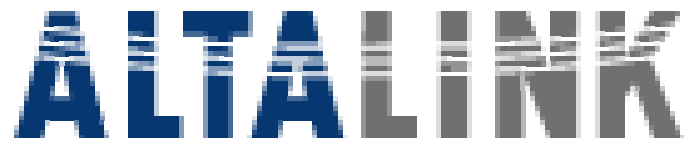


COLLECTIVE AGREEMENT

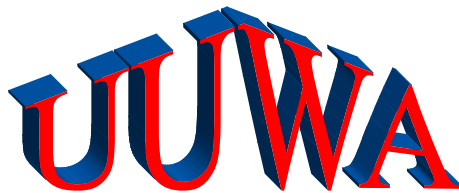
BETWEEN

ALTALINK MANAGEMENT LTD.

The logo for Altalink, featuring the word "ALTALINK" in a bold, blue, sans-serif font. The letters are stylized with horizontal lines through them, giving it a modern, industrial appearance.

AND THE

**UNITED UTILITY WORKERS' ASSOCIATION
OF CANADA**

The logo for the United Utility Workers' Association of Canada (UJWA). It features the letters "UJWA" in a bold, stylized font. The letters are blue with red outlines, and the "U" and "J" are connected, as are the "W" and "A".

January 1, 2007 to December 31, 2009

AGREEMENT

Effective **January 1, 2007 to December 31, 2009**

between

ALTALINK MANAGEMENT LTD.

hereinafter designated and referred to as the “Company”

and the

UNITED UTILITY WORKERS’ ASSOCIATION OF CANADA

hereinafter designated and referred to as the “Association”

- Effective January 1, 2007 make the following adjustments:
 - Payroll Assistant from B2 to B3
 - Transmission Lineman Foreman from T4 to T5
 - Add PSE position in the T2 pay group
 - Relay Tech – change title to Protection and Control Technologist
 - Relay Tech Workleader – change title to Protection and Control Technologist Workleader
 - Additional 25 cent per hour “market” increase for T schedule employees effective January 1, 2007
 - Retiree Retention Unique Work Arrangements – see Letter of Understanding
 - Job Evaluation and Pay Schedule review – see Letter of Understanding
 - Post Retiree Benefits – to be reinstated, eliminating the phasing out of retiree benefits effective immediately

- Term of agreement, 3 years commencing January 1, 2007 and terminating December 31, 2009

- Increase all pay rates as follows:
 - 5% effective January 1, 2007
 - 4.75% effective January 1, 2008
 - 5% effective January 1, 2009

TABLE OF CONTENTS

Articles	Page
1 Spirit of Agreement	1
2 Recognition	2
3 Association Relationships	3
4 Management Functions	5
5 Grievances	6
6 Resignations, Discipline and Layoff	9
7 Promotions, Transfers and Job Postings.....	12
8 Hours of Work	15
9 Shift Differential	20
10 Overtime	21
11 Flex Time and Flexible Hours of Work Agreements ..	23
12 Call-Outs	25
13 Standby	26
14 Vacations	27
15 Holidays	28
16 Expenses	30
17 Salaries, Rates of Pay and Other Payments	32
18 Maternity and Parental Leave	37
19 Termination of Agreement	39
 Pay Schedules	
Business Schedule	41-43
Technical Schedule	44-46
 Job Titles	
Business Services	47
Technical Services	48

ATTACHMENTS

1 Transfer Expenses – In-Scope Employees 49

2 Transfer Expenses – Mobile Homes 56

3 Rearranged Hours of Work (10 Hour Day, 4 Day Week)
Transmission Technologists and Transmission
Crews 59

4 Rearranged Hours of Work –
Field Staff Working in Shop Environments 61

5 Extensive Overnight Absences 62

Part-Time Employees 64

Letters of Understanding

Field Technologists – Floater Positions 68

Guidelines for the Use of Contractors 70

Job Evaluation and Pay Schedules 72

Job Sharing 75

Pension and Benefits 76

Retiree Retention Unique Work Arrangements 78

Telecommuting 80

Transitions 81

Signing Page 82

ARTICLE 1 - SPIRIT OF AGREEMENT

WHEREAS the Company, its management and employees, comprise a team wherein the money of investors is combined with the judgment, abilities, experience and energy of the management and employees to provide public utility services to our consumers -- the public, industry, wholesale and retail business, and to the farmer and other engaged in basic industries, and

WHEREAS it is agreed that the service rendered by the Company and its employees directly or indirectly to electric consumers is essential to the welfare of these consumers, and

WHEREAS it is essential to the livelihood and in the best interests of the Company and its employees to direct their respective efforts towards the efficient and economical operation of the Company's business,

THEREFORE, this Agreement recognizes and accepts the principles and spirit of good teamwork, based upon mutual responsibility, respect, confidence, loyalty, integrity and friendliness and,

THIS AGREEMENT further recognizes that all successful employer-employee contacts must be mutually advantageous, fair and just, not more favourable to one than to the other and of the same spirit of cooperation and friendliness in which this Agreement is reached.

ARTICLE 2 - RECOGNITION

- 2.1 The Company recognizes the Association as the exclusive bargaining agent for all Permanent, Term and Probationary employees of the Company that come within the scope of the Association's unit of Certification.
- 2.2 A "Permanent" employee is one who occupies a position permanently established by the Company and has successfully completed a probationary period of six (6) months.
- 2.3 A "Term" employee is one who occupies a position established by the Company for a specified duration and has successfully completed a probationary period of six (6) months.
- a) The duration of a Term position shall be more than six (6) months and no greater than three years unless otherwise agreed by the Association and the Company.
 - b) The duration of a Term position may be extended by agreement of the Association. For this purpose, a request to extend the duration shall be provided to the Association and affected employee at least thirty (30) days in advance of the expiry of the term.
 - c) The term may be reduced for operational reasons provided the employee receives a minimum of two (2) weeks notice, unless a greater period of notice is required by the Employment Standards Code.
- 2.4 A "Probationary" employee is one who, at commencement of employment with the Company, occupies a Permanent or Term position for a trial period

of six (6) months, and whose employment may be terminated at the Company's discretion at any time during this probationary period. A review of such employee's progress shall be made and discussed with the employee before or during the fourth month of employment.

2.5 A "Temporary" employee is an employee who is not covered by the terms of this Agreement and is:

A person who is hired as casual to perform emergency or other work on an irregular basis

or

A person who is hired to perform work for a period of six (6) months or less.

2.6 The Company shall advise the Association, in writing, of all newly hired Terms. The notice shall include the name of the employee, the position, the start date, and the expected duration.

2.7 Wherever the singular is used throughout this Agreement, the same shall be construed as meaning the plural where the context or the parties so require.

ARTICLE 3 - ASSOCIATION RELATIONSHIPS

3.1 As a condition of continued employment, all employees shall pay to the Association monies equal to the established dues of the Association.

3.2 The dues referred to in 3.1 shall be deducted **each pay** from the employee's salary and remitted to the

- Association within thirty (30) days following the deduction.
- 3.3 The payment of dues does not require the employee to become a member. Should an employee's membership be refused or revoked by the Association, the employee's continued employment shall not be affected.
 - 3.4 The Company shall not be liable for any claims that may be made against the Company for amounts deducted in accordance with the above.
 - 3.5 The Company shall not discriminate against any employee because of the employee's connection with the Association, or the employee's activities related thereto which are permitted by the Company, sanctioned by the terms of the Collective Agreement or are in accordance with those rights and privileges defined in the Employment Standards Code and the Labour Relations Code, nor shall the Association discriminate against any employee because of the employee's non-membership in the Association.
 - 3.6 During the life of this Agreement, the Company shall not cause or direct any lockout of its employees, nor shall the Association cause, permit, or in any way encourage employees to participate in any strike, walkout, slowdown or suspension of work.
 - 3.7 The Company shall provide the Association with all policies and directives that affect the employees covered by this Agreement.
 - 3.8 The Company shall advise the Association or appropriate Job Discipline Representative (JDR) or Unit Coordinator (UC) of all new hires. JDRs and UCs shall

be given time to privately meet with new employees working in the area.

- 3.9 The Association shall provide the Company with a current list, and amendments, containing the name and location of each Association representative employed by the Company.

ARTICLE 4 - MANAGEMENT FUNCTIONS

- 4.1 The Association recognizes the right of the Company to hire, promote, demote, layoff, classify and transfer in accordance with the terms of the Agreement. The Association further recognizes the right of the Company to demote, discipline, suspend and discharge employees for cause. In cases of demotion, discipline, suspension and discharge the employee, if the employee so desires, may request the Association to review the action taken by the Company.
- 4.2 The Association further recognizes the right of the Company to operate and manage its business in all respects in accordance with its commitments and responsibilities. In particular, without restricting the generality of the foregoing, the Association agrees that the Company has the sole authority and is exclusively responsible for assigning and scheduling of work; determining the number of employees needed at any time in any classification and in any section, department or plant; directing its working forces except to the extent that these rights have been specifically limited by this Agreement. The Company also has the right to make and alter from time to time rules and regulations to be observed by the employees. Such rules and regulations shall not be inconsistent with the terms of this Agreement.

ARTICLE 5 - GRIEVANCES

Should an employee (or group of employees) feel they have been unfairly treated or a dispute arises between the Company and an employee (or group of employees), an earnest effort shall be made to settle the dispute by the individuals involved.

A grievance is a matter concerning differences in interpretation, application, operation or alleged violation of this Agreement. Employees shall have the right to process grievances through the following procedure. Should the Association or the Company wish to initiate a grievance, it shall commence at the Third Step of the grievance procedure.

5.1 First Step

An employee who feels they have a grievance shall discuss the matter with their immediate supervisor within ten (10) working days from the date of the incident prompting the grievance. The employee may request an Association representative be present for this meeting. The supervisor shall answer grievances within three (3) working days of this meeting.

Notwithstanding the above, a selection grievance resulting from a posted position, shall be submitted to the supervisor indicated on the job posting within five (5) working days from the date the employee was notified either verbally or in writing of the selection decision, whichever is earlier. If such notification is verbal it shall be made personally by the supervisor indicated on the job posting. The Association and the supervisor can mutually agree to waive the First Step for a selection grievance.

Agreements or resolutions at Step 1, shall be consistent with the terms of the Collective Agreement, and shall be without prejudice.

5.2 Second Step

If a satisfactory settlement is not reached in the First Step, the employee through the Association, within four (4) working days of receipt of the answer from the employee's immediate supervisor (or for selection grievances, the immediate supervisor with the vacancy), shall present the grievance in writing to the employee's Department Head (except for selection grievances in which case the employee shall through the Association present it to the Department Head with the vacancy). The Department Head (or appointee) shall, within four (4) working days of receipt of the grievance, arrange a meeting with the grievor. An Association representative shall be present for this meeting unless the grievor requests that the representative not attend. The Department Head (or appointee) shall answer the grievance in writing to the grievor, with a copy to the Association, within three (3) working days of this meeting.

5.3 Third Step

If on completion of the Second Step either the Association or the Company wishes to process the grievance further, either shall, within three (3) working days, submit the grievance in writing to a Grievance Committee consisting of three (3) representatives of the Company and three (3) representatives of the Association. The Grievance Committee shall arrange a meeting within five (5) working days of this notice and shall give its decision in writing to the Association and the Company, within three (3) working days of this meeting. The employee may request to discuss their

grievance with the Grievance Committee if the employee so desires.

5.4 Fourth Step

Should a majority of the Grievance Committee fail to agree upon a settlement and if the Association wishes to process the grievance further, within three (3) working days, the grievance shall be referred to the Chief Executive Officer (or appointee) by a representative of the Association. The Chief Executive Officer (or appointee) shall answer the grievance in writing within three (3) working days of meeting with the representative of the Association. The employee may request to be present for this meeting if the employee so desires.

5.5 Fifth Step

If a satisfactory settlement is not reached in Step Four, within five (5) working days of receipt of answer from the Chief Executive Officer (or appointee), either the Company or the Association may notify the other party in writing of its desire to submit the difference to arbitration and the notice shall contain a statement of the difference and name of the first party's appointee to an Arbitration Board. The recipient of the notice shall, within five (5) days, exclusive of Saturdays and Sundays and other holidays, inform the other party of the name of its appointee to the Arbitration Board. The two (2) appointees so selected shall, within five (5) working days, exclusive of Saturdays and Sundays and other holidays, of the appointment of the second of them, appoint a third person who shall be the chairman.

If the recipient of the notice fails to make an appointment within the time limits, the appointment shall be made by the Minister of Labour upon the request of either party. If the two (2) appointees fail to

agree upon a chairman within the time limits, the appointment shall be made by the Minister of Labour upon the request of either party.

The Arbitration Board shall hear and determine the difference and shall issue an award in writing and the decision is final and binding upon the parties and upon any employee affected by it. The award of a majority is the award of the Arbitration Board, but if there is no majority, the decision of the chairman governs and shall be deemed to be the award of the Board. The Arbitration Board by its decision shall not alter, amend or change the terms of this Agreement.

Each party to the difference shall bear the expenses of its respective appointee to the Arbitration Board and the two (2) parties shall bear equally the expenses of the chairman.

- 5.6 Should the parties agree, any matter may be referred to a single arbitrator whose decision shall be final and binding on the parties.
- 5.7 The time limits expressed in the foregoing shall be observed by both parties. However, any one (1) or all of the time limits or steps may be extended or waived by mutual agreement.

ARTICLE 6 – RESIGNATIONS, DISCIPLINE AND LAYOFF

- 6.1 A permanent employee who wishes to resign shall give two (2) weeks' notice in writing to the employee's supervisor or Department Head.
- 6.2 Employees shall not be disciplined or discharged except for just cause.

- 6.3 A claim by any permanent or term employee that the employee has been discharged without just cause may be the subject of a grievance and dealt with as provided under Article 5, Grievances.
- 6.4 Employees have the right to have an Association representative present at any meeting that is disciplinary in nature.
- 6.5 In situations where employees are disciplined, the Supervisor shall give the employee notice in writing as to the reason(s) for such action, with a copy sent to the Association.
- 6.6 In the event of a permanent work force reductions of employees covered by this Agreement, the Company shall, where practical, give the Association not less than eight (8) weeks advance notice or statutory notice, whichever is greater, for such change or closure.

Upon such notice, the Company will meet with the Association to discuss the impact of the change on the employees affected. The Company agrees to cooperate with the Association in considering alternatives to mitigate the effects of the proposed layoffs.

- 6.7 In the event of a layoff of employees, layoff will be conducted on the basis of overall job performance. Where overall job performance is relatively equal, seniority will be the deciding factor.

6.8 The Effect of Layoff on Benefits and Vacation

a. Pension Plan

An employee on layoff will be counseled as to the options available to them.

b. Vacation

When laid off, an employee would be paid out the vacation the employee had not taken and any accumulated vacation owing, from their vacation accrual date to the date of layoff.

c. Other Benefits

A laid off employee's life insurance coverage ceases following thirty-one (31) days of layoff. If desired, the employee may convert part or all of the employee's coverage to an individual policy within the thirty-one (31) days following layoff.

Eligibility under the Dental Plan and the Short Term and Long Term Disability Plan cease upon layoff. Entitlement to Alberta Health Care and the Voluntary Major Medical Plan benefits continue to the end of the month in which the employee was laid off.

6.9 When the Company wishes to terminate the services of a permanent employee due to layoff, such an employee shall be given one (1) month's notice or one (1) month's pay in lieu of notice. This is not applicable when an employee is discharged for just cause.

6.10 Employees who are laid off shall receive severance pay as per the formula in the company published involuntary termination and severance policy. The same policy and severance pay formula shall apply for both Association and non-union employees.

ARTICLE 7 - PROMOTIONS, TRANSFERS AND JOB POSTINGS

- 7.1 The Company agrees to fill vacancies firstly from Permanent employees and then from Term employees, whenever qualified personnel are available, subject to the following provisions. In all promotions, voluntary demotions and transfers, the Company shall consider, as related to the vacancy, experience, education, ability and job-performance. Where these qualifications are relatively equal for two (2) or more employees being considered, preference shall be given to the employee with the greater seniority. Any or all employees being considered may be subject to such additional tests or examinations as the Company may require.
- 7.2 The Company shall not necessarily be obliged to consider the transfer, including promotion, of any employee with less than one (1) year of service with the employee's present accountabilities.
- 7.3 Vacancies in all positions within the scope of this Agreement shall be accessible to all employees for a period of not less than seven (7) working days. No more than two (2) postings shall be required in any one (1) sequence with the exception that all work leader positions, identified in the salary schedules, will be posted.

Job Postings for Technologists in field positions may indicate that the Company will consider residential requirements by geographical region. For example, the Company may indicate on a posting for a Lethbridge position that they will not require an employee living in the Calgary and south area to relocate. For such situations, should the successful applicant not be required to move, their headquarters shall be the

headquarters that existed prior to being successful on the posting.

Any employee who submitted a bid on a posted position and whose application was not successful shall upon the employee's request be given the reason for not being selected.

- 7.4 It is agreed that a change in Pay Level for any position does not constitute a vacancy unless there is a change of incumbent.
- 7.5 Applications from employees for transfer to positions not subject to a required job posting, shall be given consideration. Such applications should be made in writing to the Recruitment and Selection Section of the Human Resources Department in Calgary. When a transfer is made at the request of an employee, the employee may be required to take a classification and rate of pay appropriate to the employee's new duties and may be required to bear the cost of the employee's move.
- 7.7 When a promotion occurs, the following conditions shall apply:
- a. When a promotion occurs, the employee concerned shall be placed in that position within the employee's new pay level which reflects an increase in pay which shall be no less than one (1) step in the level from which the employee was promoted or to the bottom of the new pay level, whichever is the greater.

For example (**using 2007 rates**), an employee who is currently in the B2 pay level at Step 4, is the successful applicant on a B3 level job, the calculation is as follows:

\$21.76 (B2 Step 4) subtract **\$20.55** (B2 Step 3) which equals **\$1.21**.

This means the employee must receive at least a **\$1.21/hr** increase. In this case the individual would move to **\$24.00** (B3 Step 5).

- b. On any promotion in the same pay schedule (a) above shall be adjusted as required so that no promoted employee shall receive less than the employee's immediate subordinate and subject to **17.6** the employee shall not be held at the same rate as the employee's subordinate for more than six (6) months.

7.8 Temporary Assignments

Where the Company has an opportunity that provides employees with learning or experience, such as projects or special assignments that are expected to exceed three (3) months, the Company shall advise employees of the vacancies through **an internal notification**. The vacancies shall be filled by permanent employees unless there are no qualified employees who express interest. Any vacancy created by a permanent employee moving to such an assignment shall not be filled on a permanent basis for the duration of the temporary assignment provided the assignment does not exceed twelve (12) months.

- a. Upon completion of temporary assignments of twelve (12) months or less, permanent employees shall return to their previous position provided the position still exists and the employee has not bid into another position. Should the previous position no longer exist, the employee shall be placed in a permanent position at the same salary and benefits level as the previous position.

- i) Should a temporary assignment of twelve (12) months or less require extension beyond twelve (12) months, the employee may return to their previous position; or
 - 1) an agreement is reached to hold the previous position; or
 - 2) upon completion of the temporary assignment, placement into another permanent position at the same salary and benefits level as the previous position.

- b. Upon completion of temporary assignments that exceed twelve (12) months, permanent employees shall be placed in a permanent position at the same salary and benefits level as their previous permanent position unless agreement is reached to hold the position for the duration of the temporary assignment.

ARTICLE 8 - HOURS OF WORK

The hours of work stated in this Article shall not be construed as a guarantee of any minimum nor as a restriction on any maximum hours to be worked, but serves only as a basis for the calculation of overtime and establishing work schedules.

8.1 a. Office Staff - General

- 1. Seven (7) hours and fifty-five (55) minutes shall constitute a regular workday and five (5) days shall constitute a regular workweek. A Monday or Friday off per month shall be designated by the Company for each employee.

2. Normal office hours shall be from 7:35 a.m. to 4:30 p.m. Monday through Friday with one (1) hour off for lunch. It is agreed that on forty-eight (48) hours notice the Company may change the normal starting time providing the regular hours of work occur between 6:30 a.m. and 5:30 p.m. If mutually agreeable between the Company and an employee, the duration of the lunch period may be varied by up to one-half (1/2) hour.

b. Office Staff - Shift Employees

1. Shifts shall be scheduled and posted by the Company. Seven (7) hours and fifty-five (55) minutes shall constitute a regular shift or workday and thirty-seven and one half (37.5) hours shall constitute an average workweek. A Monday or Friday off for each employee shall be designated each month by the Company.

2. Normal hours for shifts shall be as follows:

Day Shift - shall be a shift which commences between the hours of 6:30 a.m. and 8:30 a.m.

Evening Shift - shall be a shift which commences between the hours of 3:00 p.m. and 5:00 p.m.

Night Shift - shall be a shift which commences between the hours of 11:00 p.m. and 1:00 a.m.

8.2 FIELD STAFF

Eight (8) hours shall constitute a regular workday and five (5) days shall constitute a regular workweek from November 1 to April 30. Eight (8) hours and thirty (30) minutes shall constitute a regular workday and five (5) days shall constitute a regular workweek, except that a Monday or Friday off per month shall be designated by the Company for each employee from May 1 to October 31.

a. Non-Shift Employees - General

1. From November 1 to April 30, normal field hours shall be from 8:00 a.m. to 5:00 p.m., Monday through Friday, with one (1) hour off for lunch. Eight (8) hours shall constitute a regular workday and five (5) days shall constitute a regular workweek. It is agreed that on forty-eight (48) hours' notice the Company may change the normal field staff hours shown above by one (1) hour or less.
2. From May 1 to October 31, normal field staff hours shall be from 8:00 a.m. to 5:30 p.m., Monday through Friday, with one (1) hour off for lunch, except that in each of the aforementioned months, a Monday or Friday off shall be designated by the Company for each employee. Eight (8) hours and thirty (30) minutes shall constitute a regular workday and five (5) days shall constitute a regular workweek. It is agreed that on forty-eight (48) hours' notice the Company may change the normal field staff hours shown above by one (1) hour or less.
3. If mutually agreeable between the Company and the majority of the employees in a work unit, a

one-half hour (1/2) lunch period may be considered.

4. If mutually agreeable between the Company and an employee(s) in a work unit, a one-half (1/2) hour lunch period will be granted provided the employee(s) has been requested to bring a home prepared lunch as per Article 15.3.

b. Non-Shift Employees – Operating Personnel

1. From November 1 to April 30, normal field staff hours shall be from 8:00 a.m. to 5:00 p.m. and the regular workweek shall be any five (5) consecutive days, Monday through Saturday, with one (1) hour off for lunch. Eight (8) hours shall constitute a regular workday and five (5) days shall constitute a regular workweek. It is agreed that on forty-eight (48) hours' notice the Company may change the normal field staff hours shown above by one (1) hour or less.
2. From May 1 to October 31, normal field staff hours shall be from 8:00 a.m. to 5:30 p.m. and the regular work week shall be any five (5) consecutive days, Monday through Saturday, with one (1) hour off for lunch, except that in each of the aforementioned months, a Monday or Friday off shall be designated by the Company for each employee. Eight (8) hours shall constitute a regular workday and five (5) days shall constitute a regular workweek. It is agreed that on forty-eight (48) hours' notice the Company may change the normal field staff hours shown above by one (1) hour or less.
3. If mutually agreeable between the Company and the majority of the employees in a work unit, a

one-half (1/2) hour lunch period may be considered.

(i) If mutually agreeable between the Company and an employee(s) in a work unit, a one-half (1/2) hour lunch period will be granted provided the employee(s) has been requested to bring a home prepared lunch as per Article 15.3.

(ii) It is further agreed that where there is only one (1) man qualified to be on standby or where vacations reduce the remaining staff coverage to less than fifty percent (50%) of total staff available as a result of the day off, employees shall revert to the hours as outlined in 8.2(b)(1).

c. Shift Employees

Schedules of regular shifts shall be as arranged and posted from time to time by the Company, but may be further varied by mutual agreement between the Company and the Association. From November 1 to April 30, eight (8) hours shall constitute a regular workday or shift and forty (40) hours shall constitute an average workweek. From May 1 to October 31, eight (8) hours and thirty (30) minutes shall constitute a regular workday and forty (40) hours shall constitute an average workweek, except that in each of the months May through October, a Monday or Friday off shall be designated by the Company for each employee.

Normal hours for shifts shall be as follows:

Evening Shift - considered as a shift which commences between the hours of 3:00 p.m. and 5:00 p.m.

Night Shift - considered as a shift which commences between the hours of 11:00 p.m. and 1:00 a.m.

d. When a field staff employee is rescheduled, at the Company's request, to work a normal work period or shift other than the employee's regular scheduled hours or shift with less than fifteen (15) hours off between work periods or shifts, the employee shall receive applicable overtime rates computed on basic salary for this initial period or shift as per Article 10.1.

8.3 Hours of work vary only as stated in **Clause 11.3**, Attachments 3 and 4 at the back of this Agreement.

8.4 If mutually agreeable between the Company and the employee, another workday may be substituted for the designated day off.

8.5 Once established, work schedules may only be changed by mutual agreement between the Company and an employee, or on four (4) weeks written notice by the Company, with a copy provided to the Association.

ARTICLE 9 - SHIFT DIFFERENTIAL

9.1 Evening Shifts

Employees scheduled to work evening shifts shall receive, in addition to regular pay, ninety-seven cents (97¢) per hour for evening shifts worked.

9.2 Night Shifts

Employees scheduled to work night shifts shall receive, in addition to regular pay, ninety-seven cents (97¢) per hour for night shifts worked.

ARTICLE 10 - OVERTIME

10.1 Employees shall receive overtime pay at the rate of two (2) times their regular rate of pay for authorized overtime worked outside their scheduled hours of work on a regular work day and for all time worked on scheduled days off and Holidays as specified in Article **15.1** of this Agreement.

10.2 Where an employee is required to work overtime and receives less than **nine (9)** consecutive hours off duty in the nine and one half (9 ½) hour period immediately prior to the commencement of the employee's regular hours of work, that employee shall continue to be paid at double the employee's regular rate of pay for the hours worked until such time as the employee is relieved from duty for not less than **nine (9)** consecutive hours. For each case, unless otherwise notified by the Company, the employee will consider themselves relieved from duty at the completion of the overtime work. An employee relieved from duty shall be paid at the employee's regular rate of pay for the employee's regular hours of work which fall within this prescribed relief period.

10.3 Overtime Pay Options

Overtime is when employees are required to work outside of their scheduled hours, on days off, or on holidays. If the Company requires overtime to be worked, such hours are to be paid at the rate of two (2) times their regular pay. Employees may choose one of the following options for overtime worked:

a. Receive overtime pay

In order to receive overtime pay, employees or designated delegates, shall enter their approved overtime in the time entry system.

b. Bank overtime pay

An employee may request in writing that the Company hold the payment of overtime pay until a later date in the year. Employees must request in writing to receive their banked overtime.

All banked overtime must be paid out prior to year end. Any overtime pay banked and not taken prior to December 31st in any year, shall be paid out to the employee at the rate at which the pay was banked.

c. Receive time off rather than pay

When mutually agreed to by the employee and the Company, time off may be taken by the employee rather than receiving overtime pay. Time worked and taken must be in the same calendar year. Employees receive two (2) hours off for each (1) hour overtime worked.

When the time is taken off, it must be agreed to by the manager. Such time off, up to a maximum of five (5) days at any one time, will be permitted provided that the requested time off does not result in additional overtime for that employee and/or other employees. Therefore, requests for time off more than thirty (30) days in advance of the actual time off may not be considered.

d. Combination of a, b and c above

Employees may choose a combination of options a, b, and c, subject to the requirements described for each of these options.

ARTICLE 11 – FLEX TIME AND FLEXIBLE HOURS OF WORK AGREEMENTS

11.1 Flex Time

Flex time is when an employee requests to change their regular scheduled hours which results in the same total number of hours worked but the hours are worked at a different time in order to accommodate the employee. Flex time must have pre-approval from the manager. Flex time is banked at the rate of one (1) times regular pay, i.e. employees receive one (1) hour off for each one (1) hour worked. For example, with management approval, an employee works an additional two (2) hours on Thursday in order to leave work two (2) hours early on Friday. Flex time is intended to accommodate short-term requirements, not for long-term needs that require many days off.

11.2 Time Off Without Pay

An employee may request to have time off without pay. Time off without pay must be approved by the Manager. Typically time off will be short-term in nature, and in any event, shall not exceed one (1) month.

11.3 Flexible Hours of Work Agreements

There are personal and work situations for employees and supervisors alike where mutual advantage may be gained from agreement to modify the hours of work. Either employees or supervisors can propose flexible hour arrangements. Flexible hours of work agreements require the approval of employees and management.

- a. Proposals for flexible hours of work will be considered which meet the following conditions of satisfaction:
1. Flexible hour agreements will be entered into by employees and supervisors on a voluntary basis.
 2. In spirit, flexible hours proposals must foresee tangible benefits for the employee and the Company. For example, quality of life of employees, service to customers, quality of work or productivity improvements are tangible benefits where such benefits can be demonstrated.
 3. All requests to introduce flexible hours of work will receive due consideration from impacted supervisor(s) and employee(s).
 4. Any agreement to introduce flexible hours of work must include an understanding between the supervisor and employee(s) involved of the hours to be worked, the duration of the agreement and the length of notice required to cancel the agreement. For clarity, the supervisor and employee(s) are encouraged to have a written agreement. The introduction of flexible hours for periods in excess of thirty (30) calendar days shall be in writing, with a copy provided to the Association.
 5. Either party to a flexible hours of work agreement can end the agreement provided they give the appropriate notice as per condition iv) above. **Where the appropriate notice period has not been set out, two (2) weeks notice must be given.**

b. For purposes of Article 10 of the Collective Agreement the agreed upon hours of work shall become the "scheduled hours of work on a work day". Hours worked outside the agreed upon hours shall be overtime.

ARTICLE 12 - CALL-OUTS

- 12.1** Employees called out for emergency and maintenance work following their normal work day or shift and after they have left the Company work place, shall be paid a minimum of two (2) hours at the applicable overtime rate subject to the provisions of **12.2**.
- 12.2** Employees called out during the two (2) hours preceding the commencement of their normal work day or shift shall be paid at their applicable overtime rate for the time worked and the time remaining until the start of their work day or shift.
- 12.3** Employees called out for work on scheduled days off and Company recognized Holidays shall be paid a minimum of two (2) hours at two (2) times the basic hourly rate. This shall not apply in the case of employees who perform regularly assigned duties on such days.
- 12.4** Employees on standby shall be paid for call-outs on the same basis as employees not on standby.
- 12.5** Where employees are called out for work, they are deemed to be on duty for the specified minimum period or until the work for which they have been called out is completed, whichever is the longer period. Further calls received during this period shall be considered a continuation of the initial call-out and shall not be subject to minimum call-out pay.

12.6 When employees are scheduled to work overtime on normally scheduled days off and the scheduled overtime is cancelled by the Company with less than eight (8) hours notice to the employees, the employees shall receive two (2) hours pay at overtime rates.

ARTICLE 13 – STANDBY

13.1 Employees shall receive standby pay only when on scheduled standby or when specifically requested to perform standby duties.

13.2 Employees who are requested to standby at their headquarters or work location shall receive the equivalent of the top T3 hourly rate per day for each scheduled workday and the equivalent of twice the top T3 hourly rate per day on scheduled days off and Company recognized holidays, plus applicable overtime rate for all call-outs.

13.3 Employees on standby to handle trouble calls and maintain good service to our customers shall be available for the full twenty-four (24) hours of each standby day.

13.4 The number of employees required for standby shall be determined from time to time by the Company and arranged by the Supervisor or the employee in charge.

13.5 The Supervisor shall be responsible for scheduling standby duties as equitably as possible having regard for safety and experience.

13.6 No employee shall be required to standby for more than twenty-five (25) consecutive days except by mutual

agreement between the Company and the employee concerned. Where there is no agreement to an extension beyond the twenty-five (25) days, the Company will arrange to relieve the employee of standby duties for the following seven (7) days.

13.7 An employee required to standby for a weekend, shall be considered to be on standby from normal quitting time on Friday afternoon (or Thursday afternoon if Friday is a Company recognized Holiday) until normal starting time on Monday morning (or until normal starting time on Tuesday morning if Monday is a Company recognized Holiday). The employee shall be paid three (3) days standby pay (one (1) day at the scheduled workday rate and two (2) days at the scheduled day off rate). On weekends which include a Company recognized Holiday, the employee shall be paid an additional day at the scheduled day off rate.

ARTICLE 14 – VACATIONS

14.1 Employees shall earn vacation with pay at an accrual rate as follows:

Years of Service Completed	Vacation Earned
less than 1 year	15 days/year pro-rated
1 to 6 years	15 days/year
7 to 15 years	20 days/year
16 to 23 years	25 days/year
24 years +	30 days/year

14.2 Pay for vacations under **14.1** shall be at the employee's basic scheduled rate of pay applicable during the employee's vacation period. "Basic scheduled rate" for vacation pay purposes excludes overtime pay, standby

pay and any temporary (less than three (3) months) higher or lower pay level/step.

14.3 As far as possible, employees will be granted their choice of vacation periods, but the right to allot vacation periods is reserved by the Company in order to ensure efficient operations.

14.4 In the event that a Company-recognized Holiday falls within an employees' vacation period, the employee will receive either, a regular day's pay or an additional day off in lieu of the Holiday at the discretion of the Company.

14.5 In the event that an employee is laid off, resigns or is discharged, the employee will be compensated in money in lieu of the accrued vacation due.

14.6 Employees, while working a twenty-four (24) hour continuous rotating shift schedule shall receive one (1) additional day of vacation upon completion of two (2) years of continuous shift service and an additional day upon completion of each subsequent year of continuous shift service up to a combined maximum of five (5) days. For the purpose of this clause, continuous service shall accrue beginning January 1, 1981. Vacation pay earned under this clause will not be paid on voluntary termination.

ARTICLE 15 - HOLIDAYS

15.1 The following days will be recognized as paid holidays:

- New Year's Day
- Family Day
- Good Friday
- Easter Monday
- Labour Day
- Thanksgiving Day
- Remembrance Day
- Christmas Day

- Victoria Day
- Boxing Day
- Canada Day
- Civic Day (generally the 1st Monday in August)

15.2 Any additional holidays proclaimed by the Provincial and/or Federal Governments, and generally recognized by industry, will be recognized as paid holidays.

Any additional holidays proclaimed by the Civic Governments, and generally recognized by industry, will be recognized as paid holidays, if approved by the Company.

In the event that the Legislature removes Alberta Family Day as a paid holiday, it will be removed from the above list of holidays.

15.3 The period of time recognized as a holiday is the twenty-four (24) hour period beginning at 00:01K on the day which is observed as the holiday.

15.4 When any of the holidays listed above fall on a Saturday or Sunday, the Company, at its discretion, shall declare either the preceding Friday or the following Monday as the day to be observed. When Christmas Day is observed on a Monday, Boxing Day will be observed on the following Tuesday. Shift employees shall observe the holidays listed in Article **15.1** on the calendar days on which they fall.

15.5 When one of these holidays is observed on an employee's day off, and such day is not worked by the employee, the Company and employee can mutually agree to another day off in lieu of the holiday or if agreement cannot be reached, the employee will receive a regular day's pay.

ARTICLE 16 - EXPENSES

- 16.1** The payment of expenses to employees is made upon the principle that employees should be reimbursed for reasonable 'out of pocket' expenses so incurred. It is considered that employees should neither lose nor profit from expense allowances. This principle shall be followed in dealing with questions which may arise in connection with expenses.
- 16.2** While working away from headquarters, employees shall be reimbursed for actual expenses of individual board and lodging, unless such individual accommodation cannot be obtained or the employees choose to share accommodation. Rooms, as required, shall be arranged for by the employee in charge.
- 16.3** While working at or out of headquarters (generally within an eight (8) kilometre (five (5) mile) radius or ten (10) minutes one way travel time from permanent headquarters), the employees shall normally provide their own noon meals. However, under special circumstances or job requirements, the employee in charge, at their discretion, may allow the employees to have noon meals at Company expense.

If the employee is working beyond the guide limits stated above and a restaurant is readily available to the job site, the Company shall reimburse the employee for the actual cost of the restaurant meal purchased. If the employee cannot be taken to an eating establishment for a noon meal because of job requirement or distance involved and is requested to bring a home-prepared lunch, the employee shall receive four dollars and sixty cents (\$4.60) for each lunch supplied.

- 16.4** Transportation between headquarters and the job shall be arranged by the Company.
- 16.5** Employees who are authorized to use their vehicle while on Company business shall be reimbursed at a rate as per the Corporate Business Travel and Entertainment Policy.
- 16.6** Transfer expenses shall be paid in accordance with Attachments 1 and 2 at the back of this Agreement.
- 16.7 a. For all overnight absences from home in excess of twenty (20) days per calendar year, employees shall be paid an incidental expense of six dollars (\$6.00)* per night.**
***\$6.25 effective January 1, 2008**
***\$6.50 effective January 1, 2009**
- b. Absences due to optional training, seminars and conferences will not be considered an overnight absence regarding the payment of incidental expense. Optional training is such training that is not required by the individual employee or the Company.**
- 16.8** Employees who perform work significantly damaging or destructive to clothing shall be provided with, or reimbursed for, coveralls/overalls or smocks/aprons to a maximum of **fifty dollars (\$50.00)**.
- 16.9** Where, in the opinion of the Company, or as required by legislation or industry standards, working conditions are such that they warrant the wearing of protective clothing and/or footwear, the Company shall provide such clothing and/or footwear, or reimburse the employee for the cost of such clothing and/or footwear

in accordance with the Company policies and as follows:

- a) Approved Safety Boots and Electrically Resistive Safety Boots, or repairs, will be subsidized at 50% to a maximum of **\$110.00** per eligible employee per twelve (12) months or **\$220.00** per eligible employee per twenty-four (24) months.
- b) 100% of the cost of approved Conductive Boots for Linemen will be covered by the Company.
- c) Approved Lineman's Boots or repairs to Lineman's Boots will be subsidized at 50% to **\$165.00** per eligible employee once every two (2) years.
- d) 100% of the cost of Fire Resistant rated outerwear (winter parka, coveralls, and rainwear) will be covered by the Company.

Other Fire Resistant rated items are on a cost share basis where the Company pays 60% and the employee pays 40%.

ARTICLE 17 – SALARIES, RATES OF PAY AND OTHER PAYMENTS

17.1 During the life of this Agreement, the Company agrees to pay the rates in the Pay Schedules which are attached and the Association agrees to the principle of a full day's work for a full day's pay.

17.2 Bargaining unit positions shall be evaluated in accordance with the existing job evaluation system, unless the Company and the Association mutually

agree to implement a new system or alter the existing system.

17.3 The Company shall provide the necessary training in job evaluation to a representative as appointed by the Association.

17.4 Upon request, employees shall be provided with a current job description for their position. The Company shall provide the Association with a copy of the current job description for each bargaining unit position.

17.5 a. When new job classifications are established, the Company shall set and implement the wage rates thereof, and shall notify the Association thereof within fourteen (14) days of the classification being established.

b. When significant changes are effected to existing job classifications to the extent that the job requires re-evaluation, or the job is re-evaluated as a result of the job evaluation maintenance program, the following procedure shall be followed:

1. Where, in the opinion of the Association, a job classification requires re-evaluation, it shall request the Company to proceed with re-evaluation and the Company shall do so within one hundred and twenty (120) days. Upon completion of any evaluation, the Company shall promptly inform the Association of any changes arising therefrom.

2. Should a request for re-evaluation, resulting from changes in job content be initiated by an employee, or by the Association on the employee's behalf, and the re-evaluation results in

a reclassification to a higher pay level, the reclassification shall be retroactive to the date the Company received the "Request for Review" application.

3. When the Company initiates a re-evaluation of a job and the re-evaluation results in reclassification to a higher pay level as a result of changes in job content, the reclassification shall be retroactive to the date the employee returns the updated job description to the Company after receiving the "Notification of Review" letter.

c. When a dispute arises between the Association and the Company regarding a job evaluation, a Board of four (4) persons shall be established, within ten (10) working days of receipt by the Company, of the Association's notice of appeal to attempt to resolve the dispute. Two (2) representatives will be appointed by the Company and two (2) representatives will be appointed by the Association, each of the four (4) persons having one (1) equal vote. Every effort should be made to resolve the dispute within ten (10) working days of the Board's appointment. In the event that the dispute remains unresolved, the following method of settlement shall be adopted:

The Company and the Association shall submit the dispute jointly to two (2) appointees qualified in wage determination and administration, one (1) appointed by the Company and the other by the Association. Such appointees shall meet and hear all pertinent matters and render a decision within fourteen (14) days of their first meeting. In the event that the appointees cannot reach unanimity in their decision, they may appoint a third party of

similar qualifications to act as Chairman, such party to be experienced in the field of job evaluation. The unanimous decision of the first two (2) appointees, or a majority decision of the three (3) appointees, shall be final and binding upon both parties.

- d. When a job classification has been evaluated and assigned a tentative rating, the classification shall be reviewed and a rating confirmed within twelve (12) months, provided the classification has been filled by the same employee.
- 17.6** a. Scheduled increases are intended to be paid for satisfactory progress. In the event that an employee is not making satisfactory progress, one (1) or more increases may be withheld, provided that the employee concerned and the Association are notified in writing by Management of the reason for withholding such increases. Should the employee fail to give satisfactory service following the withholding of an increase, the employee may be demoted or discharged at the discretion of the Company, subject to the provisions of Articles 5 and 6 of this agreement.
- b. When a new employee is hired, reasonable allowance shall be made for experience when determining the appropriate wage step. As a guide, for every year of directly related experience, attribute one step on the pay schedule. Recognizing previous experience shall be at the sole discretion of management, and may be modified to reflect other considerations.
 - c. Should a special wage step increase be warranted during the progression period, it may be given at

management's discretion. When an employee is given a special wage step increase, the next six (6) month scheduled increase shall apply from the date of the special increase, providing the employee has not reached their maximum rate.

17.7 An employee temporarily assigned by the supervisor to a position of higher classification, for a period in excess of one (1) week shall, from the first day, be paid at the next higher pay rate applicable to the new classification.

17.8 No employee shall be required to take a lesser rate of pay when assigned at the Company's request to temporarily perform the duties of another employee. The foregoing shall not be construed as applying to demotion for just cause or assignment to a lower classification to provide continued employment.

17.9 Pyramiding

If two (2) or more premiums are applicable to the same hours worked, an employee shall receive only the highest premium applicable to such hours. For the same hours worked, an employee shall not receive a premium rate under more than one (1) provision of this Agreement unless otherwise specifically provided.

17.10 An employee who is required to work at or above a height of twenty-four and four tenths (24.4) meters [eighty (80) feet] free fall above ground level will receive, in addition to their regular rate of pay, a premium of one (1) times their normal straight time rate while so engaged. Premium height pay will be paid for each hour or part of an hour so worked. The provision of Article 16.9 shall not apply to height pay premium.

17.11 SICK PAY will be in accordance with the provisions of the “Group Salary Continuance Plan” in effect throughout the Company.

17.12 Positions that are typically occupied by an Engineer

When the position is occupied by an Engineer, the individual shall be excluded from the bargaining unit. When the position is occupied by other than an Engineer, the individual shall be included in the bargaining unit.

Individuals with a combination of Technical diploma and relevant industry experience may be considered for these roles.

17.13 Performance Reviews will be provided to employees upon the employee’s request.

ARTICLE 18 - MATERNITY AND PARENTAL LEAVE

18.1 A pregnant employee will be entitled to maternity leave without pay consisting of a period not exceeding fifteen (15) weeks starting at any time during the twelve (12) weeks immediately preceding the estimated date of delivery.

18.2 The pregnant employee shall give the Company two (2) weeks’ notice in writing of the day upon which she intends to commence maternity leave and, if requested, provide a medical certificate certifying that she is pregnant and the estimated date of delivery.

18.3 An employee on maternity leave must take a period of leave at least six (6) weeks immediately following the date of delivery, unless the employee and the Company agree to shorten the period. In such cases, the

employee shall provide the Company with a medical certificate indicating that resumption of work will not endanger her health.

18.4 The Company shall grant an employee a leave of absence without pay for a maximum of thirty-seven (37) weeks:

- a. immediately following the last day of maternity leave;
- b. or a period of not more than thirty-seven (37) consecutive weeks within fifty-two (52) weeks after the child's birth;
- c. and in the case of an adoptive parent, a period of not more than thirty-seven (37) consecutive weeks within fifty-two (52) weeks after the child is placed with the adoptive parent for the purpose of adoption.

18.5 An employee's entitlement to parental leave for the purposes of adoption is conditional on having at least twelve (12) months of continuous service immediately preceding the estimated adoption date.

18.6 Where both prospective parents are employees of the Company and they intend to share parental leave, they must advise the Company of their intention.

18.7 Prior to the adoption, the employee shall notify the Company in writing of their intent to adopt, giving the estimated adoption date unless:

- a. the medical condition of the birth mother or child makes it impossible to comply with this requirement;
- b. the date of the child's placement with the adoptive parent was not foreseeable

- 18.8** An employee who wishes to resume employment upon the expiration of maternity or parental leave shall give the Company two (2) weeks' notice in writing of the day on which the employee intends to resume employment.
- 18.9** The Company will reinstate the employee in the position they occupied at the time maternity or parental leave commenced or provide the employee with alternative work of a comparable nature at not less than the earnings and other benefits that had accrued to the employee when the maternity or parental leave started.
- 18.10** During maternity and parental leave, the Company will make premium contributions to continue coverage based on the employees benefit selection and the employee will be required to pay any contribution based on their benefit selection that is over and above the plan credits prior to commencing their leave. Upon reinstatement, the employee will be given full credit for seniority that had accrued to the date that the employee commenced maternity and parental leave.

ARTICLE 19 - TERMINATION OF AGREEMENT

- 19.1** This Agreement shall be effective from **January 1, 2007** and shall remain in full force up to and including **December 31, 2009** and shall continue in force thereafter, unless in any year not more than one hundred and twenty (120) days, and not less than sixty (60) days before the date of its termination, either party shall furnish the other with notice of intention to amend this Agreement. Both parties agree to commence negotiations within thirty (30) days from date of notice.

19.2 If notice to negotiate has been given by either party prior to date of termination, this Agreement shall remain in full force and effect during any period of negotiations, in accordance with the provisions of the Labour Relations Code.

19.3 In the event that the Company and the Association wish to alter any Article or Attachment during the term of this Agreement, the parties may, by mutual agreement, negotiate such alterations.

B Schedule 2007 Rates

5% Increase effective January 1, 2007 to December 31, 2007

	Step 1	2	3	4	5	6	7	8	9
Level									
B1	15.99	17.33	18.65	19.98	21.32	-	-	-	-
B2	18.12	19.33	20.55	21.76	22.96	24.17	-	-	-
B3	19.65	20.74	21.82	22.92	24.00	25.11	26.20	-	-
B4	22.18	23.23	24.29	25.35	26.40	27.46	28.51	29.56	-
B5	26.06	27.14	28.25	29.34	30.42	31.51	32.59	33.67	34.76
B6	29.86	31.06	32.25	33.45	34.64	-	-	-	-
<i>B6 Plus Range</i>			34.65	to	39.88				

B6 – Placement of positions to this level will be at management’s discretion. B6 Steps 1-5 shall be time progression.

B6 Plus – Placement and movement within the B6 Plus range is at management’s discretion and individual increases are not subject to yearly negotiated increases. The B6 Plus ranges shall be adjusted based on yearly negotiated increases.

B Schedule 2008 Rates

4.75% Increase effective January 1, 2008 to December 31, 2008

	Step 1	2	3	4	5	6	7	8	9
Level									
B1	16.75	18.15	19.53	20.93	22.33	-	-	-	-
B2	18.98	20.25	21.52	22.79	24.05	25.32	-	-	-
B3	20.58	21.72	22.86	24.01	25.14	26.30	27.44	-	-
B4	23.23	24.33	25.44	26.55	27.65	28.76	29.86	30.96	-
B5	27.30	28.43	29.59	30.73	31.86	33.01	34.14	35.27	36.41
B6	31.28	32.53	33.78	35.04	36.28	-	-	-	-
<i>B6 Plus Range</i>			36.30	to	41.77				

B6 – Placement of positions to this level will be at management’s discretion. B6 Steps 1-5 shall be time progression.

B6 Plus – Placement and movement within the B6 Plus range is at management’s discretion and individual increases are not subject to yearly negotiated increases. The B6 Plus ranges shall be adjusted based on yearly negotiated increases.

B Schedule 2009 Rates

5% Increase effective January 1, 2009 to December 31, 2009

	Step 1	2	3	4	5	6	7	8	9
Level									
B1	17.59	19.06	20.51	21.98	23.44	-	-	-	-
B2	19.93	21.26	22.60	23.93	25.26	26.59	-	-	-
B3	21.61	22.81	24.00	25.21	26.40	27.61	28.81	-	-
B4	24.39	25.55	26.71	27.88	29.03	30.20	31.35	32.51	
B5	28.66	29.85	31.07	32.27	33.46	34.66	35.85	37.04	38.23
B6	32.84	34.16	35.47	36.79	38.10	-	-	-	-
<i>B6 Plus Range</i>			38.11	to	43.86				

B6 – Placement of positions to this level will be at management’s discretion. B6 Steps 1-5 shall be time progression.

B6 Plus – Placement and movement within the B6 Plus range is at management’s discretion and individual increases are not subject to yearly negotiated increases. The B6 Plus ranges shall be adjusted based on yearly negotiated increases.

T Schedule - 2007 Rates

5% increase plus 25 cents per hour from 2006

Rates effective from January 1, 2007 to December 31, 2007

	Step 1	2	3	4	5	6	7	8	9	10	11
Level											
T1	20.49	21.99	23.49	25.00	26.49	27.97	29.48	30.98	32.49	33.99	-
T2	22.25	23.71	25.18	26.65	28.11	29.57	31.05	32.51	33.98	35.45	36.91
T3	22.89	24.39	25.90	27.41	28.93	30.43	31.95	33.44	34.96	36.45	37.98
T4	29.73	31.13	32.54	33.93	35.34	36.75	38.16	39.56	-	-	-
T5	30.53	31.97	33.41	34.86	36.30	37.75	39.18	40.63	-	-	-
T6	37.11	38.32	39.53	40.74	-	-	-	-	-	-	-
T6 Plus Range			40.75	to	44.37						

T6 – Placement of positions to this level will be at management’s discretion. T6 Steps 1-4 shall be time progression.

T6 Plus – Placement and movement within the T6 Plus range is at management’s discretion and individual increases are not subject to yearly negotiated increases. The T6 Plus ranges shall be adjusted based on yearly negotiated increases.

T Schedule 2008 Rates

4.75% increase A116 effective from January 1, 2008 to December 31, 2008

	Step 1	2	3	4	5	6	7	8	9	10	11
Level											
T1	21.47	23.03	24.60	26.19	27.75	29.30	30.88	32.46	34.03	35.60	-
T2	23.30	24.83	26.37	27.91	29.44	30.97	32.52	34.05	35.59	37.13	38.66
T3	23.98	25.55	27.13	28.72	30.30	31.87	33.47	35.03	36.62	38.19	39.78
T4	31.15	32.61	34.08	35.55	37.02	38.49	39.97	41.44	-	-	-
T5	31.98	33.49	35.00	36.51	38.02	39.54	41.05	42.56	-	-	-
T6	38.87	40.14	41.41	42.67	-	-	-	-	-	-	-
<i>T6 Plus Range</i>			42.68	to	46.48						

T6 – Placement of positions to this level will be at management’s discretion. T6 Steps 1-4 shall be time progression.

T6 Plus – Placement and movement within the T6 Plus range is at management’s discretion and individual increases are not subject to yearly negotiated increases. The T6 Plus ranges shall be adjusted based on yearly negotiated increases.

T Schedule 2009 Rates

5% increase effective from January 1, 2009 to December 31, 2009

	Step 1	2	3	4	5	6	7	8	9	10	11
Level											
T1	22.54	24.18	25.83	27.50	29.14	30.76	32.43	34.08	35.73	37.38	-
T2	24.47	26.07	27.69	29.31	30.91	32.52	34.15	35.75	37.37	38.99	40.59
T3	25.17	26.83	28.49	30.15	31.81	33.47	35.14	36.78	38.45	40.09	41.77
T4	32.70	34.24	35.79	37.32	38.87	40.42	41.97	43.51	-	-	-
T5	33.58	35.16	36.75	38.34	39.92	41.52	43.10	44.69	-	-	-
T6	40.81	42.15	43.48	44.81	-	-	-	-	-	-	-
T6 Plus Range			44.82	To	48.80						

T6 – Placement of positions to this level will be at management’s discretion. T6 Steps 1-4 shall be time progression.

T6 Plus – Placement and movement within the T6 Plus range is at management’s discretion and individual increases are not subject to yearly negotiated increases. The T6 Plus ranges shall be adjusted based on yearly negotiated increases.

BUSINESS SERVICES

B1

- Clerk Typist
- Drafting Clerk
- Receptionist
- Scanning Clerk

B4

- Payroll Coordinator
- Warehouse Coordinator
Workleader

B2

- Accounts Payable
Accountant I
- Administrative Assistant
- Facility Administrator
- Inventory Coordinator
- Land Clerk
- Siting Clerk
- Warehouse Clerk

B5

- Accountant
- Budget Analyst
- Capital/Financial
Accountant
- Communications Specialist
- Contracts Analyst
- Regulatory Analyst
- Treasury Analyst

B3

- Accounting/Payroll
Assistant
- Accounts Payable
Accountant II
- Assistant Buyer
- Engineering Clerk
- Land Administrator
- Metering Operations
Assistant
- Project Support
- Training and Safety
Assistant
- Warehouse Operator

B6

TECHNICAL SERVICES

T1

- Draftsperson

T2

- **Power System Electrician**
- Telecom System Tower Serviceman
- Transformer Shop Technologist
- Transmission Lineman

T3

- Disturbance Analysis Technologist
- Drafting Team Leader
- Engineering Technologist I
- Facilities Planner
- IT Hardware/Special Apps Tech
- Liaison Stakeholder Relations
- Metering Services Technologist
- **Protection & Control Technologist**
- Substation Technologist
- Telecom System Technologist
- Transmission Lineman On-site Workleader

T4

- Transmission Maintenance Assistant

T5

- Control System Technologist
- Engineering Technologist II
- Maintenance Application Technologist
- Maintenance Planner
- **Protection & Control Technologist Workleader**
- Right of Way Maintenance Coordinator
- Right of Way Planner
- Substation Technologist Workleader
- Telecom Systems Technologist Workleader
- **Transmission Lineman Foreman**

T6

ATTACHMENT 1

TRANSFER EXPENSES - IN-SCOPE EMPLOYEES

The intent of the following transfer expense enhancements is to support the career choice of staff while strengthening our capacity to do business. The enhancements are for a trial period effective May 1, 2002 to December 31, 2006. Either the Company or the Association can cancel this arrangement by serving two (2) weeks notice to the other. In that event, the Company and the Association would share responsibility to create a mutually acceptable alternative.

Part 1

When an employee is transferred at the request of the Company or is transferred as a result of being the successful bidder for a posted job, the following shall apply, provided the employee moves within one (1) year from the date of transfer and the position bid to is assessed by the Company to add value to the employee and the Company (e.g. includes lessening of responsibility where there is reasonable potential for that employee's growth in the near future to justify the investment).

a. Travel and Living Expenses of Employee and Members of Employees Family

1. Any trips that an employee makes to investigate a vacant position will be at the employee's expense and on his own time.
2. One (1) round trip to the new location for the employee (and spouse, if applicable) to locate suitable permanent accommodation, including mileage, meals and three (3) nights lodgings.

3. Transportation to the new location for the employee and one (1) round trip later, if the employee is married, to transport his family. Transportation expenses will be limited to bus fare or payment for the use of the employee's personal car at the current Company car allowance rate.
4. Lodging and meals, if required, for the employee and his family while enroute to the new location.
5. After reaching the new location, reimbursement will be limited to living expenses, including lodging and meals for the employee and members of his family until relocation or up to a maximum of fourteen (14) days, whichever is the shorter period of time.
6. Telephone, parking and gratuity expenses directly involved with the move.

b. Moving of Household Furnishings

1. Cost of packing, moving and unpacking normal household possessions being moved from the employee's former principal residence to the employee's new location.
2. Cost of insurance for normal household possessions while being moved or held in storage.
3. Cost of storage up to sixty (60) days when an employee is required to vacate their old residence before being able to occupy suitable accommodation at the new location.

When the senior supervisor has been advised and agrees that the original accommodation is

unsatisfactory for permanent living quarters, allowable expenses will include the cost of a second move up to a maximum of one hundred dollars (\$100.00).

c. Miscellaneous Transfer Expenses

Payment of up to a maximum of seven hundred dollars (\$700.00) to cover actual miscellaneous expenses resulting from a transfer, but not to include replacement of drapes and/or rugs. Receipts are not required by the Company for miscellaneous expense claims of two hundred dollars (\$200.00) or less. If claims are in excess of two hundred dollars (\$200.00) receipts are required for all expenses claimed.

d. Duplicate Housing Expenses

Allowable expenses will consist of the following items, if duplication of costs occurs:

1. Interest on mortgage or equivalent financing at former principal residence.
2. Real estate taxes at former principal residence.
3. Utility accounts at former principal residence.
4. House, garage and locker rent.
5. Room and board.

These expenses will be allowed from the date the employee begins to incur duplicate expenses and will continue up to a maximum period of three (3) months or until duplicate expenses stop, whichever is the shorter period.

e. Expenses Incurred on the Sale and Purchase of a Transferred Employee's Principal Residence

1. Actual brokerage fee to a licensed realtor up to a maximum of seven percent (7%) of the first \$100,000 and three percent (3%) on the balance of the selling

price of the employee's principal residence, providing the home is sold within three (3) months of the transfer. If the residence is not sold within three (3) months, the brokerage fee to be paid will be based on an appraisal at the time of transfer or the actual sale price, whichever is the lower. The brokerage fee is to be supported by receipts.

2. Actual legal expenses, up to a maximum of the tariff schedule of the Law Society of Alberta, providing the fees are supported by receipts.
3. Actual lender-assessed interest penalty upon breaking a first mortgage up to a maximum of three (3) months. The penalty fee is to be supported by receipts.

f. Interim Financing

In cases where an employee must purchase a residence at the new location before having realized equity from the sale of the employee's former principal residence, the Company will pay the interest on interim financing for a period not to exceed ninety (90) days.

The amount of interim financing on which the Company will pay interest will be a maximum of the equity in the former principal residence that is being sold (equity being the guaranteed price less any mortgages and/or loans and less 1.5 % of the guaranteed price to cover closing adjustments)

g. Exceptions

When extraordinary or unforeseen circumstances arise, exceptions may be allowed to the above policy, but at the sole discretion of the Company.

Part 2

When an employee is transferred at the request of the Company or is transferred as a result of being the successful bidder for a posted job, the following shall apply provided the employee moves within one (1) year from the date of transfer and the position bid is assessed by the Company not to add value to the employee or the Company (e.g. includes lessening of responsibility where there is no reasonable potential for that employee's growth in the near future to justify the investment)

a. Travel and Living Expenses of Employees and Members of Employee's Family

1. Any trips that an employee makes to investigate a vacant position will be at the employee's expense and on his own time.
2. Transportation to the new location for the employee and one (1) round trip later, if the employee is married, to transport his family. Transportation expenses will be limited to bus fare or payment for the use of the employee's personal car at the current Company car allowance rate.
3. Lodging and meals, if required, for the employee and his family while enroute to the new location.
4. After reaching the new location, reimbursement will be limited to living expenses, including lodging and meals for the employee and members of his family until relocation or up to a maximum of fourteen (14) days, whichever is the shorter period of time.
5. Telephone, parking and gratuity expenses directly involved with the move.

b. Moving of Household Furnishings

1. Cost of Packing, moving and unpacking normal household possessions being moved from the employee's former principal residence to his new location.
2. Cost of insurance for normal household possessions while being moved or held in storage.
3. Cost of storage up to sixty (60) days when an employee is required to vacate his old residence before being able to occupy suitable accommodation at his new location.

When the senior supervisor has been advised and agrees that the original accommodation is unsatisfactory for permanent living quarters, allowable expenses will include the cost of a second move up to a maximum of one hundred dollars (\$100.00).

c. Miscellaneous Transfer Expenses

Payment of up to a maximum of seven hundred dollars (\$700.00) to cover actual miscellaneous expenses resulting from a transfer, but not to include replacement of drapes and/or rugs. Receipts are not required by the Company for miscellaneous expense claims of two hundred dollars (\$200.00) or less. If claims are in excess of two hundred dollars (\$200.00) receipts are required for all expenses claimed.

d. Duplicate Housing Expenses

Allowable expenses will consist of the following items, if duplication of costs occurs:

1. Interest on mortgage or equivalent financing at former principal residence.
2. Real estate taxes at former principal residence.
3. Utility accounts at former principal residence.
4. House, garage and locker rent.
5. Room and board.

These expenses will be allowed from the date the employee begins to incur duplicate expenses and will continue up to a maximum period of three (3) months or until duplicate expenses stop, whichever is the shorter period.

e. Exceptions

When extraordinary or unforeseen circumstances arise, exceptions may be allowed to the above policy, but at the sole discretion of the Company.

ATTACHMENT 2

TRANSFER EXPENSES - MOBILE HOMES

When an employee is transferred at the request of the Company or is transferred as a result of being the successful bidder for a posted job, the moving of a mobile home and eventual reimbursement will be at the most competitive rate based on estimates received from three (3) carriers. All proposed moving arrangements will be approved by the applicable supervisor.

Persons transferred under the provisions of this policy are eligible for reimbursement, as outlined below, provided the employee moves within one (1) year from date of transfer.

a. The Following Are Considered Allowable Expenses in the Moving of a Mobile Home

1. The towing by one (1) tractor unit of a single width mobile home and by two (2) tractor units for a double width mobile home from the employee's former location to his new location.
2. The unblocking, packing, reblocking, separation, rejoining of the mobile home and the rental of wheels.
3. Dead mileage charges where no local moving firm is available and the moving must be contracted to a firm from another city.
4. Pilot car service as required by law.
5. Insurance for the mobile home and for normal household possessions, while being moved, where sufficient insurance is not provided by the moving firm.

6. Temporary parking, up to a maximum of ninety (90) days, of the mobile home at the new location when an employee is required to vacate his old location and is unable to immediately secure permanent mobile home rental space.
7. Payment of up to a maximum of seven hundred dollars (\$700.00) to cover actual miscellaneous expenses resulting from a transfer, but not to include replacement of drapes and/or rugs. Receipts are not required by the Company for miscellaneous expense claims of two hundred dollars (\$200.00) or less. If claims are in excess of two hundred dollars (\$200.00) receipts are required for all expenses claimed.
8. Auxiliary transportation for such items as: fuel tanks, blocks, skirts, sheds, fences and porches, up to fifty percent (50%) of the hauling cost of a single width mobile home (see item 1 above).

b. Travel and Living Expenses of Employee and Members of Employee's Family

1. Transportation to the new location for the employee and one (1) round trip later, if the employee is married, to transport their family. Transportation expenses will be limited to bus fare or payment for use of the employee's personal car at the current Company car allowance rate.
2. Lodging and meals, if required, for the employee and their family while enroute to the new location.
3. After reaching new location, reimbursement will be limited to living expenses, including lodging and meals for the employee and members of the family until

relocation or up to a maximum of fourteen (14) days, whichever is the shorter period of time.

4. Telephone, parking and gratuity expenses directly involved with the move.

c. Exceptions

When extraordinary or unforeseen circumstances arise, exceptions may be allowed to the above policy but at the sole discretion of the Company.

ATTACHMENT 3

REARRANGED HOURS OF WORK

(10 Hour Day, 4 Day Week)

TRANSMISSION TECHNOLOGISTS AND TRANSMISSION CREWS

Employees Covered

Relay Technologist, Substation Technologist, Telecom System Technologist, Telecom System Tower Servicemen, Transmission Crews, and Transmission Maintenance Assistant

Duration

During the months of May to October and beyond as mutually agreed between the Company and employees.

Conditions

1. Generally, the principle followed for instituting rearranged hours of work is based on the premise that no additional costs are incurred by the Company, and that the quality of work does not deteriorate.
2. Ten (10) hour days from 7:00 a.m. to 6:00 p.m. with one (1) hour off for lunch and the work week shall be any four (4) consecutive days, Monday through Saturday.

In a week there is a Company-recognized holiday, the employees shall work the other four (4) days as four (4), eight (8) hour days, 8:00 a.m. to 5:00 p.m., with one (1) hour off for lunch.

3. Any paid days off, as stated in Company policies, will remain at eight (8) hours per day.

Article Changes

The following Articles in the Agreement are amended as follows during the period noted above.

ARTICLE 8 - HOURS OF WORK

8.2 Field Staff

Eight (8), ten (10) hour days shall constitute a regular two (2) week work period.

a. Non-Shift Employees

Normal field hours for Transmission Technologists, and Transmission Crews shall be from 7:00 a.m. to 6:00 p.m., with one (1) hour off for lunch. The regular workweek shall be any four (4) consecutive days, Monday through Saturday. In the week that there is a Company-recognized holiday, the other four (4) days shall be worked from 8:00 a.m. to 5:00 p.m. on an eight (8) hour day, with one (1) hour off for lunch. It is agreed that on forty-eight (48) hours notice, the Company may change the normal hours shown by one (1) hour or less.

ARTICLE 13 - VACATIONS

For the purposes of this Article, a day equals eight (8) hours.

ATTACHMENT 4

REARRANGED HOURS OF WORK

FIELD STAFF WORKING IN SHOP ENVIRONMENTS

Employees covered

Field staff employees working in the: Transformer Shop and Transmission Material Yards

Agreement Changes

The following Articles in the Agreement are amended as follows:

ARTICLE 8 - HOURS OF WORK

8. 2 Field Staff

a. Non-Shift Employees - General

1. Eight (8) hours and thirty (30) minutes shall constitute a regular workday and five (5) days shall constitute a regular workweek. A Monday or Friday off per month shall be designated by the Company for each employee.

2. Normal field staff hours shall be from 7:30 a.m. to 5:00 p.m., Monday through Friday with one (1) hour off for lunch. It is agreed that on forty-eight (48) hours notice the Company may change the normal starting time providing the regular hours occur between 6:00 a.m. and 6:00 p.m. If mutually agreeable between the Company and an employee in a work unit, a one-half (1/2) hour lunch period may be granted.

ARTICLE 13 - VACATIONS

For the purposes of these Articles, a day equals eight (8) hours.

ATTACHMENT 5

EXTENSIVE OVERNIGHT ABSENCES

The intent of this provision is to recognize and provide additional vacation to compensate for the disruption and inconvenience resulting from extensive occurrences of overnight absences from home.

Overnight absences in excess of twenty (20) per calendar year will be credited towards additional vacation days as described below.

Determining the Amount of Additional Vacation

After reaching twenty (20) nights the employee will be eligible for one additional day vacation for each eight (8) nights absence thereafter. At the end of the calendar year the number of additional vacation days earned will be determined by subtracting twenty (20) from the total overnight absences and dividing by eight (8). Any nights remaining will be carried over to the next year.

For example:

$\frac{67 \text{ absences} - 20}{8} = 5$ vacation days plus, 7 absences carried over to be credited to next year's total nights absent.

No carryover will occur if the total number of absences is less than twenty (20).

For example:

$\frac{18-20}{8} = 0$ vacation days and 0 carried over.

The maximum number of additional days that can be earned is ten (10). No carryover will be credited to the next year's total nights absent if an employee earns the maximum ten (10) days.

Scheduling Vacations

The additional days earned will be added to the subsequent year's vacation entitlement and will be administered as per the policy for regular vacation, termination payout will also be administered in accordance with the policy for regular vacation.

Some Absences Will Not Be Credited

Absences due to optional training, seminars and conferences will not be included in the calculation of overnight absences. Optional training is such training that is not required by the individual employee or the Company.

PART-TIME EMPLOYEES

COLLECTIVE AGREEMENT

The Collective Agreement applies to part-time employees, with the following amendments:

Article 1 - Spirit of Agreement - amend by adding as following:

The Company and the Association acknowledge the principle of full-time employment while recognizing the value of flexibility through the inclusion of part-time employees in the Collective Agreement.

Article 2 - Recognition

Clause 2.2 - amend by adding as follows:

A permanent part-time employee is a person who is hired to perform work in a classification covered by this Agreement for an aggregate of not more than nine (9) months for each calendar year of employment. This equates to 1,560 hours per year for field classifications and 1,462.5 hours per year for office classifications. Aggregate part-time hours worked will include regular hours worked in an employee's normal position and location. The following hours worked will not be included in the computation of aggregate hours in another position or location; hours to provide coverage for medical purposes; hours on or covering for Association business; hours for training or covering for training purposes.

The Company holds accountability for respecting the part-time hours arrangement. Part-time employees hold accountability for identifying exceptions to aggregate hours. As early as possible, if it appears likely that an assignment

may extend beyond an aggregate of nine (9) months in a calendar year, the Company will seek such agreement with the Association. If agreement is not reached, then the Company and the Association share the responsibility to create a mutually acceptable arrangement.

Article 7 - Promotions, Transfers and Job Postings

Clause 7.7 - amend by adding new last paragraph as follows:

A permanent part-time employee's change in status to permanent full-time shall not be considered a promotion under this clause.

Article 8 - Hours of Work - amend in its entirety as follows:

Given the Company need for flexibility in scheduling part-time employees to get the work done, hours of work for individual part-time employees may vary.

The intent of this provision is that prior to January 1 of each calendar year, supervisors and individual part-time employees shall hold a conversation to reach general agreement on the hours to be worked over the coming twelve (12) month period. Such agreement shall not be construed as a guarantee of any minimum nor as a restriction to any maximum hours to be worked.

Working hours and lunch periods will generally be aligned with those of the full-time employees in the same work unit. It is understood that part-time employees may work less than full shifts or may work on Saturdays.

Article 10 - Overtime

The intent of this Article is to designate working hours for which overtime rates are paid. Outside of the normal hours of the work unit,

- a) hours required to be worked shall be paid as overtime and
- b) hours offered on a voluntary basis shall be paid overtime only for those hours which exceed the amount of the applicable daily or weekly standard.

Article 12 - Call-Outs - amend by adding as follows:

Part-time employees qualify for this Article if called out for work outside of the normal hours of the work unit.

Article 14 - Vacation

Clause **14.1** - amend as follows:

Part-time employees will receive vacation pay on each pay cheque. Vacation pay will be based on the employee's years of service and basic rate calculated as follows:

<i>Years of Service</i>	<i>% of Basic Rate</i>
less than 7 years	6%
7 to 15 years	8%
16 to 23 years	10%
24 years +	12%

Article 15 - Holidays

Clause **15.1** - amend by adding new last paragraph as follows:

Part-time employees who would normally work the day on which a holiday falls will be paid what they would have been

paid had they worked. Holiday pay for employees who work irregular days will be at the discretion of the Supervisor.

Article 17 - Salaries, Rates of Pay and Other Payments

Part-time service for pay purposes will be calculated as follows:

(Field) 1,040 regular hours worked equals six (6) months of full-time equivalent service.

(Office) 975 regular hours worked equals six (6) months of full-time equivalent service.

LETTER OF UNDERSTANDING
BETWEEN
ALTALINK MANAGEMENT LTD.
AND THE
UNITED UTILITY WORKERS' ASSOCIATION

FIELD TECHNOLOGISTS – FLOATER POSITIONS

The intent of this Letter of Understanding is to allow the Company to hire junior personnel into the Relay Technologist, Substation Technologist and Telecom Technologist positions, with the intent to develop a sustainable workforce.

In order to develop the competence of staff that will address pending retirements and unplanned vacancies, the Company will, from time to time, post positions, through the Personnel Information Bulletin (PIB) system, as “floaters”. The positions will be posted internally and externally.

The bulk of these postings would be in Calgary and St. Albert. This will allow the junior staff to optimize their competence development due to exposure to the maximum amount of equipment and configurations as well as existing staff to serve as mentors. As these staff develop their competence, and vacancies occur in another location, they may be requested to move.

Permanent Placement

1. When a vacancy becomes available that a floater could be assigned to, the vacancy shall be posted and may be restricted to applicants from within the same job classification (e.g. Relay Tech to Relay Tech). The

vacancy created by movement of a non-floater can be filled by the floater without further posting.

2. Should a floater be asked to move to another location within the first three (3) years of service and declines, it will be deemed a voluntary resignation and their employment will be terminated.
3. Transfer Expenses
 - a. If a floater employee is permanently placed within the first year of employment, Attachment 1, Part 1, a – d applies.
 - b. If a floater employee is permanently placed at anytime after the first year and prior to three (3) years of service, Attachment 1, Part 1 will be applied in its entirety.
4. If a floater is not assigned to another location within three (3) years from the time they are hired, their current location will be their permanent location.

This Letter of Understanding shall come into effect the date of ratification and will continue for a trial period ending **December 31, 2009**. At the end of this period, the impact of this Letter of Understanding will be jointly evaluated by the Company and the Association to determine if permanent changes to the Collective Agreement should be adopted.

Signed on behalf of
AltaLink Management Ltd.

Don Richards

Director, Human Resources

Dated: April 22, 2004
Re-signed: June 20, 2007

Signed on behalf of
United Utility Workers' Association

Grace Thostenson

Business Manager

LETTER OF UNDERSTANDING
BETWEEN
ALTALINK MANAGEMENT LTD.
AND THE
UNITED UTILITY WORKERS' ASSOCIATION

GUIDELINES FOR THE USE OF CONTRACTORS

Contractors may be hired to perform work that otherwise might be considered to fall under the scope of the Association in the following circumstances:

When the work required to be performed is:

- to cover peak work loads when sufficient internal resources are not available; or
- to replace internal resources when they are completing special assignments; or
- of a short term nature.

OR

Where the skills required are:

- considered special and not available internally or not available for individual hire in the employment market, or when not required on a permanent basis.

In all of the circumstances described, the maximum length of time that an individual contractor is allowed under these guidelines is one (1) year, unless otherwise agreed upon between the Association and the Company.

The Employer agrees to every six (6) months, or more frequently where agreed by the parties:

- a) provide the Association with a list that contains all information regarding contracting out of bargaining unit work;
- b) meet with the Association to discuss and identify ways to retain work. The final decision in this regard remains with the Employer.

Signed on behalf of
AltaLink Management Ltd.

Signed on behalf of
United Utility Workers' Association

Don Richards

Grace Thostenson

Director, Human Resources

Business Manager

Dated: April 22, 2004

Re-signed: June 20, 2007

LETTER OF UNDERSTANDING
BETWEEN
ALTALINK MANAGEMENT LTD.
AND THE
UNITED UTILITY WORKERS' ASSOCIATION

JOB EVALUATION AND PAY SCHEDULES

The parties recognize that the existing job evaluation tool may not be adequately addressing the evaluation needs of the current positions. To that end, the parties agree to conduct a joint review and recommend adjustments to the current tool.

As well, the Company has placed a number of positions in the B6, B6 Plus, T6 and T6 Plus pay schedules. The parties recognize that the current job evaluation structure and existing pay schedules may not be sufficient to appropriately incorporate all bargaining unit positions. Therefore, the parties agree to jointly conduct a review of all positions within the above mentioned pay schedules, as well as a number of other positions in the T and B schedules, to determine whether or not the current pay and point structures are appropriate to compensate the positions.

It is the expectation of the parties that any changes to the job evaluation tool and the implementation of new pay schedules will not result in monetary changes for most of the positions.

The joint committee shall be comprised of an equal number of Company and Association appointed representatives and shall conduct the review, and shall base their review upon the following terms:

1. Job evaluation compares all positions within an organization, regardless of job dissimilarity or level;
2. Pay schedules should be defined to identify what types of positions fall within each schedule;
3. No employee shall receive a lower rate of pay or progression as a result of this process (Grandfathering);
4. All employees in positions evaluated or placed at a higher rate, shall receive the higher rate effective January 1, 2008 for all time in the position;
5. The existing Job Evaluation tool shall be reviewed and agreed upon changes made prior to any evaluations required by this process;
6. To establish point levels, a maximum of twenty-five (25) positions shall be evaluated, unless the parties agree otherwise;
7. All B6, B6 Plus, T6 and T6 Plus positions shall be evaluated;
8. The point levels for all pay groups shall be reviewed and adjusted as is reasonable and appropriate, as agreed by the parties;
9. This process shall not create more new pay schedules than minimally required. It is expected no more than six (6) new pay schedules will be required;
10. The committee shall complete its review and provide recommendations to the Company and Association within twelve (12) months of the date of ratification.

In the event the review is not completed, or the parties cannot agree on the schedules, placement or compensation of any or all positions, the outstanding matters may be addressed through the Second through Fourth steps of the grievance procedure. In the event any matter remains unresolved, the parties may seek the

assistance of a mutually agreed to Mediator for a specified time, and failing resolution, either party may submit the matter to an Arbitration Panel in accordance with the Fifth step of the grievance procedure. By mutual agreement, the parties may utilize the Mediator as Arbitrator.

**** The total cost of the job evaluation is projected to be 0.25% of total UUWA payroll. In the event the adjustments do not equal .25% of total UUWA payroll, the remainder shall be applied to all positions in the UUWA. All adjustments shall be effective/retroactive to January 1, 2008.**

Signed on behalf of
AltaLink Management Ltd.

Signed on behalf of
United Utility Workers' Association

Don Richards

Grace Thostenson

Director, Human Resources

Business Manager

Dated: June 20, 2007

LETTER OF UNDERSTANDING
BETWEEN
ALTALINK MANAGEMENT LTD.
AND THE
UNITED UTILITY WORKERS' ASSOCIATION

JOB SHARING

No Job Share arrangements shall be implemented unless the Company and the Association agree, to the terms and conditions, in writing.

Signed on behalf of
AltaLink Management Ltd.

Signed on behalf of
United Utility Workers' Association

Don Richards

Grace Thostenson

Director, Human Resources

Business Manager

Dated: April 22, 2004

Re-signed: June 20, 2007

LETTER OF UNDERSTANDING
BETWEEN
ALTALINK MANAGEMENT LTD.
AND THE
UNITED UTILITY WORKERS' ASSOCIATION

PENSION AND BENEFITS

The Company will provide benefits to non-union and UUWA employees, which include these general areas:

- pension
- extended health care
- dental care
- partial reimbursement for Alberta Health Care
- life insurance
- short term disability
- long term disability – employee paid
- employee assistance plan

Part-time employee benefits may vary from those of full-time employees.

The Company will discuss any changes to the pension or benefit plans with the Association prior to implementation and will provide reasonable notice prior to any change being implemented.

The Company will give a minimum of six (6) months notice for any significant changes to benefits and pension, excluding changes which result from events the Company doesn't initiate, such as changes in government or regulatory legislation or policy, changes resulting from changes from benefit or pension providers, or changes resulting directly or

indirectly from events outside of the Company's control, including changes in pension plan assets.

The Company will contribute to the pension, for each employee, an amount at least equal to the employee's contribution.

Signed on behalf of
AltaLink Management Ltd.

Signed on behalf of
United Utility Workers' Association

Don Richards

Grace Thostenson

Director, Human Resources

Business Manager

Dated: April 22, 2004

Re-signed: June 20, 2007

LETTER OF UNDERSTANDING
BETWEEN
ALTALINK MANAGEMENT LTD.
AND THE
UNITED UTILITY WORKERS' ASSOCIATION

RETIREE RETENTION UNIQUE WORK ARRANGEMENTS

The intent of this letter of understanding is to recognize that it is AltaLink's desire to accommodate individual employee needs with unique work arrangements, specifically those employees who are eligible for retirement. These Retiree Retention Unique Work Arrangements, (RRUWA) may be approved by management provided they meet business needs. In determining if a RRUWA meets business needs, management will consider the individuals skills, competencies and attitudes as well as the position requirements. These arrangements must be made prior to the employee retiring or leaving a permanent bargaining unit position.

Further to this, the following would apply:

- The UUWA, the employee and the company will work collaboratively on the specific terms of an RRUWA.
- An RRUWA will be entered into by individual employees and Management on a voluntary basis, requiring approval by both the employee and the company.
- Prior to implementing a RRUWA, the agreement will be reviewed with the UUWA.
- It is not the intent to violate any terms of the collective agreement. In any event, an exception to any terms of the collective agreement that is not

generally covered by this letter of understanding requires the UUWA approval.

- **As the RRUWA is meant to accommodate specific individual needs, it is not subject to job posting provisions.**
- **RRUWA may include, but is not limited to the following:**
 - **reduced hours of work (e.g. part-time)**
 - **flexible work hours or days**
 - **telecommuting**
 - **job sharing**
 - **different roles (e.g. mentoring role)**
 - **extended leave of absence**
 - **seasonal or project work**
 - **casual or irregular hours of work**
 - **duty modifications to retain or transfer knowledge and skills**
- **Terms may include trial periods**

The parties agree that this letter of understanding does not give employees the right to unique work arrangements either based on employee wishes, having reached retirement eligibility or approval of RRUWA for other employees. Unique work arrangements are special cases mutually agreed to by the employee, the Company and the UUWA.

Signed on behalf of
AltaLink Management Ltd.

Signed on behalf of
United Utility Workers' Association

Don Richards

Grace Thostenson

Director, Human Resources

Business Manager

Dated: June 20, 2007

LETTER OF UNDERSTANDING
BETWEEN
ALTALINK MANAGEMENT LTD.
AND THE
UNITED UTILITY WORKERS' ASSOCIATION

TELECOMMUTING

It is agreed that if potential Telecommuting opportunities arise during the life of this Collective Agreement, the following items, as a minimum, shall be discussed with the goal to achieve mutual agreement.

1. The provisions of the Collective Agreement remain in effect for the employee.
2. Telecommuting will commence and continue based on mutual consent of the company and the employee.
3. The employee retains some form of workspace at the Company location and electronic access to co-workers and Association officials.

The parties agree that this letter is not authorization to begin offering Telecommuting work to Association members, but rather it provides a basis for discussion of critical areas that would require agreement after fully considering the needs of the employee, the Company, and the Association.

No Telecommuting situations shall be entered into unless agreed to **in writing** by the Company and the Association.

Signed on behalf of
AltaLink Management Ltd.

Signed on behalf of
United Utility Workers' Association

Don Richards

Grace Thostenson

Director, Human Resources

Business Manager

Dated: April 22, 2004

Revised and Re-signed: June 20, 2007

LETTER OF UNDERSTANDING
BETWEEN
ALTALINK MANAGEMENT LTD.
AND
THE UNITED UTILITY WORKERS' ASSOCIATION

TRANSITIONS

If the Company wishes to involuntarily transfer a permanent employee to a position in a different town or city which requires the employee to move their principle residence and if the employee declines the transfer in writing and does not accept another position with the Company:

The Company will, on a gratuitous basis, pay the employee the equivalent of two (2) months base salary on or after the employee's last day of employment with the Company.

In the above circumstances, the employee's refusal to accept the transfer will be deemed a resignation from employment with the Company and the employee will forfeit any other rights and entitlements under this Collective Agreement.

Signed on behalf of
AltaLink Management Ltd.

Signed on behalf of
United Utility Workers' Association

Don Richards

Grace Thostenson

Director, Human Resources

Business Manager

Dated: April 22, 2004

Re-signed: June 20, 2007

All of which is agreed to by the parties on June 20, 2007.

SIGNED ON BEHALF OF ALTALINK MANAGEMENT LTD.:

The Management Negotiating Committee

Don Richards

Director, Human Resources

Rodger Pierce

**SIGNED ON BEHALF OF
THE UNITED UTILITY WORKERS' ASSOCIATION
OF CANADA:**

The Union Negotiating Committee

Grace Thostenson

Business Manager

Glen Faas

Landon Melan

Brian McDonald

Douglas Cooper

United Utility Workers' Association

1207 – 20 Avenue NW
Calgary, Alberta
T2M 1G2

Telephone: (403) 284-4521
FAX: (403) 282-1598

Webpage: www.uuwac.org

Douglas Cooper – Business Representative
Cellular: (403) 689-4884

Grace Thostenson – Business Manager
Cellular: (403) 815-3361

Local 500 Representatives

GLEN FAAS	President
PATRICK DUGGAN	Unit Coordinator
LANDON MELAN	Unit Coordinator

