



ONTARIO LABOUR RELATIONS BOARD

Labour Relations Act, 1995

OLRB Case No: 0351-19-R
Sale of Business/Related Employer

International Brotherhood of Electrical Workers, Local 636, Applicant v Veridian Corporation, Veridian Connections Inc., Veridian Energy Inc., Whitby Hydro Energy Corporation, Elexicon Energy Inc., and Elexicon Group Inc., Responding Parties v Power Workers' Union, Canadian Union of Public Employees, Local 1000-CLC, Intervenor

COVER LETTER

TO THE PARTIES LISTED ON APPENDIX A:

The Board is attaching the following documents:

Decision
Notice of Vote
Notice of Vote Polls
Notice of Vote Count

DATED: June 21, 2019

Catherine Gilbert
Registrar

Website: www.olrb.gov.on.ca

Address all communication to:

The Registrar
Ontario Labour Relations Board
505 University Avenue, 2nd Floor
Toronto, Ontario M5G 2P1
Tel: 416-326-7500
Toll-free: 1-877-339-3335
Fax: 416-326-7531



ONTARIO LABOUR RELATIONS BOARD

OLRB Case No: **0351-19-R**

International Brotherhood of Electrical Workers, Local 636, Applicant v **Veridian Corporation**, Veridian Connections Inc., Veridian Energy Inc., Whitby Hydro Energy Corporation, Elexicon Energy Inc., and Elexicon Group Inc., Responding Parties v Power Workers' Union, Canadian Union of Public Employees, Local 1000-CLC, Intervenor

BEFORE: Roslyn McGilvery, Vice-Chair

DECISION OF THE BOARD: June 21, 2019

1. This is an application filed under sections 69 and 1(4) of the *Labour Relations Act, 1995*, S.O. 1995, c.1, as amended (the "Act").
2. Pursuant to a Memorandum of Agreement entered into in June 2019 (the "Memorandum of Agreement"), the parties agree that there has been a sale of business involving Veridian Group of Companies (i.e. Veridian Corporation and its subsidiaries Veridian Connections Inc. and Veridian Energy Inc.) (collectively "Veridian"); Whitby Hydro Group of Companies (i.e. Whitby Hydro Energy Corporation) ("Whitby HEC") and its subsidiaries Whitby Hydro Energy Services Corporation and Whitby Hydro Electric Corporation); and Elexicon Group of Companies (i.e. Elexicon Corporation and its subsidiaries Elexicon Energy Inc. and Elexicon Group Inc.) ("Elexicon").
3. The International Brotherhood of Electrical Workers, Local 636 (the "IBEW") is the bargaining agent of a bargaining unit of inside and outside employees covered by a collective agreement between the IBEW and Veridian with the following recognition clause:

The Employer recognizes the Union as the sole collective bargaining agent for all Employees of Veridian Corporation, Veridian Connections Inc., and Veridian Energy Inc., hereinafter collectively referred to as the Employer save and except the following:

- (a) Supervisors and higher ranking positions;
- (b) Executive Assistants, Engineering Administrator, Human Resources Administrator, Corporate Governance Administrator, Business Administrator, Payroll Compliance Administrator, Financial Planning & Regulatory Accounting Administrator, Health, Safety & Environment Specialist, Executive Assistant & Public Affairs Officer, Power Procurement Officer, Settlements Officer, Records Co-ordinator;
- (c) Financial Analyst, Financial Reporting Analyst, Business Applications Analyst, Retail Relations Analyst, Settlements Analyst, Business Analyst, Regulatory Affairs & Key Projects Specialist, Human Resources Specialist, Capital Asset Specialist, Customer Care Specialist, Conservation Specialist;
- (d) Network Technician, IT Support Specialist, Systems Project Leader;
- (e) Key Account Representative, Corporate Communications Representative;
- (f) Distribution Engineer, Project Engineer, Operations Software Engineer, Grid Operations Engineer, Grid Operations Specialist;
- (g) Persons employed for not more than twenty-four (24) hours per week;
- (h) Persons employed on a government-sponsored program;
- (i) Students employed during a school vacation period, or on a co-operative training program.

Note: Employees participating in government sponsored programs and students shall be required to pay an amount equal to union dues. However, they will be excluded from the bargaining unit's jurisdiction and shall not have recourse to the provisions of this Agreement.

4. The Power Workers' Union, Canadian Union of Public Employees, Local 1000 (the "PWU") is the bargaining agent of a bargaining unit of inside employees and a bargaining unit of outside

employees, covered respectively under two collective agreements between the PWU and Whitby HEC. The PWU's inside employees' recognition clause is as follows:

The Corporation recognizes the Power Workers' Union - CUPE Local 1000 as the sole collective bargaining agent for all employees of the Corporation save and except Management Personnel, any employees in the outside bargaining unit, persons regularly employed for not more than twenty-four (24) hours per week, students employed during the school vacation period, students employed on a cooperative training period and persons employed on a government-sponsored program.

5. The PWU's outside employees' recognition clause is as follows:

The Corporation recognizes the Power Workers' Union - C.U.P.E. Local 1000 as the sole collective bargaining agent for all employees of the Corporation save and except Management Personnel, any employees in the inside bargaining unit, persons regularly employed for not more than twenty-four (24) hours per week, students employed during the school vacation period, students employed on a cooperative training period and persons employed on a government-sponsored program.

6. Pursuant to the Memorandum of Agreement, the parties agree that there has been a sale of business within the meaning of section 69 of the Act, whereby Veridian has amalgamated/merged with Whitby HEC, and that Elexicon is the successor employer. They also agree that this sale of business has given rise to an intermingling of employees of Whitby HEC and Veridian within the meaning of the Act. They jointly request that the Board conduct a representation vote of bargaining unit employees represented by the IBEW and the PWU.

7. Having regard to the agreement of the parties, the Board finds that there has been a sale of business within the meaning of section 69 of the Act of Veridian and Whitby HEC to Elexicon. Further, in light of the intermingling of employees, the Board finds that it is appropriate to conduct a representation vote pursuant to subsection 69(8).

8. The voting constituency will be comprised of employees of the three bargaining units set out at paragraphs 3 to 5 above

9. The vote will be held on June 26, 2019. Other vote arrangements will be as directed by the Registrar and set out on the

attached "Notice of Vote". The vote will be conducted in accordance with the Board's normal procedures, including any disputes as to employee status.

10. All individuals who had an employment relationship with Veridian and Whitby HEC in the voting constituency on the date of the April 1, 2019 sale of business, and still had an employment relationship as of June 26, 2019, are eligible to vote. Employees having an employment relationship includes employees who were not at work at the relevant time, so long as there is a reasonable expectation of their return to employment.

11. Voters will be asked to indicate whether they wish to be represented by the IBEW or the PWU in their employment relations with Elexicon.

12. Elexicon is directed to post copies of this decision and of the "Notice of Vote" where they are most likely to come to the attention of all individuals who may be affected by the Application. These copies must remain posted for 45 business days.

13. The matter is referred to the Registrar.

"Roslyn McGilvery"
for the Board



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CONFIRMATION OF POSTING

Instructions: Each Employer or Employer's Representative must fill out this form after posting of applicable documents and send it to the Registrar of the Board. Although the Application and Notice to Employees must be posted immediately, the Employer may wait to complete ONE form to indicate posting of Application, Notice to Employees and Response, and then file this form along with its Response.

Forms indicating immediate posting of OTHER documents should be faxed to the Registrar at Fax. No. 416-326-7531 as and when the documents are posted.

Name of Employer completing the Posting:

Name and Title of Person completing this Form:

I declare that the above-named Employer has posted, according to the above instructions, copies of the following documents (if and as applicable) at the workplace(s) or at worksite(s) where the documents are most likely to come to the attention of the employees or other individuals affected by the Application.

DOCUMENT	NUMBER POSTED	DATE POSTED	TIME POSTED
Application and Notice to Employees of Application			
Response			
Decision and Notice of Vote, Vote Poll(s), Vote Count, Meeting, Hearing			
Vote Office's Report			

DATE:

SIGNATURE:



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International Brotherhood of Electrical Workers, Local 636, Applicant v Veridian Corporation, Veridian Connections Inc., Veridian Energy Inc., Whitby Hydro Energy Corporation, Elexicon Energy Inc., and Elexicon Group Inc., Responding Parties v Power Workers' Union, Canadian Union of Public Employees, Local 1000-CLC, Intervenor

Application Date: April 25, 2019

THIS IS AN OFFICIAL NOTICE OF THE BOARD AND
MUST NOT BE REMOVED, DEFACED OR DESTROYED

THE EMPLOYER MUST IMMEDIATELY POST THIS NOTICE (IN LOCATIONS
WHERE IT IS MOST LIKELY TO COME TO THE ATTENTION OF EMPLOYEES
OR OTHER INDIVIDUALS AFFECTED BY THE APPLICATION) NEXT TO
THE BOARD'S NOTICE TO EMPLOYEES OF APPLICATION AND/OR THE
BOARD'S DECISION ORDERING A VOTE

THE EMPLOYER OR ITS REPRESENTATIVE MUST RETURN A
CONFIRMATION OF POSTING TO THE REGISTRAR

THIS NOTICE MUST REMAIN POSTED FOR 45 BUSINESS DAYS

NOTICE OF VOTE

TO THE PARTIES LISTED ON APPENDIX A:

The Board has ordered a Representation Vote. A copy of the Board's Decision ordering the Vote is posted with this Notice.

VOTING CONSTITUENCY

The Board has ordered that the following group of voters (the voting constituency) is eligible to vote:

The Employer recognizes the Union as the sole collective bargaining agent for all Employees of Veridian Corporation, Veridian Connections Inc., and Veridian Energy Inc., hereinafter collectively referred to as the Employer save and except the following:

- (a) Supervisors and higher ranking positions;
- (b) Executive Assistants, Engineering Administrator, Human Resources Administrator, Corporate Governance Administrator, Business Administrator, Payroll Compliance Administrator, Financial Planning & Regulatory Accounting Administrator, Health, Safety & Environment Specialist, Executive Assistant & Public Affairs Officer, Power Procurement Officer, Settlements Officer, Records Co-ordinator;
- (c) Financial Analyst, Financial Reporting Analyst, Business Applications Analyst, Retail Relations Analyst, Settlements Analyst, Business Analyst, Regulatory Affairs & Key Projects Specialist, Human Resources Specialist, Capital Asset Specialist, Customer Care Specialist, Conservation Specialist;
- (d) Network Technician, IT Support Specialist, Systems Project Leader;
- (e) Key Account Representative, Corporate Communications Representative;
- (f) Distribution Engineer, Project Engineer, Operations Software Engineer, Grid Operations Engineer, Grid Operations Specialist;
- (g) Persons employed for not more than twenty-four (24) hours per week;
- (h) Persons employed on a government-sponsored program;
- (i) Students employed during a school vacation period, or on a co-operative training program.

Note: Employees participating in government sponsored programs and students shall be required to pay an amount equal to union dues. However, they will be excluded from the bargaining unit's jurisdiction and shall not have recourse to the provisions of this Agreement.

and

The Corporation recognizes the Power Workers' Union - CUPE Local 1000 as the sole collective bargaining agent for all employees of the Corporation save and except Management Personnel, any employees in the outside bargaining unit, persons regularly employed for not more than twenty-four (24) hours per week, students employed during the school vacation period, students employed on a cooperative training period and persons employed on a government-sponsored program.

and

The Corporation recognizes the Power Workers' Union - C.U.P.E. Local 1000 as the sole collective bargaining agent for all employees of the Corporation save and except Management Personnel, any employees in the inside bargaining unit, persons regularly employed for not more than twenty-four (24) hours per week, students employed during the school vacation period, students employed on a cooperative training period and persons employed on a government-sponsored program.

VOTE DATES

The vote will be held on the following date(s):

Vote Start Date:	June 26, 2019
Vote End Date:	June 26, 2019

VOTE POLL DETAILS

Details about poll date(s), times and location(s) are attached.

VOTE COUNT

If the parties agree at the vote about the eligibility of employees to vote, the ballots will normally be counted and a report that sets out the results of the vote will be posted next to this Notice. If any issues are not resolved, the results of the vote may not be announced, and a meeting and/or hearing may be held. However, many applications are settled by discussions with a Board Mediator without the need for a meeting or hearing.

The date, time and location of a Vote Count (if one is held) and of meetings and hearings (if meetings or hearings are scheduled) are attached.

Only the representatives for each of the parties and the Board's Vote Officer(s) are present at the Vote Count. Voters do not attend the Vote Count unless they are also a representative of one of the parties.

SECRET BALLOT

The vote will be by secret ballot. The Board's Vote Officer will issue a ballot to voters who attend at a vote location to vote. Voters will mark their ballot in secret behind a vote screen, fold it, and put it in the ballot box provided at the vote location.

DO NOT SIGN, NUMBER OR OTHERWISE MARK YOUR BALLOT
IN A WAY THAT WOULD REVEAL YOUR IDENTITY.

IF YOU BELIEVE THAT YOU MAY HAVE SPOILED YOUR BALLOT,
SPEAK TO THE VOTE OFFICER BEFORE PUTTING THE BALLOT IN
THE BALLOT BOX.

VOTERS ARE ENTITLED TO VOTE WITHOUT INTERFERENCE, RESTRAINT OR
COERCION.

SCRUTINEERS

One scrutineer representing each interested party may be present at each polling place. Scrutineers have the following duties and privileges: 1) To check the Voters List as voters attend to vote; 2) To assist in the identification of voters; and 3) To assist in the conduct of the vote as may be required by the Vote Officer.

QUESTION ON THE BALLOT

The ballot that will be provided to voters contains the question which appears on the attached Schedule A.

If you wish to say something to the Board about this Application and to participate in any meetings and/or hearings held, you must send a written statement to the Board (as described on the Notice to Employees of Application) not later than July 04, 2019, the Vote Objection Date. Your written statement must be served on all other parties before you file it with the Board.

You should not write to the Board if the only thing you want to say is that you support or do not support the Union. You will have an opportunity to express your wishes by voting.

DATED: June 21, 2019



Catherine Gilbert
Registrar

Website: www.olrb.gov.on.ca

Address all communication to:

The Registrar
Ontario Labour Relations Board
505 University Avenue, 2nd Floor
Toronto, Ontario M5G 2P1
Tel: 416-326-7500
Toll-free: 1-877-339-3335
Fax: 416-326-7531

SCHEDULE A

QUESTION ON THE BALLOT

The ballot that will be provided to voters contains the following question:

In your employment relations with Elexicon Energy Inc., do you wish to be represented by

Dans vos relations de travail avec Elexicon Energy Inc., désirez-vous être représenté par

International Brotherhood of Electrical Workers, Local 636

or/ou

Power Workers' Union, Canadian Union of Public Employees, Local 1000-CLC

ONTARIO LABOUR RELATIONS BOARD IMPORTANT NOTES

The Board's forms, Notices, Information Bulletins, Rules of Procedure and Filing Guide may be obtained from its website <http://www.olrb.gov.on.ca> or by calling 416-326-7500 or toll-free at 1-877-339-3335.

FRENCH OR ENGLISH

Vous avez le droit de communiquer et recevoir des services en français et en anglais. La Commission n'offre pas de services d'interprétation dans les langues autres que le français et l'anglais.

You have the right to communicate and receive services in either English or French. The Board does not provide translation services in languages other than English or French.

CHANGE OF CONTACT INFORMATION

Notify the Board immediately of any change in your contact information. If you fail to do so, correspondence sent to your last known address (including email) may be deemed to be reasonable notice to you and the case may proceed in your absence.

ACCESSIBILITY AND ACCOMMODATION

The Board is committed to providing an inclusive and accessible environment in which all members of the public have equitable access to our services. We will aim to meet our obligations under the Accessibility for Ontarians with Disabilities Act in a timely manner. Please advise the Board if you require any accommodation to meet your individual needs. The Board's Accessibility Policy can be found on its website.

FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY

Personal information is collected on this form under the authority of the Board's governing legislation to assist in the processing of cases before it. Information received in written or oral submissions may be used and disclosed for the proper administration of the Board's legislation and processes. Any relevant information that you provide to the Board must in the normal course be provided to the other parties to the proceeding. The Freedom of Information and Protection of Privacy Act may also address the collection, use and disclosure of personal information. If you have any questions, contact the Solicitors' Office at the numbers listed above or in writing to the OLRB, 505 University Ave., 2nd floor, Toronto, ON M5G 2P1.

E-FILING AND E-MAIL

The Rules of Procedure and Filing Guide set out the permitted methods of filing. Forms and submissions may be filed with the Board by a variety of methods including the Board's e-filing system, but not by e-mail. Note that the e-filing system is not encrypted and e-filing is optional. Contact the Client Services Coordinator at the numbers listed above if you have questions regarding e-filing or other filing methods. If you provide an e-mail address with your contact information, the Board will in most cases communicate with you by e-mail from an out-going only generic account. Incoming emails are not permitted.

HEARINGS AND DECISIONS

Hearings are open to the public unless the Board decides that matters involving public security may be disclosed or if it believes that disclosure of financial or personal matters would be damaging to any of the parties. Hearings are not recorded and no transcripts are produced.

The Board issues written decisions, which may include the name and personal information about persons appearing before it. Decisions are available to the public from a variety of sources including the Ontario Workplace Tribunals Library and www.canlii.org. Some summaries and decisions may be found on the Board's website.



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AMENDED NOTICE OF VOTE POLL(S)

(Change of Time - Whitby location)

TO THE PARTIES LISTED ON APPENDIX A:

This notice contains information only about vote poll times and location(s). For other information about the Vote, please see the Notice of Vote (and Notices of Meeting and/or Hearing, if applicable).

Voters may vote at the following vote poll times and location(s):

Vote Poll Number: 1
Vote Poll Date: June 26, 2019
Vote Poll Times: 07:30 AM to 08:15 AM
Location: 195 Progress Road, Ground Floor, Boardroom, Gravenhurst ON

Vote Poll Number: 2
Vote Poll Date: June 26, 2019
Vote Poll Times: 09:30 AM to 10:15 AM
Location: 1395 B Main Street E, Ground Floor, Lunchroom, Beaverton ON

Vote Poll Number: 3
Vote Poll Date: June 26, 2019
Vote Poll Times: 11:00 AM to 12:30 PM
Location: 100 Taunton Road E, 2nd Floor, Training Room, Whitby ON

Vote Poll Number: 4
Vote Poll Date: June 26, 2019
Vote Poll Times: 12:00 PM to 12:45 PM
Location: 31 Wallbridge Crescent, 2nd Floor, Boardroom, Belleville ON

Vote Poll Number: 5
Vote Poll Date: June 26, 2019
Vote Poll Times: 02:00 PM to 03:30 PM
Location: 55 Taunton Road E, Ground Level, Sutherland Boardroom, Ajax ON

Vote Poll Number: 6
Vote Poll Date: June 26, 2019
Vote Poll Times: 02:30 PM to 03:30 PM
Location: 2849 Highway 2, Ground Level, Boardroom, Clarington ON

DATED: June 25, 2019

Travis Kearns
Manager, Mediation Services
Tel: 416-326-7410
Toll-free: 1-877-339-3335
Fax: 416-326-6299
travis.kearns@ontario.ca

Website: www.olrb.gov.on.ca

Address all communication to:

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505 University Avenue, 2nd Floor
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Fax: 416-326-7531

APPENDIX A

Koskie Minsky LLP
20 Queen Street W
Suite 900
Toronto ON M5H 3R3
Attention: Ernie Schirru
Counsel
Tel: 416-595-2142
Fax: 416-204-2893
Email: eschirru@kmlaw.ca; lminter@kmlaw.ca

International Brotherhood of Electrical Workers, Local 636
1001 Ritson Road S
Oshawa ON L1H 4G5
Attention: Barry Brown
Business Manager
Tel: 800-955-4239
Fax: 905-286-0042
Email: tpittsibew636@gmail.com; dmurdaca@sympatico.ca;
barry053@sympatico.ca

Filion Wakely Thorup Angeletti LLP
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Bay Adelaide Centre, Suite 2500
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Attention: Donald B. Jarvis
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Fax: 905-408-4814
Email: djarvis@filiation.on.ca; cambrose@filiation.on.ca

Veridian Corporation
55 Taunton Road E
Ajax ON L1T 3V3
Attention: Michael Angemeer
President & CEO

Filion Wakely Thorup Angeletti LLP
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Bay Adelaide Centre, Suite 2500
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Attention: Donald B. Jarvis
Tel: 416-408-5516
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Veridian Connections Inc.

55 Taunton Road E
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Attention: Michael Angemeer
President & CEO

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Attention: Donald B. Jarvis
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President & CEO

Filion Wakely Thorup Angeletti LLP
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Bay Adelaide Centre, Suite 2500
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Attention: Donald B. Jarvis
Tel: 416-408-5516
Fax: 416-408-4814
Email: djarvis@filion.on.ca; cambrose@filion.on.ca

Whitby Hydro Energy Corporation
100 Taunton Road E
Whitby ON L1N 5R8
Attention: John Sanderson
President and CEO
Tel: 905-668-5878

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Email: djarvis@filion.on.ca; cambrose@filion.on.ca

Elexicon Energy Inc.

100 Taunton Road E
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Attention: Stacia Boss
Vice President HR
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Email: sboss@elexiconenergy.com

Filion Wakely Thorup Angeletti LLP
333 Bay Street
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Fax: 416-408-4814
Email: djarvis@filiation.on.ca; cambrose@filiation.on.ca

Elexicon Group Inc.
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Vice President HR
Tel: 905-444-1988
Email: sboss@elexiconenergy.com

Goldblatt Partners LLP
20 Dundas Street W
Suite 1039
Toronto ON M5G 2C2
Attention: Stephanie Hobbs
Counsel
Tel: 416-979-4235
Fax: 416-591-7333
Email: shobbs@goldblattpartners.com; faboulela@goldblattpartners.com

Goldblatt Partners LLP
20 Dundas Street W
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Toronto ON M5G 2C2
Attention: Lorne Richmond
Counsel
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Email: lrichmond@goldblattpartners.com; sgreco@goldblattpartners.com

Power Workers' Union, Canadian Union of Public Employees, Local 1000-CLC
244 Eglinton Avenue E

Toronto ON M4P 1K2
Attention: Tom Chessell
Vice President Sector 3

Tel: 416-322-2444

Fax: 416-322-2436

Email: dassiosc@pwu.ca; sallen@pwu.ca; jcamilleri@pwu.ca; reecep@pwu.ca;
tchessell@pwu.ca

DATED: June 21, 2019

Travis Kearns
Manager, Mediation Services
Tel: 416-326-7410
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Fax: 416-326-6299
travis.kearns@ontario.ca

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NOTICE OF VOTE COUNT

TO THE PARTIES LISTED ON APPENDIX A:

Only the representatives for each of the parties and the Board's Vote Officer(s) are present at the Vote Count. Voters do not attend the Vote Count, unless they are also a representative for one of the parties.

Date(s) and Time: June 28, 2019 at 11:00AM
Location: 505 University Avenue, Floor 2, "Board Room", Toronto ON M5G 2P1

DATED: June 21, 2019

Travis Kearns
Manager, Mediation Services
Tel: 416-326-7410
Toll-free: 1-877-339-3335
Fax: 416-326-6299
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APPENDIX A

Koskie Minsky LLP
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Attention: Ernie Schirru
Counsel
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Email: eschirru@kmlaw.ca; lminter@kmlaw.ca

International Brotherhood of Electrical Workers, Local 636
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Attention: Barry Brown
Business Manager
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barry053@sympatico.ca

Veridian Corporation
55 Taunton Road E
Ajax ON L1T 3V3
Attention: Michael Angemeer
President & CEO

Veridian Connections Inc.
55 Taunton Road E
Ajax ON L1T 3V3
Attention: Michael Angemeer
President & CEO

Veridian Energy Inc.
55 Taunton Road E
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