



ONTARIO LABOUR RELATIONS BOARD

OLRB Case No: **1585-24-R**

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local 787, Applicant v **Reliance Comfort Limited Partnership**, Responding Party v Unifor Local 1999, Intervenor

OLRB Case No: **1596-24-R**

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local 787, Applicant v **Reliance Comfort Limited Partnership**, Responding Party v Unifor Local 1999, Intervenor

OLRB Case No: **1598-24-R**

International Brotherhood of Electrical Workers, Local 353, Applicant v **Reliance Comfort Limited Partnership**, Responding Party v Unifor Local 1999, Intervenor

OLRB Case No: **1599-24-R**

International Brotherhood of Electrical Workers, Local 353, Applicant v **Reliance Comfort Limited Partnership**, Responding Party v Unifor Local 1999, Intervenor

BEFORE: Neil Keating, Vice-Chair

APPEARANCES: Mike Biliski, Bennett Morrison, Nick Pontrelli and Shaton Thomas appearing for United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local 787; Allison MacIsaac, Artimes Ghahremani and Bill Eade appearing for Reliance Comfort Limited Partnership; Kamal Bakhazi, Brian Jacobs and Julie D'Altroy appearing for the International Brotherhood of Electrical Workers, Local 353; Anthony Dale, Rob Roca, Laura Sullivan and Justine Gniposky appearing for Unifor Local 1999

DECISION OF THE BOARD: January 31, 2025

1. These are displacement applications for certification filed under the *Labour Relations Act*, 1995, S.O. 1995, c.1, as amended, (the "Act"). Each of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local 787 ("UA, Local 787") and the International Brotherhood of Electrical Workers, Local 353 ("IBEW, Local 353") have filed two separate applications (one industrial and one construction) seeking to displace Unifor Local 1999 in respect of bargaining rights it holds for certain employees of Reliance Comfort Limited Partnership (the "Employer").

2. These matters came before the Board, together, for a Case Management Hearing ("CMH"), at which time the parties reached some agreements regarding how the litigation of these matters will proceed. Based on the agreement of the parties, these matters will be heard together with this issue of the appropriate bargaining unit(s) to be dealt with prior to any status disputes. The Board, again based on the agreement of the parties, directs the Employer to proceed first with its case on the bargaining unit issue, followed by Unifor Local 1999.

3. Prior to the CMH, the Employer requested production and particulars from UA, Local 787 and IBEW, Local 353. The Board directs the parties to adhere to the following timeline with respect to issues related to production and particulars, as agreed at the CMH on January 20, 2025:

- UA, Local 787 and IBEW, Local 353 will respond to the Employer's request for production and particulars and finalize their own requests to the Employer and Unifor Local 1999, if any, by **February 20, 2025**; and
- By **March 20, 2025**, the Employer and Unifor Local 1999 will respond to the applicants' requests for production/particulars.

4. If issues related to production and/or particulars remain outstanding as of **April 17, 2025**, then the party seeking production/particulars shall write the Board setting out its position on the issue and dispute. The other parties must file their response by **April 24, 2025**. The parties may vary the timelines related to

production/particulars set out in this decision, on consent, without requiring the Board's approval provided that such agreement does not result in the adjournment of the further CMH that has been set for **May 28, 2025**.

5. I am not seized of these matters.

"Neil Keating"
for the Board