbitration as set out below.

- (a) Either party may submit the grievance to Grievance mediation at any time within ten (10) calendar days following the receipt of the reply at step 3, or if no reply is received, within ten (10) calendar days following the expiration of the period limited for such reply. Where the matter is so referred, the Mediation process shall take place before the matter is referred to Arbitration.
- (b) Grievance Mediation will commence within twenty-one (21) calendar days of the grievance being submitted to Mediation.
- (c) The Grievance Mediation process is without prejudice to either party.
- (d) No matter may be submitted to Grievance Mediation which has not been properly carried through the grievance procedure, provided that the parties may extend the time limits fixed in the grievance procedure.
- (e) The parties may agree to the appointment of a Mediator by the Ministry of Labour, provided that such Mediator is able to commence Grievance Mediation within the time periods set out in the item (b) above, or where the parties mutually agree to extend the time periods for such Mediator.
- (f) Proceedings before the Mediator shall be informal. Accordingly, the rules of evidence will not apply, no records of the proceedings shall be made and legal counsel shall not be used by either party.
- (g) If possible, an agreed statement of facts will be provided to the Mediator, and if possible, in advance of the Grievance Mediation

Conference.

- (h) The Mediator will have the authority to meet separately with any person or persons, but will not have the authority to compel the resolution of a grievance.
- (i) If a grievance is not settled through the grievance Mediation process, the Mediator shall provide the parties with an immediate oral advisory opinion and the grounds of such advisory opinion, unless both parties agree that no such opinion shall be provided.
- (j) If no settlement is reached within ten (10) calendar days following grievance Mediation, the parties are free to submit the matter to Arbitration as hereinafter provided. In the event that a grievance which has been mediated subsequently proceeds to arbitration, the Mediator may serve as Arbitrator. Nothing said or done by the Mediator may be referred to at Arbitration.
- (k) Any settlement reached shall not be referred to by the parties in respect of any subsequent matter and in any other setting.
- (l) The Union and the Employer will share the cost of the Mediator, if any.

8.07 Arbitration

- (a) The Union and the Employer acknowledge the applicability of S.46 of the Labour Relations Act as more particularly set out in the Act, with respect to the appointment of a single arbitrator by the Minister.
- (b) No person may be appointed as an Arbitrator who has been involved in an attempt to negotiate or to settle the grievance, unless mutually agreed to.
- (c) Each of the parties hereto will bear the expenses of a nominee appointed by it, and the parties will jointly share the expenses of the Chairperson of the Arbitration Board, if any.

- 8.08 The Arbitrator shall not have to power to alter or change any of the provisions of this Agreement; or to substitute any new provisions for any existing provisions; nor to render any decision inconsistent with the terms and provisions of the Agreement.
- 8.09 Both parties to this Agreement agree that the time limit may be extended by mutual agreement.
- 8.10 The parties agree the Employer will remove all discipline from the Employee personnel file, provided that:
- (a) No discipline is received for a period of twenty-four months (24) months.
 - (b) The misconduct did not involve a violation of law or an issue constituting breach of trust.

ARTICLE 9 - PROBATIONARY PERIOD

- 9.01 All employees shall serve as probationary employees until they have completed 480 hours of work or 60 shifts whichever occurs first. If they are retained when they have completed their probationary period, their names shall be placed on the appropriate seniority list and their seniority shall date back to their date of hire. The probationary period may be extended by the number of shifts missing during the probationary period.

ARTICLE 10 - SERVICE & SENIORITY

- 10.01 Seniority shall be used in the application of the job posting, lay-off and recall provisions of this agreement, and shall be calculated as an employee's uninterrupted tenure at a specific work location* including service with previous contractors.

* A work location may be defined as a single building or a cluster of buildings by mutual agreement of the parties.

10.02 In all cases of job postings, promotions, job placement, work assignments, layoffs and recalls, the following factors shall be considered:

(a) Seniority

(b) Skill, ability.

Where skill, ability is relatively equal, the most senior available bidder shall be selected for the job posting.

10.03 Service

Service shall be used solely in determining an employee's entitlement to vacation benefits and shall be calculated as an employee's uninterrupted tenure at a specific work location, including service with a previous contractor or their overall service with the Company, whichever is greater.

10.04 Seniority, Service status and employment, once acquired, will be lost for the following reasons:

(a) Voluntary resignation.

(b) Discharge for cause.

(c) Absence from scheduled work for two (2) consecutive days without actual notice to the Employer, unless in circumstances it is impossible for him / her to do so.

(d) Failure to return to work within five (5) working days of written notice of recall sent by verifiable mail to the last known address according to the records of the Company.

(e) Lay off for twelve (12) months following date of lay off or the length of employment whichever is lesser.

(f) Extended absence due to injury or illness for twenty-four (24) months.

(g) Failure to return on scheduled day following an authorized leave of absence without an explanation satisfactory to the Company.

- 10.05 Employees shall be responsible for notifying the Company of any changes in address and/or phone number.

ARTICLE 11 - JOB POSTINGS, LAY-OFF AND RECALL

- 11.01 The parties agree that all provisions of this Agreement which apply to job posting, lay-off, recall shall be applied pursuant to article 10.1 and 10.2.

- 11.02 Employees interested in vacancies at sites other than their own may advise the Employer in writing between January 1st and January 7th of each year of their interest in applying for such vacancies for the upcoming year as they become available. These employees will only be considered for such vacancies after all on-site applicants have had the opportunity to apply through the job posting article of this collective agreement. Employees who transfer from one site to another under this agreement will not be required to serve an additional probationary period and will be placed on the wage grid in accordance with their service at the previous work site(s). This process will not be used for subsequent vacancies as a result of awarding a vacancy to a staff member.

The Employer will notify employees of where to submit vacancy requests.

Where an employee with secret security (or higher) clearance wishes to transfer from one site to another the employer reserves the right to deny such requests for operational reasons.

- 11.03 Job Posting (Permanent Vacancies)
- (a) When the Employer decides to fill a permanent vacancy or creates a new permanent classification such vacancy shall be posted for five (5) working days.
 - (b) All postings will contain the following information:
 - (i) Job classification
 - (ii) Rate of pay.

(iii) Hours of work.

(iv) Shift.

Successful bidders will be selected pursuant to Article 10.2.

(c) Employees may apply for a lateral transfer once every twelve (12) months when a position is available.

A copy of all vacancies and postings will be forwarded to the Union Office and to the Chief Steward. The name of successful bidders for such vacancies will also be provided to the Union.

(d) Temporary vacancies expected to last four (4) or more months will be posted in accordance with Article 10.2 (a). No secondary vacancies will be posted as a result of the awarding of a temporary vacancy to a staff member.

Upon the return of the original individual who vacated the position the person who assumed the temporary position shall return to his or her former position.

Should the individual who has vacated the position fail to return to work the successful applicant will maintain the vacancy on a permanent basis.

Nothing in this agreement shall prevent the employer from filling temporary vacancies with new hires. During the term of the temporary vacancy such new hires shall be deemed to be probationary employees.

(e) Emergency call in lists

Employees will state their availability for emergency duty on an emergency call in list.

This list will remain posted at all times and the Employer will call employees whose name appears on that list from top to bottom on a rotating basis, providing such employees have the qualifications, skills and ability to perform the work.

Employees unavailable or unwilling to accept the assignment will be considered to have worked for the purpose of proceeding through the list.

11.04 Lay-off and Recall

- (a) As per article 10.01, In case of lay-off, or recall from lay-off, the employee with the greatest seniority, provided that he / she has the skill, ability to perform the required work, shall be the last to be laid off and conversely the first to be recalled from layoff.
- (b) In the event of a layoff, the Employer agrees to notify and discuss with the Union the effects to the layoff and consider possible alternatives to the layoff prior to notifying the affected employees.
- (c) In the event of a reduction in the regular hours of work or a layoff of a permanent nature, the affected employee may accept the lay-off or exercise seniority rights to bump the least senior employee working in the building/cluster of buildings (as agreed by the parties) in an equal or lower paying classification, on the same or another shift. The parties agree that the employee originally subject to the lay-off must have the qualifications to do the job.
- (d) A displaced employee may accept the lay-off or exercise seniority rights to bump the least senior employee in an equal or lower paying classification, on the same or another shift. Again, the parties agree that the employee originally subject to the lay-off must have the qualifications to do the job.

An employee who is laid off shall be considered for vacancies at other sites in accordance with Article 10.2 of this agreement. Employees will not be compelled to accept positions at other locations/sites other than their own sites.

Where a reduction in the regular hours of work or a lay-off occurs, of a temporary nature not to exceed thirteen (13) weeks, in either case, the affected employee may only bump the least senior employee in the classification.

Recall of employee(s) on lay-off shall be in the reverse order of lay-off, by classification, provided the employee(s) being recalled has the skill(s) and ability to do the work available.

- (e) If known to the Employer, Employees will be provided with a minimum of seven (7) days notice of lay-off.
- (f) In all cases of layoff probationary employees shall be laid off before employees who have attained seniority.

11.05 Recalls

Before hiring any new employee, the Employer will offer such opening to the qualified employee most recently placed on the lay-off list by means of registered letter.

ARTICLE 12 - WAGES

12.01 Hourly wages will be paid according to the classification and schedule set forth in Schedule "A" of this Agreement.

12.02 Effective January 1, 2016, employees will be paid every two weeks. In the case of a holiday, employees will be paid on the previous business day prior to the holiday.

12.03 Effective January 1, 2016, the Employer shall provide "automatic deposit" of net pay to the employee's bank account. In such cases, it is the sole

responsibility of the employee to provide current, accurate banking information to the Employer and the Employer will ensure that a Statement of Earnings is provided to the employees in accordance with the distribution requirement outlined in Paragraph 12.1. The statement of earning shall include the employee's vacation pay accrued to date.

- 12.04 Corrections to payroll errors are done the day following the payday. The employees shall inform the Area Manager who will notify the payroll office. A cheque will be issued for amount equal or exceeding \$50.00. Lesser amounts will be paid in the following payroll.

ARTICLE 13 - HOURS OF WORK AND OVERTIME

- 13.01 The normal work schedule for each employee shall be made available to an employee or union Representative upon request.
- 13.02 An employee who reports for his / her scheduled shift and finds that no work is available, will be paid for four and one half (4.5) hours or the length of her scheduled shift (whichever is less) at his/ her regular rate of pay unless the employee received prior notification not to report to work or the unavailability or work is the result of cause beyond the control of the Employer, i.e. fire, flood, strike or an act of God, etc.
- 13.03 The Employer agrees to distribute excess work as equitably as possible among available, qualified employees. This work will be offered to employees in the classification normally assigned to perform work.
- 13.04 The Employer agrees to pay time and one-half (1 ¹/₂) the hourly rate established in Schedule "A" for all hours paid in excess of forty-four (44) hours in a work week.
- 13.05 The Employer will not reschedule any employees for the purpose of avoiding overtime.

13.06 Available overtime opportunities shall be offered equitably, on a rotational basis, to employees who have expressed their desire to work overtime, and are available.

13.07 The parties agree that bargaining unit employees employed on the date of ratification of this Collective Agreement will suffer no reduction in hours of work, for the life of this Agreement, unless a tenant vacancy occurs resulting in a decrease in the area to be cleaned, or a request is made by the customer to reduce operating cost. Nothing in this article shall prevent the employer from laying off employees pursuant to the lay-off provisions (11.2).

ARTICLE 14 - HOLIDAYS

14.01 The recognized holidays with pay for this Agreement shall be:

New Years Day	Good Friday	Victoria Day
Canada Day	Thanksgiving Day	Labour Day
Boxing Day	Christmas Day	Family Day

Employees who have completed one year of service or seniority shall be entitled to one (1) paid personal day per contract year to be scheduled on a mutually agreed date.

14.02 Eligible employees who are not assigned to duty on a Holiday named above will be paid their regular pay for the day.

14.03 Employees who are required to work on any of the Holidays specified in 14.1 above shall be paid at the rate of one and one-half times (1^{1/2}) their regular rate of pay for all hours worked in addition to their regular rate for scheduled hours on that day.

14.04 Easter Monday and Remembrance Day shall be considered regular work days in Federal Buildings. Where the employer instructs an employee not to report for work on these days they shall be entitled to receive their regular pay for the day.

- 14.05 Eligibility - An employee must have passed probation and must work his regularly scheduled shift before and after the Holiday, unless absent with permission of the Employer or because of proven illness. Probationary employees will receive statutory holiday pay in accordance with ESA.
- 14.06 Where a Holiday falls within an employee's vacation period such employee shall, at the employee's option, receive an extra day's pay in lieu of the holiday or an additional day of vacation at time which is mutually agreed upon by the employee and Employer.
- 14.07 Statutory Holiday hours worked will count towards the calculation of overtime hours that week.

ARTICLE 15 - VACATIONS

- 15.01 Vacation entitlement shall be calculated in accordance with article 10.3 of this agreement.
- 15.02 Employees will be entitled to vacation as follows:
- (a) Upon completion of twelve (12) months of service, each employee shall be entitled to a two (2) weeks' vacation with pay at 4% of the gross wages of the employees in the previous twelve (12) months of employment.
 - (b) Employees who have completed eight (8) years of service shall be entitled to three (3) weeks' vacation with pay at six (6) percent of gross wages of the employees in the previous twelve (12) months of employment.
 - (c) Employees who have completed fifteen (15) years of service shall be entitled to four (4) weeks' vacation with pay of eight (8) percent of gross wages of the employees in the previous twelve (12) months of employment.

(d) Employees who have completed twenty (20) years of service shall be entitled to five (5) weeks' vacation with pay of ten (10) percent of gross wages of the employees in the previous twelve (12) months of employment.

15.03 Vacation pay shall be paid as a separate line item and/or by a separate cheque.

15.04 Vacation requests will be submitted to the Employer by March 15th of each year and will be confirmed by the employer by April 1st. Vacation time will be allotted on the basis of seniority subject to operational requirements. Requests shall not be unreasonably denied. Employees who miss the cut off date will have their vacation granted based on availability.

ARTICLE 16 - LEAVE OF ABSENCE

16.01 An employee may request a leave of absence of up to six (6) weeks without pay or benefits for personal reasons. Such request will be in writing, with the reason(s) clearly stated, and must be submitted as far in advance as possible to the Manager. Such requests shall not be unreasonably denied. In the event of an emergency leave of absence the Company may waive the request be in writing. An employee returning from such leave shall be placed in his/her former job and shift, if applicable.

The Employer may grant leave of absence in excess of six (6) weeks, however, seniority shall cease to accumulate after a six (6) weeks leave.

16.02 Bereavement - In the event of the death of an employee's spouse, child, step-child, mother, father, sister, brother, grandparent, grandchild, the Company agrees to grant paid time off, from scheduled work up to three (3) scheduled consecutive days. The three (3) days must include or immediately precede or follow the day of the funeral.

In the event of the death of an employee's mother-in-law or father-in-law, the Company agrees to grant paid time off, from scheduled work for two (2) days.

In the event of the death of an employee's son-in-law, daughter-in-law, sister-in-law or brother-in-law, the Company agrees to grant paid time off, from scheduled work for one (1) day.

In the event of the death of an employee's spouse's grandparent, the Company agrees to grant paid time off, from scheduled work for one (1) day.

- 16.03 Jury Duty - An employee, when called for jury duty or subpoenaed as a witness for the Company will be granted time off and compensated for the difference between his normal earnings and the payment received for jury duty or being so subpoenaed. The employee will provide evidence that he reported for jury duty or attended as a subpoenaed witness.
- 16.04 Pregnant and Parental Leave - The Company agrees to provide pregnancy and parental leave consistent with the Ontario Employment Standards Act. Upon return from such leave employees will be entitled to be reinstated to the same job in the same work area, if still available.
- 16.05 The Employer has the right to request an acceptable justification in cases of excessive or pattern absenteeism. The Employer will pay for any medical certificate requested by the Company to a maximum of \$20.00. Reimbursement shall be by way of a separate cheque and not subject to regular payroll deductions.
- 16.06 An employee shall be granted one (1) days leave of absence with pay for the purpose of attending formal hearings to obtain his / her Canadian citizenship.
- 16.07 Employees legitimately absent from work for a period of twelve (12) calendar months or less shall, upon their return to work, be entitled to be re-instated, unless operations have ceased in that work area.

ARTICLE 17 - UNIFORMS

17.01 Uniform Policy - The Employer believes strongly that image is very important and portrays their professionalism. The Company requires all front line employees to wear Company uniforms as prescribed in their policy and in compliance with the Company's contract with its clients.

The employer agrees to continue its current practice with respect to the provision of uniforms.

Clothing or garments that are not supplied by the Company must be matching to the Company's uniform and must receive Management approval in advance.

Cleaning and maintenance of uniforms is the responsibility of the employees. Worn out or torn uniforms shall be returned to the Supervisor and will be replaced when required.

The uniforms are supplied free of charge to the employee provided all uniforms are returned to the Company upon separation of employment. Employees who fail to return the uniforms immediately upon departing from the Company will be deducted the full cost of the uniforms from their last pay.

Each employee is responsible for purchasing his or her footwear. Closed shoes with an anti-slip sole must be worn at work. Where certified safety shoes must be worn on the job, the Company reimburses employees up to one hundred (\$100.00) dollars every two (2) years upon presentation of an acceptable purchase receipt.

Employees have the option of changing into and out of their uniform at the work place. Employees who wish to wear the Company's uniform while off duty must conform to the Company's dress code.

17.02 The Employer will provide a winter coat with Company identification and gloves selected by the Employer to employees required to work outside during the winter months.

- 17.03 If lockers are available at the workplace, the Employer will supply the available facilities to the employees.

ARTICLE 18 - GENERAL

- 18.01 All special equipment and all equipment necessary to perform the duties assigned to the employees shall be furnished and kept in repair by the Employer.
- 18.02 Employees scheduled for a shift of more than five (5) hours shall be scheduled for an unpaid meal period of one -half (1/2) hour, unless an alternate arrangement is reached by the parties.
- 18.03 Employees scheduled for a shift of eight (8) hours shall be scheduled for two (2) fifteen (15) minutes rest periods during their shift. Each employee scheduled for a shift of less than eight (8) hours shall be scheduled for one (1) fifteen (15) minutes rest period during their shift.
- 18.04 All employees must be ready for duty upon commencement of shift. There shall be a five (5) minute personal wash-up period at the end of each regular shift for the purpose of changing clothes, etc.
- 18.05 Supervisors may perform bargaining unit work for experimentation, training purposes, emergencies purposes or as performed prior to the date of ratification of this agreement.
- For the purpose of clarity persons employed as Special Project Employees prior to the date of ratification shall be considered supervisors. Persons hired as Special Project Employees subsequent to the date of ratification shall be included in the bargaining unit.
- 18.06 Employees temporarily assigned to perform the duties of higher rated classification shall be paid the rate of pay of that classification for the duration of the assignment.
- 18.07 The parties agree to abide by the Human Rights Code. This will include making reasonable efforts to modify break times to accommodate prayer times or religious fasting.

- 18.08 The parties agree to equally share the cost of printing this Agreement.
- 18.09 In the event major changes are made to employees work assignment or operational changes are made that effect the majority of the members of the bargaining unit at a specific site, the employer agrees to the following;
- (a) To notify the union before any member is advised of the change. If possible, such notification will take place at least 30 days before the change. Both parties agree to meet, if necessary, within two weeks of such notice having been received.
 - (b) To share with the union the reasons for the change and the impact on members of the bargaining unit.
 - (c) To discuss and jointly determine if new classifications are being created and if so to negotiate an appropriate rate of pay for these classifications. It is understood that no new classification shall be paid a rate less than as set out in Schedule A.
- 18.10 Notwithstanding any other article in this collective agreement the parties will meet quarterly to review the issues of mutual concern in the industry.

ARTICLE 19 - BULLETIN BOARDS

- 19.01 Subject to availability of space and management approval, the Employer shall provide the Union with a bulletin board for posting notices. Where no bulletin board is available the Employer agrees to facilitate the distribution of Union provided material to the bargaining unit members.

ARTICLE 20 - HEALTH AND SAFETY

- 20.01 The Company and the Union recognize the benefits to be derived from a safe and healthy place of employment. It is agreed that the Company, the employees and the Union will cooperate fully to promote safe work practices, health conditions and the enforcement of safety rules and procedures.

- 20.02 Employees are required to report injuries to their Supervisor immediately. Any employee injured on the job shall be paid for the balance of his shift on which the injury occurred at the straight time hourly rate if, as a result of such injury, the employee is sent home by an officer or representative of the Employer, or is hospitalized.
- 20.03 If an employee is requested by the Employer to escort the injured employee home or to a hospital, that employee shall also be paid for the balance of his / her shift.

ARTICLE 21 - SICK DAYS

- 21.01 Upon ratification of this agreement employees who have completed two (2) years of service shall begin accumulating paid sick days at a rate of one day for every six months of service. Employees will be permitted to accumulate sick days to a maximum of twelve (12) days.

ARTICLE 22 - LIVING WAGE POLICY

- 22.01 Where the Federal government establishes a policy requiring contractors to provide employees working in government buildings with wages and/or benefits that are superior to those set out in this agreement those superior wages and benefits shall become part of this agreement.

ARTICLE 23 - HEALTH AND WELFARE BENEFITS

- 23.01 Effective July 1, 2018, the employer shall enroll all eligible employees who have completed probation into the SEIU Local 1 & 2 Benefit Trust and shall contribute on behalf of eligible employees seventy-five (75) cents for every hour worked as well as for every hour of paid vacation.

- 23.02 These remittances will be used for the provision of a schedule of full-time benefits for eligible employees regularly scheduled to work twenty-five (25) hours or more per week and a schedule of part-time benefits for those eligible employees regularly scheduled to work less than twenty-five (25) hours per week.
- 23.03 The Employer shall enroll all eligible employees in the plan on the first day of the month following probation.
- 23.04 The Employer shall remit the contributions referred to in this Schedule to the Benefit Trust along with all back up information no later than the 15th day of each month.

ARTICLE 24 - DURATION

- 24.01 This Agreement is effective from July 1, 2015, and shall continue in effect through June 30, 2019.

For the Company

ALCO Janitorial Services

Allen Maintenance Ltd.

Bee-Clean Building Maintenance

Cleanmatters Janitorial Services Limited

Domus Building Cleaning Company Limited

DTZ, a UGL Company

Dustmoon Maintenance Limited

Evripos Janitorial Services Limited

GDI Services (Canada) LP

Hallmark Housekeeping Services Inc.

M.A. Independent

NASCO Building Cleaning Inc.

Pinkham and Fils/Sons Inc.

Service Star Building Cleaning Inc.

For the Union

Tom Galivan

SCHEDULE "A" -- CLASSIFICATIONS AND WAGES

Schedule "A" Classification and Wages to read:

Minimum Rates:

Classification	Upon ratification	Apr 1/16	Oct 1 /16	Apr 1/17	Oct 1/17	Apr 1/18	Oct 1/18	Apr 1/19
Cleaner	11.75	12.00	12.25	12.50	12.75	13.00	13.25	13.50
Day Porter / Matron	12.25	12.50	12.75	13.00	13.25	13.50	13.75	14.00
Special Project	12.25	12.50	12.75	13.00	13.25	13.50	13.75	14.00

Note: Probationary employees will receive a rate that is 25 cents less than the minimum rate.

Premiums:

Leadhand \$0.50
Midnight Shift \$0.50

Minimum Increases

Persons employed on the date of ratification shall suffer no reduction in wages or any other employment entitlement. All employees, inclusive of employees earning wage rates greater than those set out above shall be entitled to the following minimum increases:

Upon ratification – 25 cents
April 1, 2016 – 25 cents
Oct 1, 2016 – 25 cents

April 1, 2017 – 25 cents
Oct 1, 2017 – 25 cents
April 1, 2018 – 25 cents
Oct 1, 2018 – 25 cents
April 1, 2019 – 25 cents

Employment Standards Act

The parties agree that at no time will any person covered by this agreement earn a wage rate less than 25 cents above the minimum wage.

LETTERS OF UNDERSTANDING

Letter of Understanding #1: Maintenance of Standards

Should the Employer acquire new job sites that are unionized with superior wages and/or benefit those terms will be recognized and maintained.

Should the Employer acquire new job sites that are non union with superior wages and/or benefits the parties will meet to negotiate the specific terms of employment that will apply to the employees of that specific site.

Where the parties are unable to negotiate the terms of employment referred to above either party may refer the matter to binding arbitration as referred to in Article 8.7 of this collective agreement.

Letter of Understanding #2: Non Union Tenders

Where a non union account goes out for tender nothing in this agreement shall prevent the union and the employer signatories to this agreement from agreeing to terms and conditions for the account that are less than those provided for in this agreement.

Letter of Understanding #3: Excluded Accounts

Accounts that fall within the scope of this agreement but that are currently excluded by agreement of the parties shall be folded in to this agreement upon the ratification of the agreement.

Letter of Understanding #4: Most Favoured Nations Clause

If the Union agrees to different economic terms and conditions more favorable to any employer performing work covered under the scope of this agreement, those terms and conditions shall apply to any other signatory employer of the agreement.

Enforcement of this side letter shall be through the grievance and arbitration provisions of the Agreement.

COLLECTIVE AGREEMENT

between

ALCO Janitorial Services
Allen Maintenance Ltd.
Bee-Clean Building Maintenance
Cleanmatters Janitorial Services Limited
Domus Building Cleaning Company Limited
DTZ, a UGL Company
Dustmoon Maintenance Limited
Evrupos Janitorial Services Limited
GDI Services (Canada) LP
Hallmark Housekeeping Services Inc.
M.A. Independent
NASCO Building Cleaning Inc.
Pinkham and Fils/Sons Inc.
Service Star Building Cleaning Inc.
(hereafter referred to as the "Company" or the "Employer")

- and -

Service Employees International Union, Local 2



Effective Date: July 1, 2015
Expiry Date: June 30, 2019

Table of Contents

ARTICLE 1 - GENERAL.....	4
ARTICLE 2 - RECOGNITION.....	4
ARTICLE 3 - RELATIONSHIP.....	5
ARTICLE 4 - UNION DUES.....	5
ARTICLE 5 - MANAGEMENT FUNCTIONS.....	6
ARTICLE 6 - NO STRIKE, NO LOCKOUTS.....	7
ARTICLE 7 - UNION STEWARDS.....	7
ARTICLE 8 - GRIEVANCE PROCEDURE.....	9
ARTICLE 9 - PROBATIONARY PERIOD.....	13
ARTICLE 10 - SERVICE & SENIORITY.....	13
ARTICLE 11 - JOB POSTINGS, LAY-OFF AND RECALL.....	15
ARTICLE 12 - WAGES.....	18
ARTICLE 13 - HOURS OF WORK AND OVERTIME.....	19
ARTICLE 14 - HOLIDAYS.....	20
ARTICLE 15 - VACATIONS.....	21
ARTICLE 16 - LEAVE OF ABSENCE.....	22

ARTICLE 17 - UNIFORMS 23

ARTICLE 18 - GENERAL..... 24

ARTICLE 19 - BULLETIN BOARDS 26

ARTICLE 20 - HEALTH AND SAFETY 26

ARTICLE 21 - SICK DAYS 27

ARTICLE 22 - LIVING WAGE POLICY 27

ARTICLE 23 - HEALTH AND WELFARE BENEFITS 27

ARTICLE 24 - DURATION 28

SCHEDULE "A" - CLASSIFICATIONS AND WAGES..... 30

LETTERS OF UNDERSTANDING 32

ARTICLE 1 - GENERAL

1.01 It is the central purpose of this Agreement to establish the uniform, specific terms and conditions of employment as between the Union and those Employers set out above (hereinafter referred to as "the Employer" or "the Company"), with respect to the employees encompassed by this agreement, and to provide machinery for the prompt and equitable disposition of grievances. For the purpose of clarity, the terms and conditions of this collective agreement apply on a single employer basis, unless otherwise expressly noted herein, and any actions, settlement, and/or liability of one of the Employers shall not bind or otherwise affect any of the others.

ARTICLE 2 - RECOGNITION

2.01 The Employer recognizes the Union as the sole and exclusive bargaining agent for all its employees engaged in Cleaning and Maintenance within the City of Ottawa, save and except:

- office and clerical employees
- supervisors and persons above the rank of supervisor
- persons working at privately owned locations smaller than 100,000 square feet. (unless those locations are unionized by SEIU or another bargaining agent)
- persons working at publicly owned locations smaller than 25,000 square feet (unless those locations are unionized by SEIU or another bargaining agent)
- retail, residential and hotel accounts where the total square footage cleaned by the employer is less than 35, 000 square feet (unless those locations are unionized by SEIU or another bargaining agent)

For the purpose of clarity 'privately owned locations' shall be defined as those properties in which the municipal, provincial or federal government does not have a majority ownership stake.

Clarity Note: Those locations that are currently unionized but that do not fall within the scope of the agreement shall continue to be included in the collective agreement.

ARTICLE 3 - RELATIONSHIP

- 3.01 The parties hereto agree that all present employees of the Employer covered by the terms of this Agreement shall remain members in good standing of the union as a condition of continued employment.
- 3.02 All new employees hired after the signing date of this Agreement shall become members of the Union as a condition of continued employment.
- 3.03 Where the masculine or singular pronoun is used herein, it shall mean and include the feminine or the plural pronoun where the context so requires.
- 3.04 Union representatives shall not enter the premises of the Company nor carry on Union activities on such premises without first obtaining authorization from the Manager, which authorization shall not be reasonably denied.

ARTICLE 4 - UNION DUES

- 4.01 All new employees shall be required to become and remain members of the union as a condition of employment.
- 4.02 Employees covered by this agreement shall pay Union dues as established by the Union. The Union shall have an opportunity during working hours to interview new employees for the purpose of signing union membership application cards. The Union will arrange times for interviews in conjunction with the Employer.
- 4.03 The Employer shall deduct and remit all union dues on a monthly basis and shall send all of the monies so collected to the Secretary - Treasurer of the Union on or before the 15th, day of the following month the deductions were made. Union dues will be accompanied the following employee information:

- (a) Employee name.
- (b) Work location.
- (c) Hourly wage.
- (d) Hours worked.
- (e) Union dues.
- (f) Benefit premiums remitted.

In addition to the above information the employer shall provide the union with the following information every three months:

- (a) Classification
- (b) Site Seniority
- (c) Service with company
- (d) Home address.
- (e) Phone number.

- 4.04 The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands or other forms of liability that shall arise out of or by reason of any action taken or not by the Employer for the purpose of complying with any of the provisions of this Article.
- 4.05 The Employer will indicate the amount of Union dues paid by employees on their T-4 slips.

ARTICLE 5 - MANAGEMENT FUNCTIONS

- 5.01 Except to the extent explicitly abridged by specific written provision of this Agreement, the Company reserves and retains, solely and exclusively, all of its inherent rights to operate and manage its business and operations in accordance with its commitments, its obligations and responsibilities.

5.02 Without in any way diminishing or limiting those rights, it is understood and agreed that those rights include:

(a) The right to direct and supervise the work force, hire, schedule, promote, demote, discharge, determine work assignments, processes and equipment and materials to be used, set policies and procedures, classify, transfer, layoff, assign and discipline employees for just cause provided that a claim by an employee who has acquired seniority that he has been disciplined or discharged without just cause, may be the subject of a grievance and dealt with as hereinafter provided.

5.03 The Company agrees that its functions will not be exercised in a manner inconsistent with the other provisions of this Agreement in an effort to maintain and promote a harmonious relationship with the employees and the Union.

ARTICLE 6 - NO STRIKE, NO LOCKOUTS

6.01 In view of this orderly procedure established by this Agreement for the settling of disputes and handling of grievances, the union agrees that during the lifetime of this Agreement, there will be no strikes, picketing, slowdowns, or stoppage of work, either complete or partial, and the Employer agrees that there will be no lockout.

ARTICLE 7 - UNION STEWARDS

7.01 The Employer recognizes the right of the Union to elect or appoint one (1) Chief Steward representing the authorized areas of each working establishment. Should the Chief Steward be absent from work, or should there be more than ten (10) employees in working establishment, or should there be more than one (1) shift worked by the employees in the working establishment, the Employer recognizes the right of the Union to appoint an additional Union Stewards. The Union will notify the Employer from time to time as to the names of the Steward(s) and the areas of their responsibility and all stewards shall be regular employees of the Employer

who have acquired seniority.

- 7.02 The Union acknowledges that Stewards have their regular duties to perform on behalf of the Employer and that such persons shall not leave their regular duties to attend to the complaints and grievances of employees without having first secured permission from their immediate supervisor, which permission shall not unreasonably be withheld. Stewards shall state their destination to their immediate Supervisor and shall report again to him at the time of their return to work, provided these steps are followed, Stewards shall not suffer a loss of basic pay. The Employer reserves the right to limit the duration of such meetings, these limits shall not be unreasonable.
- 7.03 Where the Company has less than one hundred employees covered by this agreement the Union shall have the right to appoint or elect one employee to serve as a member of the negotiating committee. Where the Company has one hundred or more employees covered by this agreement the Union shall have the right to appoint or elect two employees to serve as a member of the negotiating committee. Employees will be paid by the Company for time off work for the purpose of participation in mutually agreed negotiations up to conciliation. Time paid for attendance at negotiations will not exceed the number of hours the employee is regularly scheduled to work.
- 7.04 Where an employee is required to attend a meeting in which a written warning, suspension, or discharge is to be given, the Supervisor or designate will inform the employee prior to the meeting of his right to have a Union Steward present at the meeting.

The employee may request the presence of the union Steward during the meeting. Where the employee requests such representation, the Supervisor will send for the Steward without further discussion of the matter with the employee. If a Steward is not available, the Employer shall schedule the disciplinary meeting within the next twenty-four (24) hours and it shall then become the sole responsibility of the employee concerned to arrange for a Union Steward to be in attendance when the meeting occurs.

- 7.05 Copies of all disciplinary notices issued to bargaining unit members shall be forwarded to the union's Business Agent.
- 7.06 The Union may request from each Company up to three (3) days off per calendar year, without pay, for Stewards of the bargaining unit. The Employer shall reasonably grant such requests. This leave is over and above the time required to negotiate this Collective Agreement. The maximum number of stewards absent at any given time is not to exceed three (3) and not more than one (1) from any given location.

ARTICLE 8 - GRIEVANCE PROCEDURE

- 8.01 The purpose of this Article is to provide an orderly procedure for the resolution and disposition of grievances.
- 8.02 A grievance is an allegation by an employee, the Union, or the Company that one party has violated this Agreement or by an employee who has completed the probationary period that he has been unjustly disciplined or discharged.
- 8.03 Step 1
 - (a) An employee initiates a grievance by verbally notifying his Supervisor that he has a grievance and then providing the Supervisor with the details and circumstances of the matter, along with the remedy sought. Such an employee may request the presence of an available steward at the meeting.

- (b) This must occur within five (5) working days of the incident giving rise to the grievance. The Supervisor must respond verbally to the grievance within five (5) working days after hearing the grievance.
- (c) If the employee is satisfied with the Supervisor's response, the matter is concluded and neither the grievance nor the response shall be binding or used as a precedent by the Company or the union.

Step 2

- (a) Failing satisfactory settlement at Step 1, the grievance may be reduced to writing within five (5) working days of the response in Step 1 and submitted to the Site Manager.
- (b) Upon receipt of such grievance the Site Manager shall issue a written response within five (5) working days.

Step 3

- (a) Failing satisfactory settlement at step 2, the grievance shall be submitted to the Company head office and a meeting to discuss the grievance shall be arranged between the griever, Steward, union Business Agent and Employer Representatives at a mutually agreed to time and date.
- (b) A formal response will be issued by the Employer to the union's business Agent within five (5) working days of the above noted meeting.

8.04 Union, Discharge and Employer Grievances

The Union or the Employer may initiate a policy or group grievance directly into Step 2. A Claim by an employee, who has completed the probationary period, that he has been unjustly terminated may be filed directly at Step 2.

8.05 For the purpose of this Article, working days shall not include Saturdays, Sundays and Holidays.

8.06 Grievance Mediation

The parties agree to implement a Grievance mediation Procedure prior to proceeding to Arbitration as set out below.

- (a) Either party may submit the grievance to Grievance mediation at any time within ten (10) calendar days following the receipt of the reply at step 3, or if no reply is received, within ten (10) calendar days following the expiration of the period limited for such reply. Where the matter is so referred, the Mediation process shall take place before the matter is referred to Arbitration.
- (b) Grievance Mediation will commence within twenty-one (21) calendar days of the grievance being submitted to Mediation.
- (c) The Grievance Mediation process is without prejudice to either party.
- (d) No matter may be submitted to Grievance Mediation which has not been properly carried through the grievance procedure, provided that the parties may extend the time limits fixed in the grievance procedure.
- (e) The parties may agree to the appointment of a Mediator by the Ministry of Labour, provided that such Mediator is able to commence Grievance Mediation within the time periods set out in the item (b) above, or where the parties mutually agree to extend the time periods for such Mediator.
- (f) Proceedings before the Mediator shall be informal. Accordingly, the rules of evidence will not apply, no records of the proceedings shall be made and legal counsel shall not be used by either party.
- (g) If possible, an agreed statement of facts will be provided to the Mediator, and if possible, in advance of the Grievance Mediator

Conference.

- (h) The Mediator will have the authority to meet separately with any person or persons, but will not have the authority to compel the resolution of a grievance.
- (i) If a grievance is not settled through the grievance Mediation process, the Mediator shall provide the parties with an immediate oral advisory opinion and the grounds of such advisory opinion, unless both parties agree that no such opinion shall be provided.
- (j) If no settlement is reached within ten (10) calendar days following grievance Mediation, the parties are free to submit the matter to Arbitration as hereinafter provided. In the event that a grievance which has been mediated subsequently proceeds to arbitration, the Mediator may serve as Arbitrator. Nothing said or done by the Mediator may be referred to at Arbitration.
- (k) Any settlement reached shall not be referred to by the parties in respect of any subsequent matter and in any other setting.
- (l) The Union and the Employer will share the cost of the Mediator, if any.

8.07 Arbitration

- (a) The Union and the Employer acknowledge the applicability of S.46 of the Labour Relations Act as more particularly set out in the Act, with respect to the appointment of a single arbitrator by the Minister.
- (b) No person may be appointed as an Arbitrator who has been involved in an attempt to negotiate or to settle the grievance, unless mutually agreed to.
- (c) Each of the parties hereto will bear the expenses of a nominee appointed by it, and the parties will jointly share the expenses of the Chairperson of the Arbitration Board, if any.

- 8.08 The Arbitrator shall not have to power to alter or change any of the provisions of this Agreement; or to substitute any new provisions for any existing provisions; nor to render any decision inconsistent with the terms and provisions of the Agreement.
- 8.09 Both parties to this Agreement agree that the time limit may be extended by mutual agreement.
- 8.10 The parties agree the Employer will remove all discipline from the Employee personnel file, provided that:
- (a) No discipline is received for a period of twenty-four months (24) months.
 - (b) The misconduct did not involve a violation of law or an issue constituting breach of trust.

ARTICLE 9 - PROBATIONARY PERIOD

- 9.01 All employees shall serve as probationary employees until they have completed 480 hours of work or 60 shifts whichever occurs first. If they are retained when they have completed their probationary period, their names shall be placed on the appropriate seniority list and their seniority shall date back to their date of hire. The probationary period may be extended by the number of shifts missing during the probationary period.

ARTICLE 10 - SERVICE & SENIORITY

- 10.01 Seniority shall be used in the application of the job posting, lay-off and recall provisions of this agreement, and shall be calculated as an employee's uninterrupted tenure at a specific work location* including service with previous contractors.

* A work location may be defined as a single building or a cluster of buildings by mutual agreement of the parties.

10.02 In all cases of job postings, promotions, job placement, work assignments, layoffs and recalls, the following factors shall be considered:

- (a) Seniority
- (b) Skill, ability.

Where skill, ability is relatively equal, the most senior available bidder shall be selected for the job posting.

10.03 Service

Service shall be used solely in determining an employee's entitlement to vacation benefits and shall be calculated as an employee's uninterrupted tenure at a specific work location, including service with a previous contractor or their overall service with the Company, whichever is greater.

10.04 Seniority, Service status and employment, once acquired, will be lost for the following reasons:

- (a) Voluntary resignation.
- (b) Discharge for cause.
- (c) Absence from scheduled work for two (2) consecutive days without actual notice to the Employer, unless in circumstances it is impossible for him / her to do so.
- (d) Failure to return to work within five (5) working days of written notice of recall sent by verifiable mail to the last known address according to the records of the Company.
- (e) Lay off for twelve (12) months following date of lay off or the length of employment whichever is lesser.
- (f) Extended absence due to injury or illness for twenty-four (24) months.
- (g) Failure to return on scheduled day following an authorized leave of absence without an explanation satisfactory to the Company.

- 10.05 Employees shall be responsible for notifying the Company of any changes in address and/or phone number.

ARTICLE 11 - JOB POSTINGS, LAY-OFF AND RECALL

- 11.01 The parties agree that all provisions of this Agreement which apply to job posting, lay-off, recall shall be applied pursuant to article 10.1 and 10.2.
- 11.02 Employees interested in vacancies at sites other than their own may advise the Employer in writing between January 1st and January 7th of each year of their interest in applying for such vacancies for the upcoming year as they become available. These employees will only be considered for such vacancies after all on-site applicants have had the opportunity to apply through the job posting article of this collective agreement. Employees who transfer from one site to another under this agreement will not be required to serve an additional probationary period and will be placed on the wage grid in accordance with their service at the previous work site(s). This process will not be used for subsequent vacancies as a result of awarding a vacancy to a staff member.

The Employer will notify employees of where to submit vacancy requests.

Where an employee with secret security (or higher) clearance wishes to transfer from one site to another the employer reserves the right to deny such requests for operational reasons.

- 11.03 Job Posting (Permanent Vacancies)
- (a) When the Employer decides to fill a permanent vacancy or creates a new permanent classification such vacancy shall be posted for five (5) working days.
 - (b) All postings will contain the following information:
 - (i) Job classification
 - (ii) Rate of pay.

(iii) Hours of work.

(iv) Shift.

Successful bidders will be selected pursuant to Article 10.2.

(c) Employees may apply for a lateral transfer once every twelve (12) months when a position is available.

A copy of all vacancies and postings will be forwarded to the Union Office and to the Chief Steward. The name of successful bidders for such vacancies will also be provided to the Union.

(d) Temporary vacancies expected to last four (4) or more months will be posted in accordance with Article 10.2 (a). No secondary vacancies will be posted as a result of the awarding of a temporary vacancy to a staff member.

Upon the return of the original individual who vacated the position the person who assumed the temporary position shall return to his or her former position.

Should the individual who has vacated the position fail to return to work the successful applicant will maintain the vacancy on a permanent basis.

Nothing in this agreement shall prevent the employer from filling temporary vacancies with new hires. During the term of the temporary vacancy such new hires shall be deemed to be probationary employees.

(e) Emergency call in lists

Employees will state their availability for emergency duty on an emergency call in list.

This list will remain posted at all times and the Employer will call employees whose name appears on that list from top to bottom on a rotating basis, providing such employees have the qualifications, skills and ability to perform the work.

Employees unavailable or unwilling to accept the assignment will be considered to have worked for the purpose of proceeding through the list.

11.04 Lay-off and Recall

- (a) As per article 10.01, In case of lay-off, or recall from lay-off, the employee with the greatest seniority, provided that he / she has the skill, ability to perform the required work, shall be the last to be laid off and conversely the first to be recalled from layoff.
- (b) In the event of a layoff, the Employer agrees to notify and discuss with the Union the effects to the layoff and consider possible alternatives to the layoff prior to notifying the affected employees.
- (c) In the event of a reduction in the regular hours of work or a layoff of a permanent nature, the affected employee may accept the lay-off or exercise seniority rights to bump the least senior employee working in the building/cluster of buildings (as agreed by the parties) in an equal or lower paying classification, on the same or another shift. The parties agree that the employee originally subject to the lay-off must have the qualifications to do the job.
- (d) A displaced employee may accept the lay-off or exercise seniority rights to bump the least senior employee in an equal or lower paying classification, on the same or another shift. Again, the parties agree that the employee originally subject to the lay-off must have the qualifications to do the job.

An employee who is laid off shall be considered for vacancies at other sites in accordance with Article 10.2 of this agreement. Employees will not be compelled to accept positions at other locations/sites other than their own sites.

Where a reduction in the regular hours of work or a lay-off occurs, of a temporary nature not to exceed thirteen (13) weeks, in either case, the affected employee may only bump the least senior employee in the classification.

Recall of employee(s) on lay-off shall be in the reverse order of lay-off, by classification, provided the employee(s) being recalled has the skill(s) and ability to do the work available.

- (e) If known to the Employer, Employees will be provided with a minimum of seven (7) days notice of lay-off.
- (f) In all cases of layoff probationary employees shall be laid off before employees who have attained seniority.

11.05 Recalls

Before hiring any new employee, the Employer will offer such opening to the qualified employee most recently placed on the lay-off list by means of registered letter.

ARTICLE 12 - WAGES

- 12.01 Hourly wages will be paid according to the classification and schedule set forth in Schedule "A" of this Agreement.
- 12.02 Effective January 1, 2016, employees will be paid every two weeks. In the case of a holiday, employees will be paid on the previous business day prior to the holiday.
- 12.03 Effective January 1, 2016, the Employer shall provide "automatic deposit" of net pay to the employee's bank account. In such cases, it is the sole

responsibility of the employee to provide current, accurate banking information to the Employer and the Employer will ensure that a Statement of Earnings is provided to the employees in accordance with the distribution requirement outlined in Paragraph 12.1. The statement of earning shall include the employee's vacation pay accrued to date.

- 12.04 Corrections to payroll errors are done the day following the payday. The employees shall inform the Area Manager who will notify the payroll office. A cheque will be issued for amount equal or exceeding \$50.00. Lesser amounts will be paid in the following payroll.

ARTICLE 13 - HOURS OF WORK AND OVERTIME

- 13.01 The normal work schedule for each employee shall be made available to an employee or union Representative upon request.
- 13.02 An employee who reports for his / her scheduled shift and finds that no work is available, will be paid for four and one half (4.5) hours or the length of her scheduled shift (whichever is less) at his/ her regular rate of pay unless the employee received prior notification not to report to work or the unavailability or work is the result of cause beyond the control of the Employer, i.e. fire, flood, strike or an act of God, etc.
- 13.03 The Employer agrees to distribute excess work as equitably as possible among available, qualified employees. This work will be offered to employees in the classification normally assigned to perform work.
- 13.04 The Employer agrees to pay time and one-half ($1 \frac{1}{2}$) the hourly rate established in Schedule "A" for all hours paid in excess of forty-four (44) hours in a work week.
- 13.05 The Employer will not reschedule any employees for the purpose of avoiding overtime.

- 13.06 Available overtime opportunities shall be offered equitably, on a rotational basis, to employees who have expressed their desire to work overtime, and are available.
- 13.07 The parties agree that bargaining unit employees employed on the date of ratification of this Collective Agreement will suffer no reduction in hours of work, for the life of this Agreement, unless a tenant vacancy occurs resulting in a decrease in the area to be cleaned, or a request is made by the customer to reduce operating cost. Nothing in this article shall prevent the employer from laying off employees pursuant to the lay-off provisions (11.2).

ARTICLE 14 - HOLIDAYS

- 14.01 The recognized holidays with pay for this Agreement shall be:

New Years Day	Good Friday	Victoria Day
Canada Day	Thanksgiving Day	Labour Day
Boxing Day	Christmas Day	Family Day

Employees who have completed one year of service or seniority shall be entitled to one (1) paid personal day per contract year to be scheduled on a mutually agreed date.

- 14.02 Eligible employees who are not assigned to duty on a Holiday named above will be paid their regular pay for the day.
- 14.03 Employees who are required to work on any of the Holidays specified in 14.1 above shall be paid at the rate of one and one-half times (1^{1/2}) their regular rate of pay for all hours worked in addition to their regular rate for scheduled hours on that day.
- 14.04 Easter Monday and Remembrance Day shall be considered regular work days in Federal Buildings. Where the employer instructs an employee not to report for work on these days they shall be entitled to receive their regular pay for the day.

- 14.05 Eligibility - An employee must have passed probation and must work his regularly scheduled shift before and after the Holiday, unless absent with permission of the Employer or because of proven illness. Probationary employees will receive statutory holiday pay in accordance with ESA.
- 14.06 Where a Holiday falls within an employee's vacation period such employee shall, at the employee's option, receive an extra day's pay in lieu of the holiday or an additional day of vacation at time which is mutually agreed upon by the employee and Employer.
- 14.07 Statutory Holiday hours worked will count towards the calculation of overtime hours that week.

ARTICLE 15 - VACATIONS

- 15.01 Vacation entitlement shall be calculated in accordance with article 10.3 of this agreement.
- 15.02 Employees will be entitled to vacation as follows:
- (a) Upon completion of twelve (12) months of service, each employee shall be entitled to a two (2) weeks' vacation with pay at 4% of the gross wages of the employees in the previous twelve (12) months of employment.
 - (b) Employees who have completed eight (8) years of service shall be entitled to three (3) weeks' vacation with pay at six (6) percent of gross wages of the employees in the previous twelve (12) months of employment.
 - (c) Employees who have completed fifteen (15) years of service shall be entitled to four (4) weeks' vacation with pay of eight (8) percent of gross wages of the employees in the previous twelve (12) months of employment.

(d) Employees who have completed twenty (20) years of service shall be entitled to five (5) weeks' vacation with pay of ten (10) percent of gross wages of the employees in the previous twelve (12) months of employment.

15.03 Vacation pay shall be paid as a separate line item and/or by a separate cheque.

15.04 Vacation requests will be submitted to the Employer by March 15th of each year and will be confirmed by the employer by April 1st. Vacation time will be allotted on the basis of seniority subject to operational requirements. Requests shall not be unreasonably denied. Employees who miss the cut off date will have their vacation granted based on availability.

ARTICLE 16 - LEAVE OF ABSENCE

16.01 An employee may request a leave of absence of up to six (6) weeks without pay or benefits for personal reasons. Such request will be in writing, with the reason(s) clearly stated, and must be submitted as far in advance as possible to the Manager. Such requests shall not be unreasonably denied. In the event of an emergency leave of absence the Company may waive the request be in writing. An employee returning from such leave shall be placed in his/her former job and shift, if applicable.

The Employer may grant leave of absence in excess of six (6) weeks, however, seniority shall cease to accumulate after a six (6) weeks leave.

16.02 Bereavement - In the event of the death of an employee's spouse, child, step-child, mother, father, sister, brother, grandparent, grandchild, the Company agrees to grant paid time off, from scheduled work up to three (3) scheduled consecutive days. The three (3) days must include or immediately precede or follow the day of the funeral.

In the event of the death of an employee's mother-in-law or father-in-law, the Company agrees to grant paid time off, from scheduled work for two (2) days.

In the event of the death of an employee's son-in-law, daughter-in-law, sister-in-law or brother-in-law, the Company agrees to grant paid time off, from scheduled work for one (1) day.

In the event of the death of an employee's spouse's grandparent, the Company agrees to grant paid time off, from scheduled work for one (1) day.

- 16.03 Jury Duty - An employee, when called for jury duty or subpoenaed as a witness for the Company will be granted time off and compensated for the difference between his normal earnings and the payment received for jury duty or being so subpoenaed. The employee will provide evidence that he reported for jury duty or attended as a subpoenaed witness.
- 16.04 Pregnant and Parental Leave - The Company agrees to provide pregnancy and parental leave consistent with the Ontario Employment Standards Act. Upon return from such leave employees will be entitled to be reinstated to the same job in the same work area, if still available.
- 16.05 The Employer has the right to request an acceptable justification in cases of excessive or pattern absenteeism. The Employer will pay for any medical certificate requested by the Company to a maximum of \$20.00. Reimbursement shall be by way of a separate cheque and not subject to regular payroll deductions.
- 16.06 An employee shall be granted one (1) days leave of absence with pay for the purpose of attending formal hearings to obtain his / her Canadian citizenship.
- 16.07 Employees legitimately absent from work for a period of twelve (12) calendar months or less shall, upon their return to work, be entitled to be re-instated, unless operations have ceased in that work area.

ARTICLE 17 - UNIFORMS

- 17.01 Uniform Policy - The Employer believes strongly that image is very important and portrays their professionalism. The Company requires all front line employees to wear Company uniforms as prescribed in their policy and in compliance with the Company's contract with its clients.

The employer agrees to continue its current practice with respect to the provision of uniforms.

Clothing or garments that are not supplied by the Company must be matching to the Company's uniform and must receive Management approval in advance.

Cleaning and maintenance of uniforms is the responsibility of the employees. Worn out or torn uniforms shall be returned to the Supervisor and will be replaced when required.

The uniforms are supplied free of charge to the employee provided all uniforms are returned to the Company upon separation of employment. Employees who fail to return the uniforms immediately upon departing from the Company will be deducted the full cost of the uniforms from their last pay.

Each employee is responsible for purchasing his or her footwear. Closed shoes with an anti-slip sole must be worn at work. Where certified safety shoes must be worn on the job, the Company reimburses employees up to one hundred (\$100.00) dollars every two (2) years upon presentation of an acceptable purchase receipt.

Employees have the option of changing into and out of their uniform at the work place. Employees who wish to wear the Company's uniform while off duty must conform to the Company's dress code.

- 17.02 The Employer will provide a winter coat with Company identification and gloves selected by the Employer to employees required to work outside during the winter months.

- 17.03 If lockers are available at the workplace, the Employer will supply the available facilities to the employees.

ARTICLE 18 - GENERAL

- 18.01 All special equipment and all equipment necessary to perform the duties assigned to the employees shall be furnished and kept in repair by the Employer.
- 18.02 Employees scheduled for a shift of more than five (5) hours shall be scheduled for an unpaid meal period of one -half (1/2) hour, unless an alternate arrangement is reached by the parties.
- 18.03 Employees scheduled for a shift of eight (8) hours shall be scheduled for two (2) fifteen (15) minutes rest periods during their shift. Each employee scheduled for a shift of less than eight (8) hours shall be scheduled for one (1) fifteen (15) minutes rest period during their shift.
- 18.04 All employees must be ready for duty upon commencement of shift. There shall be a five (5) minute personal wash-up period at the end of each regular shift for the purpose of changing clothes, etc.
- 18.05 Supervisors may perform bargaining unit work for experimentation, training purposes, emergencies purposes or as performed prior to the date of ratification of this agreement.
- For the purpose of clarity persons employed as Special Project Employees prior to the date of ratification shall be considered supervisors. Persons hired as Special Project Employees subsequent to the date of ratification shall be included in the bargaining unit.
- 18.06 Employees temporarily assigned to perform the duties of higher rated classification shall be paid the rate of pay of that classification for the duration of the assignment.
- 18.07 The parties agree to abide by the Human Rights Code. This will include making reasonable efforts to modify break times to accommodate prayer times or religious fasting.

- 18.08 The parties agree to equally share the cost of printing this Agreement.
- 18.09 In the event major changes are made to employees work assignment or operational changes are made that effect the majority of the members of the bargaining unit at a specific site, the employer agrees to the following;
- (a) To notify the union before any member is advised of the change. If possible, such notification will take place at least 30 days before the change. Both parties agree to meet, if necessary, within two weeks of such notice having been received.
 - (b) To share with the union the reasons for the change and the impact on members of the bargaining unit.
 - (c) To discuss and jointly determine if new classifications are being created and if so to negotiate an appropriate rate of pay for these classifications. It is understood that no new classification shall be paid a rate less than as set out in Schedule A.
- 18.10 Notwithstanding any other article in this collective agreement the parties will meet quarterly to review the issues of mutual concern in the industry.

ARTICLE 19 - BULLETIN BOARDS

- 19.01 Subject to availability of space and management approval, the Employer shall provide the Union with a bulletin board for posting notices. Where no bulletin board is available the Employer agrees to facilitate the distribution of Union provided material to the bargaining unit members.

ARTICLE 20 - HEALTH AND SAFETY

- 20.01 The Company and the Union recognize the benefits to be derived from a safe and healthy place of employment. It is agreed that the Company, the employees and the Union will cooperate fully to promote safe work practices, health conditions and the enforcement of safety rules and procedures.

- 20.02 Employees are required to report injuries to their Supervisor immediately. Any employee injured on the job shall be paid for the balance of his shift on which the injury occurred at the straight time hourly rate if, as a result of such injury, the employee is sent home by an officer or representative of the Employer, or is hospitalized.
- 20.03 If an employee is requested by the Employer to escort the injured employee home or to a hospital, that employee shall also be paid for the balance of his / her shift.

ARTICLE 21 - SICK DAYS

- 21.01 Upon ratification of this agreement employees who have completed two (2) years of service shall begin accumulating paid sick days at a rate of one day for every six months of service. Employees will be permitted to accumulate sick days to a maximum of twelve (12) days.

ARTICLE 22 - LIVING WAGE POLICY

- 22.01 Where the Federal government establishes a policy requiring contractors to provide employees working in government buildings with wages and/or benefits that are superior to those set out in this agreement those superior wages and benefits shall become part of this agreement.

ARTICLE 23 - HEALTH AND WELFARE BENEFITS

- 23.01 Effective July 1, 2018, the employer shall enroll all eligible employees who have completed probation into the SEIU Local 1 & 2 Benefit Trust and shall contribute on behalf of eligible employees seventy-five (75) cents for every hour worked as well as for every hour of paid vacation.

- 23.02 These remittances will be used for the provision of a schedule of full-time benefits for eligible employees regularly scheduled to work twenty-five (25) hours or more per week and a schedule of part-time benefits for those eligible employees regularly scheduled to work less than twenty-five (25) hours per week.
- 23.03 The Employer shall enroll all eligible employees in the plan on the first day of the month following probation.
- 23.04 The Employer shall remit the contributions referred to in this Schedule to the Benefit Trust along with all back up information no later than the 15th day of each month.

ARTICLE 24 - DURATION

- 24.01 This Agreement is effective from July 1, 2015, and shall continue in effect through June 30, 2019.

For the Company

For the Union

ALCO Janitorial Services

Tom Galivan

Allen Maintenance Ltd.

Bee-Clean Building Maintenance

Cleanmatters Janitorial Services Limited

Domus Building Cleaning Company Limited

DTZ, a UGL Company

Dustmoon Maintenance Limited

Evrupos Janitorial Services Limited

GDI Services (Canada) LP

Hallmark Housekeeping Services Inc.

M.A. Independent

NASCO Building Cleaning Inc.

Pinkham and Fils/Sons Inc.

Service Star Building Cleaning Inc.

SCHEDULE "A" – CLASSIFICATIONS AND WAGES

Schedule "A" Classification and Wages to read:
Minimum Rates:

Classification	Upon ratification	Apr 1/16	Oct 1 /16	Apr 1/17	Oct 1/17	Apr 1/18	Oct 1/18	Apr 1/19
Cleaner	11.75	12.00	12.25	12.50	12.75	13.00	13.25	13.50
Day Porter / Matron	12.25	12.50	12.75	13.00	13.25	13.50	13.75	14.00
Special Project	12.25	12.50	12.75	13.00	13.25	13.50	13.75	14.00

Note: Probationary employees will receive a rate that is 25 cents less than the minimum rate.

Premiums:

Leadhand \$0.50
Midnight Shift \$0.50

Minimum Increases

Persons employed on the date of ratification shall suffer no reduction in wages or any other employment entitlement. All employees, inclusive of employees earning wage rates greater than those set out above shall be entitled to the following minimum increases:

- Upon ratification – 25 cents
- April 1, 2016 – 25 cents
- Oct 1, 2016 – 25 cents

April 1, 2017 – 25 cents
Oct 1, 2017 – 25 cents
April 1, 2018 – 25 cents
Oct 1, 2018 – 25 cents
April 1, 2019 – 25 cents

Employment Standards Act

The parties agree that at no time will any person covered by this agreement earn a wage rate less than 25 cents above the minimum wage.

LETTERS OF UNDERSTANDING

Letter of Understanding #1: Maintenance of Standards

Should the Employer acquire new job sites that are unionized with superior wages and/or benefit those terms will be recognized and maintained.

Should the Employer acquire new job sites that are non union with superior wages and/or benefits the parties will meet to negotiate the specific terms of employment that will apply to the employees of that specific site.

Where the parties are unable to negotiate the terms of employment referred to above either party may refer the matter to binding arbitration as referred to in Article 8.7 of this collective agreement.

Letter of Understanding #2: Non Union Tenders

Where a non union account goes out for tender nothing in this agreement shall prevent the union and the employer signatories to this agreement from agreeing to terms and conditions for the account that are less than those provided for in this agreement.

Letter of Understanding #3: Excluded Accounts

Accounts that fall within the scope of this agreement but that are currently excluded by agreement of the parties shall be folded in to this agreement upon the ratification of the agreement.

Letter of Understanding #4: Most Favoured Nations Clause

If the Union agrees to different economic terms and conditions more favorable to any employer performing work covered under the scope of this agreement, those terms and conditions shall apply to any other signatory employer of the agreement.

Enforcement of this side letter shall be through the grievance and arbitration provisions of the Agreement.

ELECTRONIC PAYMENTS REQUEST
FOR PWGSC SUPPLIERSDEMANDE DE PAIEMENT ÉLECTRONIQUE
DESTINÉE AUX FOURNISSEURS DE TPSGC**PRIVACY CAVEAT - MISE EN GARDE CONCERNANT LA PROTECTION DES RENSEIGNEMENTS PERSONNELS**

Applies to sole proprietors only: Collection of the information requested on this form is voluntary. This information is collected for the purpose of offering Direct Deposit services to PWGSC suppliers and is important to facilitate the processing of your electronic funds transfer. Non-completion of this form will result in your cheque being processed manually, which may take longer. The personal information is maintained in Personal Information Bank number PSU 912 and is protected from disclosure in accordance with the provisions of the *Privacy Act*. Under the *Privacy Act*, you have the right to request access to your personal information and request corrections should you believe that your personal information is erroneous or incomplete. The records are retained for six years following the last administrative action and then destroyed.

À l'intention des entreprises à propriétaire unique seulement : La communication des renseignements demandés dans ce formulaire est facultative. Ces renseignements sont recueillis en vue d'offrir des services de dépôt direct aux fournisseurs de Travaux publics et Services gouvernementaux Canada (TPSGC); ils servent à réaliser le transfert électronique des fonds qui vous sont destinés. À défaut de remplir ce formulaire, vous recevrez un chèque dont le traitement, réalisé à la main, peut être moins rapide. Les renseignements personnels sont versés à la base de renseignements personnels numéro PSU 912 et protégés contre la divulgation conformément aux dispositions de la *Loi sur la protection des renseignements personnels*. Aux termes de cette loi, vous avez le droit de vous faire communiquer les renseignements personnels qui vous concernent et de demander leur correction si vous jugez qu'ils sont erronés ou incomplets. Les dossiers sont conservés pour une période de six ans après la dernière mesure administrative et ensuite détruits.

TO BE COMPLETED BY VENDOR - À REMPLIR PAR LE FOURNISSEUR

TYPE OF REQUEST TYPE DE DEMANDE	<input type="checkbox"/> New Nouveau	<input type="checkbox"/> Amendment Modification	<input type="checkbox"/> Cancel Electronic Payments Annulation de paiements électroniques
<input type="checkbox"/> Direct Deposit Dépôt direct	<input type="checkbox"/> Electronic Data Interchange (EDI) Échange de données informatisées	<input type="checkbox"/> WIRE (International payments) Virement télégraphique (paiements internationaux)	<input type="checkbox"/> Payment in Lieu of Taxes (PILT) Paiements versés en remplacement d'impôts (PERI)
<input type="checkbox"/> Large Value Transfer System (LVTS) Système de transfert de paiements de grande valeur (STPGV)			

VENDOR INFORMATION - RENSEIGNEMENT SUR LE FOURNISSEUR

Legal Name - Raison sociale	Operating Name - Nom commercial	Procurement Business Number (PBN) Numéro d'entreprise - approvisionnement (NEA)	
Address - Adresse			
City - Ville	Province	Country - Pays	Postal code - Code postal

BANKING INFORMATION - INFORMATION BANCAIRE

Financial Institution No. N° de l'institution financière	Branch No. N° de la succursale	Account No. N° de compte
Financial Institute Address - Adresse de l'institution financière		
City - Ville	Province	Postal code - Code postal

FOR WIRE PAYMENTS ONLY - POUR LES VIREMENTS CABLÉS SEULEMENT

SWIFT Code - Code SWIFT	Bank Sort Code - Code de tri bancaire
Account Type - Type de compte	Account No. - N° de compte
WIRE Instructions - Instructions pour virement télégraphique	

PAYMENT CONTACT/ PERSONNE-RESSOURCE POUR LE PAIEMENT

Name - Nom	Telephone - Téléphone () - []	Fax - Télécopieur () -	Email Address - Courriel
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PRIVACY CONSENT - CONSENTEMENT

Authorization: I, as the person entitled to receive payments, authorize the Receiver General for Canada to deposit the payments electronically into the account specified above until further notice. I acknowledge that all the banking information provided will be captured into the Departmental Financial System. I have read and understand this form.

Autorisation : En tant que bénéficiaire des paiements, j'autorise le Receveur général du Canada à déposer les paiements électroniquement dans le compte précisé ci-dessus, jusqu'à nouvel ordre. Je reconnais que l'information bancaire fournie sera saisie dans le système financier ministériel. J'ai lu et je comprends le présent formulaire.

Name of Authorized Official - Nom de l'officiel autorisé	Title or Authority - Titre ou pouvoir
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