

Memorandum of Agreement

The parties, being the United Utility Workers' Association (the "Association") and Dataco Utility Services Ltd., Dataco Utility Services (Calgary) Ltd., Dataco Utility Services (Red Deer) Ltd. (the "Employer") agree that:

1. The following appended documents reflect agreed to changes to the applicable sections of Article 26 and the attached Letters of Understanding of the Collective Agreement between the above named parties. These amendments are made in accordance with Article 26 Pay Rates and Other Payments, are effective commencing January 1, 2009 and form part of the Collective Agreement between the parties.

Signed and dated at Calgary, Alberta, March 16, 2009.

Signed on behalf of
Dataco Utility Services Ltd.,
Dataco Utility Services (Calgary) Ltd.,
Dataco Utility Services (Red Deer) Ltd.

Signed on behalf of
United Utility Workers'
Association

John Edmunds

Douglas Cooper

ARTICLE 26 – PAY RATES AND OTHER PAYMENTS

For the period of January 1, 2009 to December 31, 2009: all current pay rates and other payments under this section and including rates in the attached Letters of Understanding but excluding Article 26.5, shall be increased by the amount indicated in the Consumer Price Index for Alberta from Statistics Canada. The parties agree to meet and confirm the correct amount of increase at the beginning of January.

The agreed correct amount of increase for 2009 is 3.1%. The following reflects such increase:

26.1a) Service Technicians – Calgary

SERVICE	Effective Jan 1, 2009	
Financial C/O – no load limiter	\$ 7.12	
Financial C/O – load limiter	\$ 8.08	
COT C/O	\$ 7.12	
Elevator Trip	\$ 2.26	
COT application	\$ 4.53	
Reconnect – with load limiter	\$ 8.08	
Reconnect – no load limiter	\$ 7.12	
Recall – residential	\$ 8.40	
Recall – business	\$14.24	

b) Electrician – Calgary

Effective Jan 1/09 \$49.56 hr

c) Rush or emergency reconnects Calgary

Employees performing rush or emergency reconnects will be paid sixty seven dollars and two cents (**\$67.02**) for each rush or emergency reconnect performed in addition to regular wages.

26.2 Meter Readers – Lethbridge & Red Deer

WAGES per hour	Effective Jan 1, 2009	
Starting wage	\$17.59	
After 6 months	\$18.59	
After 1 year	\$19.57	

26.3 Standby / On-Call – Calgary, Red Deer & Lethbridge

- a) Calgary, Red Deer and Lethbridge employees who are on-call shall receive fifty one dollars and ninety cents (**\$51.90**) per shift. The on-call rate shall be paid in addition to all payments for piece rates or wages.
- b) Employees working on the Calgary Evening Reconnect Crew shall receive a standby/on-call fee of fifty one dollars and ninety cents (**\$51.90**) per night. This rate shall be paid in addition to the piece rate per reconnect.
- c) Application on of Standby/On-call in Calgary
When no disconnects are issued on a particular day and the disconnect crew is expected to be on-call for reconnects during the day then the following shall apply:
 - i) For each of the four quadrants in the city, employees assigned to a particular quadrant shall receive a standby/on-call fee as in Article 26.3 a).
 - ii) Each crewmember will receive the agreed upon rate in Article 26.1 a) to perform a reconnect service, in addition to the standby fee indicated above.
 - iii) Each crew member is expected to be on-call from 9:00 a.m. until 2:00 p.m.

26.4 Acting Managerial Pay

A Red Deer or Lethbridge employee, who is asked to assume managerial duties, shall be paid two dollars and fifteen cents (**\$2.15**) extra per hour, for each hour they assume management duties.

LETTER OF UNDERSTANDING #1

BETWEEN

**DATAACO UTILITY SERVICES LTD.
DATAACO UTILITY SERVICES (CALGARY) LTD.
DATAACO UTILITY SERVICES (RED DEER) LTD.**

AND THE

**UNITED UTILITY WORKERS' ASSOCIATION
OF CANADA**

CALGARY WEEKEND ON-CALL RATES

All Calgary Service Technicians working weekend will receive a standby / on-call fee of **\$37.71** per day in addition to the current piece rate of **\$14.23** paid to weekend Service Technicians.

**Signed on behalf of
Dataaco**

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

John Edmunds

Douglas Cooper

**This Letter of Understanding shall be appended to and form part of the
Collective Agreement and is subject to all conditions contained therein.**

As agreed by the parties on the ____ day of April, 2008.

LETTER OF UNDERSTANDING #2

BETWEEN

**DATAACO UTILITY SERVICES LTD.
DATAACO UTILITY SERVICES (CALGARY) LTD.
DATAACO UTILITY SERVICES (RED DEER) LTD.**

AND THE

**UNITED UTILITY WORKERS' ASSOCIATION
OF CANADA**

RATES: TRIPS TO OR FROM FIELD SERVICES

All Calgary Service Technicians will receive 2.5 times the Financial C/O – no load limiter rate of **\$7.12** per trip to Field Services. The current rate of 2.5 times **\$7.12** for trips to Field Services will increase per negotiated increases contained in the Collective Agreement.

**Signed on behalf of
Dataco**

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

John Edmunds

Douglas Cooper

This Letter of Understanding shall be appended to and form part of the Collective Agreement and is subject to all conditions contained therein.

As agreed by the parties on the ____ day of April, 2008.

LETTER OF UNDERSTANDING #4

BETWEEN

**DATAACO UTILITY SERVICES LTD.
DATAACO UTILITY SERVICES (CALGARY) LTD.
DATAACO UTILITY SERVICES (RED DEER) LTD.**

AND THE

**UNITED UTILITY WORKERS' ASSOCIATION
OF CANADA**

Sub Metering Work for Ozz Electric

Employees performing sub-metering work for Ozz Electric in Edmonton, Alberta shall be paid he following:

- Meter technicians: **\$21.65** per hour
- Electricians: **\$53.61** per hour
- After 40 hrs worked shall be paid time and one half the above applicable rates.
- After 50 hours worked shall be paid double the above applicable rates.
- Shall be paid mileage costs of not less than forty-eight cents (**.48**) per kilometre.
- Shall be paid per deim for living expenses of not less than sixty dollars and eighty six cents (**\$60.86**) per day.

This Letter of Understanding shall be appended to and form part of the Collective Agreement and is subject to its terms and conditions.

**Signed on behalf of
Dataaco**

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

John Edmunds

Douglas Cooper

As agreed by the parties on the ____ day of April, 2008.