

COLLECTIVE AGREEMENT

BETWEEN



VERIDIAN

VERIDIAN CORPORATION
VERIDIAN CONNECTIONS INC.
VERIDIAN ENERGY INC.

(hereinafter called the Employer)

- AND -



LOCAL 636, UNIT 40, OF
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

(hereinafter called the Union)

Effective April 1, 2015 – March 31, 2019

Relationship Charter

The Employer and Union agree to the following principles:

- *Employees are the greatest resource available to the Employer;*
- *every Employee will actively participate in the operation of the organization to promote the growth of the Employer's business;*
- *every Employee is valued by the Employer;*
- *everything will be done to foster a good work environment;*
- *every Employee's health and safety will be a top priority;*
- *The Employer, Union and every Employee will be proactive in promoting excellence in labour relations and enhancing the competitive position of the Employer.*

INDEX

<u>SECTION</u>	<u>PAGE(S)</u>
1	Recognition 5
2	Management Rights 6
3	Union Security and Check-Off 6 - 7
4	Union Rights and Activities 7 - 8
5	Lockouts and Strikes 9
6	Employee Service Credit 9 - 10
7	Employee Categories 11
8	Grievance Procedure 12 - 13
9	Arbitration Procedure 13 - 14
10	Hours of Work and Overtime 14 - 19
11	On-Call and Minimum Call-Out 20 - 25
12	Change of Work Location 25 - 26
13	Rest Periods 27
14	Recognized Holidays 27 - 28
15	Vacations 28 - 29
16	Leaves of Absence 29 - 30
17	Bereavement Leave 30 - 31
18	Jury Duty and Crown Witness 31
19	Sick Leave 31 - 33
20	Workers Compensation 33
21	Health Plans 33 - 36
22	Pension and Insurance 36
23	Job Posting and Selection 36 - 37
24	Layoff and Recall 37 - 38
25	Meals 38 - 39
26	Clothing 40 - 42

INDEX (cont'd)

<u>SECTION</u>	<u>PAGE(S)</u>
27 Tools and Equipment.....	42
28 Licences and Professional Fees.....	42
29 Wage Rates and Job Classifications.....	43
30 Progressions.....	43 - 44
31 Contract Duration.....	44
32 Amalgamation/Merger.....	45

LETTERS OF INTENT

No. 1 Christmas and New Year's On Call.....	47
No. 2 Examples to be Read with Clause 10.07.....	48
No. 3 Alternative Arrangement to Clause 10.02(a).....	49

WAGE SCHEDULES

April 1, 2015.....	50
April 1, 2016.....	51
April 1, 2017.....	52
April 1, 2018.....	53

APPENDICES

Appendix A – 40km Free Travel Zones Map.....	54
Appendix B – Health Benefit Summary.....	55

SECTION 1: RECOGNITION

1.01 The Employer recognizes the Union as the sole collective bargaining agent for all Employees of Veridian Corporation, Veridian Connections Inc., and Veridian Energy Inc., hereinafter collectively referred to as the Employer save and except the following:

- (a) Supervisors and higher ranking positions;
- (b) Executive Assistants, Engineering Administrator, Human Resources Administrator, Corporate Governance Administrator, Business Administrator, Payroll Compliance Administrator, Financial Planning & Regulatory Accounting Administrator, Health, Safety & Environment Specialist, Executive Assistant & Public Affairs Officer, Power Procurement Officer, Settlements Officer, Records Co-ordinator;
- (c) Financial Analyst, Financial Reporting Analyst, Business Applications Analyst, Retail Relations Analyst, Settlements Analyst, Business Analyst, Regulatory Affairs & Key Projects Specialist, Human Resources Specialist, Capital Asset Specialist, Customer Care Specialist, Conservation Specialist;
- (d) Network Technician, IT Support Specialist, Systems Project Leader;
- (e) Key Account Representative, Corporate Communications Representative;
- (f) Distribution Engineer, Project Engineer, Operations Software Engineer, Grid Operations Engineer, Grid Operations Specialist;
- (g) Persons employed for not more than twenty-four (24) hours per week;
- (h) Persons employed on a government-sponsored program;
- (i) Students employed during a school vacation period, or on a co-operative training program.

Note: Employees participating in government sponsored programs and students shall be required to pay an amount equal to union dues. However, they will be excluded from the bargaining unit's jurisdiction and shall not have recourse to the provisions of this Agreement.

SECTION 2: MANAGEMENT RIGHTS

- 2.01** The Union acknowledges and agrees that the Employer has the exclusive right to manage its business and without limiting the generality of the foregoing, to direct the working force, to control production, to maintain order and efficiency, to hire, classify, promote, transfer, demote, layoff, discharge or otherwise discipline Employees for just cause, to make, amend, and enforce such rules and regulations as shall from time to time be required, and otherwise to take such measures as the Employer may determine to be necessary for the orderly and/or economical operation of the Employer's business.
- 2.02** All functions concerning the managing and operation of the Employer's business shall remain solely with the Employer, except as specifically limited by the express provisions of the Collective Agreement.
- 2.03** The Employer agrees that such rights shall be exercised in a manner consistent with the provision of this Agreement.

SECTION 3: UNION SECURITY AND CHECK OFF

- 3.01** The parties mutually agree that all eligible Employees of the Employer must be members of the Union.
- 3.02** The Employer shall deduct from the first pay of each Employee, and bi-weekly thereafter, a sum equivalent to the current bi-weekly union dues of the Union, and remit same to the Business Manager/Financial Secretary of the Union. The Employer agrees to remit the sums so deducted not later than the fifteenth (15th) day of the following month of such deductions, accompanied by a list of the names of all Employees on whose behalf such deductions were made and the amount deducted on behalf of each Employee, and information upon which such deductions were calculated. The Employer further agrees to deduct any initiation fee as assessed by the Local Union.
- 3.03** The Employer agrees to acquaint all new Employees who are eligible to join the bargaining unit with the fact that a Collective Agreement is in effect and to arrange for a new member session with a Union representative.

3.04 It is understood and agreed that the Union will save the Employer harmless from any and all claims, which may be made against it by an Employee or Employees for amounts deducted from earnings as herein provided.

3.05 Contracting Out/Purchased Services

- (a) The Employer and the Union will meet in conjunction with regularly scheduled Labour Management meetings to have meaningful discussion regarding the performance of peak and/or intermittent work for the Employer. The Employer will provide information related to the work program and specifically all contracted or subcontracted work.
- (b) During the term of this Collective Agreement, no full-time Regular Employee will be laid off as a result of outsourced labour services.
- (c) An Employee displaced into a classification at a lower hourly rate of pay due to the use of outsourced labour services shall maintain their earnings for a period of six (6) months at the pre-displacement level.
- (d) When contracting out work the Employer will consider unionized A.F.L., C.I.O., C.L.C., contractors for all work contracted out by the Employer.

3.06 The amount of union dues paid by each member during the year shall be indicated on the Income Tax forms (T4) issued for that year by the Employer.

SECTION 4: UNION RIGHTS AND ACTIVITIES

4.01 On January 1st and July 1st of each year, the Employer will provide the Union with a list of Employees showing their names and classifications ranked according to Employer Service Credit.

4.02 As changes are made in the organization, the Employer will provide the Union with:

- (a) Organizational charts and names of all bargaining unit and non-bargaining unit Employees;
- (b) Copies of Job Postings for bargaining unit Employees;
- (c) Copies of Job Descriptions for bargaining unit Employees;
- (d) A list of all Employees joining and leaving the bargaining unit;

- (e) Minutes of Labour Management Committee Meetings within a week of the meeting;
 - (f) Minutes of Health & Safety Committee Meetings within a week of the meeting.
- 4.03** Amendments to the Policies and Procedures manual will be provided to the Union Chair as the manual is updated.
- 4.04** Union representatives will be entitled to leave their work during working hours, provided permission from their immediate Supervisor is obtained, in order to carry out their functions under this Agreement. Such leave will be paid for at the Employee's regular base rate and will apply to the following:
- (a) Orientation of new Employees who are eligible to join the bargaining unit;
 - (b) Management-Labour Relations Committee meetings;
 - (c) Investigation and discussion of grievances;
 - (d) Where Employees require Union representation in dealing with the Employer;
 - (e) Up to five (5) Unit Members, a maximum of three (7-8 hours) days, for negotiation meetings with the Employer.
- 4.05** (a) In matters dealing with the interpretation, administration, application, or alleged violation of the Collective Agreement provisions, Management personnel, when requested, will arrange for Union representation.
- In matters of discipline involving the filing of a written disciplinary note to the Employee's file, the Employer will:
- (i) Notify the Union prior to the disciplinary meeting;
 - (ii) Allow the Union to meet with the affected Employee before the disciplinary meeting;
 - (iii) At the Employee's request, allow the Union to attend the disciplinary meeting.
- (b) If after two (2) years from the date of a warning letter or disciplinary note there has been no need for a further warning or disciplinary note, the warning letter or disciplinary note will be removed from the Employee's record.

SECTION 5: LOCKOUTS AND STRIKES

- 5.01** There shall be no “lockout” by the Employer and no interruption, work stoppage or “strike” during the term of this Agreement. The terms “strike” and “lockout” shall be interpreted in accordance with the definitions as set out in the Labour Relations Act.
- 5.02** Employees agree to make every reasonable effort to complete their work in the event of a labour dispute involving another Employer and their Employees.

SECTION 6: EMPLOYEE SERVICE CREDIT

- 6.01** Employee Service Credit only applies to Regular Employees and is defined as the length of continuous service from the most recent date the Employee entered the employ of the Employer.
- 6.02** Employees lose their service credit and cease to be Employees of the Employer if they:
- (a) Quit voluntarily;
 - (b) Are discharged for just cause and not reinstated;
 - (c) Are absent from work for three (3) consecutive working days or more without approved leave;
 - (d) Are laid off and have not been recalled within a given period of time, which time shall be based on the length of service. This time period is a minimum of six (6) calendar months, plus one (1) calendar month for every two (2) years of service, to a maximum of twelve (12) calendar months;
 - (e) Fail to report for work after a layoff within ten (10) working days of recall, notice of which has been sent by registered mail to the last address of which the Employee has notified the Employer;
 - (f) Are disabled for a period of twenty-four (24) calendar months and have been placed on a Long Term Disability Plan;
 - (g) Fail to return to work after The Workplace Safety and Insurance Board has classified the Employee fit to work (including the appeal process);
 - (h) Retire.

- 6.03** It is the responsibility of all Employees to operate in a safe and efficient manner. Employees who through their own carelessness jeopardize themselves, fellow Employees, or the public may be subject to discipline.
- 6.04** Employee Service Credit will continue to accumulate while Regular Employees are:
- (a) In receipt of regular base wages; or
 - (b) On pregnancy/parental leave for the duration as required under the Ontario Employment Standards Act; or
 - (c) In receipt of sick leave payments replacing wages; or
 - (d) In receipt of Workplace Safety and Insurance Board payments replacing wages; or
 - (e) In a Management position for up to one year. This is for service credit within the bargaining unit only.
- 6.05** Service as a Temporary or Part-time Employee shall be added to the accumulated service credits provided that the Employee becomes a Regular Employee, has completed the probationary period and provided there is no break in service in excess of one (1) calendar month between the end of the Temporary or Part-time employment and the beginning of the probationary period. The hours worked as a Temporary or Part-time Employee will be calculated and used to count back from the start date as a Regular Employee to establish the credit service date.
- 6.06** An Employee shall maintain service credit at the level attained before being absent from work for the following reasons:
- (a) Leave of absence without pay in excess of thirty (30) days granted by written permission of the Employer;
 - (b) During layoff for a period consistent with 6.02 (d).

SECTION 7: EMPLOYEE CATEGORIES

7.01 Temporary Employees are:

- (a) Employees hired for a period of up to, but not exceeding six (6) calendar months unless otherwise provided herein;
- (b) Employees hired for a period of up to, but not exceeding one (1) calendar year, to replace Employees on an extended leave of absence, on WS&IB Benefits, Maternity/Paternal leave or on Long Term Disability;
- (c) Employees hired for a specific task of indefinite duration, provided that such conditions shall be mutually agreed upon by the Employer and the Union.

Temporary Employees shall be required to pay an amount equivalent to Union Dues. Temporary Employees shall not accumulate Employee Service Credit except as provided in 6.05 nor shall they be entitled to any of the rights or privileges accruing to Regular Employees, nor shall they have recourse to the grievance procedure.

7.02 Probationary Employees are persons hired on trial to determine their suitability for employment in regular positions. Employees shall be considered probationary for up to six (6) months worked at the discretion of the Employer.

If Employees transfer to another position before their probation is completed, they will serve the remainder of their probationary period in their new position.

During this period of probation, Employees shall not be considered as having regular status and may be discharged at the sole discretion of the Employer. Rights arising out of this Agreement shall apply to Regular Employees only, except with regard to the wage schedule and benefits or as specifically stated herein.

7.03 Regular Employees are persons who have satisfactorily served a probationary period and are currently in the employ of the Employer.

7.04 The hiring practices of the Employer, with regard to part-time Employees, will consider the specific needs of the affected department at the time that the work assignment is determined.

SECTION 8: GRIEVANCE PROCEDURE

- 8.01** An Employee (or Employees) will be given reasonable opportunity to discuss with their immediate Supervisor any dispute, claim or complaint which they may have concerning any aspect of their working conditions. This discussion should take place within three (3) working days from the incident giving rise to the complaint. During this discussion, a Union Steward may accompany the Employee. If the complaint is not settled to the satisfaction of the Employee, they may, within a further one (1) working day proceed to Step 1 of the grievance procedure.
- 8.02** For the purpose of this Agreement, a grievance is defined as a dispute, claim or complaint involving the interpretation, administration, application or alleged violation of the provisions of this Agreement and shall be dealt with as specified below.
- 8.03** A written grievance shall specify the matter complained of, the part(s) of the Agreement alleged to be violated and the redress sought.
- 8.04** For definition purposes, an immediate Supervisor is the person to whom the Employee normally reports, and this may also be a Field Supervisor, a Manager or Executive Vice President. For Employees reporting to a Manager or Executive Vice President, they will eliminate Step 1.
- 8.05** **Step 1**
Employees, accompanied by the Union Steward, may present written grievances to their immediate Supervisor within seven (7) working days of the occurrence, which gave rise to the alleged grievance.
The immediate Supervisor will respond with a written and signed response to the grievance, and discuss the matter with the Employee within three (3) working days of receipt of the written grievance.

FAILING SETTLEMENT:

- 8.06** **Step 2**
Within three (3) working days after the Supervisor's reply, the Employee accompanied by the Union Steward, may present the written grievance to the Manager or Executive Vice President, and discuss the matter with the Manager or Executive Vice President. The Manager or Executive Vice President will respond with a written and signed response and

discuss the matter with the Employee and Union Steward within three (3) working days of receipt of the written grievance.

FAILING SETTLEMENT:

8.07 Step 3

Within three (3) working days of the Manager or Executive Vice President's reply, the Employee accompanied by two (2) members of the Union's Grievance Committee and the Business Representative, may present the written grievance to the President & CEO. The President & CEO shall respond with a written response within five (5) working days following the meeting.

Failing settlement at Step 3, the Union or the Employer may within thirty (30) working days of the disposition at Step 3, notify the other party of its intention to submit the matter to arbitration as outlined in Section 9.

8.08 A policy or group grievance pertaining to the interpretation, administration or alleged violation of this Agreement may be initiated at Step 1 or Step 2, as applicable.

SECTION 9: ARBITRATION PROCEDURE

9.01 A notification by either party that a grievance is being submitted to Arbitration shall contain the name of the submitting party's appointee to an Arbitration Board. The recipient of the notice shall, within ten (10) working days, advise the other party of the name of its appointee to the Arbitration Board.

9.02 The appointee so selected shall appoint a third person who shall be the Chairperson. Should the two appointees fail to agree upon a Chairperson, the selection of the third member shall be left to the Ontario Ministry of Labour as provided for by the Ontario Labour Relations Act.

9.03 No Arbitration Board shall have the power to alter or change any of the provisions of this Agreement or to substitute any new provision for any existing provision, or to provide a decision which is inconsistent with any term or provision of this Agreement.

9.04 This Collective Agreement constitutes the entire Agreement between the parties and no implied liability of any kind is created by anything not herein contained.

- 9.05 The decision of the majority of the Board will be final and binding upon the parties but, should a majority decision not be possible then the decision of the Chairperson will be final and binding. Each of the parties hereto will bear the expense of its nominee and the parties shall share equally the expenses and fee of the Chairperson.
- 9.06 The time limits referred to in the grievance and/or arbitration procedure may only be extended through mutual agreement.
- 9.07 As an alternative, either party may by mutual agreement submit the matter to a single arbitrator as provided by the Labour Relations Act and Section 9.05 shall apply equally to a single arbitrator with respect to jurisdiction and expenses.
- 9.08 As an alternative to arbitration both parties may agree to utilize the services of a Grievance Settlement Officer on a 50/50 cost-sharing basis.

SECTION 10: HOURS OF WORK AND OVERTIME

- 10.01 Nothing in this Agreement shall restrict the Employer's right to establish and assign shift work nor limit the Employer from re-arranging the normal hours of work per week. Notwithstanding current shift assignments, or normal hours of work, any changes will be discussed with the Union.

10.02 REGULAR WORKWEEK:

(a) **Outside Staff with Normal Working Week of forty (40) Hours (Category A)**

The workweek for Category A Employees will consist of five (5) days of eight (8) hours each Monday to Friday. The core workday will be 7:30 a.m. to 4:00 p.m. In consultation with affected Employees, the Employer may schedule workdays starting at 7:00 a.m., 7:30 a.m., or 8:00 a.m. Affected Employees will be provided advance notice of at least five (5) working days if changes to starting times are required. *** See Letter of Intent #3**

Inside Staff with Normal Working Week of forty (40) Hours (Category B)

The workweek for Category B Employees will consist of five (5) days of eight (8) hours each Monday to Friday. The core workday will be 7:30 a.m. to 4:00 p.m. In consultation with affected Employees, the Employer may schedule workdays starting at 7:00 a.m., 7:30 a.m., or 8:00 a.m. Affected Employees will be provided

advance notice of at least five (5) working days if changes to starting times are required.

(b) **System Operators (Category C)**

Working days for Category C Employees will be eight hours or twelve hours such that the number of regular hours scheduled through each complete shift rotation equates to forty (40) hours per Employee per week. The Employer will establish a shift schedule in consultation with all affected staff and the Union.

(c) **Staff with Normal Working Week of thirty five (35) Hours (Category D)**

The workweek will consist of five (5) days, of seven (7) hours each Monday to Friday. The core workday will be 8:30 a.m. to 4:30 p.m. In consultation with affected Employees, the Employer may schedule workdays starting at 8:00 a.m., 8:30 a.m., or 9:00 a.m. Affected Employees will be provided advance notice of at least five (5) working days if changes to starting times are required. The Employee normal weekly hours of work and workweek categories are identified in the wage schedules.

10.03 COMPRESSED WORKWEEK:

Employer Scheduled Compressed Workweeks

The Employer will post at its discretion, a schedule of ten (10) hour shift periods for Fleet Mechanics and Category A Employees assigned to lines construction crews.

Compressed workweek schedules shall be structured as follows:

- (a) A workweek consisting of four (4) days of ten (10) hours each, which includes a fifteen (15) minute paid lunch break on the job site and which will normally be Monday to Thursday or Tuesday to Friday, 7:00 a.m. to 5:00 p.m.;
- (b) A workweek, which includes a recognized holiday, will be rearranged as mutually agreed. Notwithstanding, Employees will receive a maximum of eight (8) hours pay for that recognized holiday. On weeks where recognized holidays occur, Employees on a ten (10) hour work day will revert to eight (8) hour days for the week.
- (c) Fleet Mechanics will revert to five eight (8) hour days for weeks with recognized holidays, and when only one Mechanic is available due to planned vacations, training, or periods of extended absence (due to sickness or other reasons).

- (d) All absences such as sick leave or vacation will be calculated on an hourly basis (i.e., a sick day will be counted as ten (10) hours);
- (e) A minimum of thirty (30) days notice shall be given by the Employer in order to establish or terminate compressed workweek arrangements unless mutually agreed upon by all parties who are affected by the change.

*** See Letter of Intent #2**

10.04 Overtime

Due to the nature of the Employer's operations, Employees can be required to work at other than their regular hours and in addition to their regular hours. Hours worked beyond the limits of hours of work described in the latest revision of the Employment Standards Act shall be by mutual consent.

Notwithstanding, Employees shall not work more than sixteen (16) hours in a 24-hour period. In the event work continues, or the Employee is required to report back to work for on-call duty or a regular scheduled shift, a rest period shall apply as follows:

- (a) Employees who have worked sixteen (16) continuous hours shall have an eight (8) hour rest period to be taken immediately following the sixteen (16) hour time.
- (b) Employees who have accumulated thirteen (13) hours in a shift shall have an eight (8) hour rest period to be taken immediately following the time the thirteen (13) hours are reached, except if they are engaged in, or return to perform emergency work, in which case they continue to work until sixteen (16) hours have been accumulated before having the rest period.
- (c) The eight (8) hour rest period will be unpaid except for that portion of the eight (8) hours that falls within the Employee's next scheduled work shift which shall be paid at the Employee's regular base rate.
- (d) Notwithstanding 10.04 (a) and (c) above, the following provisions will apply:
 - (i) When an Employee works for less than three (3) hours of overtime during the eight (8) hour period immediately prior to his or her shift, the Employee will not receive a paid rest period at the beginning of their next shift.
 - (ii) When an Employee works three (3) to five and one-half (5.5) hours of overtime during the eight (8) hour period immediately prior to his or her

shift, the Employee will be provided with a four (4) hour paid rest period at the beginning of their next shift.

- (iii) When an Employee works five and one-half (5.5) hours of overtime or more during the eight (8) hour period immediately prior to his or her shift, the Employee will be provided with an eight (8) hour paid rest period at the beginning of their next shift.

Paid rest periods as described above do not apply when the Employee does not have a scheduled shift within eight (8) hours following the period of overtime worked.

These provisions will not apply when the Employer has declared a system emergency and has engaged rotating sixteen (16)-hour shifts.

- (e) Employees who become aware of an emergency are encouraged to call into the System Control Centre or contact their Supervisor or Manager to present themselves as available for work should they be required.

An Employee called back to work during normal work hours while on vacation and who works four (4) hours or less will be paid the overtime rate for the hours worked.

An Employee called back to work during normal work hours while on vacation and who works more than four (4) hours will be paid the overtime rate for four (4) hours and has the option of being paid at the overtime rate for all hours after four (4) OR being paid at the regular rate for the hours after four (4) hours and having the same number of hours returned to their vacation total at the regular rate.

An Employee called back to work after normal working hours while on vacation will be paid at the overtime rate regardless of the hours worked.

Examples:

- (i) An Employee is called out for two (2) hours after normal work hours while on vacation, and is compensated for two (2) hours at the overtime rate.
- (ii) An Employee is called out for seven (7) hours after normal work hours while on vacation, and is compensated for seven (7) hours at the overtime rate.

- (iii) An Employee is called out for two (2) hours during normal work hours while on vacation, and is compensated for two (2) hours at the overtime rate.
- (iv) An Employee is called out for six (6) hours during normal work hours while on vacation, and may choose between the following payment options:
 - Payment for six (6) hours at the overtime rate; or,
 - Payment for four (4) hours at the overtime rate plus payment for two (2) hours at the regular rate, and the return of two (2) hours to the Employee's vacation balance.

10.05 Rate of Compensation for Overtime

Employees shall be paid a premium rate for all hours worked in excess of the regular workweek as defined in Section 10.02 on the following basis:

- (a) Two (2) times the regular base rate for all hours except on recognized holidays;
- (b) Two (2) times the regular base rate plus the regular pay on recognized holidays.

10.06 Shift Premiums – Operators

Shift premiums for Operators will be paid as follows:

- (a) 7:00 a.m. to 7:00 p.m. (12 Hour shift) - 4% (of the Operator's current hourly rate);
- (b) 7:00 p.m. to 7:00 a.m. (12 Hour shift) - 8% (of the Operator's current hourly rate);
- (c) All shifts - 1% (of the Operator's current hourly rate). This shift premium is to compensate Operators for time required to transfer information at shift turnover.

10.07 (a) Scheduled Overtime

In the case of scheduled overtime, if cancelled with less than twenty-four (24) hours notice, such Employee shall be paid two (2) hours at the appropriate overtime rate.

- (b) **Notice of Overtime** - This clause applies to Lines staff only. * See Letter of Intent #2

Employees shall normally be given at least two (2) full working days notice of a requirement to work scheduled overtime.

For the purpose of the Employee's meal allowance(s), if scheduled overtime has been arranged and the Employee is not provided the above notice, then the first overtime shift worked will be treated as unscheduled overtime.

(c) **Emergency Call Out for non On-Call Employees**

Employees, other than those designated and required to perform On-Call as per section 11.01, can be required to provide emergency work after hours, for which purpose the Employer will maintain a current list of Employees, by department, who will be contacted when required in order of Employee service credit.

Scheduled Overtime * See Letter of Intent #2

Work that is arranged, organized, or scheduled in advance of when the work is to begin; occurring or done with advance preparation or knowledge.

Unscheduled Overtime * See Letter of Intent #2

Work that is not pre-arranged or scheduled; occurring or done without advance preparation or knowledge.

Regular Shift * See Letter of Intent #2

The number of hours that constitutes an Employee's normal period of continuous daily work. There are two recognized regular shifts: an eight (8) hour regular shift, and a ten (10) hour regular shift.

10.08 All time worked beyond ten (10) minutes of their regular shift in order to complete transactions in the Energy group, will be counted as overtime.

10.09 Accumulation of Overtime

Employees will be allowed to bank overtime hours up to a maximum of forty (40) hours total per calendar year. Use of banked overtime will be approved at their Supervisor's discretion and any banked overtime not used by December 31st of each year will be paid out to the affected Employee. Banked overtime will be calculated at the overtime rate in effect.

Banked overtime cannot be accumulated after November 1 and must be scheduled for use by November 30th.

SECTION 11: ON-CALL AND MINIMUM CALL-OUT

11.01 The Employer maintains five (5) Service Response Districts known as the Ajax, Clarington, Belleville, Brock and Gravenhurst Districts. These Districts may be changed as the Employer's business changes and grows. District Service Centres are located within the Service Response District in locations as may be determined by the Employer from time to time. In the event that the Employer determines that one of the current District Service Centres may move/close or relocate any of its workgroups, the Union and the Employer will meet to discuss the affects of this change to ensure a smooth transition, however, the Employer reserves the right to make these changes.

On-call duty is defined as that duty performed by qualified Employees who are required by the Employer to be readily available within twenty-five (25) minutes (by means of normal driving conditions) of the Employer's District Service Centre for emergency service at other than normal working hours.

Qualified Employees will be assigned to one of the above Service Response Districts and the associated District Service Centre shall be the primary location to which they will attend when on-call.

Employees residing in the designated Service Response District will be given call-out preference over Employees residing outside the designated Service Response District.

Emergency overtime will be allocated at the discretion of the Employer based upon the Employee's known proximity to the Service Response District.

11.02 Qualified Employees shall be required to perform on-call duty on a rotating weekly basis in one assigned Service Response District. The on-call rotation will be posted by the Employer in a conspicuous place three (3) months prior to the on-call duty.

Employees who are performing on-call duty are required to hold themselves readily available outside normal hours of work for dispatch on call.

Employees with ten (10) years or less of seniority as a journeyman Lineperson shall perform at least seventy percent (70%) of their scheduled on-call rotation (seventy percent (70%) of the annual number per District) and Qualified Employees may request changes or voluntarily exchange their duty schedules to the on-call schedule to accommodate personal emergencies or illness as long as the seventy percent (70%) threshold is

maintained. These requests must be made in writing at least three (3) working days prior to the requested change date and be approved by the department Manager.

11.03 Payment for call out work shall be based on the actual time the Employees leave their place of residence to the time the Employees return to the assigned Service Response District after completion of the call out work.

11.04 Employees designated for on-call duty will be paid at the rate of

- Effective April 1, 2015 - \$240.00 per week
- Effective April 1, 2016 - \$245.00 per week
- Effective April 1, 2017 - \$250.00 per week
- Effective April 1, 2018 - \$255.00 per week

Where the week of on-call duty includes a recognized holiday an additional sixty (\$60) dollars shall be paid for each recognized holiday that the Employee is on-call.

Employees designated for on-call duty who are unable to perform such duties because of illness shall notify the Employer immediately.

11.05 Minimum Call-Out

When Employees are called in for emergency overtime work outside of the normal working hours, Employees shall receive a minimum payment of four (4) hours at their regular base rate, or the actual time worked at the appropriate overtime rate, whichever is the greater.

Should one call-out follow within one and one-half (1 ½) hours of the completion of a previous call-out, only one minimum payment will apply and time will be considered continuous from the beginning of the first call-out.

There shall be no minimum payment applicable to call-outs or overtime worked as an extension of Employees' normal daily working hours, or within one (1) hour of normal starting time.

11.06 Free Travel Zone

Employees may be requested to report for work at the normal starting time at a job site within the "Free Travel Zone". Employees shall pay their own travel costs between their home and the job site.

The Employer maintains five (5) District Service Centres: Ajax, Clarington, Belleville, Brock and Gravenhurst. A forty (40)km radius Free Travel Zone will be centered about each District Service Centre (see Appendix A).

For the purposes of implementing the Free Travel Zone, the following will apply:

(a) **EXISTING EMPLOYEES**

Employees will be deemed to have their currently assigned District Service Centre at the beginning of this Collective Agreement as their Primary Work Location. They may be requested to report at any work site or another District Service Centre within the Free Travel radius of that location without travel compensation.

(b) **NEW HIRES**

Employees will be assigned a Primary Work Location that best suits the Employer's needs, except that in doing so the Employer will make reasonable efforts to consider the Employee's place of residence.

(c) **RE-ASSIGNMENT**

It is understood that the Employer may, from time to time, re-assign Employees to another Primary Work Location for longer term periods when, in the Employer's opinion, there is a longer term, significant change in the work force or the work load at any of its District Service Centres.

New Employees may be pre-designated for re-assignment and may be hired into a temporary Primary Work Location for periods of up to two (2) years after which they may be re-assigned to another permanent location.

Re-assignments will be infrequent and except for pre-designated new Employees, will be made with reasonable respect for the Employee's place of residence.

(i) **Use of Re-assignment**

The Employer may use re-assignment when there is a temporary requirement for a period of between three (3) and twelve (12) months using the following selection process. Employees selected for Re-assignment will be notified in writing per the timeline below.

(ii) **Selection Process**

Employees for re-assignment will be selected using the following steps and in the order shown:

(a) **Voluntary**

- (i) The Employer will post the nature of the requirement, the number of positions required and the qualifications, the Primary Work location, and the expected duration, for a period of seven (7) working days. The Employer will indicate whether more than one Employee may be considered for each position required as part of a rotational Re-assignment, and the minimum duration of any such rotation.
- (ii) The Employer will discuss the requirement with the qualified Employees responding to the posting, and in order to select one or more candidates, the Employer will consider proximity to the new location as necessary or appropriate.
- (iii) The selected Employee will be given at least seven (7) working days written notice of the Re-assignment.

(b) **Designation**

When no Employee responds as per Section 11.06 (c) (ii) (a) above, the Employer will designate an Employee for this Re-assignment, using the following steps and in the order shown:

- (i) The Employee meeting the posted qualifications will be selected, and;
- (ii) When more than one Employee meets the posted qualifications, the Employer will select the Employee with the lowest Employee Service Credit, and;
- (iii) When two or more Employees have the same Employee Service Credit the Employer will select the Employee with their place of residence nearest to the new location.

(iii) **Re-assignment Duration**

The Employer will make best efforts to advise Re-assigned Employees as soon as possible if an extension of the Re-assignment becomes necessary, but in any event not less than seven (7) days before the scheduled end of the Re-assignment. When extensions are necessary, the Employer may once again invite applications as per Section 11.06 (c) (ii) (a) above. Re-

assignments may be extended beyond twelve (12) months but not for more than three (3) additional months. Re-assignments which must be extended for more than three (3) months beyond twelve (12) months will be considered as a new requirement subject to the Selection Process above, except that Employees currently Re-assigned will not be considered.

(iv) **Re-assignment Travel**

When a Re-assignment requires an Employee to travel more than sixty (60) km one way from their normal place of residence to the new Primary Work Location, they will be compensated on a weekly basis at the Employer's prevailing mileage rate for only the daily kilometers in excess of their normal travel to their regular Primary Work Location.

(d) **ON-CALL**

It is understood that the Free Travel Zone and the Primary Work Location assignment does not affect the On-Call provisions of this Collective Agreement, and that the Service Response Location may not be the same as the Employee's Primary Work Location, and that the Free Travel Zone is not the same as the Service Response District.

(e) **WORK OUTSIDE FREE TRAVEL ZONE**

Employees required to report for work outside the Free Travel Zone, will be paid the lower of:

- (i) Daily mileage at the Employer's current rates from their home;
- (ii) Daily mileage at the Employer's current rates from the Service Centre;
- (iii) Weekly mileage rates at the Employer's current rates and daily meal provisions of sixty dollars (\$60.00) per day where no meals are provided, and suitable double occupancy accommodation paid by the Employer.

The Employer and the Union will negotiate all terms and conditions of travel for all Employees working outside of the current Employer Service Districts.

11.07 Travel Time for Training

The Employer will maintain a list of regular Training programs and courses for its Employees that may periodically be conducted either at one of the Employer's sites or at a nearby facility. Such Training will as much as possible be arranged at or near the Employees' Primary Work Location.

Employees whose Primary Work Location is remote from the site of any Training identified in the above list will be provided a travel time allowance in accordance with the table below to recognize a significant additional time required outside of normal working hours, over and above their normal commute time, to attend such Training.

Fixed Travel Time Allowance Provision (One Way)

For Travel To/From		Clock Time
Belleville	Ajax/Clarington and Environs	1 hr
Brock	Ajax/Clarington and Environs	0.75 hr
Gravenhurst	Ajax/Clarington and Environs	1.5 hr

Time will be paid at the applicable rate for any portion of this Travel Time Allowance which exceeds the time between an Employee's normal start time and the Training start time, or for any portion of this Travel Time Allowance which exceeds the time between the Training stop time and an Employee's normal stop time. For example, a Belleville Employee who normally starts at 08:00 and who must attend Training in Ajax starting at 08:30, will receive an additional 0.5 hr paid time. If the normal stop time is 16:00, and the Training stops at 16:00 (or later), a full 1 hr is allowed. Where appropriate, travel routes and Travel Time Allowances may compound as applicable (such as Belleville to Gravenhurst).

SECTION 12: CHANGE OF WORK LOCATION

12.01 Employees may be re-assigned from one Primary Work Location to another, or may transfer to another as a result of the Posting and Selection process. Where such change is for a duration of more than one (1) year and the Employee is required to drive more than one hundred (100) additional kilometres to their work location, the Employer will provide relocation assistance for those moving to within forty (40) kilometres of the new Primary Work Location as follows:

Reimbursement of the following eligible third party costs to aggregate cap of six thousand dollars (\$6,000)

- Realtor fees
- Moving expenses
- Legal costs

Receipts from approved vendor(s) must accompany all moving costs covered under this section within six (6) months following the actual move to the new location.

12.02 This relocation assistance also applies to new regular Employees to the organization who wish to relocate within 40 kilometres of the Primary Work Location.

12.03 Relocation assistance provided to the Employee is to ensure that they are able to re-establish themselves closer to their new Primary Work Location while reducing costs. However, the assistance provided is with the understanding that the Employee will remain in the employment of the organization for a minimum of two (2) years.

The claw-back mechanism only applies to new hires as follows;

- (a) Should the affected Employee decide on their own volition (and not as part of an Employer requested leave, transfer, or internal job posting) to leave the organization prior to the two (2) years period.
- (b) Following separation, the affected Employee must repay the six thousand dollars (\$6,000) relocation assistance to the organization at the rate of two hundred and fifty dollars (\$250) for each month not completed under the two (2) year minimum agreement twenty four (24 months) that the Employee is to remain in the employment of the organization.
- (c) An Employee who leaves the employment of the organization on their own volition after the two-year (2) minimum relocation period has elapsed, is not required to make any repayment of their relocation assistance to the organization.

12.04 Notwithstanding the provisions contained in this section, qualified Employees who are required to be readily available for on-call duty will be required to respond as per the provisions of Section 11.

SECTION 13: REST PERIODS

13.01 There shall be a ten (10) minute rest period morning and afternoon to be taken at the work site. Notwithstanding the foregoing, Employees working under Compressed Work Week arrangements (as provided in Section 10.03) shall be provided with a fifteen (15) minute rest period in the morning.

SECTION 14: RECOGNIZED HOLIDAYS

14.01 Regular and Probationary Employees of the Employer will be entitled to payment of regular base wages for the following recognized holidays if they occur on their normal scheduled days of work, provided they have worked or been on an approved absence with pay the full scheduled shift which immediately precedes and the full scheduled shift which immediately follows such recognized holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	½ day before Christmas Day [*]
Civic Holiday	½ day before New Year's Day [*]
Family Day	

and any recognized holiday proclaimed for the Province of Ontario.

[*] To be observed on last working day prior to the recognized holiday.

With the agreement of union and management the ½ day before Christmas and the ½ day before New Year's day into one single day, to be used either before Christmas or before New Year's day (but not both).

Operators will have their recognized holidays on the actual days on which they occur.

14.02 When any of the above recognized holidays fall on a Saturday or Sunday, the Employer shall arrange at its discretion but in consultation with the Union, for each Regular or Probationary Employee to be granted either the preceding Friday or the following Monday as a paid holiday in lieu of the recognized holiday.

14.03 If a recognized holiday is observed on a scheduled working day during an Employee's vacation period, the day will be paid for as a holiday with the vacation day taken at a time consistent with the provisions of Section 14.

- 14.04** When Christmas Day and New Year's Day fall on Tuesday the days prior to Christmas Day and New Year's Day will be observed as holidays.
- 14.05** (a) Regular Employees will be granted two (2) floating holidays per calendar year which must be used by December 31st of the current year and which are not subject to carryover.
- (b) New Regular Employees will become eligible to receive floaters in the calendar year in which they complete six months of service.

SECTION 15: VACATIONS

- 15.01** (a) Employees, to ensure consideration of a chosen vacation period, must notify the Employer of their preferred vacation period by March 1st in any given year.
- Vacations will, as far as it is practical, be granted at the time most desired by Employees, provided this does not impede the efficient operation of the Employer's business.
- When requests of two (2) or more Employees in a department conflict with the Employer's requirements, and all other attempts to resolve the difficulty have failed, the Employer will allocate vacations on the basis of greater Employee Service Credit.
- (b) (i) Regular or Probationary Employees with less than one (1) year of service completed during the calendar year ending December 31st, will be entitled to one (1) day of vacation with pay for each month of service, to a maximum of ten (10) days of vacation with pay at the Employees' regular base rate;
- (ii) Regular Employees with one (1) year or more of continuous service credit completed during the calendar year ended December 31st, will be entitled to ten (10) days of vacation with pay at the Employees' regular base rate;
- (iii) Regular Employees with two (2) years or more of continuous service credit completed during the calendar year ending December 31st, will be entitled to fifteen (15) days of vacation with pay at the Employees' regular base rate;
- (iv) Regular Employees with eight (8) years or more of continuous service credit completed during the calendar year ending December 31st, will be entitled to twenty (20) days vacation with pay at the Employees' regular base rate;

- (v) Regular Employees with fifteen (15) years or more of continuous service credit completed during the calendar year ending December 31st, will be entitled to twenty-five (25) days of vacation with pay at the Employees' regular base rate;
- (vi) Regular Employees with twenty-one (21) years of continuous service credit completed during the calendar year ending December 31st, will be entitled to one (1) additional day of vacation with pay, and likewise thereafter one additional day for each additional year of continuous employment to a maximum vacation entitlement of thirty (30) days.

- 15.02** Employees shall not be granted more than ten (10) days of continuous vacation except with permission of the Employer.
- 15.03** Vacation pay shall be based on the Employees' regular classification. Employees' vacation pay will be reduced on a pro rata basis for any period for which Employees have not been in receipt of regular base wages from the Employer during the vacation accumulation period except as provided herein.
- 15.04** During a pregnancy/parental leave for the minimum duration as required under the Ontario Employment Standards Act, there will be no pro-ration of vacation provided the Employee returns to work upon the completion of the pregnancy/parental leave.
- 15.05** All vacations must normally be used within the calendar year, but under special circumstances up to ten (10) days may be carried forward until March 31st of the following year.
- 15.06** All vacation requests must be submitted by the Employee no later than March 1st and shall be approved by the Employer no later than March 15th of each calendar year. Special circumstances requesting deviations from that approved will be considered by the Employer.

SECTION 16: LEAVES OF ABSENCE

- 16.01** Leaves of absence require the written permission of the Employer. Applications for leaves of absence must be submitted, in writing, at least one (1) week in advance to ensure consideration.

In case of emergency, the Employee will make reasonable attempts to contact their Supervisor no later than fifteen (15) minutes after their normal scheduled start time, failing which the Employee will leave a detailed message giving reason for the leave and expected return.

16.02 During a pregnancy/parental leave for the minimum duration as required under the Ontario Employment Standards Act, the Employer will continue to pay its portion of the cost of the normal indemnities provided the Employee returns to work upon the completion of the pregnancy/parental leave. Employees may continue to pay their portion of the premium for Life Insurance and OMERS at their option, in which case the Employer will continue to make its contribution for the continuation of these benefits.

16.03 An Employee who is elected or appointed as a delegate to a union convention or conference will be granted leave of absence for a period of up to eight (8) weeks. The Employee will not receive pay while absent, and the Corporation will not be expected to pay his relief any more money than the delegate would have earned during the leave of absence period had he been on duty. Such leave of absence will be granted only once during the calendar year.

The credit service of such Employee shall continue and accumulate during such leave of absence. The union shall reimburse the Employer for the Employee's benefit costs during the leave. Any leave of absence granted will be in writing and no such leave will affect any Employee's credit service rights when used for the purpose granted. If an Employee works elsewhere while on leave of absence he will lose all credit service unless he has written permission from the Corporation to do such work.

An appointment to the paid committee of the Union will not be construed as working while on leave of absence. The Employer will grant not more than one such leave for the entire Employee group in any calendar year.

SECTION 17: BEREAVEMENT LEAVE

17.01 Regular Employees may be allowed up to five (5) consecutive working days leave of absence with pay in the event of the death of the Employees' spouse or parent or child or stepson or stepdaughter.

Regular Employees may be allowed up to four (4) consecutive working days leave of absence with pay in the event of the death of their brother, sister, grandchild, father-in-law, mother-in-law or grandparents.

Regular Employees may be allowed one (1) day leave of absence with pay in the event of the death of a son-in-law, daughter-in-law, brother-in-law or sister-in-law.

Regular Employees would be allowed one (1) day leave of absence per calendar year to be used for bereavement of a friend or family member not captured in the categories above. This day can also be added to the existing entitlements.

Such leave shall be for the purpose of making arrangements for and/or attending the funeral. In the event distance prevents Employees from attending a funeral, the aforementioned days shall be allowed so Employees may make arrangements for and/or attend memorial services.

When Employees are on an approved vacation and a death in the Employee's family occurs, the Employee shall be deemed to be on bereavement leave. The Employee's remaining vacation entitlement will be increased by the number of vacation days which were displaced by bereavement days. Such additional vacation days must be scheduled in accordance with the provisions of Section 15: Vacation.

A Bereavement Leave day is eight (8) hours except for Employees working seven (7) hour or (10) hour shifts in which case a Bereavement Leave day becomes seven (7) or ten(10) as the case may be.

SECTION 18: JURY DUTY AND CROWN WITNESS

18.01 The Employer will pay Employees who are required to serve on a jury or subpoenaed by law to appear in court as a witness, the difference between the Employees' pay and the amount of compensation received for such service. Employees must present proof of service and amount of compensation received.

SECTION 19: SICK LEAVE

19.01 (a) The Employer's sick leave plan for Regular and Probationary Employees was created by the Employer to reduce the financial hardship that bona fide illness can create so far as inability to work and the consequent loss of normal wages are concerned.

- (b) The Employer and the Union believe in the value of a rapid and successful recovery of both ill and injured Employees by assisting in early intervention and return to safe work. It is the Employer's policy to take all reasonable steps to return ill and injured Employees to their pre-illness/injury job as quickly and safely as possible. Where the Employee is unable to return to their pre-illness/injury job, the goal will be to return them to temporary modified or alternative work, which is consistent with their functional abilities. The Employer, the Union, and the Employees are committed to co-operate and participate in the success of a return to work program.

19.02 To qualify for payment for sick leave, Employees must:

- (a) Make reasonable attempts to contact their Supervisor no later than fifteen (15) minutes after their normal scheduled start time, failing which the Employee will leave a detailed message giving reason for the leave and expected return;
- (b) Be suffering from a bona fide illness that prevents useful employment and is not compensable under The Workplace Safety and Insurance Act;
- (c) On request of the immediate Supervisor submit verification of the illness signed by a qualified doctor if absent for three (3) days or more. If such verification is not covered by OHIP, the Employer will pay the full amount;
- (d) Co-operate in the return to work program, and participate with their doctor, the Employer's doctor, and the Employer in the development where possible of modified and/or reduced work opportunities with the intent of supporting their full recovery and a safe return to pre-illness/injury duties;
- (e) Where an Employee's medical note from their treating doctor does not indicate a reasonable return to work prognosis, the Union and the Employer will meet to discuss the information still required by the Employer and develop a plan to provide this information. Failing this process, the Employer may refer such cases to the Employer's doctor. The Employer's doctor will work with the affected Employee as follows:
 - (i) Discuss with the Employee's doctor the Employee's return to work prognosis and possible temporary modified or alternative work,
 - (ii) Where an initial consultation between doctors is inconclusive, the Employer's doctor will arrange a medical visit with the Employee. The result

of such visit will be discussed with the Employee's doctor to coordinate an appropriate and safe return to work;

- (f) Return to work as soon as possible following recovery from illness;
- (g) Do everything possible to speed up recovery.

19.03 Sick leave credit will accrue to Regular and Probationary Employees at the rate of one and one-half (1½) days per month of accredited Employee Service Credit to a maximum of two hundred and twenty (220) days. A maximum of eighteen (18) days of sick leave credit will be accumulated per calendar year, but this amount will be reduced by the number of days of sick pay credit used during the calendar year.

19.04 Employees who become ill and are hospitalized while on vacation shall be deemed to be on sick leave, provided they present the appropriate documentation from the hospital indicating the length of illness.

SECTION 20: WORKERS COMPENSATION

20.01 When Regular Employees, through employment by the Employer suffer a disability which is compensable under the Workplace Safety and Insurance Act, the Employer shall continue to pay for a period of up to twenty-four (24) months medical benefits and life insurance coverage and for this same period Employees shall continue to accrue sick leave and vacation credits.

The Employer shall notify the Union in writing when an Employer's Report of Injury or Disease (Form 0007A) and the Functional Abilities Form (Form 2647A) has been filed with the Workers' Safety and Insurance Board.

SECTION 21: HEALTH PLANS

21.01 The Employer agrees to pay for Regular Employees in receipt of regular base wages who comply with the eligibility requirements, the premiums for the following:

- (a) Employers Health Tax;
- (b) Prescription Drug Plan for single and family coverage (includes semi-private supplementary hospital plan).

The Prescription Drug Plan will consist of the following:

- no annual deductible

- a drug card
 - coverage for generic drugs unless prescription drugs are prescribed
 - a dispensing fee maximum of ten (\$10) per prescription
 - an annual limit on orthotics claims of six hundred (\$600) per year per person;
- (c) Long Term Disability Plan with seventy-five percent (75%) benefit to a maximum of four thousand, five hundred dollars (\$4,500.00) monthly;
- (d) Dental Plan equivalent to Blue Cross Dental Plan #9, current ODA Schedule of Fees as amended from time to time.
- (e) Fifty percent (50%) orthodontic coverage to a lifetime limit of three thousand dollars (\$3,000) per family member;
- (f) Vision Care Plan to reimburse costs, not to exceed the maximums as defined below, of corrective lenses, contact lenses, and/or laser eye surgery per dependent, per *twenty-four month period, as follows:
- Effective April 1, 2015 - \$375.00 maximum
 - Effective April 1, 2016 - \$375.00 maximum
 - Effective April 1, 2017 - \$400.00 maximum
 - Effective April 1, 2018 - \$400.00 maximum
 - Fifty percent (50%) laser eye surgery coverage to a lifetime limit of seven hundred and fifty dollars (\$750) per family member.

*beginning with the date the Employee first receives reimbursement.

The Employer will work with the Union to find retirement benefit plans favourable to retiring Employees.

A comprehensive list of benefits including those listed above are outlined in Appendix B

- 21.02** It is recognized that the Employee benefits flowing from this document satisfy the requirements of E.I. regulations covering rebates to Employees. The Employees waive the right to the rebate on account of the Employer providing the aforementioned benefits.
- 21.03** The Employer agrees to provide a Retiree Health Care Spending Account, with maximum yearly payments as set out below, for retired Employees between the ages of fifty-five (55) to up to age Sixty-five (65) inclusive who have accumulated a minimum of twenty (20)

years' of service as a Employee. Suggested options for the use of this Account by each Retiree will be made available by the Employer.

Employees qualifying for the Health Care Spending Account upon retirement will receive the applicable dollar amount coverage that is in effect at the time of retirement. This dollar amount will remain frozen (despite any further contract changes) until the Employee is age sixty five (65) and no longer eligible for this coverage.

Annual Retiree Health Care Spending Account Limit for Each Retiree:

- Employees retiring after April 1, 2015 - \$1,500
- Employees retiring after April 1, 2016 - \$1,500
- Employees retiring after April 1, 2017 - \$1,600
- Employees retiring after April 1, 2018 - \$1,600

21.04 Benefits for active Employees working past age 65

(a) Health, Dental and Vision Care coverage

For Employees working past age sixty five (65), the Employer will provide health, dental and vision care coverage through our benefits provider. With regard to drug claims, the Employer will be the second payer and the provincial plan will be the first payer. The Employer will also pay the single and/or family annual deductible on the provincial drug plan. These benefits will cease upon termination of employment with the Employer.

(b) Out of Country Coverage (OCC)

OCC coverage through our carrier will cease when an Employee turns sixty five (65) years of age, however, such Employees will be provided with an annual limit of two hundred dollars (\$200) that they can spend on Out of Country Coverage of their choice. Such payments shall be made directly by the Employee to their selected carrier and the supporting documentation of such payment is to be returned to the Employer's carrier for re-imbusement purposes. This benefit will cease upon termination of employment from the Employer.

(c) Life insurance

At age sixty five (65) Life Insurance benefits will cease and the Employee will switch over to the Retiree Life Insurance plan with our carrier. The coverage option provided will be determined based on the Employee's classification under the Life Insurance Chart (Please see the Human Resources department for details).

Employees will no longer be eligible for Optional Life, Spousal Life or additional term Life Insurance benefits at age sixty five (65).

(d) **Long Term Disability**

Long Term Disability benefits cease one hundred and nineteen (119) calendar days prior to age sixty five (65).

(e) **OMERS**

Employees working beyond normal retirement age will follow the applicable OMERS guidelines

SECTION 22: PENSION AND INSURANCE

22.01 All eligible Employees with the Employer shall participate in the OMERS (Ontario Municipal Employees Retirement System) Pension Plan in accordance with the regulations of the Plan.

22.02 The Employer and the Employees shall participate in the Canada Pension Plan in accordance with the regulations of the Plan.

22.03 The Employer and the Regular Employees shall participate in the Group Life Insurance Plan in accordance with the regulations of this Plan.

SECTION 23: JOB POSTING AND SELECTION

23.01 When vacancies occur within the bargaining unit, except those of a temporary nature, these positions will be posted for a period of seven (7) working days in order to give Employees an opportunity to make application for the position. Interested Employees may submit a written application available from Human Resources by the closing date. Only applicants meeting posted qualifications will be granted an interview.

Employees who have been transferred to a new position must serve at least one (1) year in the new position before they are eligible for consideration in any other position. The one (1) year minimum service restriction in a position shall not apply if a transfer to a new classification results in a higher end rate or if the transfer is in the Employer's best interest.

23.02 In filling vacancies and making transfers or promotions among Employees, the Employer will consider qualifications and ability as the primary factors. In the event the

qualifications and ability of the respective applicants are relatively equal in the Employer's opinion, Employee Service Credit shall govern.

Promotion shall mean advancement to a job which carries a higher rate of pay.

23.03 Employees who are promoted, demoted or transferred to another department and remain a member of the bargaining unit will not suffer loss of Employee Service Credit.

Employees who are promoted to a Management position will continue to accumulate and retain Employee Service Credit within the bargaining unit for up to one (1) year following the promotion.

23.04 Employees who have been promoted or transferred to another position within the bargaining unit, may choose to return to the Employee's previous position within fifteen (15) working days.

SECTION 24: LAYOFF AND RECALL

24.01 All cases of layoff will be discussed with the Union as far in advance as practicable.

24.02 In the event of layoff, Employees shall be laid off in the reverse order of their Employee Service Credit provided the Employer can retain a work force qualified in its opinion to perform the work remaining. Employees shall be recalled in the order of their Employee Service Credit provided they are qualified, capable and have the ability to do the work available.

24.03 It shall be the responsibility of Employees to keep The Employer informed, in writing, of changes in their postal address.

24.04 It is understood that in exercising the Employees' accrued rights in accordance with the above, advancement to a job which carries a higher rate of pay is only permitted where Employees, in the discretion of The Employer, are deemed to be qualified and capable.

24.05 Regular Employees who are subject to layoff may bump Employees with less service credit from equivalent or lower classifications provided those Employees possess the skill and abilities to perform the job of the Employees that they displaced.

24.06 It is understood that Employees who exercise bumping rights in lieu of layoff shall be allowed thirty (30) calendar days on the job to demonstrate the skills and abilities to

perform the work of the displaced Employees. In the event the Employees are unable to demonstrate the skills and abilities to perform the work of displaced Employees, the Employees shall be laid off without further recourse to the provisions of this Section.

24.07 All Employer costs of the Ontario Health Insurance Plan, the Prescription Drug Plan, the Long Term Disability Plan and the Dental Plan will be continued for up to six (6) months after layoff, provided the continuance of these plans is possible with the Underwriter.

SECTION 25: MEALS

25.01 Unpaid meal periods are provided as follows for each regular shift:

- Thirty five (35) hours work week staff (Category D) – One (1) hour
- Forty (40) hours work week staff (Category A, B & C) – half (½) hour unless otherwise provided herein

Category A Employees working ten (10) hours or more per day as set out under Section 10.03 (Compressed Work Week) may take a fifteen (15) minute paid meal period on the job site.

25.02 When an Employee is required to work additional hours, the Employer can only reasonably expect the Employee to make their own provisions for one meal in any work day. In general, the Employer will pay a meal allowance for situations where the Employee works longer than a normal day or works unexpected extra hours. Meal allowances will be paid in the following circumstances:

- (a) Upon completion of four (4) hours of continuous unscheduled overtime work, and every four (4) hours thereafter that the work continues;
- (b) When an Employee is called to work in the interval between four (4) hours and one (1) hour of normal starting time;
- (c) Upon completion of two (2) hours of overtime extended beyond the Employees scheduled quitting time for an eight or seven hour shift, or one (1) hour in the case of a scheduled ten (10) or twelve (12) hour shift, or after one (1) hour of extension beyond a scheduled shift of four (4) hours to eight (8) hours.
- (d) The Employer recognizes that an Employee working unplanned overtime will not always have the time to sit and eat a meal. When this situation occurs, the

Employer will pay a meal premium of twenty five cents (0.25) hour at the overtime rate for every meal period missed.

- (e) Meal allowances and meal premiums are not applicable if meals are supplied by the Employer such as during longer periods of emergency work.

The meal allowance shall be:

- Effective April 1, 2015 - \$18.00
- Effective April 1, 2016 - \$18.00
- Effective April 1, 2017 - \$18.00
- Effective April 1, 2018 - \$18.00

25.03 Meal periods for eight (8) hour day Employees shall be taken on the job site at the discretion of the Field Supervisor, or immediate Supervisor, or person in charge.

Examples:

- (a) An Employee working an eight (8) hour shift works seven (7) hours past the end of their shift on emergency power restoration. The Employee is entitled to a meal allowance at two (2) hours past the end of their shift and another at six (6) hours past the end of their shift AND would also be entitled to two (2) meal premiums (0.25 hours x 2) because they did not stop work to eat.
- (b) An Employee working an eight (8) hour shift works two (2) hours past the end of their shift on emergency power restoration. The Employee is entitled to one (1) meal allowance but not a meal premium. The assumption is that they will be returning home and therefore will have time to eat then.

SECTION 26: CLOTHING

26.01 The Employer will provide clothing and/or allowances as outlined in this chart to Regular and Probationary Employees:

Clothing Items – HTA with Logos	Maximum Number of Items or Payments as Indicated per the length of the agreement.							
	I	II	III	IV	V	VI	VII	VIII
	Lead Linemen Linemen (FR)	Locator Substation Tech. Lead Substation Tech. P&C Automation Tech (FR)	Lead Meter Tech. Meter Tech. Meter Field Rep. (FR)	C.C. Field Rep. Field Serv. Rep. Conn. Tech. Supp. (FR)	Eng. Tech. GIS Tech. Eng. Assoc. SCADA & Comm. Coord. Asset. Mgmt & Planning Tech (Non-FR)	Lead Mechanic Mechanic (Non-FR)	Inspector (FR)	Inventory Planner Lead Stores Facilities Coord. Storeskeeper Stores Assist. Labourer Purchasing Assoc. Rep. (Non-FR)
Long Sleeve Button Shirt	20* (5)	20* (5)	16* (5)	16* (5)		16 (5)	20* (5)	13 (5)
Long Sleeve T-Shirt / Short Sleeve T-Shirt ***	20 (5)	8(2)	8(2)				20 (5)	
Spring Jacket	3 (1)	3 (1)	3 (1)	3(1)	3# (1)	3 (1)	3 (1)	2 (1)
Long Parka or Short Winter Jacket	3 (1)	3 (1)	3 (1)	3 (1)	3# (1)	3 (1)	3 (1)	2 (1)
Winter Vest	3 (1)						3 (1)	
Balaclava	3 (1)						3 (1)	
Hooded Sweatshirt						2 (1)		
Summer Bib Overall or Blue Jeans or Blue Pants	16(4)	9(3)	1@ (1)		1# (1)	5(1)	16(4)	
Pants - Blue			12(3)	12(3)		12(3)		12(3)
Winter Lined Bib Overall	4 (1)	4 (1)				2 (1)	4 (1)	
Coveralls						16 (3)		
Safety Boots Contribution^ Payment(s)	4	4	4	4	4	4	4	4

^ - Indicates these items are subject to escalation in each year of the Agreement as noted and paid in the first full pay period beyond April 1st entitlement date:

- Safety Boots Contribution - \$205/\$210/\$215/\$220

- In lieu of one of the jacket allotments, may request a Summer Bib Overall.

* - Two (2) Hooded FR Sweatshirts or two (2) FR Turtlenecks in lieu of long-sleeved button shirts for those required to wear FR rated clothing.

*** - Issued in the first year of the contract only.

@ - Allotment applies to Summer Bib Overalls only.

- Prescription safety glasses will be provided to staff required to wear them for both medical and safety reasons. To qualify, an eye prescription must be on file with Human Resources. The company will pay for the cost of company supplied safety eyewear every second year as per the existing prescription eyewear benefit. Claims to be submitted directly to Claimsecure for reimbursement. Entitlements will be prorated in the first year of employment.
- All those required by safety regulations will be supplied fire retardant clothing. All clothing not FR rated must be “100% cotton” for the outer shell.
- Coveralls will be maintained by a Service Arrangement for routine cleaning/repair.
- The numbers in brackets indicate an initial supply for new Regular or Probationary Employees and are part of the total allotment.

26.02 The Employer will provide clothing of its choice, satisfactory to the requirements of applicable Health and Safety laws and regulation, to the Employee categories as listed in 26.01. At any time, these Employees will be responsible to have a wardrobe consisting of a set of clothing as listed herein. These items will be replaced on surrender of the damaged or worn out item, or if necessary, in the event of a lost item subject to the maximum number of replacements noted over the three-year term of this Agreement. The Employee shall keep clothing cleaned and repaired in good fashion, however, on request of an Employee and subject to a reasonable limited use basis, the Employer will repair a damaged item if the repair service considers it repairable. The replacement of lost or damaged or worn clothing beyond the replacement limits shall be the responsibility of the Employee.

Such clothing will be satisfactory to the provision of the Highway Traffic Act for work on roadways (i.e. appropriate colours and markings) and satisfactory to the Ministry of Labour.

The Employer agrees to collaborate with the Union in purchasing Employee clothing in a cost effective manner.

26.03 Only approved uniforms, jackets, hats, shirts, pants, coveralls, smocks, and footwear shall be worn.

26.04 The Employer will issue where required the following equipment to be used by Employees in the safe performance of assigned duties:

Safety Hard Hat	Flash Glasses
Rubber Boots	Leather Work Gloves
F.R. Rain Wear	HV Rubber Gloves & Covers
Clear Safety Glasses	Tool Apron
Tool Bag	Snowmobile Gloves**
Snowmobile Helmet**	Floater Suit – Approved High Visibility**
Personal Flotation Device**	Snowmobile Boots**
Chainsaw Boots**	

**Available only where Gravenhurst is the Primary Work Location. Brock Employees will also have access to such equipment, however, such equipment shall remain at the Gravenhurst location so that it is available for other staff. The Employer will ensure that the equipment is in good working order for use by other staff.

26.05 Employees are responsible for exercising due care in the use and treatment of the items in 26.04, and these and similar items issued out will be replaced if shown to be worn out, damaged, or lost. All issues will be requested from the Employee's immediate Supervisor and any excessive loss or negligent use of issued material may be considered a personal performance issue as per current practice.

SECTION 27: TOOLS AND EQUIPMENT

27.01 In addition to specific items cited in Section 26, the Employer will supply all tools and equipment necessary to carry out the work. Employees are responsible for exercising due care in the use and treatment of all tools and equipment whether issued to them personally, assigned to them, or used by them.

Recognizing that Mechanics purchase their own personal use tools, mechanics will receive a Three Hundred (\$300) allowance every year for repair or replacement of tools.

SECTION 28: LICENCES AND PROFESSIONAL FEES

28.01 Employees who are required by the Employer to renew the following memberships will have the cost of such renewals reimbursed by the Employer:

- (a) O.A.C.E.T.T.
- (b) Certified General Accountant
- (c) Certified Management Accountant
- (d) Drivers licence to include exam fees, medicals and cost of licence – excluding Class G
- (e) Trades Certificates

SECTION 29: WAGE RATES AND JOB CLASSIFICATIONS

29.01 Rates of pay and job classifications shall be as shown in the wage schedule. The classifications and rates are listed therein for the purpose of payment of wages only and only to Probationary and Regular Employees.

29.02 Wage increase retroactive annually to April 1st as defined below, paid the first full pay period beyond the April 1st entitlement date, on all hours worked:

- Effective April 1, 2015 - 2.10%
- Effective April 1, 2016 - 2.10%
- Effective April 1, 2017 - 2.00%
- Effective April 1, 2018 - 2.00%

SECTION 30: PROGRESSIONS

30.01 Non – Trade Employees:

New Employees (not hired at the maximum rate) will receive an increase on successful completion of their probationary period.

Following successful completion of the probationary period or a promotion, the next progression will be no less than one (1) year later. Thereafter all progressions will be no less than one (1) year apart.

For current Employees; promotion involves movement to a job with a higher end rate; transfer involves movement to a job with equivalent or lower end rate.

30.02 (a) Trade Employees:

Linepersons, Meter Technicians, Operators, Mechanics and Substation Technicians will receive their progressions following successful completion of the following milestones.

- | | |
|--------|---|
| Step 2 | Probationary period six (6) months |
| Step 3 | 2000 hours worked in the trade plus completion of schooling |
| Step 4 | 4000 hours worked in the trade plus completion of schooling |
| Step 5 | 6000 hours worked in the trade plus completion of schooling |
| Step 6 | 8000 hours worked in the trade plus completion of schooling |

(b) Co-op Programs

Line Apprentices from a recognized training school who have also successfully completed one (1) and / or two (2) line apprentice co-op terms with the Employer will have four hundred (400) hours added to their apprentice hours for each of their co-op terms (for a total of up to eight hundred (800) hours upon the successful completion of their probationary period.

Similar consideration will be given upon the successful completion of their probationary period to Line Apprentices who have completed their Line Apprentice co-op terms at another recognized organization, upon producing the appropriate documentation from the said organization.

The Employer and the Union agree to collaborate on similar provisions for other trades in the event applicable co-op programs become available and of interest to the Employer.

30.03 Progression/step increases for Regular Employees are not automatic but subject to satisfactory performance and completion of required courses. When progression/step increases are delayed, Employees will be informed and given up to six (6) months to improve performance to satisfactory standards.

30.04 If Employees, due to unsatisfactory performance, receive a low performance appraisal, they will be given up to six (6) months to improve to a good or better rating. Should Employees fail to achieve a good or better rating at this time they may be re-assigned. If no other work is available, Employees may be dismissed.

SECTION 31: CONTRACT DURATION

31.01 This Agreement shall become effective on April 1, 2015, and shall remain in effect until March 31, 2019, unless either party gives notice in writing to the other party within the ninety (90) day period prior to the expiry date, of its desire to alter or terminate same.

SECTION 32: AMALGAMATION/MERGER

32.01 Should the Employer merge, amalgamate, or combine any of its operations or functions with another Employer, Company or Companies, the Employer agrees to give the Union as much notice as practically possible prior to any intent by the Employer to implement the above.

32.02 In the event there is a merger with another Employer, Company or Companies, in which the covered Employees therein are represented by another Union, the representation rights and Collective Agreement and the status quo of Local 636 IBEW members shall be maintained in respect of those members until a final determination is made under the Labour Relations Act of Ontario or any successor organization as to the proper representation of the combined group.

IN WITNESS WHEREOF the parties hereto have herewith set their hands and seals

this _____ day of _____, 2015.

VERIDIAN CORPORATION

THE INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, LOCAL 636
UNIT #40

Adrian Foster, Chair

Eric Lucci, Business Representative

Michael Angemeer, President & CEO

Barry Brown, Business Manager, Financial Secretary

Tim Pitts, Chair

Jeff O'Neil, Vice Chair

Ann Henry, Union Bargaining Unit Member

Carla Jennings, Union Bargaining Unit Member

Chris Brown, Union Bargaining Unit Member

Kiel Williams, Union Bargaining Unit Member

Letter of Intent No. 1

April 1, 2015

Mr. Tim Pitts
Local 636, Unit #40
International Brotherhood of Electrical Workers
7170 West Credit Avenue, Unit 2B
Mississauga, ON L5N 6C6

Dear Mr. Pitts:

Re: Christmas and New Year's On-Call

This letter of intent is to be read with the Collective Agreement for the term of April 1, 2015 to March 31, 2019.

The Employer will endeavour to allocate on-call duty to qualified staff for the work weeks including Christmas and New Year's so that this responsibility is spread out as evenly as possible during the term of this agreement.

In the event of an emergency, the Manager has the discretion to allocate the Christmas and New Year's on-call schedule as needed.

Sincerely,

Michael Angemeer, P.Eng.
President & CEO

c. Eric Lucci, Business Representative
IBEW Local 636, Unit #40

Letter of Intent No. 2

April 1, 2015

Mr. Tim Pitts
Local 636, Unit #40
International Brotherhood of Electrical Workers
7170 West Credit Avenue, Unit 2B
Mississauga, ON L5N 6C6

Dear Mr. Pitts:

Re: Examples to be Read with Clause 10.07

This letter of intent is to be read in support of Clause 10.07, of the Collective Agreement for the term of April 1, 2015 to March 31, 2019.

In order to assist in the interpretation of this Clause, the following is a non-exclusive list of some possible situations and examples where this Clause applies.

Notice of Overtime

Example: If overtime is scheduled for Saturday, Employees would need to be notified no later than the beginning of their regular shift on Thursday.

Scheduled Overtime

Example: Outages scheduled for customers for transformer replacements or voltage conversion to minimize business disruptions, 44kV customer-owned substation isolation and re-energization; Construction or maintenance work.

Unscheduled Overtime

Example: Storm response, but not necessarily reconstruction of facilities damaged by the storm, trouble calls.

Regular Shift

At times, Employees will move to assignments, or work crews in which the new shift hours are different from their regular shift. Clause 10.03(e) of the Collective Agreement will apply as notice for this change in shift. Employees moving between shifts will adopt the new shift hours as their regular shift.

Example: Employees who normally work an eight (8) hour regular shift, moving to work with ten (10) hour shift Employees, will change to a ten (10) hour regular shift. Conversely, Employees who normally work at a ten (10) hour regular shift, now moving to work with eight (8) hour shift Employees, will change to an eight (8) hour regular shift.

Sincerely,

Michael Angemeer, P.Eng.
President & CEO

c. Eric Lucci, Business Representative
IBEW Local 636, Unit #40

Letter of Intent No. 3

April 1, 2015

Mr. Tim Pitts
Local 636, Unit #40
International Brotherhood of Electrical Workers
7170 West Credit Avenue, Unit 2B
Mississauga, ON L5N 6C6

Dear Mr. Pitts:

Re: Alternative Arrangement to Clause 10.02(a)

This Letter of Intent is to be read with the Collective Agreement as an alternative arrangement to Clause 10.02(a).

This Letter of Intent describes a shift change for outside line department staff currently working a forty (40) hour work week that consists of five (5) days of eight (8) hours each Monday to Friday.

The intention of redesigning this shift is to take advantage of the operational efficiencies that are being realized by the line construction crews on the compressed work week schedule.

- (a) Length of shift will change from 8.5 hours to 8 hours.
- (b) The shift will be in effect from May 1 – September 30.
- (c) The shift will operate as follows:
 - 10 minute morning break;
 - 30 minute “running lunch” taken on the work site;
 - No afternoon break.
- (d) A minimum of 10 days notice will be given by the Employer to establish or terminate the shift unless mutually agreed by all parties that are affected by the change.

The alternative shift will be subject to cancellation at the Employer’s discretion.

Sincerely,

Michael Angemeer, P.Eng.
President & CEO

c. Eric Lucci, Business Representative
IBEW Local 636, Unit #40

2015 WAGE SCHEDULE

Job Title	Normal Weekly Hours	Regular Work Week (per Section 10)	Job Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Lead Substation Technician	40	A	11							
Lead System Operator	40	C							\$46.99	
SCADA & Communications Coordinator	40	B								
Lead Lineworker	40	A	10							
Lead Meter Technician	40	A							\$43.94	
Lead Mechanic	40	A								
Distribution Automation Technician	40	A								
P&C Automation Technician	40	A	9	\$24.36	\$25.66	\$29.57	\$33.93	\$38.45	\$43.94	
Substation Technician	40	A								
Systems Analyst	35	D								
Systems Operator	40	C								
Accounting Analyst	35	D	9							
Asset Management & Planning Technician	40	B								
Connections Technical Support	40	B								
Engineering Technician - Maintenance	40	B								
Engineering Technician - Project Design	40	B								
Engineering Technician - Standards	40	B								
Facilities Coordinator	40	A			\$23.01	\$24.24	\$27.83	\$31.87	\$36.08	\$41.11
GIS Technician	40	B								
Inspector	40	A								
Inventory Planner	40	A								
Lineworker	40	A								
Mechanic	40	A								
Meter Technician	40	A								
Customer Connections Coordinator	40	B		8						
Engineering Associate	40	B								
Lead Storeskeeper	40	A			\$20.03	\$21.12	\$24.38	\$28.03	\$31.82	\$36.39
Locator	40	A								
Metering Field Representative	40	A								
Customer Connections Representative	40	B	7							
Customer Care Field Representative	40	A			\$18.18	\$19.16	\$22.14	\$25.46	\$28.91	\$33.05
Network Support Associate	35	D								
Storeskeeper (Belleville)	40	A								
Customer Care Representative	35	D	6							
Storeskeeper	40	A			\$17.57	\$18.51	\$21.39	\$24.57	\$27.92	\$31.93
Accounting Associate	35	B	5							
Metering Clerk	35	B								
Purchasing Associate	40	B			\$17.84	\$20.61	\$23.70	\$26.91	\$30.76	
Regulatory Accounting Clerk	35	B								
Corporate Administration Clerk	35	D	4			\$19.15	\$22.00	\$25.00	\$28.57	
Customer Care Associate	35	D	3							
Receptionist	35	D				\$18.14	\$20.85	\$23.71	\$27.10	
Stores Assistant	40	A								
			2			\$16.47	\$18.92	\$21.51	\$24.54	
Labourer	40	A	1			\$15.20	\$17.47	\$19.87	\$22.71	

Rates are quoted in dollars per hour

2016 WAGE SCHEDULE

Job Title	Normal Weekly Hours	Regular Work Week (per Section 10)	Job Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Lead Substation Technician	40	A	11							
Lead System Operator	40	C							\$47.97	
SCADA & Communications Coordinator	40	B								
Lead Lineperson	40	A	10							
Lead Meter Technician	40	A							\$44.87	
Lead Mechanic	40	A								
Distribution Automation Technician	40	A								
P&C Automation Technician	40	A								
Substation Technician	40	A			\$24.87	\$26.20	\$30.19	\$34.64	\$39.26	\$44.87
Systems Analyst	35	D								
Systems Operator	40	C								
Accounting Analyst	35	D	9							
Asset Management & Planning Technician	40	B								
Connections Technical Support	40	B								
Engineering Technician - Maintenance	40	B								
Engineering Technician - Project Design	40	B								
Engineering Technician - Standards	40	B								
Facilities Coordinator	40	A			\$23.50	\$24.75	\$28.42	\$32.53	\$36.84	\$41.97
GIS Technician	40	B								
Inspector	40	A								
Inventory Planner	40	A								
Lineperson	40	A								
Mechanic	40	A								
Meter Technician	40	A								
Customer Connections Coordinator	40	B		8						
Engineering Associate	40	B								
Lead Storeskeeper	40	A			\$20.45	\$21.57	\$24.89	\$28.62	\$32.49	\$37.15
Locator	40	A								
Metering Field Representative	40	A								
Customer Connections Representative	40	B	7							
Customer Care Field Representative	40	A			\$18.57	\$19.57	\$22.60	\$26.00	\$29.52	\$33.74
Network Support Associate	35	D								
Storeskeeper (Belleville)	40	A								
Customer Care Representative	35	D	6							
Storeskeeper	40	A			\$17.94	\$18.90	\$21.84	\$25.08	\$28.51	\$32.60
Accounting Associate	35	B	5							
Metering Clerk	35	B								
Purchasing Associate	40	B			\$18.21	\$21.05	\$24.20	\$27.48	\$31.41	
Regulatory Accounting Clerk	35	B								
Corporate Admin. Clerk	35	D	4			\$19.56	\$22.46	\$25.53	\$29.17	
Customer Care Associate	35	D	3							
Receptionist	35	D					\$18.52	\$21.29	\$24.21	\$27.67
Stores Assistant	40	A								
			2			\$16.81	\$19.32	\$21.96	\$25.06	
Labourer	40	A	1			\$15.52	\$17.84	\$20.29	\$23.18	

Rates are quoted in dollars per hour

2017 WAGE SCHEDULE

Job Title	Normal Weekly Hours	Regular Work Week (per Section 10)	Job Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Lead Substation Technician	40	A	11							
Lead System Operator	40	C							\$48.93	
SCADA & Communications Coordinator	40	B								
Lead Lineperson	40	A	10							
Lead Meter Technician	40	A							\$45.76	
Lead Mechanic	40	A								
Distribution Automation Technician	40	A								
P&C Automation Technician	40	A								
Substation Technician	40	A			\$25.37	\$26.72	\$30.79	\$35.33	\$40.04	\$45.76
Systems Analyst	35	D								
Systems Operator	40	C								
Accounting Analyst	35	D	9							
Asset Management & Planning Technician	40	B								
Connections Technical Support	40	B								
Engineering Technician - Maintenance	40	B								
Engineering Technician - Project Design	40	B								
Engineering Technician - Standards	40	B								
Facilities Coordinator	40	A			\$23.97	\$25.24	\$28.99	\$33.19	\$37.58	\$42.81
GIS Technician	40	B								
Inspector	40	A								
Inventory Planner	40	A								
Lineperson	40	A								
Mechanic	40	A								
Meter Technician	40	A								
Customer Connections Coordinator	40	B	8							
Engineering Associate	40	B								
Lead Storeskeeper	40	A			\$20.86	\$22.00	\$25.39	\$29.19	\$33.14	\$37.90
Locator	40	A								
Metering Field Representative	40	A								
Customer Connections Representative	40	B	7							
Customer Care Field Representative	40	A								
Network Support Associate	35	D			\$18.94	\$19.96	\$23.05	\$26.52	\$30.11	\$34.42
Storeskeeper (Belleville)	40	A								
Customer Care Representative	35	D	6							
Storeskeeper	40	A			\$18.30	\$19.28	\$22.28	\$25.58	\$29.08	\$33.25
Accounting Associate	35	B	5							
Metering Clerk	35	B								
Purchasing Associate	40	B				\$18.58	\$21.47	\$24.68	\$28.03	\$32.04
Regulatory Accounting Clerk	35	B								
Corporate Admin. Clerk	35	D	4				\$19.95	\$22.91	\$26.04	\$29.75
Customer Care Associate	35	D	3							
Receptionist	35	D					\$18.89	\$21.71	\$24.69	\$28.22
Stores Assistant	40	A								
			2				\$17.15	\$19.70	\$22.40	\$25.56
Labourer	40	A	1				\$15.83	\$18.19	\$20.69	\$23.65

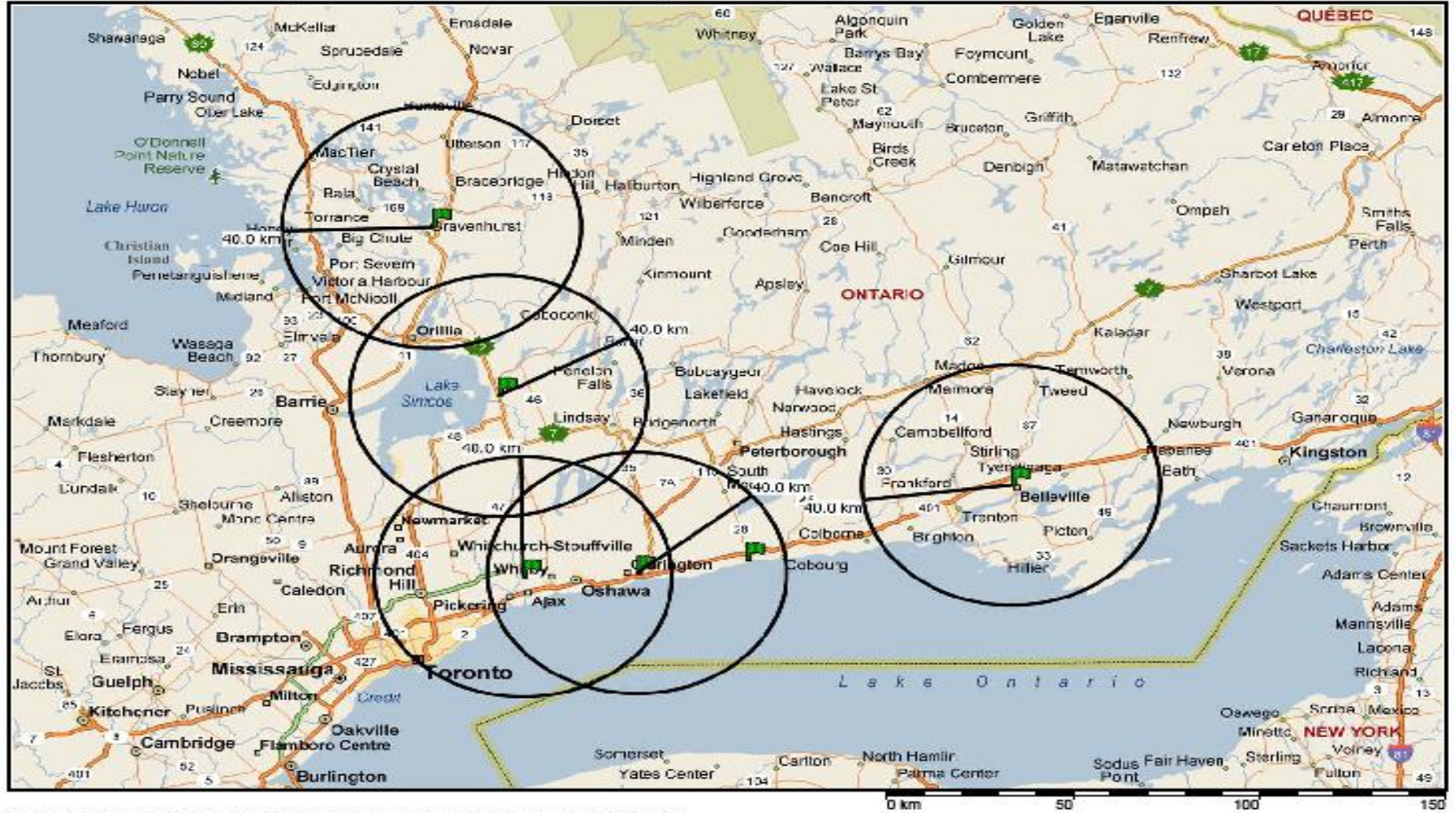
Rates are quoted in dollars per hour

2018 WAGE SCHEDULE

Job Title	Normal Weekly Hours	Regular Work Week (per Section 10)	Job Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Lead Substation Technician	40	A	11							
Lead System Operator	40	C							\$49.91	
SCADA & Communications Coordinator	40	B								
Lead Lineperson	40	A	10							
Lead Meter Technician	40	A							\$46.68	
Lead Mechanic	40	A								
Distribution Automation Technician	40	A								
P&C Automation Technician	40	A								
Substation Technician	40	A		\$25.88	\$27.25	\$31.41	\$36.04	\$40.84	\$46.68	
Systems Analyst	35	D								
Systems Operator	40	C								
Accounting Analyst	35	D	9							
Asset Management & Planning Technician	40	B								
Connections Technical Support	40	B								
Engineering Technician - Maintenance	40	B								
Engineering Technician - Project Design	40	B								
Engineering Technician - Standards	40	B								
Facilities Coordinator	40	A			\$24.45	\$25.75	\$29.56	\$33.85	\$38.33	\$43.66
GIS Technician	40	B								
Inspector	40	A								
Inventory Planner	40	A								
Lineperson	40	A								
Mechanic	40	A								
Meter Technician	40	A								
Customer Connections Coordinator	40	B	8							
Engineering Associate	40	B								
Lead Storeskeeper	40	A			\$21.28	\$22.44	\$25.90	\$29.77	\$33.81	\$38.65
Locator	40	A								
Metering Field Representative	40	A								
Customer Connections Representative	40	B	7							
Customer Care Field Representative	40	A								
Network Support Associate	35	D			\$19.32	\$20.36	\$23.51	\$27.05	\$30.71	\$35.11
Storeskeeper (Belleville)	40	A								
Customer Care Representative	35	D	6							
Storeskeeper	40	A			\$18.67	\$19.66	\$22.72	\$26.09	\$29.66	\$33.91
Accounting Associate	35	B	5							
Metering Clerk	35	B								
Purchasing Associate	40	B				\$18.95	\$21.90	\$25.17	\$28.59	\$32.68
Regulatory Accounting Clerk	35	B								
Corporate Admin. Clerk	35	D	4			\$20.35	\$23.37	\$26.56	\$30.35	
Customer Care Associate	35	D	3							
Receptionist	35	D					\$19.27	\$22.15	\$25.18	\$28.78
Stores Assistant	40	A								
			2			\$17.49	\$20.10	\$22.85	\$26.07	
Labourer	40	A	1			\$16.15	\$18.56	\$21.11	\$24.12	

Rates are quoted in dollars per hour

Appendix 'A' - Clause 11.06 - Representation of Free Travel Zones - 2008.04



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Appendix 'B' - Health Benefit Summary

BENEFIT	
Life	Existing plan with MEARIE
Opt. AD&D	Optional Plan (underwritten by RBC Insurance)
Dependent Life	No coverage
L.T.D.	75% of monthly earnings to a maximum of \$4,500
Extended Health Care	100% Co-pay, Nil Deductible
• Semi-Private	100% reimbursement, nil deductible, no private room coverage
• Drugs	Prescription Drugs only – generic equivalent; dispensing fee cap of \$10; pay direct drug plan
• Fertility Drugs	6 cycles (\$10,000 lifetime maximum)
• Smoking Cessation	13 weeks (\$800 lifetime maximum)
• Vision (frames, lenses, contacts and laser eye corrective surgery)	\$375/12 months for 2015 & 2016 and \$400/12 months for 2017 & 2018 for under age 18 \$375/24 months for 2015 & 2016 and \$400/24 months for 2017 & 2018 for all others; Eye exams once every 24 months Contact Lenses for specified conditions \$375/24 months for 2015 & 2016 and \$400/12 months for 2017 & 2018; maximum \$375/24 months for 2015 & 2016 and \$400/12 months for 2017 & 2018 for all vision care expenses combined; 50% laser eye surgery coverage to lifetime limit of \$750
• Ambulance & Out-patient	Yes
• Massage	\$525 per calendar year; doctors letter required
• Chiropractor	\$500 per calendar year (secondary payer after OHIP).
• Physiotherapy	\$2,000 per calendar year; doctor's letter required
• Speech therapists	\$500 per calendar year; doctor's letter required
• Podiatrist	\$500 per calendar year
• Osteopath	\$500 per calendar year
• Naturopath	\$500 per calendar year for services; remedies not included
• Acupuncture/Shiatsu	Not eligible
• Private Duty Nursing	\$15,000 in any period of 12 consecutive months; form letter required, available through ClaimSecure
• Hearing Aids	\$500/5 calendar years; repairs and batteries not included
• Psychologists	\$500 per calendar year; must be registered at Board of Psychology
• Orthopedic Shoes/Orthotics	Orthopedic Shoes limited to 4 pairs per person under age 2 per calendar year; limited to 2 pairs for ages 3-17 and, limited to 1 pair per year for persons over age 18 per calendar year; Orthotics & appliances - \$600 maximum per calendar year Doctors letter required
• Out of Country	\$5,000,000 lifetime maximum
• Medical Equipment & Other Services	Yes (some equipment requires doctors letters, please contact ClaimSecure prior to purchase). Please contact the insurer or your Human Resources Representative for additional information.
Dental	<i>Nil Deductible Current ODA Fee Guide</i>
• Dental Recall	9 months for adults and 6 months for children
• Basic	100% Unlimited Maximum
• Major	50% co-pay to a maximum of \$500 annually for Caps, Crowns & Bridges
• Orthodontics (Braces)	50%, \$3,000 Lifetime Maximum