



LABOUR REQUIREMENTS CLAUSE — Form B

The Contractor/Company, including any person or organization contracting under it to perform work in connection with the contract, shall, unless precluded by law, pay all persons performing work at the site named herein a “fair wage” for the area.

Hydro One shall have the right to establish, from time to time, the working conditions which shall prevail at the site for all contractor and subcontractor employees not covered by a Collective Agreement.

In all cases, the wage rates paid and working conditions employed shall be in compliance with all relevant labour legislation.

The Contractor/Company shall provide, and/or shall require any subcontractor to provide, immediately upon request by Hydro One authorized representative, evidence of compliance with these requirements. Such evidence shall include, but not be limited to, copies of all paysheets, lists, records or books relating to the work performed. The originals, thereof, shall be subject to audit, at all reasonable times, by Hydro One. Failure to provide such evidence or to pay wages in accordance with these requirements shall entitle Hydro One to take such action as it may deem appropriate in the interest of the employees affected.

Tenderers or the Contractor may consult with Hydro One’s Manager of Workforce Acquisitions Department, or his delegate, with respect to wage rates and working conditions which may be applicable to this contract. Information provided by Hydro One, other than that set forth in a document forming part of the tendering documents, shall not in any way relieve the Tenderer of its responsibility for determining the applicable wage rates and working conditions to be considered in establishing the tendered price.

The Contractor/Company shall include, in all subcontracts, provisions requiring the Subcontractor to pay wage rates and establish working conditions in accordance with these requirements.