

The Labour Relations Act, 1995

Before the Ontario Labour Relations Board

Between:

Residential Heating Ventilation Contractors Association,

Applicant,

- and -

Sheet Metal Workers' International Association,
Local Union No. 285,

Responding Party.

Accreditation Certificate

Upon the application of the applicant and in accordance with the provisions of the *Labour Relations Act, 1995* THIS BOARD DOTH ACCREDIT the Residential Heating Ventilation Contractors Association as the bargaining agent of:

all employers for whom the Sheet Metal Workers International Association, Local 285 has bargaining rights in the residential sector of the construction industry in

Board Area 6: the Regional Municipality of Waterloo (except that portion of the geographic Township of Beverly annexed by North Dumfries Township),

Board Area 7: the County of Wellington,

Board Area 9: the Regional Municipality of Durham (except for the Towns of Ajax and Pickering), the geographic Township of Cavan in the County of Peterborough and the geographic Township of Manvers in the County of Victoria,

Board Area 18: the County of Simcoe and the District Municipality of Muskoka,

Board Area 26: the City of Hamilton, the City of Burlington, that portion of the geographic Township of Beverly annexed by North Dumfries Township and that portion of the Town of Milton within the geographic Townships of Nassagaweya and Nelson.

The employers for whom the Residential Heating Ventilation Contractors Association becomes the bargaining agent under this accreditation certificate are: Applewood Air Conditioning Company Limited, Brenmar Heating & Air Conditioning, Cooltech Air Systems Ltd., D & R Heating Contractors Limited, Dearie Contracting Inc., Downsview Heating & Air Conditioning Ltd., E-M Air Systems Inc., Hendry Heating Ltd., Martino Contractors Ltd., Medcon Mechanical Ltd., Metropolitan Sheet Metal Limited, Montwest Mechanical Inc., National Air Systems Inc., Pinnacle Comfort Inc., Prima Air Ltd. and The Watson Group Limited and such other employers for whose employees the Sheet Metal Workers' International Association, Local Union No. 285 may, after AUGUST 29, 2011 obtain bargaining rights through accreditation certification or voluntary recognition in the sectors set out in the unit of employers described herein.

This accreditation certificate is to be read subject to the terms of the Board's Decision(s) in this matter and, accordingly, the bargaining unit described herein is to be read subject to any qualifications referred to in the said decision(s) of the Board.

DATED at Toronto this 18th day of April, 2012.

ONTARIO LABOUR RELATIONS BOARD

Peter Gallus

Registrar