

COLLECTIVE AGREEMENT

between

FortisAlberta Inc.

and the

**United Utility Workers' Association
of Canada**

January 1, 2008 to December 31, 2010



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AGREEMENT

Effective **January 1, 2008 to December 31, 2010**

Between

FortisAlberta Inc.

hereinafter designated and referred to as the “Company”

and the

United Utility Workers’ Association of Canada

hereinafter designated and referred to as the “Association”

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 others 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 Recognition

The Company recognizes the Association as the exclusive bargaining agent for all employees of the Company that come within the scope of the Association's unit of Certification.

2.2 Permanent Employee

A "Permanent Employee" is a **Full-Time or Part-Time Employee** who occupies a position permanently established by the Company and **is subject to the Probationary Period in accordance with the Collective Agreement.**

2.3 Term Employee

A "Term Employee" is a **Full-Time or Part-Time Employee** who occupies a position established by the Company for a specified duration of no more than two (2) years, unless otherwise agreed by the Association and the Company, **and is subject to the Probationary Period in accordance with the Collective Agreement.**

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 legislation.

2.4 Temporary Employee

A “Temporary Employee” is a **Full-Time or a Part-Time** Employee who is hired as casual to perform emergency or other work on an irregular basis, or to perform work for a period of six (6) months or less. **Temporary Employees are subject to the Probationary Period in accordance with the Collective Agreement.**

Notwithstanding the above, Registered Apprenticeship Program (RAP) Students are not covered by this Collective Agreement.

2.5 Part-Time Employee

A “Part-Time Employee” is an employee that will work an aggregate of nine (9) months or less in each calendar year. This equates to 1,560 hours per year for Field and Contact Centre classifications, and 1,462.5 hours per year for Office classifications. **The computation of aggregate part-time hours shall not include:**

1. hours to provide coverage for medical purposes;
2. hours on or covering for Association business;
3. hours for training or covering for training purposes.

Part-Time Employees shall identify exceptions to the aggregate hours and communicate those exceptions to their direct supervisor. If it appears that a Part-Time Employee’s hours may exceed the aggregate of nine (9) months in a calendar year, the Company shall notify the Association. The Company and the Association share the responsibility to create a mutually acceptable arrangement.

2.6 Probationary Period

The first six (6) months worked by a Permanent, Term, or Temporary Employee shall be a Probationary Period. An employee may be terminated at the Company’s discretion at any time during the Probationary Period. The employee’s progress shall be reviewed and discussed with the employee within the first four (4) months of employment.

2.7 Policies and Procedures

The Company shall provide the Association with copies of all **Policies and Procedures** that affect employees covered by this Agreement.

2.8 Interpretation

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 **Dues Deduction as a Condition of Employment**

As a condition of employment, all employees shall pay to the Association, on each pay period, an amount equal to the established dues.

3.2 **Dues Report and Remittance**

a) The dues referred to in Clause 3.1 and other levies and assessments, shall be deducted from the employee's salary and remitted to the Association within fifteen (15) days following the deduction, accompanied by a list of employees from whom the deductions have been made. The list shall include the employee's name, number, payroll date, base salary, dues amount and adjustment amount, as shown by the Company records.

b) **Headcount List**

The Company shall provide the Association with the Headcount List within fifteen (15) days following the dues deduction. The List shall include the employee's number, employee name, position title, status, cost centre, department, name of supervisor, employee's work location and address, work telephone number, home address, home telephone number, pay scale, level, hours, and employment date.

c) **Employee Change List**

The Company shall provide the Association with an **Employee Change List** the first week of each month with information for the previous month. The List shall include the action, Company code, employee name, date of action, reason, position code, position title, current salary, previous salary, cost centre, organizational unit, personnel sub area, and employee subgroup.

3.3 **Dues Payment and Membership**

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 **Liability**

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 **Association Membership**

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 **No Work Stoppages**

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 **Introduction to Association Representative**

When a new employee is hired, the Company will advise the employee that there is a collective agreement in effect and introduce the employee to the local Association Representative.

The Company will also provide the Association **R**epresentative an opportunity to meet with the new employee, to welcome them to the Association and to familiarize the employee with the Collective Agreement and the Association. The meeting would normally not exceed one-half (1/2) hour.

3.8 **Bulletin Boards**

The Company will provide access to bulletin boards and a specified location on the Company's intranet, suitable for the posting of Association material and will permit such material to be posted. Material deemed suitable for posting shall be notices concerning elections, meetings, reports, and other official Association business, or notices of recreational and social activities. Any disputes regarding the appropriateness of the material posted will be referred to the Business Manager and the **Director, Human Resources, or designate(s)** for discussion and resolution.

These methods shall not serve to reduce or replace any existing methods of communication or information distribution within the Company.

3.9 **Collective Agreements**

The Company will arrange and pay for the printing and distributing of collective agreements to the Association and all bargaining unit employees, in a format and process agreed to by the Company and the Association.

3.10 **Collective Agreement Familiarization**

After signing the Collective Agreement, the Company agrees to hold meetings with Supervisors and Association representatives to present the terms and interpretation of the new Agreement. The Association Business Manager, or designate(s), shall attend all such meetings.

ARTICLE 4 – ASSOCIATION BUSINESS

4.1 **Time Off For Association Business**

Employees attending to the business of the Association pertaining to the affairs of the Company shall not suffer the loss of straight time pay while attending meetings with the Company, mediation or investigating grievances. This excludes any arbitration cases as per Article 6.

4.2 **Maximum Time Off For Association Business**

Where the Association requests time off for representatives to attend to the affairs of the Association, unrelated to the Company, the Company shall not unreasonably deny such requests, to a combined maximum of 60 workdays per year. The employee shall be kept whole for all wages and entitlement. The Company will invoice the Association for the employee's wages.

4.3 **Bargaining Committee**

Up to seven (7) members of the Association Bargaining Committee, who are employees of the Company, shall receive their normal basic rate of pay while traveling to, and attending a negotiating meeting with the Company. As far as practicable, all meetings between the Company and the Association will be held during working hours. No employee shall suffer loss of straight time pay by reason of attending such meetings.

4.4 **Leave of Absence For Full-Time Elected Positions**

An employee who has been elected to a full-time office of the Association shall be entitled to leave of absence without pay for the period during which they are elected to hold office. Where an employee ceases to hold such office, they shall be entitled to return to their previous or equivalent position within the bargaining unit that is in line with the skills the employee holds at the time of their return, provided the employee's leave does not extend beyond four (4) consecutive years.

4.5 **Labour Relations Training Fund**

The Company will make available in each calendar year, a maximum of **\$25,000.00** for labour relations education and training for members of the bargaining unit.

The Company shall commit part or all of these funds towards specific programs only upon written request from the Business Manager to the appropriate Company official.

Actual disbursements of the funds shall be made only when Association requests are substantiated by invoices. It is understood that funds not used during the calendar year will not carry forward to the next calendar year.

See Letter of Understanding - Training Fund Disbursement.

ARTICLE 5 - MANAGEMENT FUNCTIONS

5.1 **Management Rights - Employees**

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.

5.2 **Management Rights - Business**

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 6 – GRIEVANCES

6.1 **Grievance and Arbitration**

Any difference concerning the interpretation, application, or administration or alleged violation of the provisions of this Agreement shall be dealt with in the following manner:

Step One

An employee who feels they have a grievance shall discuss the matter with their Supervisor, or in the case of a selection grievance, with the hiring Supervisor. The matter should be raised without undue delay, but in any event should be raised within thirty (30) calendar days of knowledge of the event giving rise to the dispute. An Association Representative shall be present for this meeting unless the grievor requests that the Representative not attend. The Supervisor shall reply within two (2) working days of the meeting.

Step Two

Failing satisfactory settlement at step one, the Association may submit the grievance in writing to the Department Head who shall arrange a meeting with the Association Representative. The Department Head shall reply within five (5) working days of the meeting.

Step Three

Failing satisfactory settlement at step two, the Association may submit the grievance to the Director of Human Resources and Corporate Communications who shall arrange a meeting with the Association Representative. The Director shall reply within five (5) working days of the meeting.

Step Four

Failing satisfactory settlement at step three, the Association may refer the grievance to arbitration by serving notice to the Company. Notice to arbitrate must be filed with the Company within thirty (30) working days following the decision from step three.

By mutual agreement, any step may be bypassed, or any expressed time limit waived.

Arbitration Procedure

The parties shall discuss the appointment of a sole Arbitrator or panel. Where no agreement is reached, the matter shall be heard by a three (3) member Arbitration Board. Each party shall advise the other in writing of their appointee to the Board, and the appointees shall appoint a third person who shall be the chairperson.

In the event that either party fails to identify its appointee, or the appointees fail to agree on a chairperson, then either party may request that the appropriate government Minister make the necessary appointments.

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

Each party shall bear the expense of its nominee to the Arbitration Board. The fees and expenses of the chairperson or sole Arbitrator shall be borne equally by the parties to the dispute.

ARTICLE 7 – DISCIPLINE, RESIGNATIONS AND TERMINATIONS

7.1 **Resignation - Notice**

A Permanent Employee who wishes to resign shall give two (2) weeks' notice in writing to the employee's Supervisor or Department Head.

7.2 **Job Abandonment**

An employee who fails to report for duty for the lesser of:

- a) five (5) consecutive scheduled shifts, or
- b) fourteen (14) calendar days

without informing their Supervisor of the reason, without justifiable reason, for their absence will be deemed to have resigned from the Company.

7.3 **Discipline and Discharge**

Employees shall not be disciplined or discharged except for just cause.

7.4 **Association Representative**

The Company must identify the purpose of a meeting prior to its commencement. Employees have the right to have an Association Representative present at any meeting that is disciplinary in nature.

7.5 **Notice of Discipline**

In situations where employees are formally 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.

7.6 **Disciplinary Record**

After twenty-four (24) months, the Company shall automatically remove the **Disciplinary Record** from the employee's file and shall not refer to it or use it against the employee.

7.7 **Notice of Layoffs**

In the event of a permanent work force reduction of employees covered by this Collective 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.

7.8 **Layoff Order**

In the event of a layoff of employees, the layoff shall be conducted on the basis of seniority and overall job performance.

7.9 **Severance Due To Layoffs**

When the Company wishes to terminate the services of a **Permanent Employee** due to layoff, such employee shall be given one month notice, or pay in lieu of notice, except when the employee is discharged for just cause. The Company commits to providing severance pay that would be no less than what 'common law' would provide. This is not applicable when an employee is discharged for Just Cause.

ARTICLE 8 - PROMOTIONS, TRANSFERS AND JOB POSTINGS

8.1 **Selection**

The Company agrees to fill vacancies 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 award the position based on qualifications, ability, job performance and seniority.

Applicants being considered may be subject to such additional tests or examinations as the Company may require and are relevant.

8.2 Transfer of Employees

The Company shall not necessarily be obliged to consider the transfer of any employee with less than one (1) year of service with the employee's present accountabilities. **This restriction shall not apply in cases of promotion.**

The Company shall not necessarily be obliged to consider the transfer, including promotion, of Apprentice Power Line Technicians with less than three (3) years of service in their current service point.

8.3 Postings and Selection

All vacancies shall be posted. Notice shall be placed in a common and accessible location for employees to see and shall be posted for not less than ten (10) working days prior to the close of the posting. No more than two (2) postings shall be required in any one (1) sequence with the exception that all work leader positions will be posted.

The hiring of Temporary Employees shall not require a job posting.

All postings shall include the job title, location and pay scale.

All applicants shall be notified of the results of the job posting within thirty (30) days of the selection and acceptance of the successful candidate. Notification of the successful candidate will be in writing, and the Association will be copied.

Under normal circumstances, the time taken for placement of the successful applicant into a new role shall not exceed thirty (30) working days. However, where circumstances require more time to transition to the new role, the Company will notify the employee of the expected date that they are to start their new role within five (5) working days from when they accept the position. Where the Company is unable to release the employee on the said date, their pay rate will be adjusted to the rate of the new position as if the employee had been assigned to the new role. In any event, the employee shall be released no later than forty-five (45) working days without the approval of the Association.

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.

8.4 Change in Pay Level – Not a Vacancy

It is agreed that a change in Pay Level for any position does not constitute a vacancy unless there is a change of incumbent.

8.5 Promotion Pay Increase

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.

Example 1:

Employee is currently at Level B3, Step 5 moving to Level B4 position.

Employee would be moved from Level B3, Step 5 to B3, Step 6. The pay rate from this move would be used to place them into level B4 at the closest higher rate to B3, Step 6.

Example 2:

Employee is currently at Level B3, Step 7 (highest Step in this Level) moving to Level B4 position.

B3 Step 7 minus (-) B3 Step 6 = difference. Add this difference to B3, Step 7 rate and the result is the new rate to be applied at the next highest rate in B4.

- 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 Clause 16.2 the employee shall not be held at the same rate as the employee's subordinate for more than six (6) months.
- c) **A Part-Time Employee's change in status to Full-Time, in the same position, shall not be a promotion under this clause.**

ARTICLE 9 - 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.

- 9.1 a) Office Staff – General (37.5 hours per week)
Applies to all positions, except as identified elsewhere in this article, where the primary work location is in an office. See Classifications List.
 - 1. Seven (7) hours and fifty-five (55) minutes shall constitute a regular work day and five (5) days shall constitute a regular work week. A Monday or Friday off per month shall be designated by the Company for each employee (ERD – Earned Rest Day).
 - 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. If mutually agreeable between the Company and an employee, or by five (5) days written notice by the Company, normal starting time may be changed providing the regular hours of work occur between 6:00 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 – Contact Centre and Dispatch (40 hours per week)

Applies to Contact Agents, Lead Contact Agents, Real Time Manager, Dispatchers and Senior Dispatchers.

1. The Dispatch/Contact Centre will operate with the varied shifts required, as scheduled by the Company. It is understood that the Dispatch/Contact Centre may operate on a 24-hour basis, seven (7) days per week, 365 days per year, as determined by the Company. It is understood that Saturday and Sunday are considered regular work days for all employees.

2. Contact Centre - Five Day Per Week Employees

Eight (8) hours and thirty (30) minutes shall constitute a regular work day and five (5) days shall constitute a regular work week, unless otherwise indicated. One (1) day off per month, consecutive with the regular two (2) days off, shall be designated by the Company for each employee working this schedule (ERD – Earned Rest Day).

3. Dispatch – Five Day Per Week Employees

Eight (8) hours shall constitute a regular work day and five (5) days shall constitute a regular work week.

4. Three Days Per Week Employees (Weekend Shifts)

Employees regularly working a weekly schedule of three (3) – twelve (12) hour shifts shall be considered **Full-Time Employees** whose regular work week shall be thirty-six (36) hours per week. There is no intent by the Company to schedule such employees more than thirty-six (36) hours per week.

5. Consecutive Days Off

The Company agrees to schedule **Full-Time Employees**, during each four (4) week period, at least two (2) sets of at least two (2) consecutive days off, one of which shall result in three (3) consecutive days off as per Clause 9.1 b.2.

6. Shift Trading

Employees may give away scheduled shifts. The shift giveaway must be documented and submitted by the employee originally scheduled for the shift, and approved by the employee's supervisor or designate.

c) If mutually agreeable between the Company and the employee, another work day may be substituted for the designated day off (ERD).

9.2 Field Staff – General (40 hours per week / 80 hours biweekly)

Applies to all **Field Staff**, except as identified elsewhere in this article, where the primary work location is outside an office. See Classifications List.

Regular hours of work for nine (9) hour days shall be 7:00 a.m. to 4:30 p.m., with a one-half (1/2) hour off for lunch. If mutually agreeable between the Company and an

employee, or by five (5) days written notice by the Company, normal starting time may be changed provided the regular hours of work occur between 7:00 a.m. and 5:30 p.m.

Regular hours of work for eight (8) hour days shall be 7:00 a.m. to 3:30 p.m., with a one-half (1/2) hour off for lunch. If mutually agreeable between the Company and an employee, or by five (5) days written notice by the Company, normal starting time may be changed provided the regular hours of work occur between 7:00 a.m. and 4:30 p.m.

| | |
|--------|---|
| Week 1 | Four (4) nine (9) hour days Monday through Thursday; and one (1) eight (8) hour day on Friday. |
| Week 2 | Four (4) nine (9) hour days Monday through Thursday or Tuesday through Friday and an unpaid scheduled day off. |

Note: Weeks 1 and 2 shall fall within the same pay period.

9.3 Acheson Service Centre

Applies to all employees working in the Acheson Service Centre - Warehouse and Reconditioning Shops.

Duration of Peak Work Periods

The Peak Work Period shall normally be considered as May 1 to October 31. The Company may extend or reduce the Peak Work Period by giving one (1) months' advance written notice when revising the start date and one (1) months' advance written notice when revising the end date.

a) Peak Work Periods

1. During Peak Work Periods, eight (8) hours and thirty (30) minutes shall constitute a regular workday or shift and five (5) days or shifts shall constitute a regular workweek, Monday through Friday. A Monday or Friday off per month shall be designated by the Company for each employee (ERD – Earned Rest Day). Hours shall be Monday to Friday, and occur between the hours of 6:00 a.m. to 12:30 a.m. the following day. A one-half (1/2) hour unpaid meal period will be provided.
2. Prior to the start of the Peak Work Period, the Company, affected employees and Association will mutually agree on a schedule of shifts. If mutual agreement is not reached prior to the start of the Peak Work Period or if there ceases to be mutual agreement during the Peak Work Period, the Company shall schedule and post shifts in accordance with point 3 below.
3. During Peak Work Periods, shifts shall be scheduled and posted by the Company. Shifts shall be as follows:

Day Shift - considered as a shift that commences between the hours of 6:00 a.m. and 8:00 a.m. inclusive.

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

b) Non-Peak Work Periods

1. During Non-Peak Work Periods, eight (8) hours and thirty (30) minutes shall constitute a regular workday and five (5) days shall constitute a regular workweek. Each month, a Monday or Friday off for each employee shall be designated by the Company (ERD – Earned Rest Day).
 2. Hours shall be from 7:30 a.m. to 5:00 p.m., Monday to Friday with one (1) hour off for lunch. It is agreed that on five (5) days written notice the Company may change the 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 to up to one-half (1/2) hour.
- c) If mutually agreeable between the Company and the employee, another workday may be substituted for the designated day off (ERD).

9.4 Part-Time Employees

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.

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 be aligned with those of the **Full-Time Employees** in the same work unit.

ARTICLE 10 - OVERTIME

10.1 Overtime Rate

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 workday and for all time worked on scheduled days off and Holidays as specified in Clause 14.1 of this Agreement.

10.2 Minimum Overtime

When employees are scheduled to work overtime and the scheduled overtime is cancelled by the Company with less than eight (8) hours notice to the employee, the employee will receive two (2) hours pay at overtime rates.

10.3 Maximum Hours of Work and Period of Rest

- a) The Company and the Association consider safety to be of paramount importance. An employee may be required to work extended hours and must be provided with the necessary rest break to complete the work safely. If an employee requires a rest break, the employee shall notify the supervisor in advance so alternate arrangements can be made.
- b) Employees shall not be required to work more than sixteen (16) continuous hours, or more than sixteen (16) cumulative hours in a twenty-four (24) hour period, however there may be times when an employee may work a maximum of eighteen (18) hours. If an employee is required to work extended hours, they must track their time and advise the supervisor in charge before working more than sixteen (16) hours. In situations where an employee is required to work more than sixteen (16) hours, the Company shall ensure there is a second qualified employee at the job site. The Supervisor is responsible for ensuring replacement employees complete the work, or rescheduling the work for a later date.
- c) The Supervisor shall grant sufficient time for an employee, who has worked sixteen (16) or more hours, to rest so that the employee can work in a safe manner. The employee must receive a minimum of **eight (8)** consecutive hours rest.
- d) 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 the prescribed **period of rest**.
- e) **An employee who is required to work overtime during the period between two (2) and eight (8) hours prior to the start of their regular shift, shall be paid at double the employee's regular rate of pay until the employee is relieved for an eight (8) hour Period of Rest. If an employee's subsequent period of rest is interrupted, they shall be paid at the overtime rate until the employee is relieved for an eight (8) hour period of rest.**
- f) If, as a result of the **period of rest** falling within the employee's regular shift, an employee is required to report to work for two (2) hours or less of their regular shift, then that employee shall be required to report for work only if the Company requires the employee to work overtime after their regular shift. Otherwise, the employee will not be required to report for their regular shift but shall be paid the straight time rate for the two (2) hours or less remaining in their regular shift.

10.4 Travel For Training

Employees who travel on a **scheduled day off, Earned Rest Day** or outside of their regular hours of work on a scheduled workday, for the purposes of attending training will be paid straight time pay for all hours driving to such training. Where reasonable, the Company shall arrange travel during regular work hours.

10.5 Banked Overtime

An employee may choose to bank any portion of their overtime hours.

- a) An employee may have no more than the equivalent of forty (40) overtime hours (80 regular hours) in their bank at any given time.
- b) An employee may request that any portion of their **Banked Overtime** be paid out on a regular pay date in accordance with established payroll deadlines.
- c) Any hours banked and not taken prior to December 31st in any year shall be paid out to the employee at the rate at which the hours were banked.
- d) Supervisory approval is required to schedule **Banked Overtime** as time off, and the taking of such time will not result in any additional cost to the Company. Such approval shall not be unreasonably withheld.

ARTICLE 11 – CALLOUTS

11.1 Callout Pay - After Normal Work Day

Employees called out for emergency and maintenance work following their normal work day or shift and after they have left the Company workplace, including Company owned and rented vehicles, shall be paid a minimum of two (2) hours at the applicable overtime rate subject to the provisions of Clause 10.1.

11.2 Callout Pay - Before Normal Work Day

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.

11.3 Callout Pay - Scheduled Days Off

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.

11.4 Callout Pay – Employees on Standby

Employees on standby shall be paid for callouts on the same basis as employees not on standby.

11.5 Callout - Length of Duty and Multiple Callouts

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 callout and shall not be subject to minimum callout pay.

ARTICLE 12 – STANDBY

12.1 **Standby Pay Eligibility**

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

12.2 **Standby Rate**

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

| Year | Scheduled Work Days | Scheduled Days Off & Holidays |
|-------------|----------------------------|--|
| 2008 | \$39.69 | \$79.38 |
| 2009 | \$41.67 | \$83.34 |
| 2010 | \$43.96 | \$87.92 |

12.3 **Availability of Employee on Standby**

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.

12.4 **Resources For Standby**

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

12.5 **Scheduling Standby**

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

12.6 **Standby Duty**

Standby duty will be scheduled on a weekly basis (dependent on business needs, employees may be scheduled daily, weekly or weekends) and will be distributed as equitably as possible amongst all affected employees. Employees may exchange or give away standby without any additional cost to the Company. The standby schedule will be posted three (3) full months prior to its effective date.

No employee shall be required to standby for more than fifteen (15) consecutive days except by mutual agreement between the Company and the employee concerned. Where there is no agreement to an extension beyond the fifteen (15) days, the Company will arrange to relieve the employee of standby duties for the following seven (7) days.

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 13 – VACATIONS

13.1 Vacation Entitlement

Temporary Employees shall receive vacation pay on each pay cheque. Full-Time Employees shall earn vacation with pay at an accrual rate as follows:

Vacation Entitlement shall be equal to the number of vacation days multiplied by the hours as applicable:

- 1) Office Staff: vacation days x 7.5 hours;**
- 2) Office Staff – Contact Centre and Dispatch: vacation days x 8 hours;**
- 3) Field Staff: vacation days x 8 hours.**

| Years of Service Completed (to be completed during the calendar year) | Vacation Earned Office | Vacation Earned Contact Centre, Dispatch & Field |
|--|-----------------------------------|---|
| Less than 1 and up to 6 years | 15 days = 112.5 hours | 15 days = 120 hours |
| 7 to 15 years | 20 days = 150 hours | 20 days = 160 hours |
| 16 to 23 years | 25 days = 187.5 hours | 25 days = 200 hours |
| 24 years + | 30 days = 225 hours | 30 days = 240 hours |

Vacation usage shall deplete an employee’s vacation credit based on the hours normally worked.

Example 1: An employee working a 7.5 hour schedule, would use 7.5 hours of vacation for each vacation day taken.

Example 2: An employee working an 8 hour schedule, would use 8 hours of vacation for each vacation day taken.

Example 3: An employee working the four 9’s and an 8 hour schedule, would use 9 hours of vacation for each vacation day taken on the 9 hour scheduled days, and 8 hours for the 8 hour day (Week 1 = 44 hours, Week 2 = 36 hours).

Part-Time Employees will receive vacation pay on each pay cheque. Vacation pay will be based on the employee’s accumulated years of equivalent full-time service and basic rate calculated as follows:

| Equivalent Years of Accumulated Service | % of Basic Rate |
|--|------------------------|
| less than 1 year | 4% |
| 1 to 6 years | 6% |
| 7 to 15 years | 8% |
| 16 to 23 years | 10% |
| 24 years + | 12% |

Part-Time Employee service for vacation 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.

13.2 Vacation Pay

Pay for vacations under Clause 13.1 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 exclude overtime pay and standby pay.

13.3 Vacation Utilization

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. In situations where employees request additional vacation during restricted periods, the Company will not unreasonably deny the request.

13.4 Vacation Payout Upon Termination of Employment

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.

Employees, while working a twenty-four (24) hour continuous rotating shift schedule shall receive one (1) days additional vacation day upon completion of two (2) years of continuous shift service and an additional vacation day upon completion of each subsequent year of continuous shift service up to a combined maximum of forty (40) hours. 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.

13.5 Vacation Carryover

a) Employees must take at least three (3) weeks vacation each year.

b) When an employee has vacation entitlement of more than three (3) weeks and they choose not to take all of their vacation days in the calendar year, they may carry forward up to twenty (20) days to the next calendar year.

- c) Vacation will not be paid out except in accordance with this Agreement or in special circumstances. Employees requesting vacation payout must submit a written request to the Company and the Association. Payout will only be granted upon Company and Association agreement.

ARTICLE 14 - HOLIDAYS

14.1 Holidays and Holiday Pay

- a) The following days will be recognized as paid **Holidays**:

- | | |
|------------------|--------------------|
| - New Year's Day | - Civic Day |
| - Family Day | - Labour Day |
| - Good Friday | - Thanksgiving Day |
| - Easter Monday | - Remembrance Day |
| - Victoria Day | - Christmas Day |
| - Canada Day | - Boxing Day |

- b) **Holiday Pay shall be paid based on the number of hours an employee would have worked, had it not been a Holiday. Schedules shall not be adjusted or changed to avoid paying the higher number of hours for the Holiday. A Holiday shall have the effect of reducing the regular work week by one day.**

Example 1: An employee working a 7.5 hour schedule shall be paid 7.5 hours of Holiday Pay.

Example 2: An employee working an 8 hour schedule shall be paid 8 hours of Holiday Pay.

Example 3: An employee working a four 9's and an 8 hour schedule shall be paid 9 or 8 hours of Holiday Pay depending on which day the Holiday falls.

Example 4: An employee working a four 10 hour days schedule shall be paid 10 hours of Holiday Pay.

c) Part-Time Employees – Regular Schedule

1. **Part-Time Employees who would normally work the day on which a Holiday falls will be paid Holiday Pay for the hours they would normally have worked, had it not been a Holiday.**

2. Part-Time Employees - Irregular Schedule

If during at least five (5) of the last nine (9) weeks, the employee regularly worked on the day of the week that the Holiday falls, the Holiday is to be considered a day that would normally have been a work day for the employee.

14.2 Additional Holidays

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.

14.3 Holiday Period of Time

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**.

14.4 Holidays on Weekends and Holidays for Shift Employees

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 Clause 14.1 on the calendar days on which they fall.

14.5 Holidays on Day Off

When one of these **Holidays** is observed on an employee's day off, the employee shall receive a regular day's pay or another day off in lieu of the **Holiday**, **the election of which shall be at the discretion of the Company.**

ARTICLE 15 - EXPENSES

15.1 Reasonable Expenses

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 that may arise in connection with expenses.

15.2 Travel Expenses

While working away from headquarters, employees shall be reimbursed for actual expenses of board and lodging. Rooms, as required, shall be arranged for by the employee in charge.

15.3 Noon Meals

While working at or out of headquarters (generally within an eight (8) kilometer (five (5) mile) radius or ten (10) minutes one way travel time from permanent headquarters), employees shall normally provide their own noon meals.

If **an** employee is working beyond the guide limits stated above, the **employee shall, with the approval of his or her supervisor, be reimbursed for the actual cost of the restaurant meal purchased.**

This clause does not apply to employees on the L pay scale.

15.4 **Transportation**

Transportation between headquarters and the job shall be arranged by the Company.

15.5 **Kilometer Allowance**

Effective February 10, 2006, employees who are authorized to use their personal vehicle while on Company business, shall be reimbursed at a rate of forty-four cents (\$0.44) per kilometer, or the Corporate rate, whichever is greater.

15.6 **Transfer Expenses**

Transfer Expenses shall be paid in accordance with Attachments 1 and 2 at the back of this Agreement.

15.7 **Incidental Expenses**

Effective **January 1, 2008**, any employee who is required to work away from the employee's headquarters shall be paid **Incidental Expenses of eight dollars (\$8.00)** per night for all such nights away from headquarters. **Incidental Expenses shall not be paid while the employee is attending formal training classes.**

15.8 **Protective Clothing and Footwear**

This clause applies to those employees who are not covered under the terms of the Letter of Understanding regarding FR Work Wear & Safety Footwear.

a) **Employees whose work is damaging or destructive to clothing shall be provided with coveralls/overalls or smocks/aprons, as appropriate. Employees will initially be issued one pair of coveralls/overalls or one smock/apron. Approval for all replacements will be the responsibility of the immediate Supervisor, based on evidence that the previous item requires replacement.**

b) **Employees working in warehouse or yard environments, who are required to work outdoors, shall be provided with one (1) winter jacket every four (4) years, or sooner if the Supervisor deems the jacket needs to be replaced. Rain wear will be available on-site for use.**

c) **Employees who are required to wear safety footwear shall be reimbursed for the cost of such footwear to a maximum of two hundred dollars (\$200.00) each year.**

ARTICLE 16 - SALARIES, RATES OF PAY AND OTHER PAYMENTS

16.1 **Wages and Pay Schedules**

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.

16.2 Scheduled Step Increases

Scheduled increases are intended to be paid for satisfactory progress. The interval from one step to the next shall be six (6) months. In the event that an employee is not making satisfactory progress, one (1) or more **step** increases may be withheld, provided the performance gap has been formally discussed with the employee concerned and sufficient time has been given to the employee to improve. In the event a progression step is withheld, the Association will be notified in writing 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 6 and 7 of this Agreement.

16.3 Higher Classification/ Temporary Work Leader

An employee temporarily assigned to a position of higher classification, or as a temporary work leader shall, from the first day, be paid at the next higher pay rate applicable to the new classification. **Determination of pay placement shall be in accordance with 8.5, Promotion Pay Increase.**

The opportunity to work as a temporary work leader shall be made available to qualified employees, and the selection shall be at the discretion of the Company.

16.4 Temporary and Acting Assignments

Temporary assignments shall not exceed twelve (12) months without the written agreement of the Association.

Management shall canvass for volunteers and shall ensure equal opportunity for qualified volunteers. No employee shall be required to accept a temporary assignment for which they have not volunteered.

The Company may restrict the canvass to the department or location where the temporary assignment exists.

Any vacancy created, by a **Permanent Employee** moving into a temporary assignment, shall not be filled on a permanent basis. Upon completion of a temporary assignment, the employee shall be returned to their previous position.

Should a temporary position become permanent, it shall be posted and filled in accordance with the job posting process.

16.5 Acting Assignments Outside of the Bargaining Unit

Employees assigned to positions outside of the bargaining unit, will receive a premium of 5% of their base hourly rate. This premium will not be included with the base hourly rate in computing overtime or other premium pay.

An employee on an acting assignment shall remain a member of the bargaining unit.

16.6 **Pay Protection**

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 or position. The foregoing shall not be construed as applying to demotion for just cause.

16.7 **Shift Differential**

Effective January 1, 2008, employees scheduled to work evening, or night shifts, shall receive, in addition to regular pay, **one dollar and seventy-five cents (\$1.75)** per hour for each evening or night shift worked.

Contact Centre and Dispatch Groups

Effective January 1, 2008, employees scheduled to work between 9:00 pm and 6:00 am, shall receive in addition to regular pay, **one dollar and seventy-five cents (\$1.75)** per hour for all hours worked between 9:00 pm and 6:00 am.

Effective January 1, 2009, both of the above rates shall increase to **one dollar and eighty-five cents (\$1.85)**.

Effective January 1, 2010, both of the above rates shall increase to **one dollar and ninety five cents (\$1.95)**.

16.8 **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.

16.9 **Height Premium**

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 Clause 16.8 shall not apply to height pay premium.

16.10 **Sick Pay**

Sick Pay will be in accordance with the provisions of the "Group Salary Continuance Plan" in effect throughout the Company.

ARTICLE 17 – JOB EVALUATION

17.1 **Job Evaluation System**

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 change the existing system.

17.2 Training in Job Evaluation

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

17.3 Job Description Requests

Upon request, employees, or the Association, shall be provided with a current job description for their position or in the case of the Association any position within the bargaining unit.

17.4 New Job Classifications

When new job classifications are established, or existing jobs re-evaluated, the Company shall work with the Association's designate to collect appropriate data to establish and implement the wage rate. The Company shall notify the Association within 14 days of the classification being established.

17.5 Job Evaluation Process

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:

- a) 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 there from.
- b) 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.
- c) 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.

17.6 Job Evaluation Dispute Resolution

Should a dispute arise 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. It is understood that a Job Evaluation Analyst and the Association's Job evaluation appointee, will be on the Board. 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.

17.7 **Tentative Rating**

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.

ARTICLE 18 - MATERNITY AND PARENTAL LEAVE

18.1 **Leave Preceding Delivery Date**

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 **Notice of Maternity Leave**

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 **Minimum Maternity Leave**

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 **Leave of Absence**

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 **Parental Leave Entitlement**

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 **Leave When Both Parents Are Employed by the Company**

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 **Adoption**

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 **Return to Work Notice**

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 **Reinstatement Upon Return to Work**

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 **Benefits During Leave**

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 – MEDICAL AND DENTAL APPOINTMENTS

19.1 Medical and Dental Appointments

Employees shall make every effort to schedule medical and dental appointments outside of working hours. Where this is not reasonably possible, appointments should be made so as to minimize absence from work. Employees shall notify their supervisor of such appointments as far in advance as possible. Such required absences shall be paid except where such absences are frequent or extended, in which case the employee will make up the time, take the leave without pay, use vacation credits, or use banked overtime.

ARTICLE 20 – WORK SECURITY

20.1 Protection of Rights and Employment

Performance of work for the Company by contractors will not serve to alter any right under the terms of this Agreement, nor cause the direct layoff of any employee, provided they have the necessary skills to replace the contractor.

20.2 Hiring Contractors

In addition to the right of the Company to contract out, contractors may be hired to perform work that otherwise might be considered to fall under the scope of the Association in the following circumstances:

- a) When the work required to be performed is to cover peak workloads when sufficient resources are not available; or to replace internal resources when they are completing special assignments; or of a short term nature; or
- b) When 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.

ARTICLE 21 - TERMINATION OF AGREEMENT

21.1 Term of Agreement

This Agreement shall be effective from **January 1, 2008** and shall remain in full force up to and including **December 31, 2010** 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.

21.2 Continuation of Agreement

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.

21.3 Altering the Agreement

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.

As agreed on the 13th day of December, 2007 at Calgary, Alberta.

PAY SCHEDULES

The attached Pay Schedules are compiled based upon the wage information outlined below.

Effective January 1, 2008: PLT Group

Remove the following positions from the T-Scale and place on the L-Scale (Line Trade Scale):

- a) **Power Line Technician**
- b) **Lead Power Line Technician**
- c) **Area Coordinator / Construction Foreman**
- d) **Area Foreman / Work Methods Specialist**

Apply the following one-time Wage Adjustments:

1. **Add \$1.10 market adjustment on the 2007 T2 Step 11 PLT rate**
 2. **Then, add \$1.00 to replace Bag Lunches.**
- $\$35.52 + \$1.10 + 1.00 = \underline{\$37.62}$.**

Apply the 2008 General Economic increase of 5.5% to $\$37.62 = \39.69 , top PLT rate, L2 Step 11.

Add a 4% separation between the PLT rate and the Lead Hand; a 4% separation between the Lead Hand and Area Coordinator / Construction Foreman; and a 4% separation between the Area Coordinator / Construction Foreman and the Area Foreman / Work Methods Specialist.

See Table 1: PLT Group Wage Adjustments below.

Table 1: 2008 PLT Group Wage Adjustments:

| Position: | 2007 Hourly Wage | Adjusted Rate | Adjusted Rate Including Economic Increase (5.5%), as of Jan 1, 2008 |
|---|---------------------------------|------------------------------|--|
| Journeyman Power Line Technician | \$35.52 | \$37.62 | \$39.69 |
| Lead Power Line Technician | \$36.56 | \$39.12 | \$41.27 |
| Area Coordinator/Construction Foreman | \$38.09 | \$40.68 | \$42.92 |
| Area Foreman/Work Methods Specialist | \$39.11 | \$42.31 | \$44.64 |
| | | | |
| 1 st Year Apprentice (0-6 months in 1 st year) | \$21.32 | No Adjustment Step 1 | \$23.82 |
| 1 st Year Apprentice (7-12 months in 1 st year) | \$22.74 | No Adjustment Step 2 | \$25.41 |
| 2 nd Year Apprentice (0-6 months in 2 nd year) | \$24.14 | No Adjustment Step 3 | \$26.97 |
| 2 nd Year Apprentice (7-12 months in 2 nd year) | \$25.57 | No Adjustment Step 4 | \$28.57 |
| 3 rd Year Apprentice (0-6 months in 3 rd year) | \$26.99 | No Adjustment Step 5 | \$30.15 |
| 3 rd Year Apprentice (7-12 months in 3 rd year) | \$28.40 | No Adjustment Step 6 | \$31.73 |
| 4 th Year Apprentice (0-6 months in 4 th year) | \$29.85 | No Adjustment Step 7 | \$33.36 |
| 4 th Year Apprentice (7+ months until Journeyman, Red Seal, Hours are completed) | \$31.26 | No Adjustment Step 8 | \$34.93 |
| Journeyman Power Line Technician | \$32.68 | No Adjustment Step 9 | \$36.52 |
| Journeyman Power Line Technician | \$34.09 | No Adjustment Step 10 | \$38.09 |

Effective January 1, 2008

O Scale Compression

Step one:

Adjust the O Scale, delete 2007 O1 and O2 pay scales, move Warehouse Operator and Yard Operator to Compressed O1 pay scale below. An example would be a Warehouse Operator currently at O2 Step 5, \$23.29 (2007 pay scale) will move to O1 Step 6 \$24.33 on the O Scale Adjusted in Table 2. Once all employees have been moved to the rates in Table 2, the General Economic Increase for 2008 will then be applied to Table 2.

Table 2: O Scale Adjusted with 2007 rates:

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|-----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| O1 | 17.46 | 19.20 | 20.49 | 21.78 | 23.05 | 24.33 | 25.61 |
| O2 | 21.39 | 22.58 | 23.77 | 24.97 | 26.15 | 27.34 | 28.53 |
| O3 | 23.72 | 25.02 | 26.34 | 27.66 | 28.97 | 30.29 | 31.63 |

Step two:

Increase all rates in Table 2 by 5.5% - 2008 General Economic Increase

General Economic Increases:

Effective January 1, 2008:

Increase B, I, T Pay Scales 5.5%

Effective January 1, 2009:

Increase all pay scales 5.0%

Effective January 1, 2010:

Increase all pay scales 5.5%

Business Services

2008

| Business Services: Effective January 1, 2008, 5.5% Increase Over 2007 | | | | | | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
| B1 | \$ 16.36 | \$ 17.70 | \$ 19.06 | \$ 20.44 | \$ 21.80 | | | | | |
| B2 | \$ 18.54 | \$ 19.77 | \$ 21.02 | \$ 22.24 | \$ 23.47 | \$ 24.70 | | | | |
| B3 | \$ 20.08 | \$ 21.22 | \$ 22.30 | \$ 23.44 | \$ 24.55 | \$ 25.67 | \$ 26.78 | | | |
| B4 | \$ 22.68 | \$ 23.75 | \$ 24.82 | \$ 25.91 | \$ 26.98 | \$ 28.08 | \$ 29.14 | \$ 30.22 | | |
| B5 | \$ 26.64 | \$ 27.75 | \$ 28.89 | \$ 29.98 | \$ 31.09 | \$ 32.21 | \$ 33.33 | \$ 34.41 | \$ 35.53 | |
| B6 | \$ 30.24 | \$ 31.39 | \$ 32.53 | \$ 33.65 | \$ 34.80 | \$ 35.94 | \$ 37.09 | \$ 38.24 | \$ 39.40 | \$ 40.55 |
| Bi-Weekly 36 Hour Work Week | | | | | | | | | | |
| B1 | \$ 1,177.92 | \$ 1,274.40 | \$ 1,372.32 | \$ 1,471.68 | \$ 1,569.60 | | | | | |
| B2 | \$ 1,334.88 | \$ 1,423.44 | \$ 1,513.44 | \$ 1,601.28 | \$ 1,689.84 | \$ 1,778.40 | | | | |
| B3 | \$ 1,445.76 | \$ 1,527.84 | \$ 1,605.60 | \$ 1,687.68 | \$ 1,767.60 | \$ 1,848.24 | \$ 1,928.16 | | | |
| B4 | \$ 1,632.96 | \$ 1,710.00 | \$ 1,787.04 | \$ 1,865.52 | \$ 1,942.56 | \$ 2,021.76 | \$ 2,098.08 | \$ 2,175.84 | | |
| B5 | \$ 1,918.08 | \$ 1,998.00 | \$ 2,080.08 | \$ 2,158.56 | \$ 2,238.48 | \$ 2,319.12 | \$ 2,399.76 | \$ 2,477.52 | \$ 2,558.16 | |
| B6 | \$ 2,177.28 | \$ 2,260.08 | \$ 2,342.16 | \$ 2,422.80 | \$ 2,505.60 | \$ 2,587.68 | \$ 2,670.48 | \$ 2,753.28 | \$ 2,836.80 | \$ 2,919.60 |
| Bi-Weekly 37.5 Hour WorkWeek | | | | | | | | | | |
| B1 | \$ 1,227.00 | \$ 1,327.50 | \$ 1,429.50 | \$ 1,533.00 | \$ 1,635.00 | | | | | |
| B2 | \$ 1,390.50 | \$ 1,482.75 | \$ 1,576.50 | \$ 1,668.00 | \$ 1,760.25 | \$ 1,852.50 | | | | |
| B3 | \$ 1,506.00 | \$ 1,591.50 | \$ 1,672.50 | \$ 1,758.00 | \$ 1,841.25 | \$ 1,925.25 | \$ 2,008.50 | | | |
| B4 | \$ 1,701.00 | \$ 1,781.25 | \$ 1,861.50 | \$ 1,943.25 | \$ 2,023.50 | \$ 2,106.00 | \$ 2,185.50 | \$ 2,266.50 | | |
| B5 | \$ 1,998.00 | \$ 2,081.25 | \$ 2,166.75 | \$ 2,248.50 | \$ 2,331.75 | \$ 2,415.75 | \$ 2,499.75 | \$ 2,580.75 | \$ 2,664.75 | |
| B6 | \$ 2,268.00 | \$ 2,354.25 | \$ 2,439.75 | \$ 2,523.75 | \$ 2,610.00 | \$ 2,695.50 | \$ 2,781.75 | \$ 2,868.00 | \$ 2,955.00 | \$ 3,041.25 |
| Bi-Weekly 40 Hour Work Week | | | | | | | | | | |
| B1 | \$ 1,308.80 | \$ 1,416.00 | \$ 1,524.80 | \$ 1,635.20 | \$ 1,744.00 | | | | | |
| B2 | \$ 1,483.20 | \$ 1,581.60 | \$ 1,681.60 | \$ 1,779.20 | \$ 1,877.60 | \$ 1,976.00 | | | | |
| B3 | \$ 1,606.40 | \$ 1,697.60 | \$ 1,784.00 | \$ 1,875.20 | \$ 1,964.00 | \$ 2,053.60 | \$ 2,142.40 | | | |
| B4 | \$ 1,814.40 | \$ 1,900.00 | \$ 1,985.60 | \$ 2,072.80 | \$ 2,158.40 | \$ 2,246.40 | \$ 2,331.20 | \$ 2,417.60 | | |
| B5 | \$ 2,131.20 | \$ 2,220.00 | \$ 2,311.20 | \$ 2,398.40 | \$ 2,487.20 | \$ 2,576.80 | \$ 2,666.40 | \$ 2,752.80 | \$ 2,842.40 | |
| B6 | \$ 2,419.20 | \$ 2,511.20 | \$ 2,602.40 | \$ 2,692.00 | \$ 2,784.00 | \$ 2,875.20 | \$ 2,967.20 | \$ 3,059.20 | \$ 3,152.00 | \$ 3,244.00 |

2009

| Business Services: Effective January 1, 2009, 5.0% Increase Over 2008 | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
| B1 | \$ 17.18 | \$ 18.59 | \$ 20.01 | \$ 21.46 | \$ 22.89 | | | | | |
| B2 | \$ 19.47 | \$ 20.76 | \$ 22.07 | \$ 23.35 | \$ 24.64 | \$ 25.94 | | | | |
| B3 | \$ 21.08 | \$ 22.28 | \$ 23.42 | \$ 24.61 | \$ 25.78 | \$ 26.95 | \$ 28.12 | | | |
| B4 | \$ 23.81 | \$ 24.94 | \$ 26.06 | \$ 27.21 | \$ 28.33 | \$ 29.48 | \$ 30.60 | \$ 31.73 | | |
| B5 | \$ 27.97 | \$ 29.14 | \$ 30.33 | \$ 31.48 | \$ 32.64 | \$ 33.82 | \$ 35.00 | \$ 36.13 | \$ 37.31 | |
| B6 | \$ 31.75 | \$ 32.96 | \$ 34.16 | \$ 35.33 | \$ 36.54 | \$ 37.74 | \$ 38.94 | \$ 40.15 | \$ 41.37 | \$ 42.58 |
| Bi-Weekly 36 Hour Work Week | | | | | | | | | | |
| B1 | \$ 1,236.96 | \$ 1,338.48 | \$ 1,440.72 | \$ 1,545.12 | \$ 1,648.08 | | | | | |
| B2 | \$ 1,401.84 | \$ 1,494.72 | \$ 1,589.04 | \$ 1,681.20 | \$ 1,774.08 | \$ 1,867.68 | | | | |
| B3 | \$ 1,517.76 | \$ 1,604.16 | \$ 1,686.24 | \$ 1,771.92 | \$ 1,856.16 | \$ 1,940.40 | \$ 2,024.64 | | | |
| B4 | \$ 1,714.32 | \$ 1,795.68 | \$ 1,876.32 | \$ 1,959.12 | \$ 2,039.76 | \$ 2,122.56 | \$ 2,203.20 | \$ 2,284.56 | | |
| B5 | \$ 2,013.84 | \$ 2,098.08 | \$ 2,183.76 | \$ 2,266.56 | \$ 2,350.08 | \$ 2,435.04 | \$ 2,520.00 | \$ 2,601.36 | \$ 2,686.32 | |
| B6 | \$ 2,286.00 | \$ 2,373.12 | \$ 2,459.52 | \$ 2,543.76 | \$ 2,630.88 | \$ 2,717.28 | \$ 2,803.68 | \$ 2,890.80 | \$ 2,978.64 | \$ 3,065.76 |
| Bi-Weekly 37.5 Hour Work Week | | | | | | | | | | |
| B1 | \$ 1,288.50 | \$ 1,394.25 | \$ 1,500.75 | \$ 1,609.50 | \$ 1,716.75 | | | | | |
| B2 | \$ 1,460.25 | \$ 1,557.00 | \$ 1,655.25 | \$ 1,751.25 | \$ 1,848.00 | \$ 1,945.50 | | | | |
| B3 | \$ 1,581.00 | \$ 1,671.00 | \$ 1,756.50 | \$ 1,845.75 | \$ 1,933.50 | \$ 2,021.25 | \$ 2,109.00 | | | |
| B4 | \$ 1,785.75 | \$ 1,870.50 | \$ 1,954.50 | \$ 2,040.75 | \$ 2,124.75 | \$ 2,211.00 | \$ 2,295.00 | \$ 2,379.75 | | |
| B5 | \$ 2,097.75 | \$ 2,185.50 | \$ 2,274.75 | \$ 2,361.00 | \$ 2,448.00 | \$ 2,536.50 | \$ 2,625.00 | \$ 2,709.75 | \$ 2,798.25 | |
| B6 | \$ 2,381.25 | \$ 2,472.00 | \$ 2,562.00 | \$ 2,649.75 | \$ 2,740.50 | \$ 2,830.50 | \$ 2,920.50 | \$ 3,011.25 | \$ 3,102.75 | \$ 3,193.50 |
| Bi-Weekly 40 Hour Work Week | | | | | | | | | | |
| B1 | \$ 1,374.40 | \$ 1,487.20 | \$ 1,600.80 | \$ 1,716.80 | \$ 1,831.20 | | | | | |
| B2 | \$ 1,557.60 | \$ 1,660.80 | \$ 1,765.60 | \$ 1,868.00 | \$ 1,971.20 | \$ 2,075.20 | | | | |
| B3 | \$ 1,686.40 | \$ 1,782.40 | \$ 1,873.60 | \$ 1,968.80 | \$ 2,062.40 | \$ 2,156.00 | \$ 2,249.60 | | | |
| B4 | \$ 1,904.80 | \$ 1,995.20 | \$ 2,084.80 | \$ 2,176.80 | \$ 2,266.40 | \$ 2,358.40 | \$ 2,448.00 | \$ 2,538.40 | | |
| B5 | \$ 2,237.60 | \$ 2,331.20 | \$ 2,426.40 | \$ 2,518.40 | \$ 2,611.20 | \$ 2,705.60 | \$ 2,800.00 | \$ 2,890.40 | \$ 2,984.80 | |
| B6 | \$ 2,540.00 | \$ 2,636.80 | \$ 2,732.80 | \$ 2,826.40 | \$ 2,923.20 | \$ 3,019.20 | \$ 3,115.20 | \$ 3,212.00 | \$ 3,309.60 | \$ 3,406.40 |

2010

| Business Services: Effective January 1, 2010, 5.5% Increase Over 2009 | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
| B1 | \$ 18.12 | \$ 19.61 | \$ 21.11 | \$ 22.64 | \$ 24.15 | | | | | |
| B2 | \$ 20.54 | \$ 21.90 | \$ 23.28 | \$ 24.63 | \$ 26.00 | \$ 27.37 | | | | |
| B3 | \$ 22.24 | \$ 23.51 | \$ 24.71 | \$ 25.96 | \$ 27.20 | \$ 28.43 | \$ 29.67 | | | |
| B4 | \$ 25.12 | \$ 26.31 | \$ 27.49 | \$ 28.71 | \$ 29.89 | \$ 31.10 | \$ 32.28 | \$ 33.48 | | |
| B5 | \$ 29.51 | \$ 30.74 | \$ 32.00 | \$ 33.21 | \$ 34.44 | \$ 35.68 | \$ 36.93 | \$ 38.12 | \$ 39.36 | |
| B6 | \$ 33.50 | \$ 34.77 | \$ 36.04 | \$ 37.27 | \$ 38.55 | \$ 39.82 | \$ 41.08 | \$ 42.36 | \$ 43.65 | \$ 44.92 |
| Bi-Weekly 36 Hour Work Week | | | | | | | | | | |
| B1 | \$ 1,304.64 | \$ 1,411.92 | \$ 1,519.92 | \$ 1,630.08 | \$ 1,738.80 | | | | | |
| B2 | \$ 1,478.88 | \$ 1,576.80 | \$ 1,676.16 | \$ 1,773.36 | \$ 1,872.00 | \$ 1,970.64 | | | | |
| B3 | \$ 1,601.28 | \$ 1,692.72 | \$ 1,779.12 | \$ 1,869.12 | \$ 1,958.40 | \$ 2,046.96 | \$ 2,136.24 | | | |
| B4 | \$ 1,808.64 | \$ 1,894.32 | \$ 1,979.28 | \$ 2,067.12 | \$ 2,152.08 | \$ 2,239.20 | \$ 2,324.16 | \$ 2,410.56 | | |
| B5 | \$ 2,124.72 | \$ 2,213.28 | \$ 2,304.00 | \$ 2,391.12 | \$ 2,479.68 | \$ 2,568.96 | \$ 2,658.96 | \$ 2,744.64 | \$ 2,833.92 | |
| B6 | \$ 2,412.00 | \$ 2,503.44 | \$ 2,594.88 | \$ 2,683.44 | \$ 2,775.60 | \$ 2,867.04 | \$ 2,957.76 | \$ 3,049.92 | \$ 3,142.80 | \$ 3,234.24 |
| Bi-Weekly 37.5 Hour Work Week | | | | | | | | | | |
| B1 | \$ 1,359.00 | \$ 1,470.75 | \$ 1,583.25 | \$ 1,698.00 | \$ 1,811.25 | | | | | |
| B2 | \$ 1,540.50 | \$ 1,642.50 | \$ 1,746.00 | \$ 1,847.25 | \$ 1,950.00 | \$ 2,052.75 | | | | |
| B3 | \$ 1,668.00 | \$ 1,763.25 | \$ 1,853.25 | \$ 1,947.00 | \$ 2,040.00 | \$ 2,132.25 | \$ 2,225.25 | | | |
| B4 | \$ 1,884.00 | \$ 1,973.25 | \$ 2,061.75 | \$ 2,153.25 | \$ 2,241.75 | \$ 2,332.50 | \$ 2,421.00 | \$ 2,511.00 | | |
| B5 | \$ 2,213.25 | \$ 2,305.50 | \$ 2,400.00 | \$ 2,490.75 | \$ 2,583.00 | \$ 2,676.00 | \$ 2,769.75 | \$ 2,859.00 | \$ 2,952.00 | |
| B6 | \$ 2,512.50 | \$ 2,607.75 | \$ 2,703.00 | \$ 2,795.25 | \$ 2,891.25 | \$ 2,986.50 | \$ 3,081.00 | \$ 3,177.00 | \$ 3,273.75 | \$ 3,369.00 |
| Bi-Weekly 40 Hour Work Week | | | | | | | | | | |
| B1 | \$ 1,449.60 | \$ 1,568.80 | \$ 1,688.80 | \$ 1,811.20 | \$ 1,932.00 | | | | | |
| B2 | \$ 1,643.20 | \$ 1,752.00 | \$ 1,862.40 | \$ 1,970.40 | \$ 2,080.00 | \$ 2,189.60 | | | | |
| B3 | \$ 1,779.20 | \$ 1,880.80 | \$ 1,976.80 | \$ 2,076.80 | \$ 2,176.00 | \$ 2,274.40 | \$ 2,373.60 | | | |
| B4 | \$ 2,009.60 | \$ 2,104.80 | \$ 2,199.20 | \$ 2,296.80 | \$ 2,391.20 | \$ 2,488.00 | \$ 2,582.40 | \$ 2,678.40 | | |
| B5 | \$ 2,360.80 | \$ 2,459.20 | \$ 2,560.00 | \$ 2,656.80 | \$ 2,755.20 | \$ 2,854.40 | \$ 2,954.40 | \$ 3,049.60 | \$ 3,148.80 | |
| B6 | \$ 2,680.00 | \$ 2,781.60 | \$ 2,883.20 | \$ 2,981.60 | \$ 3,084.00 | \$ 3,185.60 | \$ 3,286.40 | \$ 3,388.80 | \$ 3,492.00 | \$ 3,593.60 |

Information Technology

2008

| Information Technology: Effective January 1, 2008, 5.5% Increase Over 2007 | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
| I1 | \$ 27.49 | \$ 28.64 | \$ 29.78 | \$ 30.92 | \$ 32.06 | \$ 33.21 | \$ 34.34 | \$ 35.49 | \$ 36.66 | |
| I2 | \$ 30.91 | \$ 32.05 | \$ 33.19 | \$ 34.33 | \$ 35.48 | \$ 36.61 | \$ 37.76 | \$ 38.90 | \$ 40.03 | \$ 41.21 |
| I3 | \$ 33.71 | \$ 34.95 | \$ 36.19 | \$ 37.43 | \$ 38.68 | \$ 39.92 | \$ 41.17 | \$ 42.41 | \$ 43.66 | \$ 44.93 |
| Bi-Weekly 37.5 Hour Work Week | | | | | | | | | | |
| I1 | \$ 2,061.75 | \$ 2,148.00 | \$ 2,233.50 | \$ 2,319.00 | \$ 2,404.50 | \$ 2,490.75 | \$ 2,575.50 | \$ 2,661.75 | \$ 2,749.50 | |
| I2 | \$ 2,318.25 | \$ 2,403.75 | \$ 2,489.25 | \$ 2,574.75 | \$ 2,661.00 | \$ 2,745.75 | \$ 2,832.00 | \$ 2,917.50 | \$ 3,002.25 | \$ 3,090.75 |
| I3 | \$ 2,528.25 | \$ 2,621.25 | \$ 2,714.25 | \$ 2,807.25 | \$ 2,901.00 | \$ 2,994.00 | \$ 3,087.75 | \$ 3,180.75 | \$ 3,274.50 | \$ 3,369.75 |

2009

| Information Technology: Effective January 1, 2009, 5.0% Increase Over 2008 | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
| I1 | \$ 28.86 | \$ 30.07 | \$ 31.27 | \$ 32.47 | \$ 33.66 | \$ 34.87 | \$ 36.06 | \$ 37.26 | \$ 38.49 | |
| I2 | \$ 32.46 | \$ 33.65 | \$ 34.85 | \$ 36.05 | \$ 37.25 | \$ 38.44 | \$ 39.65 | \$ 40.85 | \$ 42.03 | \$ 43.27 |
| I3 | \$ 35.40 | \$ 36.70 | \$ 38.00 | \$ 39.30 | \$ 40.61 | \$ 41.92 | \$ 43.23 | \$ 44.53 | \$ 45.84 | \$ 47.18 |
| Bi-Weekly 37.5 Hour Work Week | | | | | | | | | | |
| I1 | \$ 2,164.50 | \$ 2,255.25 | \$ 2,345.25 | \$ 2,435.25 | \$ 2,524.50 | \$ 2,615.25 | \$ 2,704.50 | \$ 2,794.50 | \$ 2,886.75 | |
| I2 | \$ 2,434.50 | \$ 2,523.75 | \$ 2,613.75 | \$ 2,703.75 | \$ 2,793.75 | \$ 2,883.00 | \$ 2,973.75 | \$ 3,063.75 | \$ 3,152.25 | \$ 3,245.25 |
| I3 | \$ 2,655.00 | \$ 2,752.50 | \$ 2,850.00 | \$ 2,947.50 | \$ 3,045.75 | \$ 3,144.00 | \$ 3,242.25 | \$ 3,339.75 | \$ 3,438.00 | \$ 3,538.50 |

2010

| Information Technology: Effective January 1, 2010, 5.5% Increase Over 2009 | | | | | | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
| I1 | \$ 30.45 | \$ 31.72 | \$ 32.99 | \$ 34.26 | \$ 35.51 | \$ 36.79 | \$ 38.04 | \$ 39.31 | \$ 40.61 | |
| I2 | \$ 34.25 | \$ 35.50 | \$ 36.77 | \$ 38.03 | \$ 39.30 | \$ 40.55 | \$ 41.83 | \$ 43.10 | \$ 44.34 | \$ 45.65 |
| I3 | \$ 37.35 | \$ 38.72 | \$ 40.09 | \$ 41.46 | \$ 42.84 | \$ 44.23 | \$ 45.61 | \$ 46.98 | \$ 48.36 | \$ 49.77 |
| Bi-Weekly 37.5 Hour Work Week | | | | | | | | | | |
| I1 | \$ 2,283.75 | \$ 2,379.00 | \$ 2,474.25 | \$ 2,569.50 | \$ 2,663.25 | \$ 2,759.25 | \$ 2,853.00 | \$ 2,948.25 | \$ 3,045.75 | |
| I2 | \$ 2,568.75 | \$ 2,662.50 | \$ 2,757.75 | \$ 2,852.25 | \$ 2,947.50 | \$ 3,041.25 | \$ 3,137.25 | \$ 3,232.50 | \$ 3,325.50 | \$ 3,423.75 |
| I3 | \$ 2,801.25 | \$ 2,904.00 | \$ 3,006.75 | \$ 3,109.50 | \$ 3,213.00 | \$ 3,317.25 | \$ 3,420.75 | \$ 3,523.50 | \$ 3,627.00 | \$ 3,732.75 |

Power Line Trade

L1 Power Line Technician
L2 Lead Power Line Technician

L3 Area Coordinator / Construction Foreman
L4 Area Foreman / Work Methods Specialist

2008

| Power Line Trade: Effective January 1, 2008, 5.5% Increase Over 2007 | | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| L1 | \$ 23.82 | \$ 25.41 | \$ 26.97 | \$ 28.57 | \$ 30.15 | \$ 31.73 | \$ 33.36 | \$ 34.93 | \$ 36.52 | \$ 38.09 | \$ 39.69 |
| L2 | \$ 41.27 | | | | | | | | | | |
| L3 | \$ 42.92 | | | | | | | | | | |
| L4 | \$ 44.64 | | | | | | | | | | |
| Bi-Weekly 40 Hour Work Week | | | | | | | | | | | |
| L1 | \$ 1,905.60 | \$ 2,032.80 | \$ 2,157.60 | \$ 2,285.60 | \$ 2,412.00 | \$ 2,538.40 | \$ 2,668.80 | \$ 2,794.40 | \$ 2,921.60 | \$ 3,047.20 | \$ 3,175.20 |
| L2 | \$ 3,301.60 | | | | | | | | | | |
| L3 | \$ 3,433.60 | | | | | | | | | | |
| L4 | \$ 3,571.20 | | | | | | | | | | |

2009

| Power Line Trade: Effective January 1, 2009, 5.0% Increase Over 2008 | | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| L1 | \$ 25.01 | \$ 26.68 | \$ 28.32 | \$ 30.00 | \$ 31.66 | \$ 33.32 | \$ 35.03 | \$ 36.68 | \$ 38.35 | \$ 39.99 | \$ 41.67 |
| L2 | \$ 43.33 | | | | | | | | | | |
| L3 | \$ 45.07 | | | | | | | | | | |
| L4 | \$ 46.87 | | | | | | | | | | |
| Bi-Weekly 40 Hour Work Week | | | | | | | | | | | |
| L1 | \$ 2,000.80 | \$ 2,134.40 | \$ 2,265.60 | \$ 2,400.00 | \$ 2,532.80 | \$ 2,665.60 | \$ 2,802.40 | \$ 2,934.40 | \$ 3,068.00 | \$ 3,199.20 | \$ 3,333.60 |
| L2 | \$ 3,466.40 | | | | | | | | | | |
| L3 | \$ 3,605.60 | | | | | | | | | | |
| L4 | \$ 3,749.60 | | | | | | | | | | |

- L1 Power Line Technician
- L2 Lead Power Line Technician
- L3 Area Coordinator / Construction Foreman
- L4 Area Foreman / Work Methods Specialist

2010

| Power Line Trade: Effective January 1, 2010, 5.5% Increase Over 2009 | | | | | | | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| L1 | \$ 26.39 | \$ 28.15 | \$ 29.88 | \$ 31.65 | \$ 33.40 | \$ 35.15 | \$ 36.96 | \$ 38.70 | \$ 40.46 | \$ 42.19 | \$ 43.96 |
| L2 | \$ 45.71 | | | | | | | | | | |
| L3 | \$ 47.55 | | | | | | | | | | |
| L4 | \$ 49.45 | | | | | | | | | | |
| Bi-Weekly 40 Hour Work Week | | | | | | | | | | | |
| L1 | \$ 2,111.20 | \$ 2,252.00 | \$ 2,390.40 | \$ 2,532.00 | \$ 2,672.00 | \$ 2,812.00 | \$ 2,956.80 | \$ 3,096.00 | \$ 3,236.80 | \$ 3,375.20 | \$ 3,516.80 |
| L2 | \$ 3,656.80 | | | | | | | | | | |
| L3 | \$ 3,804.00 | | | | | | | | | | |
| L4 | \$ 3,956.00 | | | | | | | | | | |

Operational Services

2008

| Operational Services: Effective January 1, 2008, 5.5% Increase Over 2007 | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
| O1 | \$ 18.42 | \$ 20.26 | \$ 21.62 | \$ 22.98 | \$ 24.32 | \$ 25.67 | \$ 27.02 |
| O2 | \$ 22.57 | \$ 23.82 | \$ 25.08 | \$ 26.34 | \$ 27.59 | \$ 28.84 | \$ 30.10 |
| O3 | \$ 25.02 | \$ 26.40 | \$ 27.79 | \$ 29.18 | \$ 30.56 | \$ 31.96 | \$ 33.37 |
| Bi-Weekly 40 Hour Work Week | | | | | | | |
| O1 | \$ 1,473.60 | \$ 1,620.80 | \$ 1,729.60 | \$ 1,838.40 | \$ 1,945.60 | \$ 2,053.60 | \$ 2,161.60 |
| O2 | \$ 1,805.60 | \$ 1,905.60 | \$ 2,006.40 | \$ 2,107.20 | \$ 2,207.20 | \$ 2,307.20 | \$ 2,408.00 |
| O3 | \$ 2,001.60 | \$ 2,112.00 | \$ 2,223.20 | \$ 2,334.40 | \$ 2,444.80 | \$ 2,556.80 | \$ 2,669.60 |

2009

| Operational Services: Effective January 1, 2009, 5.0% Increase Over 2008 | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
| O1 | \$ 19.34 | \$ 21.27 | \$ 22.70 | \$ 24.13 | \$ 25.54 | \$ 26.95 | \$ 28.37 |
| O2 | \$ 23.70 | \$ 25.01 | \$ 26.33 | \$ 27.66 | \$ 28.97 | \$ 30.28 | \$ 31.61 |
| O3 | \$ 26.27 | \$ 27.72 | \$ 29.18 | \$ 30.64 | \$ 32.09 | \$ 33.56 | \$ 35.04 |
| Bi-Weekly 40 Hour Work Week | | | | | | | |
| O1 | \$ 1,547.20 | \$ 1,701.60 | \$ 1,816.00 | \$ 1,930.40 | \$ 2,043.20 | \$ 2,156.00 | \$ 2,269.60 |
| O2 | \$ 1,896.00 | \$ 2,000.80 | \$ 2,106.40 | \$ 2,212.80 | \$ 2,317.60 | \$ 2,422.40 | \$ 2,528.80 |
| O3 | \$ 2,101.60 | \$ 2,217.60 | \$ 2,334.40 | \$ 2,451.20 | \$ 2,567.20 | \$ 2,684.80 | \$ 2,803.20 |

2010

| Operational Services: Effective January 1, 2010, 5.5% Increase Over 2009 | | | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
| O1 | \$ 20.40 | \$ 22.44 | \$ 23.95 | \$ 25.46 | \$ 26.94 | \$ 28.43 | \$ 29.93 |
| O2 | \$ 25.00 | \$ 26.39 | \$ 27.78 | \$ 29.18 | \$ 30.56 | \$ 31.95 | \$ 33.35 |
| O3 | \$ 27.71 | \$ 29.24 | \$ 30.78 | \$ 32.33 | \$ 33.85 | \$ 35.41 | \$ 36.97 |
| Bi-Weekly 40 Hour Work Week | | | | | | | |
| O1 | \$ 1,632.00 | \$ 1,795.20 | \$ 1,916.00 | \$ 2,036.80 | \$ 2,155.20 | \$ 2,274.40 | \$ 2,394.40 |
| O2 | \$ 2,000.00 | \$ 2,111.20 | \$ 2,222.40 | \$ 2,334.40 | \$ 2,444.80 | \$ 2,556.00 | \$ 2,668.00 |
| O3 | \$ 2,216.80 | \$ 2,339.20 | \$ 2,462.40 | \$ 2,586.40 | \$ 2,708.00 | \$ 2,832.80 | \$ 2,957.60 |

Technical Services

2008

| Technical Services: Effective January 1, 2008, 5.5% Increase Over 2007 | | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| T1 | \$ 20.69 | \$ 22.23 | \$ 23.76 | \$ 25.29 | \$ 26.82 | \$ 28.34 | \$ 29.89 | \$ 31.42 | \$ 32.97 | \$ 34.51 | |
| T2 | \$ 22.49 | \$ 23.99 | \$ 25.47 | \$ 26.98 | \$ 28.47 | \$ 29.96 | \$ 31.49 | \$ 32.98 | \$ 34.48 | \$ 35.96 | \$ 37.47 |
| T3 | \$ 23.12 | \$ 24.68 | \$ 26.22 | \$ 27.76 | \$ 29.33 | \$ 30.86 | \$ 32.40 | \$ 33.95 | \$ 35.49 | \$ 37.02 | \$ 38.57 |
| T4 | \$ 30.14 | \$ 31.58 | \$ 33.01 | \$ 34.45 | \$ 35.87 | \$ 37.32 | \$ 38.74 | \$ 40.18 | | | |
| T5 | \$ 30.95 | \$ 32.42 | \$ 33.90 | \$ 35.37 | \$ 36.85 | \$ 38.32 | \$ 39.79 | \$ 41.26 | | | |
| Bi-Weekly 36 Hour Work Week | | | | | | | | | | | |
| T1 | \$ 1,489.68 | \$ 1,600.56 | \$ 1,710.72 | \$ 1,820.88 | \$ 1,931.04 | \$ 2,040.48 | \$ 2,152.08 | \$ 2,262.24 | \$ 2,373.84 | \$ 2,484.72 | |
| T2 | \$ 1,619.28 | \$ 1,727.28 | \$ 1,833.84 | \$ 1,942.56 | \$ 2,049.84 | \$ 2,157.12 | \$ 2,267.28 | \$ 2,374.56 | \$ 2,482.56 | \$ 2,589.12 | \$ 2,697.84 |
| T3 | \$ 1,664.64 | \$ 1,776.96 | \$ 1,887.84 | \$ 1,998.72 | \$ 2,111.76 | \$ 2,221.92 | \$ 2,332.80 | \$ 2,444.40 | \$ 2,555.28 | \$ 2,665.44 | \$ 2,777.04 |
| T4 | \$ 2,170.08 | \$ 2,273.76 | \$ 2,376.72 | \$ 2,480.40 | \$ 2,582.64 | \$ 2,687.04 | \$ 2,789.28 | \$ 2,892.96 | | | |
| T5 | \$ 2,228.40 | \$ 2,334.24 | \$ 2,440.80 | \$ 2,546.64 | \$ 2,653.20 | \$ 2,759.04 | \$ 2,864.88 | \$ 2,970.72 | | | |
| Bi-Weekly 37.5 Hour Work Week | | | | | | | | | | | |
| T1 | \$ 1,551.75 | \$ 1,667.25 | \$ 1,782.00 | \$ 1,896.75 | \$ 2,011.50 | \$ 2,125.50 | \$ 2,241.75 | \$ 2,356.50 | \$ 2,472.75 | \$ 2,588.25 | |
| T2 | \$ 1,686.75 | \$ 1,799.25 | \$ 1,910.25 | \$ 2,023.50 | \$ 2,135.25 | \$ 2,247.00 | \$ 2,361.75 | \$ 2,473.50 | \$ 2,586.00 | \$ 2,697.00 | \$ 2,810.25 |
| T3 | \$ 1,734.00 | \$ 1,851.00 | \$ 1,966.50 | \$ 2,082.00 | \$ 2,199.75 | \$ 2,314.50 | \$ 2,430.00 | \$ 2,546.25 | \$ 2,661.75 | \$ 2,776.50 | \$ 2,892.75 |
| T4 | \$ 2,260.50 | \$ 2,368.50 | \$ 2,475.75 | \$ 2,583.75 | \$ 2,690.25 | \$ 2,799.00 | \$ 2,905.50 | \$ 3,013.50 | | | |
| T5 | \$ 2,321.25 | \$ 2,431.50 | \$ 2,542.50 | \$ 2,652.75 | \$ 2,763.75 | \$ 2,874.00 | \$ 2,984.25 | \$ 3,094.50 | | | |
| Bi-Weekly 40 Hour Work Week | | | | | | | | | | | |
| T1 | \$ 1,655.20 | \$ 1,778.40 | \$ 1,900.80 | \$ 2,023.20 | \$ 2,145.60 | \$ 2,267.20 | \$ 2,391.20 | \$ 2,513.60 | \$ 2,637.60 | \$ 2,760.80 | |
| T2 | \$ 1,799.20 | \$ 1,919.20 | \$ 2,037.60 | \$ 2,158.40 | \$ 2,277.60 | \$ 2,396.80 | \$ 2,519.20 | \$ 2,638.40 | \$ 2,758.40 | \$ 2,876.80 | \$ 2,997.60 |
| T3 | \$ 1,849.60 | \$ 1,974.40 | \$ 2,097.60 | \$ 2,220.80 | \$ 2,346.40 | \$ 2,468.80 | \$ 2,592.00 | \$ 2,716.00 | \$ 2,839.20 | \$ 2,961.60 | \$ 3,085.60 |
| T4 | \$ 2,411.20 | \$ 2,526.40 | \$ 2,640.80 | \$ 2,756.00 | \$ 2,869.60 | \$ 2,985.60 | \$ 3,099.20 | \$ 3,214.40 | | | |
| T5 | \$ 2,476.00 | \$ 2,593.60 | \$ 2,712.00 | \$ 2,829.60 | \$ 2,948.00 | \$ 3,065.60 | \$ 3,183.20 | \$ 3,300.80 | | | |

2009

| Technical Services: Effective January 1, 2009, 5.0% Increase Over 2008 | | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| T1 | \$ 21.72 | \$ 23.34 | \$ 24.95 | \$ 26.55 | \$ 28.16 | \$ 29.76 | \$ 31.38 | \$ 32.99 | \$ 34.62 | \$ 36.24 | |
| T2 | \$ 23.61 | \$ 25.19 | \$ 26.74 | \$ 28.33 | \$ 29.89 | \$ 31.46 | \$ 33.06 | \$ 34.63 | \$ 36.20 | \$ 37.76 | \$ 39.34 |
| T3 | \$ 24.28 | \$ 25.91 | \$ 27.53 | \$ 29.15 | \$ 30.80 | \$ 32.40 | \$ 34.02 | \$ 35.65 | \$ 37.26 | \$ 38.87 | \$ 40.50 |
| T4 | \$ 31.65 | \$ 33.16 | \$ 34.66 | \$ 36.17 | \$ 37.66 | \$ 39.19 | \$ 40.68 | \$ 42.19 | | | |
| T5 | \$ 32.50 | \$ 34.04 | \$ 35.60 | \$ 37.14 | \$ 38.69 | \$ 40.24 | \$ 41.78 | \$ 43.32 | | | |
| Bi-Weekly 36 Hour Work Week | | | | | | | | | | | |
| T1 | \$ 1,563.84 | \$ 1,680.48 | \$ 1,796.40 | \$ 1,911.60 | \$ 2,027.52 | \$ 2,142.72 | \$ 2,259.36 | \$ 2,375.28 | \$ 2,492.64 | \$ 2,609.28 | |
| T2 | \$ 1,699.92 | \$ 1,813.68 | \$ 1,925.28 | \$ 2,039.76 | \$ 2,152.08 | \$ 2,265.12 | \$ 2,380.32 | \$ 2,493.36 | \$ 2,606.40 | \$ 2,718.72 | \$ 2,832.48 |
| T3 | \$ 1,748.16 | \$ 1,865.52 | \$ 1,982.16 | \$ 2,098.80 | \$ 2,217.60 | \$ 2,332.80 | \$ 2,449.44 | \$ 2,566.80 | \$ 2,682.72 | \$ 2,798.64 | \$ 2,916.00 |
| T4 | \$ 2,278.80 | \$ 2,387.52 | \$ 2,495.52 | \$ 2,604.24 | \$ 2,711.52 | \$ 2,821.68 | \$ 2,928.96 | \$ 3,037.68 | | | |
| T5 | \$ 2,340.00 | \$ 2,450.88 | \$ 2,563.20 | \$ 2,674.08 | \$ 2,785.68 | \$ 2,897.28 | \$ 3,008.16 | \$ 3,119.04 | | | |
| Bi-Weekly 37.5 Hour Work Week | | | | | | | | | | | |
| T1 | \$ 1,629.00 | \$ 1,750.50 | \$ 1,871.25 | \$ 1,991.25 | \$ 2,112.00 | \$ 2,232.00 | \$ 2,353.50 | \$ 2,474.25 | \$ 2,596.50 | \$ 2,718.00 | |
| T2 | \$ 1,770.75 | \$ 1,889.25 | \$ 2,005.50 | \$ 2,124.75 | \$ 2,241.75 | \$ 2,359.50 | \$ 2,479.50 | \$ 2,597.25 | \$ 2,715.00 | \$ 2,832.00 | \$ 2,950.50 |
| T3 | \$ 1,821.00 | \$ 1,943.25 | \$ 2,064.75 | \$ 2,186.25 | \$ 2,310.00 | \$ 2,430.00 | \$ 2,551.50 | \$ 2,673.75 | \$ 2,794.50 | \$ 2,915.25 | \$ 3,037.50 |
| T4 | \$ 2,373.75 | \$ 2,487.00 | \$ 2,599.50 | \$ 2,712.75 | \$ 2,824.50 | \$ 2,939.25 | \$ 3,051.00 | \$ 3,164.25 | | | |
| T5 | \$ 2,437.50 | \$ 2,553.00 | \$ 2,670.00 | \$ 2,785.50 | \$ 2,901.75 | \$ 3,018.00 | \$ 3,133.50 | \$ 3,249.00 | | | |
| Bi-Weekly 40 Hour Work Week | | | | | | | | | | | |
| T1 | \$ 1,737.60 | \$ 1,867.20 | \$ 1,996.00 | \$ 2,124.00 | \$ 2,252.80 | \$ 2,380.80 | \$ 2,510.40 | \$ 2,639.20 | \$ 2,769.60 | \$ 2,899.20 | |
| T2 | \$ 1,888.80 | \$ 2,015.20 | \$ 2,139.20 | \$ 2,266.40 | \$ 2,391.20 | \$ 2,516.80 | \$ 2,644.80 | \$ 2,770.40 | \$ 2,896.00 | \$ 3,020.80 | \$ 3,147.20 |
| T3 | \$ 1,942.40 | \$ 2,072.80 | \$ 2,202.40 | \$ 2,332.00 | \$ 2,464.00 | \$ 2,592.00 | \$ 2,721.60 | \$ 2,852.00 | \$ 2,980.80 | \$ 3,109.60 | \$ 3,240.00 |
| T4 | \$ 2,532.00 | \$ 2,652.80 | \$ 2,772.80 | \$ 2,893.60 | \$ 3,012.80 | \$ 3,135.20 | \$ 3,254.40 | \$ 3,375.20 | | | |
| T5 | \$ 2,600.00 | \$ 2,723.20 | \$ 2,848.00 | \$ 2,971.20 | \$ 3,095.20 | \$ 3,219.20 | \$ 3,342.40 | \$ 3,465.60 | | | |

2010

| Technical Services: Effective January 1, 2010, 5.5% Increase Over 2009 | | | | | | | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| T1 | \$ 22.91 | \$ 24.62 | \$ 26.32 | \$ 28.01 | \$ 29.71 | \$ 31.40 | \$ 33.11 | \$ 34.80 | \$ 36.52 | \$ 38.23 | |
| T2 | \$ 24.91 | \$ 26.58 | \$ 28.21 | \$ 29.89 | \$ 31.53 | \$ 33.19 | \$ 34.88 | \$ 36.53 | \$ 38.19 | \$ 39.84 | \$ 41.50 |
| T3 | \$ 25.62 | \$ 27.34 | \$ 29.04 | \$ 30.75 | \$ 32.49 | \$ 34.18 | \$ 35.89 | \$ 37.61 | \$ 39.31 | \$ 41.01 | \$ 42.73 |
| T4 | \$ 33.39 | \$ 34.98 | \$ 36.57 | \$ 38.16 | \$ 39.73 | \$ 41.35 | \$ 42.92 | \$ 44.51 | | | |
| T5 | \$ 34.29 | \$ 35.91 | \$ 37.56 | \$ 39.18 | \$ 40.82 | \$ 42.45 | \$ 44.08 | \$ 45.70 | | | |
| Bi-Weekly 36 Hour Work Week | | | | | | | | | | | |
| T1 | \$ 1,649.52 | \$ 1,772.64 | \$ 1,895.04 | \$ 2,016.72 | \$ 2,139.12 | \$ 2,260.80 | \$ 2,383.92 | \$ 2,505.60 | \$ 2,629.44 | \$ 2,752.56 | |
| T2 | \$ 1,793.52 | \$ 1,913.76 | \$ 2,031.12 | \$ 2,152.08 | \$ 2,270.16 | \$ 2,389.68 | \$ 2,511.36 | \$ 2,630.16 | \$ 2,749.68 | \$ 2,868.48 | \$ 2,988.00 |
| T3 | \$ 1,844.64 | \$ 1,968.48 | \$ 2,090.88 | \$ 2,214.00 | \$ 2,339.28 | \$ 2,460.96 | \$ 2,584.08 | \$ 2,707.92 | \$ 2,830.32 | \$ 2,952.72 | \$ 3,076.56 |
| T4 | \$ 2,404.08 | \$ 2,518.56 | \$ 2,633.04 | \$ 2,747.52 | \$ 2,860.56 | \$ 2,977.20 | \$ 3,090.24 | \$ 3,204.72 | | | |
| T5 | \$ 2,468.88 | \$ 2,585.52 | \$ 2,704.32 | \$ 2,820.96 | \$ 2,939.04 | \$ 3,056.40 | \$ 3,173.76 | \$ 3,290.40 | | | |
| Bi-Weekly 37.5 Hour Work Week | | | | | | | | | | | |
| T1 | \$ 1,718.25 | \$ 1,846.50 | \$ 1,974.00 | \$ 2,100.75 | \$ 2,228.25 | \$ 2,355.00 | \$ 2,483.25 | \$ 2,610.00 | \$ 2,739.00 | \$ 2,867.25 | |
| T2 | \$ 1,868.25 | \$ 1,993.50 | \$ 2,115.75 | \$ 2,241.75 | \$ 2,364.75 | \$ 2,489.25 | \$ 2,616.00 | \$ 2,739.75 | \$ 2,864.25 | \$ 2,988.00 | \$ 3,112.50 |
| T3 | \$ 1,921.50 | \$ 2,050.50 | \$ 2,178.00 | \$ 2,306.25 | \$ 2,436.75 | \$ 2,563.50 | \$ 2,691.75 | \$ 2,820.75 | \$ 2,948.25 | \$ 3,075.75 | \$ 3,204.75 |
| T4 | \$ 2,504.25 | \$ 2,623.50 | \$ 2,742.75 | \$ 2,862.00 | \$ 2,979.75 | \$ 3,101.25 | \$ 3,219.00 | \$ 3,338.25 | | | |
| T5 | \$ 2,571.75 | \$ 2,693.25 | \$ 2,817.00 | \$ 2,938.50 | \$ 3,061.50 | \$ 3,183.75 | \$ 3,306.00 | \$ 3,427.50 | | | |
| Bi-Weekly 40 Hour Work Week | | | | | | | | | | | |
| T1 | \$ 1,832.80 | \$ 1,969.60 | \$ 2,105.60 | \$ 2,240.80 | \$ 2,376.80 | \$ 2,512.00 | \$ 2,648.80 | \$ 2,784.00 | \$ 2,921.60 | \$ 3,058.40 | |
| T2 | \$ 1,992.80 | \$ 2,126.40 | \$ 2,256.80 | \$ 2,391.20 | \$ 2,522.40 | \$ 2,655.20 | \$ 2,790.40 | \$ 2,922.40 | \$ 3,055.20 | \$ 3,187.20 | \$ 3,320.00 |
| T3 | \$ 2,049.60 | \$ 2,187.20 | \$ 2,323.20 | \$ 2,460.00 | \$ 2,599.20 | \$ 2,734.40 | \$ 2,871.20 | \$ 3,008.80 | \$ 3,144.80 | \$ 3,280.80 | \$ 3,418.40 |
| T4 | \$ 2,671.20 | \$ 2,798.40 | \$ 2,925.60 | \$ 3,052.80 | \$ 3,178.40 | \$ 3,308.00 | \$ 3,433.60 | \$ 3,560.80 | | | |
| T5 | \$ 2,743.20 | \$ 2,872.80 | \$ 3,004.80 | \$ 3,134.40 | \$ 3,265.60 | \$ 3,396.00 | \$ 3,526.40 | \$ 3,656.00 | | | |

Classifications List

| B2 – Office |
|--|
| Billing Assistant I Customer Services Assistant Expeditor Receptionist Site Management Assistant I |

| B3 – Office |
|--|
| Accounts Payable Assistant Administrative Assistant Billing Assistant II Contact Centre Agent (40 Hours) Implausible Assistant Inventory Control Analyst Land Assistant Maintenance Assistant New Connects Assistant Planned Power Outage Assistant Records Management Assistant Site Management Assistant II |

| B4 – Office |
|--|
| Accounts Payable Coordinator Billing Coordinator Contribution Coordinator Customer Contract Coordinator Customer Relations Coordinator Field Administration Coordinator Fleet Capital Analyst Fleet Services Analyst Interval Coordinator Load Settlement Coordinator Payroll Coordinator Project Assistant Project Coordinator Projects Accounting Coordinator REA Accounting Coordinator Scheduling Coordinator Site ID Coordinator Site Management Coordinator Technical Services Coordinator Training Coordinator |

| B5 – Office |
|--|
| Accountant–Professional Development AMFM Analyst Billing Analyst Billing Reporting Analyst Business Analyst Buyer Contracts Analyst Instrument Analyst Interval Analyst Inventory Control Analyst ITRON Coordinator Lead Contact Centre Agent (40 Hours) Meter Data Management Analyst New Connects Support Work Leader Quality Assurance Analyst Rates & Contracts Analyst Retailer Relations Analyst Senior Land Coordinator Senior Material Services Analyst Site Management Work Leader Technical Distribution Operations Asst |

| B6 – Office |
|---|
| Distributed Generation Analyst Load Settlement Analyst Regulatory Librarian |

| I1 – Office |
|--|
| Service Desk Technician Technical Analyst |

| I2 – Office |
|---|
| Service Desk Analyst Systems Analyst |

| I3 – Office |
|------------------------|
| Senior Systems Analyst |

Classifications List

| | |
|---|---|
| L1 – Field | T3 – Field |
| Power Line Technician | Design Specialist / Technologist Interference Technician Technical Services Technologist |
| L2 – Field | T3 – Office |
| Lead Power Line Technician | AMFM Data Integrity Coordinator Building Operations Technician Environmental Coordinator Junior Distribution Planner Maintenance Planner Quotation Analyst |
| L3 – Field | T4 – Field |
| Area Coordinator Construction Foreman | Fleet Services Coordinator Senior Dispatcher |
| L4 – Field | T5 – Field |
| Area Foreman Work Methods Specialist | Field Metering & Equipment Technologist Forestry Field Representative Land Agent Project Manager Senior Design Specialist / Technologist Technical Services Work Leader Technical Trainer |
| O1 – Field | T5 – Office |
| Production Operator Technical Services Warehouse Operator Yard Operator | AMFM Data Integrity Work Leader Distribution Planning Work Leader Engineering Technologist New Connects Work Leader Senior Maintenance Planner System Protection Technologist |
| O3 – Field | |
| Material Coordinator Team Lead Warehouse | |
| T1 – Field | |
| Customer Service Representative Dispatcher Operations Support Technologist Technical Services Technician | |
| T1 – Office | |
| Design Assistant | |
| T2 – Field | |
| Field Design Specialist Heavy Equipment Technician | |
| T2 – Office | |
| Fleet Standards Specialist | |
| | OFFICE - 37.5 Hours per Week |
| | FIELD - 40 Hours per Week |
| | EXCEPT AS NOTED |

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 effective **January 1, 2008 to December 31, 2010**. 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 **the employee's** 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 (effective January 1, 2000).
3. Transportation to the new location for the employee and one (1) round trip later to transport **the employee's** family. Transportation expenses will be limited to bus fare or payment for the use of the employee's personal vehicle at the current Company vehicle allowance rate.
4. Lodging and meals, if required, for the employee and **the employee's** family while en-route 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 **the employee's** 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 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 **seven-hundred fifty dollars (\$750.00)**.

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 occur:

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 as a lateral or demotion to a position not at a salary grade B1, O1, or T1.

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 **the employee's** own time.
2. Transportation to the new location for the employee and one (1) round trip later, to transport **the employee's** family. Transportation expenses will be limited to bus fare or payment for the use of the employee's personal vehicle at the current Company vehicle allowance rate.
3. Lodging and meals, if required, for the employee and **the employee's** family while en-route 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 **the employee's** 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 **the** 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 **the employee's** old residence before being able to occupy suitable accommodation at **the** new location.

When the 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 **seven-hundred fifty dollars (\$750.00)**.

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 occur:

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.

Part 3 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 at salary grade B1, O1, or T1.

Employees transferred as a result of being the successful bidder for a posting at one of the salary grades mentioned above, are eligible for reimbursement of either:

- a) Half the cost of packing, moving and unpacking normal household possessions from the employee's former principal residence to the new location or,
- b) The full cost of renting a moving vehicle for the purpose of moving normal household possessions from the employee's former principal residence to the new location.

These transfer expenses apply providing the employee moves within one year from the date of transfer.

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 **the employee's** 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 **the employee's** 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, to transport **the employee's** family. Transportation expenses will be limited to bus fare or payment for use of the employee's personal vehicle at the current Company vehicle allowance rate.
2. Lodging and meals, if required, for the employee and **the employee's** family while en-route 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

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:

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

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

For example:

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

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

Only overnight absences resulting from the performance of normal duties will be credited in determining additional vacation. For example, absences due to training or departmental meetings will not be credited.

LETTER OF UNDERSTANDING

**Between
FortisAlberta Inc.
and the
United Utility Workers' Association of Canada**

**ACHESON SERVICE CENTRE WAREHOUSE EMPLOYEES
HOURS OF WORK PILOT**

This letter sets forth the understanding reached between the parties regarding a one (1) year pilot of nine (9) hour work days for all field warehouse employees working in the Acheson Service Centre.

The work schedule during the pilot shall consist of two alternating work weeks. Week one shall consist of four (4) nine (9) hour days, Monday through Thursday; and one (1) eight (8) hour day on Friday. Week two shall consist of four (4) nine (9) hour days, Monday through Thursday or Tuesday through Friday. Weeks one and two shall fall within the same pay period.

During the pilot, the regular hours of work for the nine (9) hour days shall be 6:30 a.m. to 4:00 p.m. with a thirty (30) minute unpaid lunch break; and 6:30 a.m. to 3:00 p.m. with a thirty (30) minute unpaid lunch break on eight (8) hour days.

The pilot shall be from January 1, 2008 to December 31, 2008 unless terminated earlier in accordance with this letter. The pilot may be terminated in the following manner:

- 1) The pilot may be terminated at any time by mutual agreement of the parties, or;**
- 2) In the event these hours of work negatively impact the needs of the business, the Company may terminate the schedule with four (4) weeks written notice to the Association.**

Prior to the end of the pilot, the parties shall meet to review and discuss the pilot to determine whether or not to continue with, or alter, the nine (9) hour schedule. In the event the pilot is not successful, or is terminated pursuant to the terms of this letter, the hours of work shall revert to the provisions of Article 9.3.

**Annette Butt
Director, Human Resources
FortisAlberta Inc.**

**Grace Thostenson
Business Manager
UUWA**

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

BENEFITS & PENSION

The benefit and pension coverage (including options) and Company contributions in effect as of December 31, 2005 shall not be reduced or withdrawn during the term of this Collective Agreement.

Cristin Forbes
Human Resources Advisor
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

CLAUSE TITLES

The parties agree to continue to work together to title clauses throughout the Collective Agreement as appropriate. Should the parties be unable to agree on any title, the existing format shall continue to apply for that clause.

The purpose of titling clauses is to assist readers in finding clauses. The titling of existing clauses shall not limit, restrict, or expand the meaning or intent of any clause unless the parties have so agreed.

This letter has no expiry date.

Originally Agreed February 10, 2006

Stanley MacDonald
Manager, Labour Relations
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

FIRE RESISTANT (“FR”) WORK WEAR AND SAFETY FOOTWEAR

Employees are able to select applicable provisions from Table 2 in each calendar year to a maximum of **\$1,100 or \$550** as described in Table 1.

Employees are to manage their allotted dollars for each year over a three (3) year period. Employee’s allotment is restricted to a maximum of **\$1,100** per year. In unique circumstances, an employee may, with supervisory approval, exceed **\$1,100**, provided the allotment is balanced over the three (3) years. For example: an employee may spend **\$1,300** in the first year, **\$900** in the second year and **\$1,100** in the third year. **Employees who are new to a position requiring FR Work Wear** will receive **double their** allotment in the first year.

Each employee shall be responsible for purchasing approved FR Wear from the supplier selected by the Company, in accordance with the defined allotment level. Employees may purchase approved Safety Footwear (which shall be 100% covered within the maximum allotment) from the supplier of their choice. Items damaged by unusual circumstances shall be replaced, by the Company, without impacting the employee’s allotment. Normal wear and tear shall be the responsibility of the employee and will be replaced within the allotted amount. If the employer directs an employee to replace any item(s), for other than safety reasons, the cost shall be borne by the Company where the maximum dollar value is exceeded.

TABLE 1 ALLOTMENT LEVELS / POSITIONS

| | |
|---|--|
| Regular Full Time employees who work with energized equipment (routine exposure) \$1,100./yr Including but not limited to, the following positions | Regular Full Time employees who work near energized equipment (sporadic exposure) \$550./yr Including but not limited to, the following positions |
| Apprentice & Journeyman PLT | Interference Technician |
| Lead Hand | Field Designer/ Designer |
| Area Coordinator | Operations Support Technologist |
| Construction Foreman | Technical Trainer |
| Area Foreman | Engineering Technologist |
| Field Metering & Equipment Technologist | Technical Services Technologist, Acheson |
| Reconditioning Technician | Production Operator Meter Shop |
| Maintenance Field Coordinator | Customer Service Representative |

| | |
|--------------------------------|--------------------------------------|
| Work Methods Specialist | Senior Maintenance Planner |
| | Maintenance Planner |
| | Forestry Field Representative |
| | Senior Designer |
| | Project Manager |

Employee's requiring oversized garments or non-standard sizes shall have their maximum dollar amounts increased to reflect the same additional percentage as charged by the supplier.

Should it be necessary, positions and garment selection shall be adjusted, by the Company, after discussions with, and input from, the Association.

TABLE 2 FIRE RESISTANT GARMENTS & SAFETY FOOTWEAR

| | | |
|-----------------------|-------------------------|--------------------------|
| Summer Coveralls | Pants | Summer Jacket |
| Winter Coveralls | Hoodies | Winter Jacket |
| Short Sleeve T-Shirts | Rain Gear (Complete) | 3 in 1 Jacket |
| Long Sleeve T-Shirts | Rain Gear (Jacket Only) | Bib Summer Overalls |
| Short Sleeve Shirts | Rain Gear (Pants Only) | Bib Winter Overalls |
| Long Sleeve Shirts | Insulated Vest | Approved Safety Footwear |

TABLE 3 ACCESSORIES

| | | |
|----------------------|-------------------------------------|--------------|
| Balaclava | Faceshield | |
| Chin Strap | Gear Bag (non FRW) | Neck Tube |
| Disposable Coveralls | Hard Hat Liner (Heavy & Light Duty) | Traffic Vest |

Items outlined in Table 3, shall be provided to employees as needed and are not included in the allotment.

Items not addressed by this Letter shall continue to be provided under existing terms and conditions.

In the event that the Company and the Association wish to alter this Letter, the parties may, by mutual agreement, negotiate such alteration.

Cristin Forbes
Human Resources Advisor
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

FLEXIBLE HOURS OF WORK AGREEMENTS

The intent of this Letter of Understanding is to recognize that 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 contained in the Collective Agreement. Either employees or Supervisors can propose flexible hour arrangements.

1. Proposals for flexible hours of work will be considered which meet the following conditions of satisfaction:
 - a) Flexible hour agreements will be entered into by employees and Supervisors on a voluntary basis.
 - b) 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.
 - c) All requests to introduce flexible hours of work will receive due consideration from impacted employee(s) and Supervisor(s). Where a request is declined, in the spirit of mutual understanding and co-operation, a substantiated explanation will be provided.
 - d) Any agreement to introduce flexible hours of work must include an understanding between the employee(s) and Supervisor 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 employee(s) and Supervisor are encouraged to have a written agreement.
 - e) Either party to a flexible hours of work agreement can end the flexible hours of work agreement provided they give the appropriate notice as per condition 1.d above. Neither party shall be discriminated against for declining to participate in a flexible hours of work agreement or for providing notice to end an agreement.
2. For purposes of Article 9 of the Collective Agreement the agreed upon hours of work shall become the "scheduled hours of work on a workday". Hours worked outside the agreed upon hours shall be overtime.

3. This Letter of Understanding shall come into effect on (1992-08-01) and will continue for a trial period expiring **December 31, 2010**. During this period this Letter of Understanding shall be considered to be part of the Collective Agreement in effect. At the end of this period the impact of this Letter of Understanding will be jointly evaluated by the Company and Association to determine if permanent changes to the Collective Agreement should be adopted.

Cristin Forbes
Human Resources Advisor
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

GRANDFATHERING HOURS OF WORK FOR CERTAIN EMPLOYEES

Full-Time Employees shall work the hours as indicated for their position in the Classification List with the exception of those employees listed below.

The parties agree that the employees listed in this Letter of Understanding are currently working a 40 hour work week and shall continue to do so while the employees remain in their current position. If an employee listed in this Letter of Understanding transfers into another position, that employee shall work the hours established for that position.

Any employee hired or transferred into the position vacated by the employees listed in this Letter of Understanding shall work 37.5 hours per week.

This grandfathering applies only to the following employees:

1. Cheryl Chinski, Coordinator Meter Services
2. Linda Felker, Project Coordinator
3. Patti Goodman, Quotation Analyst
4. Carolyn Hartman, Quotation Analyst
5. Steve Hartley, Work Leader New Connects
6. Norma Jonson, Project Coordinator
7. Norm Nielsen, Analyst Quality Assurance
8. Bernie Osterling, Quotation Analyst
9. Theresa Varalta, Quotation Analyst
10. Jack Wojciechowski, Quotation Analyst

Cristin Forbes
Human Resources Advisor
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

INCENTIVE PAY

The parties agree that all bargaining unit employees shall continue to be included in the Company's Short Term Incentive plan.

The incentive structure will be the corporate program and the targets will be the same for bargaining and non-bargaining unit employees. The targets and structure may change from year to year.

Cristin Forbes
Human Resources Advisor
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

JOB DESCRIPTIONS & JOB POSTINGS

The parties agree that job postings must accurately reflect the requirements of the position as contained in the job description and as evaluated through the job evaluation process. Therefore, the Company and Association shall review and agree on the format for Job Descriptions and Job Postings.

Should the parties not reach such an agreement, job descriptions and postings shall be as historically established, subject to the Collective Agreement and the Company's right to manage. Any disputes may be dealt with through the grievance procedure.

Cristin Forbes
Human Resources Advisor
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

JOB EVALUATION REVIEW

It is agreed that in accordance with Article 17, the Company and the Association will review the current job evaluation system and processes with a view to determine its effectiveness. This review will be conducted by a committee of four (4) members. The Company and Association shall each appoint two (2) members to the committee.

The committee's mandate shall include, but not be limited to, the following conditions:

1. Identify the key components required of an effective job evaluation process. These key components should include important and relevant information about the nature and level of the work performed, as well as the specifications required for an incumbent to perform the job at a competent level.
2. Analyze if the existing process adequately addresses these key components.
3. Make recommendations to enhance and standardize the existing job evaluation process.
4. These recommendations may include a modified process or a new job evaluation tool.

The committee shall meet and, upon completion of their deliberations, submit final recommendations within three (3) months following the signing of this Collective Agreement.

The committee's recommendations shall be forwarded to the UUWA Business Manager and the Manager, Labour Relations, who shall decide which, if any, of the recommendations will be implemented.

Should the committee fail to provide recommendations, or should the Company and the Association fail to agree, the existing job evaluation system shall remain.

Cristin Forbes
Human Resources Advisor
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

REGARDING THE DISBURSEMENT OF
ARTICLE 4.5 LABOUR RELATIONS TRAINING FUND

This letter sets for the understanding reached between FortisAlberta Inc. ("the Company") and the United Utility Workers' Association of Canada ("the Association") regarding the documentation required for the disbursement of funds for the Labour Relations Training Fund under Article 4.5 of the Collective Agreement.

To ease the administration of this clause, both parties agree that the Association shall invoice the company once per calendar year for the entire amount specified in the Collective Agreement for the Labour Relations Training Fund.

It is also agreed that the Association will use the entire amount for labour relations education and training for members of the bargaining unit in the calendar year in which the funds are paid.

[Originally Signed December 1, 2006.]

Cristin Forbes
Human Resources Advisor
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

REGARDING RECONNECTING SERVICE FOR VACATION ENTITLEMENTS

This letter sets forth the understanding reached between FortisAlberta Inc. ("the Company") and the United Utility Workers' Association of Canada ("the Association") that the Company shall reconnect service, for the purpose of vacation entitlement only, for those employees who were laid off from TransAlta for a period of less than two (2) years and then rehired.

This will be implemented effective January 1, 2007 and shall be based upon confirmation of the employee's work records.

[Originally Signed April 19, 2007.]

Cristin Forbes
Human Resources Advisor
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

LETTER OF UNDERSTANDING

Between

FortisAlberta Inc.

and the

United Utility Workers' Association of Canada

VACATION ENTITLEMENT

The parties recognize the current difficulty in recruiting the required number of experienced Journeyman Linemen. The company has identified that part of that difficulty lies in the fact that external Journeyman Linemen candidates are not willing to give up the 4 or more weeks of vacation pay that they enjoy with their current employer.

Therefore, the parties hereby agree to the following:

1. Effective immediately, all Journeyman Linemen hired by the Company who are able to demonstrate to the Company that they were entitled to four or more weeks of vacation with their most recent former employer shall be granted the equivalent number of vacation hours and shall receive future increases to their vacation entitlements in accordance with the Collective Agreement;
2. This shall be applied retroactively to all Journeyman Linemen who were hired by the Company since January 1, 2005. There will be no retroactive vacation increases/payouts for 2005 or 2006; any additional vacation will be in effect as of January 1, 2007;
3. This agreement shall continue in full force and effect until four (4) weeks' written notice is served by either party to terminate the agreement;
4. Should this agreement be terminated, all employees receiving vacation in excess of those in the Collective Agreement, shall continue to receive the additional vacation, and shall receive any higher vacation entitlements in accordance with the Collective Agreement.

[Originally Signed December 15, 2006.]

Cristin Forbes
Human Resources Advisor
FortisAlberta Inc.

Grace Thostenson
Business Manager
UUWA

2007 Bargaining Committees

FortisAlberta Inc.

Stanley MacDonald

Cristin Forbes

Karl Bomhof

Roger Ferguson

Craig Taylor

As agreed between the parties

on the 13th day of December, 2007

in Calgary, Alberta

**United Utility Workers'
Association of Canada**

Grace Thostenson

Mike Donnelly

Paul Drew-Brook

Ron Landon

Chuck Pozzo

Greg Topola

Gary Vallet

Jamie Wall

Signed on behalf of FortisAlberta Inc.

Karl Smith

President & Chief Executive Officer

Cynthia Johnston

Vice-President, Customer Service

Annette Butt

Director, Human Resources and Corporate Communications

Signed on behalf of the United Utility Workers' Association of Canada

Greg Topola

President, Local 200

Grace Thostenson

Business Manager