



WEST PARK HEALTHCARE CENTRE CAMPUS DEVELOPMENT

Community Benefits and Apprenticeship Declaration

(as used hereinafter, the “Declaration”)

West Park Healthcare Centre (“WPHC”) and Infrastructure Ontario (“IO”) recognize the desirability of providing benefits for the communities in which major infrastructure investment is occurring, including employment, training, apprenticeship, local supplier and social procurement opportunities, where possible. The Government of Ontario has identified the West Park Healthcare Centre Development Project as a pilot project for community benefits.

The Project is the first to include a community benefits program for the development of a healthcare facility in the Province of Ontario.

This Declaration is incorporated as part of the final agreement (the “Project Agreement”) with EllisDon Infrastructure Healthcare (“Project Co”) for the development of the West Park Healthcare Centre (the “Project”). This Declaration confirms that the Project will include a commitment to:

- An aspirational target of 10% of all trade or craft working hours, on a trade-by-trade basis, to be performed by qualified apprentices or journeypersons from historically disadvantaged communities and equity seeking groups;
- A Community Benefits and Apprenticeship Plan, to be developed by Project Co, that proposes a strategy for achieving the 10% aspirational target;
- A commitment to tracking quarterly and reporting in an annual report (the “Annual Report”) on the Community Benefits and Apprenticeship Plan results, including the number of apprentices that are employed on the Project and those who start their apprenticeships on the Project;
- Participation in a working group of partners to support the implementation of the Plan;
- An approach developed by Project Co to enhance community awareness of employment opportunities and opportunities for the provision of goods and services to Project Co;
- A commitment to transparency, including making the Declaration, Plan and Annual Reports available to the public; and
- An assessment or estimate of the costs to implement the Plan developed by Project Co in order to achieve the 10% aspirational target.

The Community Benefits and Apprenticeship Plan defines an apprentice as “someone who is registered with the Ontario College of Trades and has signed a Contract of Apprenticeship with a union or employer”.

The Community Benefits and Apprenticeship Plan will outline an approach that could:

- maximize the number of apprenticeships for the trades that are required to construct the Project; to create good paying, skilled jobs that provide strong future employment potential; and, to meet the labour needs of Project Co and its subcontractors;
- 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 communities and equity seeking groups;
- facilitate communication and coordination, and build relationships among the community partners such as Toronto Community Benefits Network, United Way Greater Toronto, Hammer Heads, trade unions, employers, other workforce development organizations and social and employment service providers; and
- monitor progress and track results towards achieving the Plan, lessons learned on the pilot project, and analysis of the costs of implementing the Plan.

The Community Benefits and Apprenticeship Plan is an approach by which Project Co shall fulfill its obligations under the Project Agreement regarding apprenticeship and journeyperson opportunities by itself directly providing such opportunities and/or by requiring its subcontractors to do so.

WPHC, IO and Project Co in cooperation with community partners such as Toronto Community Benefits Network, United Way Greater Toronto and Hammer Heads, aspire to achieving a target 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 workforce development organizations, social and employment and service providers that prepare apprentices, ensuring that there is a readily available supply of qualified apprentices and journeypersons from historically disadvantaged communities and equity seeking groups.

Reflecting the shared accountability for achieving the 10% aspirational target, the parties agree to form a working group co-chaired jointly by Project Co and West Park Healthcare Centre with participation by Toronto Community Benefits Network, United Way, Hammer Heads and Infrastructure Ontario, and include other stakeholders including workforce development organizations, social and employment and service providers, as appropriate. The working group will meet within two months of signing this Declaration, and on a quarterly basis during the construction phase of the Project. The working group's collaborative approach will include establishing Terms of Reference, including membership, roles and responsibilities of members, agreeing to specific definitions of target populations, and work plan priorities such as informing the tracking, monitoring and reporting mechanisms for the 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 aspirations identified in this Declaration.

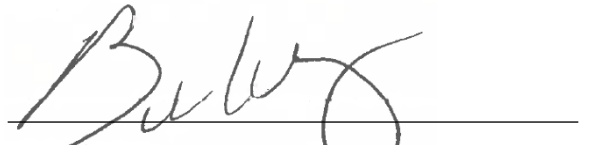
This Declaration document does not vary, amend, supplement, restate or otherwise modify the Project Agreement for the Project. This Declaration is applicable only to the Project and shall not be applied to other projects and not be construed as a precedent.

This Declaration may be executed in one or more counterparts. Any single counterpart or a set of counterparts executed, in either case, by all the parties hereto shall constitute a full, original and binding agreement for all purposes. Signatures by Project Co must be original, but for all other parties, counterparts may be executed in original or faxed form, provided that any party providing its signature in faxed form shall promptly forward to WPHC an original signed copy of this Declaration which was so faxed.

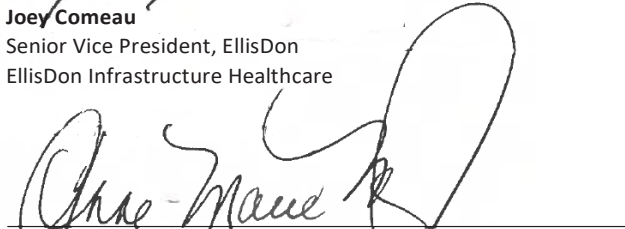
Signatories to this Declaration:



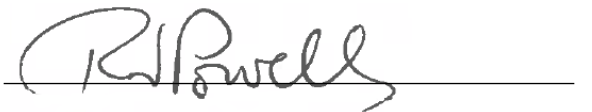
Joey Comeau
Senior Vice President, EllisDon
EllisDon Infrastructure Healthcare



Bruce Gray
Senior Vice President, Project Delivery
Infrastructure Ontario



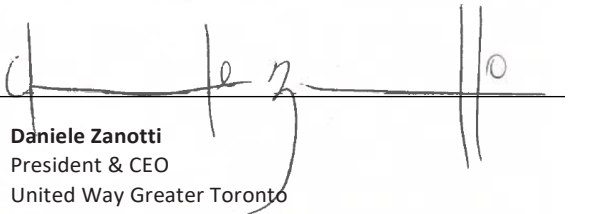
Anne-Marie Malek
President and Chief Executive Officer
West Park Healthcare Centre



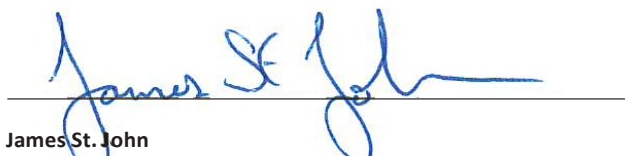
Rosemarie Powell
Executive Director
Toronto Community Benefits Network



Warren Law
Chair, Board of Directors
West Park Healthcare Centre



Daniele Zanotti
President & CEO
United Way Greater Toronto



James St. John
Business Manager/Financial Secretary
Central Ontario Building Trades
Director, Hammer Heads

