

THE EGLINTON CROSSTOWN LIGHT RAIL TRANSIT PROJECT



Declaration re. Apprentices on the Eglinton Crosstown LRT Project

Metrolinx recognizes the desirability of providing benefits for the communities in which its major light rail transit (LRT) infrastructure investment is occurring, including employment, training, apprenticeship, local supplier and social procurement opportunities, where possible, as affirmed by the Metrolinx Board of Directors on September 10, 2013 and set out in the Metrolinx Community Benefits Framework entered into between the Toronto Community Benefits Network (TCBN) and Metrolinx in April 2014.

The guiding principles that Metrolinx aspires to as set out in the Framework document include:

- **Inclusive:** offering a range of employment, training and apprenticeship opportunities for historically disadvantaged communities and equity seeking groups, as well as encouraging the provision of goods and services from local suppliers and social enterprises;
- **Accessible:** ensuring that information about employment, training, apprenticeship, and procurement opportunities are made readily available to residents, businesses and social enterprises;
- **Transparent:** making the community benefits plan in the final agreement with Crosslinx Transit Solutions ("Project Co" or "CTS") public and publishing quarterly reports on progress; and
- **Collaborative:** by working together with community, labour, business, government and other stakeholders to share information, resources and learnings to maximize the impact of the program.

As part of the Project, CTS is required to prepare an apprenticeship plan (the "Apprenticeship Plan") under the Project Agreement for the Project in which it proposes a strategy for achieving the apprenticeship goals that also takes into account the fact that CTS is a consortium comprised of four corporate entities with existing complex labour obligations that must be respected and is also subject to applicable laws that must be complied with.

The CTS Apprenticeship Plan defines an apprentice as "someone who is registered with the Ontario Ministry of Advanced Education and Skills Development (MAESD) and the Ontario College of Trades, and has signed a Contract of Apprenticeship with a union or employer".

The CTS Apprenticeship Plan outlines an approach that could:

- maximize the number of apprenticeships for the trades that are required to construct and maintain the Eglinton Crosstown; to create good paying, skilled jobs that provide strong future employment potential; and, to meet the labour needs of CTS and its subcontractors and the needs of future construction projects;
- contribute to a coordinated, streamlined process for entering the construction trades by promoting the use of existing trade union training programs and the newly created "Construction Pathway" for careers in the trades for youth at-risk, historically disadvantaged and equity seeking groups;
- facilitate communication and coordination, and build relationships among the Toronto Community Benefits Network, trade unions, employers, Ministry of Advanced Education and Skills Development, the City of Toronto Employment and Social Services, the United Way Toronto & York Region and other social and employment service providers; and
- track and report annually on Apprenticeship Plan results, including the number of apprentices that are employed on the Project, including those who start their apprenticeships on the Project.

The Apprenticeship Plan is an approach by which CTS fulfills its obligations under the Project Agreement regarding apprenticeship opportunities by itself directly providing such opportunities and/or by requiring its subcontractors to do so.

Metrolinx, Infrastructure Ontario, Crosslinx Transit Solutions, the Toronto Community Benefits Network, the Ministry of Advanced Education and Skills Development and the United Way Toronto & York Region aspire to achieving a goal of employing apprentices or journeypersons from historically disadvantaged communities and equity seeking groups to perform 10% of all trade or craft working hours, on a trade by trade basis, required to construct the Project.

The parties believe that this goal is a worthwhile outcome to work towards and that achieving this goal depends on the cooperation, collaboration and active involvement of government, business, labour and community partners. Most importantly, the parties recognize that achieving the goal is dependent on trade unions, pre-apprenticeship programs and other organizations that prepare apprentices, ensuring that there is a readily available supply of qualified apprentices and journeypersons from historically disadvantaged communities and equity seeking groups.

Progress will be tracked quarterly and reported annually. Reflecting the shared accountability for achieving the 10% hiring target, the parties agree to form a working group chaired jointly by MAESD, the TCBN and Metrolinx/CTS, and include other stakeholders as appropriate.

The working group will establish a Terms of Reference, including roles and responsibilities of members, and develop a monitoring and evaluation plan for the hiring targets identified in this declaration. The group will meet within two months of signing the declaration and agree to specific definitions of target populations, and establish the tracking, monitoring and reporting mechanisms for the target hiring of apprentices and journeypersons. The working group will commit to collectively resolving issues that may arise related to the supply and hiring of candidates from the target populations, and other issues that may arise related to the principles and aspirations identified in this declaration.

This declaration document does not vary, amend, supplement, restate or otherwise modify the Project Agreement for the Project.

This declaration document is applicable only to the Project and shall not be applied to other projects and not be construed as a precedent.

Signatories to this Declaration:

November 8, 2016



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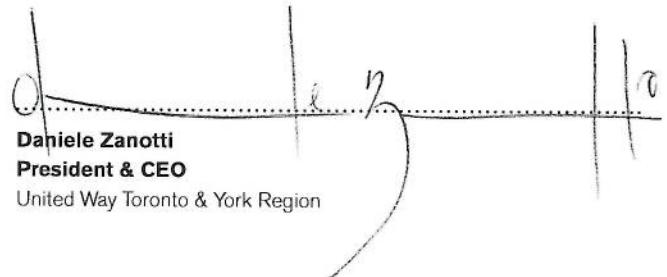
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