

AGREEMENT

Between

SASKPOWER

And

**LOCAL UNION 2067
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

2010 Jan 1 to 2011 Dec 31

**SaskPower
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Regina, SK S4P 0S1**

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**International Brotherhood of
Electrical Workers
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Regina, SK S4N 6C4**

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Definitions Used in This Agreement:

Bid Location	Physical site within the headquarters where the position is situated (e.g. BDPS, Shand, GCC, Head Office, Weyburn Service Center, Weyburn Training Center).
Classification	Official title of job, including a summary of duties, qualifications and rates of pay.
Deferred Vacation Overtime	Vacation overtime that is to be paid out at the Employees request or in December, whichever comes sooner.
Demotion	A move from one job classification to another wherein the top Total Hourly Rate of pay for the classification the employee has been appointed to is less than the top Total Hourly Rate of the employee's previous classification.
Headquarters	City or town in which the position is situated.
Lateral	A move from one job classification to another wherein the Band Rate of pay for the classification the employee has been appointed to is equal to the Band Rate of the employee's previous classification without consideration for red-circling, differential or premium pay.
Operating Area (T&D)	Geographical areas within a region.
Position	A single job that is identified by the classification title, bid location and headquarters.
Promotion	A move from one job classification to another wherein the top Total Hourly Rate of pay for the classification the employee has been appointed to is greater than that of the employee's previous classification.
<u>Release(d)</u>	<i><u>A Project Employee is "released" when their project employment has been ended</u></i>
<u>Terminate(d)</u>	<i><u>Employment is severed and seniority or Project bidding rights are extinguished.</u></i>
Time off in lieu	Time off which is earned at straight time for hours worked on days of rest or outside of regular working hours. Time off will be banked at straight time, credited to the VO Bank and subject to VO guidelines.
Work Site	The premises where a crew or group of employees are performing construction, operating or maintenance work.
Work Unit	Crew or group within the same bid location that regularly perform work together (T&D districts with satellite offices are considered one work unit. Such offices are considered separate headquarters and separate bid locations).

SYMBOLS USED IN THIS AGREEMENT:

<u>Symbol</u>	<u>Unit</u>
min	minute
h	hour
d	day
a	year
m	meter
km	kilometer

This Agreement made in duplicate this 21st day of July, 2011.

BETWEEN:

SASKPOWER, being a Crown Corporation of the Province of Saskatchewan, incorporated under the provision of the Power Corporation Act, hereinafter referred to as "the Company,"

of the First Part;

AND

LOCAL UNION 2067, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter referred to as "the Union,"

of the Second Part.

PREAMBLE

WHEREAS it is the desire of both parties to this Agreement to maintain harmonious relations, morale, well-being, security of the Employees as well as settled conditions of employment, between the Company and its Employees, and in consideration of the duty and obligation of the Company through its Employees, to promote and maintain satisfactory, economical, effectual and continuous service to the general public and recognizing the mutual value of joint discussions and negotiations on all matters pertaining to working conditions, hours of work and rates of pay, the parties hereto do hereby enter into, establish and agree to the following terms.

ARTICLE 1 - SCOPE AND RECOGNITION

- 1.01 This Agreement shall apply to those Employees of the Company who are within the Bargaining Unit defined in Orders issued by the Labour Relations Board of Saskatchewan dated 1967 August 04 and who are employed in the *classifications set forth in the wage tables inclusive of this Agreement. It is agreed that for purposes of this Article the words "Manager, Electric System" as used in the said 1967 August 04 Order shall mean Manager, or successors, by whatever title or titles they may hereafter be known or designated. Existing *classifications may be excluded from or additional *classifications may be added to the Bargaining Unit and schedules by either agreement between the Company and the Union, or by Order of the Labour Relations Board of Saskatchewan.
- 1.02 The Company recognizes the Union as the sole Bargaining Agent for those Employees of the Company to whom this Agreement applies.
- 1.03 The words "Employee" or "Employees" where hereinafter used shall mean any person or persons covered by this Agreement, unless expressly stated otherwise.
- 1.04 In this Agreement and in *classifications designated herein, any words importing the masculine gender include female persons and any words importing the female gender include male persons.
- 1.05 No Discrimination Clause: The parties agree to abide by the Saskatchewan Human Rights Code which states that there shall be no discrimination against any person or class of persons because of their race, creed, religion, colour, sex, marital status, disability, age, nationality, ancestry, place of origin, or receipt of public assistance. It is also agreed that the parties shall not discriminate by reason of political affiliation, sexual orientation, membership or activity in the Union or Occupational Health and Safety activity.
- 1.06 The Company and Union agree to abide by the terms of the Agreement and all applicable Saskatchewan and Federal laws and regulations. It is further agreed that every effort will be made to resolve all issues by internal discussion.
- 1.07 It is agreed that Management staff will not perform work that is usually done by in-scope Employees. The only exceptions will be in cases of an emergency nature where it may be necessary for Management staff to take immediate corrective action or in cases where hands-on training is involved.
- 1.08 Scope Criteria

Existing *classifications may be excluded from or additional *classifications may be added to the Bargaining Unit and wage tables by either agreement between the Company and the Union, or through the expedited arbitration process outlined in the Appendices, "Expedited Scope Arbitration Process".

This agreement shall not apply to:

- i) Positions whose job functions require employees to be registered as engineers or geoscientists, engineers in training or geoscientists in training in accordance with The Engineering and Geoscience Professions Act.
- ii) Any person whose primary responsibility is to actually exercise authority and actually perform functions that are of a managerial character.
- iii) Grievances: has actual authority to respond to Step 1 or Step 2 grievances. Can seek advice, but can proceed independent of that advice.
- iv) Discipline and Discharge: has written authority to give written reprimands or suspensions or recommend discharge.
- v) Has final authority for initial hire probationary discharge.

And/Or

- vi) Make recommendations, has decision making, policy making, planning authority in relation to matters which fundamentally affect the terms and conditions or tenure of employment for example;
 - Layoff;
 - Job abolition;
 - Program deletions that affect the terms and conditions of employment of employees.
- vii) Any person who is regularly acting in a confidential capacity in respect of the industrial relations of his employer;
 - has input into collective bargaining proposals and strategies that should be followed by the employer in pursuing those proposals.
 - determines the interpretation and application of the Collective Agreement of the employer and provides advice to management on matters relating to the Collective Agreement.
 - has the ability to represent the interests of the employer at negotiations, grievances, arbitrations, and mediations.
 - has access to information and knowledge of information and manipulates or analyzes this information, which can have an adverse affect on employees.

NOTE: This list of criteria includes any other matters agreed to by the parties that are in compliance with The Trade Union Act.

1.09 New or Changed Classifications

When the Company creates a new classification or makes revisions to a classification currently out of the scope of the Union, the Union will be advised of such new and revised classifications.

When the Company proposes that a new classification be out of the scope of the Union, or that a revised out-of-scope classification remain out of the scope of the Union and the Union elects to challenge such, the parties shall convene to discuss the scope of such classifications.

Should the Company and the Union be unable to agree to the scope of a new classification or the scope of a revised classification currently out of the scope of the Union, such classifications shall be submitted to the, "Expedited Scope Arbitration Process", as outlined in the Appendices for resolve.

Should the Company and the Union be unable to agree as to the appropriate bargaining unit for a new classification, such disagreement shall be submitted to the, "Expedited Scope Arbitration Process", as outlined in the Appendices for resolve.

ARTICLE 2 - MANAGEMENT RIGHTS

- 2.01 Except as specifically abridged, delegated, granted or modified by this Agreement, or any supplementary agreements that may hereafter be made, all of the rights, powers, and authority the Company had prior to the signing of this Agreement are retained by the Company and remain exclusively and without limitation within the rights of Management.

It is agreed, prior to any changes affecting the Employees, that the past practices of the Company in discussing changes with the Union will continue.

ARTICLE 3 - EMPLOYEE DEFINITIONS

- 3.01 PROBATIONARY EMPLOYEE is an Employee who possesses no seniority while in their probationary period. Until such Employee has completed 60 working d in a *position as either a Regular Employee or a Seasonal Employee as defined in Clauses 3.02 and 3.03, respectively. If the Employee does not prove capable of, or is unsuitable for filling the *position, the Company reserves the right to release or terminate the Employee within the 60 working day period. The probationary

period will be managed in accordance with the jointly agreed "Managing Probation Periods" document of January 19th, 2000.

- 3.02 REGULAR EMPLOYEE is an Employee who is appointed to a year round (permanent) *position and has completed 60 d on the job with the Company in such a *position or in a *position described in Clause 3.03.
- 3.03 SEASONAL EMPLOYEE is an Employee who is appointed to a *position subject to temporary layoff because of seasonal conditions and/or varying work loads and has completed 60 d on the job in such a *position or in a *position described in Clause 3.02.
- 3.04 PROJECT EMPLOYEE is an Employee who is hired for a temporary term. Such Employee shall remain as a project Employee for the duration of employment with the Company, or until Regular or Seasonal status is obtained through job bidding procedures. "Term" is defined as a period of work for which a completion date can be reasonably predetermined and for which staff in addition to normal complement, or when temporary relief, is required. The Company will supply the Union with reasons if the Company requires an extension to the temporary term.

Note 1: Refer to Appendix – Project Employees

- 3.05 CASUAL EMPLOYEE is an Employee who is hired for 6 days or less and is not entitled to overtime rates of pay unless the Employee works for more than 8 hours in any day or 40 hours in one calendar week. Casual Employees are to receive safety orientation prior to commencement of work.
- 3.06 SaskPower Student Hiring Programs

Employees hired under the SaskPower Student Hiring Programs (i.e. Summer Students, Intern Students or Co-op Students) will be classified as Students and will be employed under the following Terms and Conditions of Employment and will receive benefits in accordance with the following:

Terms and Conditions of Employment:

- (i) To be eligible to be hired under the SaskPower Student Hiring Program, Students must currently be attending a post-secondary institution and must be returning to a post-secondary institution shortly after their work term is completed.
- (ii) Students will be hired for temporary work terms – the beginning and ending dates of the term will be indicated in the individual 'Confirmation of Placement' letters.
- (iii) Students may be terminated at any time for any reason with notice provided as required by the Saskatchewan Labour Standards Act.
- (iv) As a condition of employment, Students must join the International Brotherhood of Electrical Workers Union, Local 2067 (I.B.E.W.), and pay Union dues as determined by the Union.
- (v) Students should not expect to be hired by SaskPower at the conclusion of their work term.
- (vi) Students will work the hours of work and will receive a day of rest every second or third week as indicated in the I.B.E.W. Collective Bargaining Agreement (i.e. either 35 or 37.33 average hours per week).
- (vii) Article 11 – Staff Reduction and Recall – does not apply.

Benefits:

- (i) Wages for work will be paid in accordance with Article 18.02 and with the Wage Schedules set out in the I.B.E.W. Collective Bargaining Agreement.
- (ii) Students are eligible for overtime pay as provided for in the I.B.E.W. Collective Bargaining Agreement.
- (iii) Students will be eligible for reimbursement under SaskPower's Annual Eye Examination policy.
- (iv) Students may enroll in the Public Employee Pension Plan – contributions will be based on the Employee/Employer percentage of wages in effect.

- (v) Students who are eligible will be reimbursed for boots as indicated in the I.B.E.W. Collective Bargaining Agreement, on a prorated basis.
- (vi) Students hired under a shift arrangement are eligible for shift differential as indicated in the I.B.E.W. Collective Bargaining Agreement.
- (vii) Students must enroll in SaskPower's Group Life plan. The premiums for the plan will be paid for by SaskPower and will be a taxable benefit to the employee. Coverage is for \$25,000.
- (viii) Accumulated vacation will be paid out on each pay cheque at the rate of 3/52 of the employee's hourly rate of pay for each hour worked.
- (ix) Students will not accumulate I.B.E.W. seniority or SaskPower service time.
- (x) Students will be eligible for one day (or equivalent hours) family leave with pay for every four (4) months of consecutive employment, provided they have adequate sick leave quota to cover their leave.
- (xi) Students are not eligible for (to):
 - (a) Plan B (short-term sick leave);
 - (b) Disability Income Plan (DIP); or,
 - (c) Enrollment in SaskPower's health care, dental, voluntary term life insurance, or Millennium Plan, programs.
 - (d) Carry over of benefits from one work term to another should there be a break in employment.
 - (e) Relocation, travel, or board and lodging expenses (this does not preclude the student from receiving applicable expenses in the performance of their duties).
 - (f) Apply (bid) on SaskPower internal job postings.

ARTICLE 4 - UNION SECURITY

- 4.01 Every Employee, who is now or hereafter becomes a member of the Union, shall maintain membership in the Union as a condition of employment, and every new Employee, whose employment commences hereafter, shall, within 30 d after the commencement of employment, apply for and maintain membership in the Union as a condition of employment.
- 4.02 The Union shall notify the Company of any Employees who have not become members of the Union in accordance with the terms of this Agreement.
- 4.03 It is the responsibility of Employees on leave without pay, on layoff, on suspension, appointed to temporary Management *positions, or *released project Employees, to submit Union dues directly to the Union office, as required by the Union, to maintain seniority and Union membership.

The Corporation will, as soon as practicable, provide notification to the Union office of employees who; are on leave without pay, are placed on layoff, on suspension, appointed to temporary Management *positions in excess of one (1) month, or who are *released or * terminated.

The Union will provide notification to the Company of Union members who have lost their seniority / Union membership through failure to remit dues as per the requirements of this Article.
- 4.04 New Employee Orientation seminars will include Union representation.
- 4.05 Where the business or part thereof is sold, leased, transferred or otherwise disposed of, which results in the transfer of any Employee covered by this Collective Bargaining Agreement, to the purchaser, SaskPower shall, as a condition of the sale, through an agreement in writing with the person(s) acquiring the business or part thereof, assure the said person(s) are bound by the Collective Bargaining Agreement and the Collective Bargaining Agreement shall continue as if the business or part thereof had not been disposed of. The Collective Bargaining Agreement will be deemed to apply to the person(s) acquiring the business or part thereof to the same extent as if the agreement had originally applied to them or the agreement had been signed by them.

ARTICLE 5 - CHECKOFF

- 5.01 At the request of the Union, the Company shall deduct out of the wages due to the Employee, the standard Union dues of the Employee and remit the amount so deducted to the Financial Secretary of the Union, not later than the 10th day of the month following such deduction, accompanied by a list of Employees on behalf of whom such deductions have been made. The amount of such Union dues shall be certified to the Company by a responsible officer of the Union. It is agreed that no such deduction shall be made by the Company from any Employee who does not have 7 d pay credit at the time the deductions of Union dues are being made.
- 5.02 The Company agrees to supply to the Union, monthly, a list of the names, and *bid locations and *headquarters of Employees who were hired, transferred, laid off or terminated, not including those who were hired for less than 7 d.

ARTICLE 6 - LEAVES OF ABSENCE

- 6.01 (i) Upon written request from the Union (with 30 d notice) leave of absence, for a period not to exceed 3 a, without pay but with maintenance and accumulation of seniority, shall be granted to a maximum of 4 Employees for the express purpose of becoming the Business Manager and/or Assistant Business Manager of the Union. In each case, the Company shall continue Pension and Insurance benefits for the Employee during their leave of absence and the Union will pay to the Company all amounts required to continue such coverage. Upon completion of such leave of absence the Employee will return to their bid *position at their previous *headquarters unless the Employee has exercised Article 6.01 (ii).
- (ii) An alternate *position may be obtained through the bidding procedure while the Employee is on leave of absence as described in 6.01 (i). After discussions with the Union, the Company will determine if the Employee will be required to report to the *position immediately or will be permitted to report at the completion of the leave of absence.
- 6.02 Union requests for leaves of absence without pay but with maintenance and accumulation of seniority rights for purposes of conducting Union business, other than that referred to in Clause 6.01, may be granted by the Employee's out-of-scope Supervisor for such periods of time (not to exceed 2 months) as may in the opinion of the Company, be considered reasonable and permissible subject to operational requirements. During such leaves of absence, the Company will continue to pay the Employee at the regular rate of pay and the Union will pay to the Company an amount equal to such regular rate of pay. It is agreed that the standard "Request for Leave of Absence" form will be completed for such leaves.
- 6.03 Maternity Leave of Absence - Although there is no definite time limitation for eligible Employees requiring maternity leave to apply for same, each Employee requiring such leave is expected to make application as soon as possible and to take leave before their condition adversely affects their performance on the job.
- (i) An Employee requesting maternity leave must have at least 600 regular (approximately 16 weeks) hours continuous service with the Company to be eligible for such leave and must provide medical certification that they are pregnant.
- (ii) Each leave granted shall be for a period of up to 52 weeks and the Employee shall be returned to their former *position upon expiration of the leave.
- (iii) Should the Employee wish to return to work prior to the expiration of the leave, the Employee must give the Supervisor 14 calendar days' notice of the date they intend to return to work and must supply a doctor's certificate stating that they are medically fit to perform their job.
- (iv) Failure to return to work at the expiration of the leave shall result in automatic termination of employment. A request for a personal leave of absence subsequent to the end of a maternity leave will be considered in cases of extenuating circumstances.

- (v) Seniority and Company service time will accumulate during a maternity leave. However, the time on the leave will not accumulate toward anniversary dates for pay increments.
- (vi) Vacation and sick leave credits accumulated prior to commencement of the leave will be maintained, but will not accumulate while on leave.
- (vii) Employees on maternity leave of absence shall be entitled to bid on open *positions as specified in Article 12.03.
- (viii) Employees on maternity leave of absence shall be entitled to benefits as per Article 6.06.
- (ix) A Supplementary Maternity Benefits (SMB) Plan is available to Employees on approved maternity leave. This plan applies for the period of leave that the Employee is in the seventeen (17) week Employment Insurance maternity benefits period (which includes the two (2) week waiting period).
 - a) The top-up applies for the period of the leave when the Employee is in the seventeen (17) week maternity leave portion of Employment Insurance. Employees receiving such maternity leave top-up will be required to sign a promissory note for a return service commitment for the same number of weeks that top-up is received (EI).

Employees should contact Human Resources for more information.

- 6.04 Parental/Adoption Leave - An Employee who has completed at least 600 regular hours (approximately 16 weeks) continuous service with the Company shall, upon written application for parental or adoption leave of absence, be granted such leave without pay. Parental/Adoption leave will consist of a period of not more than 35 weeks in any combination during the month before or 12 months following the estimated date of birth or the day on which the child comes into the Employee's care, as the case may be. During this leave the Employee will be eligible for benefits as per Article 6.06.

Note: At any one time, Employees are eligible for a maximum 52 weeks (12 months) leave under 6.03 and 6.04 combined.

The following conditions will apply to the leave:

- (i) The Employee's present *position will be held open to return to upon expiration of the leave. The Employee is required to give 14 calendar days' notice of the date of return.
 - (ii) Seniority shall accumulate while on leave.
 - (iii) Company service time will accumulate during the leave. However, the time on leave will not accumulate toward anniversary dates for pay increments.
 - (iv) Vacation and sick leave credits accumulated prior to commencement of the leave will be maintained, but will not accumulate while on leave. The Employee will be entitled to bid any bulletined *positions during their leave.
- 6.05 Educational Leave of Absence – Employees, who have at least 12 calendar months of continuous service with the Company, may apply for an educational leave of absence without pay. Such leave, if granted, is subject to the following conditions:
- (i) The Employee's present *position will not be held open to return to upon expiration of the leave. The Employee will return to work by obtaining a *position that may be offered to them by the Company or through the bidding procedure.
 - (ii) Permanent employees, who meet the criteria set out above, who intend on taking multiple educational leaves of absences (e.g. September – April for four years) must inform their supervisor of their intent, on their initial leave of absence request form.
 - (a) The Employee's position will not be held for them to return to at the expiration of the leave, however they will accumulate seniority during their first leave of absence (all other company

benefits and service credits will be maintained but will not accumulate for the length of the leave).

- (b) Upon completing their first, or any subsequent, leaves of absence for educational purposes, should the Employee be hired into a temporary position:
 - (i) within the scope of the IBEW - they will accumulate seniority, company benefits and service credits for the length of the temporary assignment, as though they were a permanent employee.
 - (ii) outside the scope of the IBEW - they will not accumulate seniority, but will accumulate company benefits and service credits for the length of the temporary assignment.
- (c) Following a temporary work assignment, the Employee will be placed on a subsequent educational leave of absence (during this and any subsequent leaves of absence for educational purposes, seniority, all company benefits and service credits, will be maintained but will not accumulate for the length of the leave).
- (d) Upon completion of the full course (and one final applicable temporary assignment), should the Employee not secure a permanent position, the employee will retain seniority for bidding purposes only. For as many days as he/she has seniority, the employee may bid on, and will be considered for, any internal IBEW job posting.
- (iii) If, at the conclusion of any educational leave of absence the Employee does not secure a temporary (or permanent) position, or at the conclusion of a temporary appointment, the employee does not return to school, the provisions of Article 6.05 (ii) will apply. In any case, Article 11 – Staff Reduction and Recall – does not apply.

Note: Seniority maintenance/accumulation shall be in accordance with the provisions of Article 4.03.

6.06 Benefit Coverage During Leave of Absence - Benefit coverage for leaves of absence in Clauses 6.03, 6.04, and 6.05 are listed below:

- (i) Dental Plan - The Public Employees Dental Plan coverage is maintained during the leave.
- (ii) Medical Plan – Group Health Care Plan coverage is maintained during the leave
- (iii) Pension Plan - Upon return from leave, contributions to the plan must be paid for the period of the leave.
- (iv) Group Life Insurance - Coverage is optional during the leave.
- (v) Voluntary Life Insurance Plan - If enrolled in the Voluntary Life Insurance Plan, post-dated cheques must be submitted to cover the period of the leave by the Employee.
- (vi) Disability Income Plan - coverage is optional during the leave. If coverage is maintained while on leave, the Employee is required to pay the entire premium.

NOTE: The coverage specified in (i), (ii), (iii), (iv), (v), and (vi) above may vary if the individual plan benefits are modified.

6.07 Other Leaves of Absence - Any Employee desiring leave of absence without pay other than referred to in Clauses 6.01, 6.02, 6.03, 6.04, 6.05 and 6.14, may be granted leave insofar as regular operations will permit, providing reasonable notice is given to the Company. Such leave of absence shall not exceed what, in the opinion of the immediate out-of-scope Supervisor, is a reasonable period of time. In all instances of the Company granting leaves of absence without pay, accumulation of seniority requires mutual agreement between the Company and the Union.

6.08 Pressing Necessity - Special leaves of absence, with pay and with maintenance and accumulation of seniority rights or Project bidding rights, may be granted in cases of pressing necessity by the Employee's immediate Supervisor. Payment for such leaves shall be deducted from accrued sick leave credits. Such leaves shall not exceed what, in the opinion of the Supervisor, is a reasonable period of time. Pressing necessity is defined as a situation that is urgent and unforeseen. When the situation upon which the Employee was granted pressing necessity no longer meets the criteria of

urgent and unforeseen, the Employee is no longer eligible for pressing necessity.

Except in extraordinary circumstances pressing necessity requests are to a maximum of one day. An Employee may elect to request additional time to deal with the situation when it is no longer covered under pressing necessity and may access either:

(a) Family Leave as per Article 6.13, if applicable;

(b) Unused vacation credits;

(c) Vacation Overtime;

(d) Leave for Serious Illness as per Article 6.16, if applicable; or,

(e) Leave of Absence without pay

6.09 Bereavement Leave

- (i) Immediate family is defined as father, mother, father-in-law, mother-in-law, spouse, brother, sister, son, daughter, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandparents in-law, grandchild, and other relatives who regularly reside with the Employee. Immediate family stipulations above also apply to common-law spouses, domestic partner, or step relatives (immediate family).
- (ii) In the event of a death in the Employee's immediate family, the Employee will be entitled to five (5) working days' bereavement leave as follows:
 - a) Leave of absence with pay for the working days which fall within the first five (5) calendar days immediately following the date of death; and, if applicable,
 - b) leave of absence without pay for any additional work days which fall after the period defined in (a) above, up to and including the fifth work day immediately following the date of death.
- (iii) In the event that the funeral is not held within the paid leave of absence period defined in (ii)(a) above, and is scheduled on a future work day(s), the Employee may forgo up to two days of the leave of absence with pay and utilize such days for the purpose of attending the funeral.
- (iv) Employees will be eligible for pressing necessity leave on the date of death of an immediate family member.
- (v) For the purpose of this Article, Statutory Holidays are not considered a work day except for shift workers who are scheduled to work that day.
- (vi) Should an Employee during bereavement leave be on vacation, or on vacation overtime, the vacation or VO credits scheduled during this period will be changed to Bereavement Leave of absence and rescheduled at a mutually agreeable time between the Employee and immediate out-of-scope Supervisor or designate.
- (vii) In the event of the death of a friend, or a relative other than specified in Clause 6.09 (i) above, 1d bereavement leave of absence, with pay, shall be granted.

- 6.10 (i) When Employees are absent from work on approved short-term leaves of absence (not to exceed 60 calendar days), only the regular working days that they would have been required to work had they not been on leave will be counted as leave of absence and, upon expiration of their leave, they will observe the first earned day off that they would have earned had they worked and not gone on leave of absence. For this purpose a short-term leave of absence is defined as:
 - (a) leaves for Union business for which the Company continues to pay wages and the Union reimburses the Company;
 - (b) leaves (for any reason) in respect of which it is necessary to recover (deduct) wages paid in advance;
 - (c) special leaves granted under provisions of Clause 6.08 of the Collective Bargaining Agreement.

For the purposes of reimbursement of wages or recovery of wages as referred to in (a) and (b) above, hourly or daily rates will be based on daily hours of 8 h for Employees on a 37.33 h week (37 1/3 hour week) and 7.78 h (7 hours and 47 minutes) for Employees on the 35 h week, and 12 h for Employees on a 12 hour shift schedule.

- (ii) Employees on long-term leaves of absence (leaves of 61 calendar days or more) will not earn time for earned days off while on such leaves. When they return to work following their leave, their earned days off will be scheduled to fit the particular work schedule involved.
- 6.11 Notwithstanding Clause 6.02, the Company agrees to pay the regular wages for 5 Employees, not to exceed 6d per Employee, for the purpose of negotiating a Collective Bargaining Agreement between the parties.
- 6.12 Deferred Salary Leave - Employees may request leave of absence under the Deferred Salary Leave Plan as outlined in the plan document.
- 6.13 Family Leave - Three (3) days (or equivalent hours) family leave with pay shall be available each year for attending to family responsibilities. To be eligible for paid family leave, an Employee shall have in their sick leave quota an amount of sick leave equal to no less than the amount of family leave being requested. Employees must make every effort to schedule family responsibilities so as to minimize workplace disruption and time away from work. Employees will request family leave, from their out-of-scope Supervisor, as far in advance as possible. Payment for family leaves will be deducted from sick leave credits. Unused family leave days shall not be carried over from one (1) calendar year to another.

It is understood that a day is 7.78 hours for Employees working a 35 hour work week, and 8 hours for employees working a 37.33 hour work week.

- 6.14 Political Leave - With reasonable notice, requests for leaves of absence without pay, vacation leave or vacation overtime leave for periods of up to six (6) weeks by permanent employees to actively campaign for the purpose of being elected to public office (Municipal, Provincial or Federal levels of Government) shall be approved by the employee's out-of-scope Supervisor. During unpaid leaves of absence, benefits coverage will be accordance with Article 6.06 and with maintenance and accumulation of seniority.
- 6.15 To attend a funeral, of a person other than specified in Clause 6.09, leave of absence shall be granted up to a maximum of 12 hours per calendar year, as funeral leave of absence with pay.
- 6.16 Leave for Serious Illness - An Employee may be granted leave with pay to a maximum of five days per family member, lifetime, who suffers a degenerative or potentially life threatening condition requiring managed care where the family member is unable to care for themselves. An Employee must submit medical certification that substantiates the claim to the Return to Work Office. Payment for such leave shall be deducted from accrued sick leave credits. This benefit is only available after Family Leave in accordance with Article 6.13 has been exhausted.

A family member is defined as a child/step child, spouse, father, mother, step-parents and parents in-law.

An employee may elect to request additional time to deal with the situation and may access either
(a) Unused vacation credits;
(b) Vacation overtime; or,
(c) Leave of absence without pay

ARTICLE 7 - UNION REPRESENTATIVES AND COMMITTEES

- 7.01 The Union shall keep the Company informed as to the names of its officers, grievance committee members, negotiating committee members, shop stewards and any persons who are authorized representatives of the Union for purposes of negotiations and discussion with the Company in matters which are appropriate under the provisions of this Agreement. The Union may also have the services of the International Representatives when negotiating with the Company or when dealing with grievances.

- 7.02 The Company agrees that access to its premises shall be allowed to any representative of the Union for the purpose of conducting Union business, provided such privilege shall not interfere with the operation of the department and permission of the Manager (or any person delegated to grant such permission) is first obtained.
- 7.03 SaskPower and the IBEW recognize the importance of joint consultative committees to make recommendations to both parties on various issues of mutual interest.

Committees shall be formed and dispersed, as required, and shall be composed of an adequate number of members to fulfill the purpose of the committee. The Union representatives shall be appointed by the Union.

The Company and Union shall develop and assign terms of reference to each committee.

The terms of reference shall include:

- Statement of Purpose
- Committee Function
- Committee Composition
- Committee Meeting Frequency
- Roles and Responsibilities of Chairperson(s), Members, Company, Union
- Committee Approval Process
- Communication Plan

As of Date of Ratification established committees include:

Safety Council
Safety Network
Return to Work Committee
Job Classification Review Committee
Employee and Family Assistance Advisory Committee
Employee Relations Council
Balancing Work and Family Committee
Pension Committee
Pre-retirement Committee
Employment Equity and Diversity Committee
Millennium Plan Committee
Power Production Electrical Safety Committee
Joint Electrical Inspections Training Committee
Local Occupational Health and Safety Committee(s)
Corporate Health and Wellness Committee

- 7.04 The Company agrees that Employees shall suffer no loss of pay in order to attend Company/Union consultative committee meeting(s) and to perform all work assigned by the joint committee. Members of the committee who are participating on their own time shall receive applicable overtime rates for meeting hours. All travel time outside of regular working hours shall be reimbursed at the Employee's regular hourly rate of pay, or *time off in lieu. Overtime shall not be paid. Reasonable traveling and living expenses incurred when the Employee is away from their *headquarters shall be reimbursed in accordance with the Collective Bargaining Agreement. Members of joint committees shall be allowed reasonable time during working hours when they are required to attend to business assigned by the joint committee, it being understood that in all cases members of the committee requiring time off from regular work must obtain approval from their out-of-scope Supervisor.
- 7.05 Job Classification Review Committee (JCR) - To include 3 members each, representing both SaskPower and the I.B.E.W. The I.B.E.W. and SaskPower Human Resources will select their respective co-Chairs and members of the JCR. The committee quorum will be defined as 4, with equal representation from each party.

ARTICLE 8 - GRIEVANCES AND DISPUTES

8.01 All disputes and grievances will be settled in accordance with the procedures outlined below.
Grievances filed on behalf of a member of the Union become property of the Union. The Corporation reserves its right to grieve and/or refer a dispute to arbitration as provided for under the Saskatchewan Trade Union Act.

Step 1: Should an Employee (or Employees) subject to this Agreement feel that any provision of this Agreement has been violated, or that disciplinary actions taken are unjust, the Employee may, with the approval and assistance of a Union Representative, take the matter up with the designated out-of-scope Supervisor or Supervisors concerned within 10 d of the incident. The Supervisor shall discuss the matter fully with the Employee and shall notify the Employee of the decision as soon as possible within 2 working days (exclusive of Saturday and Sunday) following the date the matter was discussed.

Step 2: If the Union does not obtain satisfaction from the action of Step 1 and wishes to proceed further, the Employee shall so notify the Supervisor with whom the matter was discussed in Step 1 and shall refer the matter to the Grievance Committee of the Union. The Grievance Committee will investigate the circumstances and if it is satisfied that a grievance exists, it shall assist the Union Representative in preparing a written grievance in a form to be submitted to Employee Relations, within 10 d of the Step 1 decision. Employee Relations shall within 10 d of receipt of the written submission, arrange for a hearing of the grievance by a person (or persons) who is on a higher level of supervision than those having dealt with the matter in Step 1. The person or persons having heard the grievance at this Step shall notify the Grievance Committee in writing of the decision as soon as possible within 10 d from the date the grievance was heard.

Step 3: If the Union does not obtain satisfaction from the action of Step 2 and wishes to proceed further, the Grievance Committee will then decide, within 10 d of receipt of the Step 2 decision, whether, or not, to refer the grievance in writing to Employee Relations. Employee Relations shall, within 10 d after receipt of such notification, arrange for a hearing by the President to be held within the said 10 d. The President, having heard the grievance, shall render a decision in writing to the Union within 10 d from the date of the hearing.

Note: 1. The President may delegate a Vice-President to hear grievances on their behalf.

2. When the President or designate is not able to hear or reply to a grievance within the prescribed time limits, extensions will be arranged through discussions between the Employee Relations department and the Union.

Step 4: If the Union does not obtain satisfaction from the action of Step 3 and wishes to proceed further, the Grievance Committee will review the Step 3 response on behalf of the Employee, and will then decide whether or not, within 10 d from receipt of the Step 3 reply, to notify (in writing) Employee Relations that the grievance is being submitted to arbitration.

- (i) Within 10 d of receipt of such notification the Company and the Union shall meet and exchange the name of the arbitrator appointed by each party to act as their appointee.
- (ii) The arbitrator appointed by the Union, together with the arbitrator appointed by the Company, shall appoint a third arbitrator, but if within 10 d, they fail to agree upon the appointment of the third arbitrator, a Judge of the Court of Queen's Bench of the Province of Saskatchewan will then be asked to appoint such third arbitrator and, in any case, the third arbitrator shall be the Chairperson of the Board of Arbitration.
- (iii) The Board of Arbitration shall meet and hear evidence from both sides and give a decision on the matter within 21 d after completion of the hearing of the evidence. The decision of the majority of the members of the Board of Arbitration or, in the absence of a majority decision, the decision of the Chairperson shall be final and binding upon both parties.
- (iv) Each party shall bear its own expense with respect to the preparation and presentation of the matter to the Board of Arbitration including the cost of their respective appointees to the Board and both parties shall bear equally the fees and expenses of the Chairperson of the Board.

- (v) The Chairperson shall determine the procedure to be followed at the hearing, but shall in any case give adequate opportunity for each party to be heard.
 - (vi) The Arbitration Board shall not have the power to alter or amend any provisions of the Collective Bargaining Agreement.
 - (vii) In cases where an Employee has been suspended, dismissed or any other penalty has been applied by the Company and the Arbitration Board finds that the penalty was unjust, too severe, or contrary to the terms of this Agreement, the Board shall have the power to alter or rescind the penalty. All wages, seniority or Project bidding rights, and other benefits shall be immediately restored to the Employee as per the Board's decision.
- 8.02 In the event that a grievance hearing at Step 2 of Clause 8.01 cannot take place within 10 d from the date that the Union requested such a hearing, and provided there is no agreement between the Company and the Union to delay such hearing, the Union may elect to take the grievance to the next step by so notifying Employee Relations.
- 8.03 In the event of a difference of interpretation or application of any provisions of this Agreement between the Company and the Union, the Union may submit a grievance within 10 d of the alleged violation by submitting such grievance, in writing, to Employee Relations. Such grievances will commence with Step 2 of the grievance procedure.
- 8.04 The Union shall notify the Company of the personnel of its Grievance Committee and of any changes in such personnel, and the Company shall notify the Union of the officials designated to handle grievances.
- 8.05 In the discussion of grievances with representatives of the Company, a member or members of the Grievance Committee may, at any time, be accompanied by representatives who have been appointed or elected by the Union.
- 8.06 As far as practicable, all grievances will be dealt with on the Company's time, and no member of the Grievance Committee who is an Employee shall suffer loss of pay by reason of time spent in discussing grievances with the representatives of the Company. However, in the discussion of grievances, Employee members of the Union's Grievance Committee shall not exceed 3 in number.
- 8.07 The Company agrees to pay all necessary reasonable traveling expenses incurred by a member of the grievance committee, including board, lodging, and/or regular pay, when a member is required to attend a meeting which has been called by the Company outside such member's "headquarters."

Note: All references related to days (d) within Article 8 are working days.

ARTICLE 9 - SUSPENSION AND DISMISSAL

- 9.01 (i) In the event the Company is considering the discipline of an Employee the Supervisor shall, prior to making a decision, discuss the situation with the Employee in the presence of the Shop Steward or Union Representative to give the Employee the opportunity to be heard.
- (ii) The Supervisor shall then further investigate the situation, if appropriate, after the Employee has been heard and render a decision, in writing, to the Employee, the Union Steward, the Union Office and Human Resources.
- (iii) If the Supervisor feels that the Employee should leave immediately because of the nature of the incident, the Employee will be on suspension pending an investigation.
- (iv) Should the Company consider that an Employee's actions warrant dismissal for just cause, such Employee shall be dismissed. Any such action, with reasons, will be recorded, in writing, to the Employee, with copies to the Union Steward, Union Office and Human Resources.
- (v) Employees serving a disciplinary probation period as a result of discipline shall have such

probation suspended for the equivalent time they are away from work for any reason other than assigned days of rest.

- (vi) Should any disciplinary action be found not to be in accordance with the provisions of this Agreement, the Employee shall be promptly returned to former status in all respects and shall be compensated for net loss of earnings suffered by reasons of such disciplinary action.
- (vii) Employees, who are subject to discipline, shall be accountable for their actions regardless of their participation in the Employee and Family Assistance Program (EFAP).

9.02 Corporate Personnel Files

- (i) Arrangements will be made for Employees to view the Corporate personnel file maintained under the Employee's name by means of a written request from the Employee to Human Resources.
- (ii) Employee requests for the removal of any detrimental document that has expired must be forwarded to Employee Relations by the Union Office. Removal of such documents is subject to agreement between the Company and the Union.

ARTICLE 10 - SENIORITY

10.01 Establishment and Retention of Seniority

Regular and Seasonal Employees shall retain seniority credited to them on the Company's seniority records as at the effective date of this Agreement. Their seniority shall continue to accumulate, subject to the conditions of this Article, except that no Employee shall have any seniority until becoming either a "Regular" or "Seasonal" Employee through successful completion of the probationary Employee period under Article 3.01, at which time the seniority shall be retroactive to the closing date of the bid. In the case of an external hire, seniority shall be retroactive to such Employee's reporting date.

10.02 An Employee's seniority shall not accumulate during:

- (i) A period of layoff except that seasonal Employees on a temporary layoff resulting from a temporary reduction of staff shall accumulate seniority to be applicable only for job bidding, layoff and recall purposes.
- (ii) That portion of a period of absence resulting from sickness or non-occupational injury, which extends beyond the date 4 a after the Employee's regular sick leave credits are exhausted, and in no case shall seniority accumulate for that portion of such absence which extends beyond a period equal to the Employee's seniority on the date the Employee's regular sick leave credits are exhausted.
- (iii) A leave of absence as granted under the provisions of Clause 6.07 of this Agreement, unless when such leave is granted with accumulation of seniority as mutually agreed between the Company and Union and is specifically stated as a condition of the leave.

10.03 An Employee's seniority shall be lost by reason of:

- (i) Dismissal for just cause.
- (ii) Voluntary resignation.
- (iii) Appointment to a permanent *position within another bargaining unit after completing the probationary period.
- (iv) Continuous layoff for a period in excess of the seniority of the Employee at the time of layoff.
- (v) Failure to report for work within 7 calendar days of the date of a registered letter, or courier letter, being sent to the Employee's last known address (with a copy forwarded to the Union office), that gives notice to report to work following a layoff, or after termination of a leave of

absence unless, in either case, the Employee can give satisfactory reason in writing for such failure to report in the time prescribed.

(vi) Appointment to an out-of-scope *position for a period in excess of 1 a, subject to Article 12.15.

(vii) Failure to comply with the terms of Article 4.03.

10.04 (i) An Employee appointed to a permanent Management *position with the Company shall maintain but not accumulate seniority for a period of 1 a from the date of appointment to such *position. The Employee shall be entitled to exercise these seniority rights to bid to an open *position within the scope of this Agreement within this 1 a period.

(ii) Should an Employee subsequently return to within the scope of this Agreement during this 1 a period, the Employee shall recommence to accumulate seniority effective the date the Employee resumes their duties within the scope of this Agreement.

10.05 The Company will, in March of each year, prepare and post rosters in places accessible to all Employees, showing seniority and *classification titles of all Employees as of December 31, for the previous year. The roster will be open to protest for a period of 30 d from date of posting and if Employees consider that an error has been made, protest must be made through the regular grievance procedure and upon satisfactory proof of error, a correction shall be made immediately. Any correction shall be shown on a supplementary sheet. The Company will supply the Union with copies of all rosters.

10.06 While suspended an Employee shall continue to accumulate their seniority.

ARTICLE 11 - STAFF REDUCTION AND RECALL

11.01 Permanent Reduction of Staff

When permanently reducing staff complement, Employees who have not acquired seniority will be *released. If further reductions are necessary, Employees with the least seniority in the *classification affected in the *work unit, will be given layoff notice. Notice of layoff shall be issued as far as is reasonably possible in advance of the intended effective date, and in any case Regular or Seasonal Employees shall not be laid off without having received at least 30 d notice.

Following notice of layoff, an Employee who has not obtained a *position through the normal bidding procedure within 14 d of receiving the layoff notice, may exercise the options listed below:

(i) The Employee may displace the least senior Employee who is in (a) the same, (b) an equal, or (c) any lower *classification at the *headquarters, providing the Employee has the seniority and minimum qualifications.

(ii) The Employee may displace the least senior Employee who is in (a) the same, (b) an equal, or (c) any lower *classification in the bargaining unit, providing the Employee has the seniority and minimum qualifications.

(iii) The Employee will go on layoff. Following the date of layoff, an Employee who does not obtain a *position within a time period equal to the seniority possessed, shall be terminated.

Note: Differentials and/or premium pay shall not form part of the basic wage rate for the administration of Clause 11.01 (i.e., class codes 943, 906, 953, 948, 879, 905, 926, 921, 907, and for Employees who hold *positions with designated dual responsibility).

11.02 Temporary Reduction of Staff

"Temporary reduction of staff" will involve only Probationary, Project and Seasonal Employees. Regular Employees shall not be released as a result of temporary reductions. When temporarily reducing staff complement, Employees who have not acquired seniority will be released first from the job *classification(s) affected (Project and Probationary as defined in Article 3.01 possesses no seniority). If further reduction is necessary, Seasonal Employees shall be laid off in inverse order of

seniority. Notwithstanding the foregoing and except in the case of Employees working from any one *bid location, temporary reductions of staff may take place without regard to seniority provided:

(i) The layoff of Seasonal Employees does not exceed 15 calendar days;

OR

(ii) Those Employees with less seniority within the bargaining unit who remain working in the job *classification(s) affected are laid off within 15 calendar days.

Notice of **release from* employment or layoff shall be issued as far as is reasonably possible in advance of the intended effective date and in any case at least 7 d notice shall be given when the layoff period is to exceed 6 consecutive days.

11.03 Recall

When work resumes following a temporary reduction of staff, Employees on layoff shall be recalled as required in their proper *classifications. Such recall shall be in order of seniority, however, seniority need not be regarded if Employees in the *classification(s) affected who have more seniority are recalled within 15 d, exclusive of Saturdays and Sundays. Termination of employment shall result if an Employee fails to report to work within 7 calendar days after being sent notification to the Employee's last known address, unless satisfactory reason in writing for such failure to report within the time prescribed can be given. Probationary and Project Employees *who were *released* as a result of a temporary reduction of staff shall be given all due consideration for reemployment.

11.04 If, as a result of a permanent reduction of staff, a Regular Employee must change *headquarters in accordance with Clause 11.01, the Employee shall be paid all reasonable moving costs involved, and if as a result of a temporary reduction of staff an Employee must change *headquarters, reasonable travel and subsistence costs will be paid.

11.05 In the event of the layoff of an Employee in respect of whom it is subsequently established that the layoff was unfair or not in accordance with the provisions of the Agreement, and provided a grievance has been submitted in accordance with Article 8 of this Agreement, such Employee shall be promptly returned to former status in all respects (or to such other *positions with the Company that the Employee's seniority would entitle the Employee to under the terms of this Agreement) and shall be compensated for the net loss of earnings suffered by reason of layoff.

ARTICLE 12 - VACANCIES AND NEW POSITIONS

12.01 When it becomes necessary to fill a permanent *position which is within the scope of this Agreement (such *position to be hereinafter referred to as an "open position"), notice of an open *position shall be issued by the Company within 7 d of the date that it is determined the *position must be filled. In the event that the Company decides to delay the refilling of any vacancy that has occurred in a permanent *position, notice of the delay shall be issued by the Company within 14 d after the vacancy has occurred.

12.02 Notice of an open *position shall contain a summary of the *position affected, the minimum qualifications required, hours of work (if required), and the rate(s) of pay thereof. Such notice shall remain in effect for a period of at least 21 d with the closing date specified thereon. It shall be posted in places accessible to all Employees and three copies shall be supplied to the Union. Any notes on a Job Bulletin will be discussed with the Union as far in advance as is practicable in an effort to reach agreement between the parties prior to the job bulletin posting.

12.03 Employees shall be entitled to bid on an open *position by means of a written application, facsimile, hand delivery or electronic (where available) application which shall be submitted to Human Resources and copied to the Union Office *by the Employee*. **No application shall be considered if received later than the closing date prescribed on the job bulletin.** *Human Resources will provide the Union office with a list of applicants for open positions after the closing date of the job posting. The lists will remain confidential until the name of the successful applicant is released by Human Resources.*

- 12.04 Project Employees who apply for open *positions will be considered for the *positions applied for provided they have the qualifications and ability for the *positions. Except for students on project jobs who were employed only for the period between school terms, all project Employees who have been employed for a minimum of 45 calendar days and who have the qualifications and ability required will be appointed to open *positions applied for before new Employees are hired.
- 12.05 The senior applicant will be appointed to the bid *position, qualifications and ability being sufficient, unless a written withdrawal has been received by Human Resources and the Union office on or before the closing date of the bid *position. Withdrawals must be submitted to Human Resources and copied to the Union office by means of a written application, facsimile, hand delivery or electronic (where available) application. **No withdrawals shall be considered if received later than the closing date prescribed on the job bulletin.**

Applicant qualifications for the purpose of making an appointment are those possessed at the closing date of the job posting, as documented on the Employee's Corporate personnel file retained in Human Resources. It is the Employee's responsibility to ensure qualifications are current in their Corporate personnel file. Applicants whose qualifications are not on file will not be considered for positions they would otherwise be qualified for.

Applicants who have not completed six months in their present *position, shall not be considered, unless they have stated good and sufficient reason(s) for applying for a *position that does not represent a promotion. For the purpose of consistent application, Recruitment will forward such good and sufficient reason(s) to Management for approval prior to appointment. In absence of any qualified applicants possessing seniority or Project bidding rights, a Probationary Employee, as defined in Article 3.01, who has applied for a permanent position which constitutes a promotion will be appointed. For the purpose of this clause, the closing date of the present bid to the closing date of the new bid, shall determine the 6-month period.

Note: A Regular Employee who was hired by the Company and possessed the necessary qualifications for that classification and has successfully completed their probationary period in that classification, shall be deemed to be qualified for other positions in that classification if the qualifications of the classification are subsequently changed. The deemed qualifications will:

- (a) not be transferable or valid for the purposes of bidding on other classifications; and,
- (b) only be maintained while the Regular Employee remains in the classification.

- 12.06 The name of the successful applicant or the fact that the Company is unable to fill the open *position from among its Employees shall be posted within 21 d following the closing date shown on the posting, unless both parties agree to extend the 21 d time line.
- 12.07 If the Company is unable to fill the *position or vacancy from among its Employees, or does not appoint the senior applicant, the Union or senior applicant shall upon request in writing within a 7 d period be given reasons in writing from the Company within 7 d.
- 12.08 With regard to any new job *classifications that may hereafter be created or any existing job *classifications that may hereafter be changed, the Company will negotiate with the Union, for a maximum of thirty (30) calendar days, regarding the classifications' summaries; title, rate of pay, function, content, and qualifications.

Should the parties be unable to agree within the said thirty (30) calendar days, the disputed; title, function, content, and/or qualifications, shall be submitted to the following dispute resolution process. The rate of pay shall not be subject to this arbitration process.

Expedited Process

- (i) The parties shall engage the first available Arbitrator from a standing pre-agreed list.
- (ii) One Union representative and one Corporation representative shall present argument to the Arbitrator (neither shall be professional legal counsel).
- (iii) The Arbitrator will be charged with choosing either the Union's classification summary or the Corporation's classification summary.

- (iv) The classification summaries presented to the Arbitrator shall be formatted in conformance with the IBEW/SaskPower Job Evaluation standard.
 - (v) The Arbitrator shall convene a hearing as soon as practicable and not later than thirty (30) calendar days of being contacted.
 - (vi) The Arbitrator shall determine the procedure to be followed at the hearing, but shall give adequate opportunity for each party to be heard. All presentations shall be short and concise and shall include an opening statement. No more than one (1) day of hearing shall be permitted for each classification under review, barring exceptional circumstances as may be determined by the Arbitrator.
 - (vii) The Arbitrator shall have the powers as set out in Section 25(2) of the Trade Union Act.
 - (viii) The Arbitrator shall render a decision within ten (10) working days after completion of the hearing, unless the parties otherwise agree.
 - (ix) The finding of the Arbitrator shall be final, binding, and enforceable in accordance with the provisions of Section 25(1.2) of the Trade Union Act.
 - (x) The Arbitrator shall not deal with more than one (1) classification at a time, unless the parties otherwise agree.
 - (xi) The Arbitrator shall not have the power to add to, subtract from, or modify in any way the terms of the Collective Bargaining Agreement.
 - (xii) Each party shall bear its own expense for the preparation and presentation of the matter to the Arbitrator.
 - (xiii) Each party shall share the cost of the fees and expenses of the Arbitrator.
- 12.09 The Company agrees to notify the Union of any job *classification covered by this Agreement which becomes redundant.
- 12.10 An Employee having been appointed to a *position within or beyond the scope of this Agreement shall be allowed up to 60 d on the job in which to prove capable of filling the *position concerned. If such Employee does not prove capable of filling the *position concerned within such time, the Employee shall be reverted to the former *position provided that if before the expiry of the 60 d it is apparent that such Employee is incapable of filling the *position, the Employee shall be reverted to the former *position before such time expires. "Beyond the Scope" as used herein shall mean a *position not covered by this or any other Collective Bargaining Agreement. The probationary period will be managed in accordance with the jointly agreed "Managing Probation Periods" document of January 19th, 2000.
- 12.11 In the event the Company is seeking applicants for an out-of-scope *position(s) such *positions shall be advertised in order that Employees covered by this Agreement may be afforded the opportunity to make application for such *positions.
- 12.12 An Employee having been appointed to an open *position shall be paid at the applicable rate for the higher *position effective on the date on which the Employee begins work in the *position. In any event, the effective date of the increase shall not be in excess of 30 d following the date the name of the successful applicant is announced on a job bulletin.
- 12.13 If an appointee is displaced as a result of a grievance on an appointment to an open *position, the Company shall pay all reasonable net expenses incurred by such appointee as a result of the displacement.
- 12.14 Temporary Vacancies
- (i) Temporary Period of Work of Less Than Six Months:
- The Company may assign an Employee to temporarily perform the duties of any *position or *classification for periods not in excess of 6 months (3 months should the assignment be outside of the Employee's *headquarters). When the *classification to which an Employee is assigned is

at a higher level than the Employee's current *classification, the Employee shall be paid at the applicable rate for the higher *classification for all time so worked. When an Employee has received pay for assignments to a higher level *classification with a time increment pay range for an accumulated period equal to the time required to entitle the Employee to the next higher rate in the range, the Employee shall be paid such higher rate for subsequent periods of assignment in that *position. Temporary assignments of Employees to higher level *classifications shall be made on the basis of seniority, qualifications and ability being sufficient.

It is agreed that temporary assignments may be for periods in excess of 6 months when such assignments are necessitated by annual vacation leave, maternity or parental leave of absence, illness or injury. Unless otherwise agreed between the Company and the Union, should the period of work extend for 6 months or longer, the *position will be posted as outlined in (ii) and (iii) below.

(ii) Temporary Period of Work of Between Six Months and One Year:

When it becomes necessary to assign a temporary period of work greater than or equal to 6 months and less than 1 year, the Company will create and post a temporary *position in accordance with Article 12, (with the exception that the notice shall remain in effect for a period of at least 14 calendar days) indicating the expected end date of the temporary *position.

Appointment will be made to the most senior qualified applicant in the order specified in the assignment provisions as follows:

Power Production:
Bid Location
Headquarters
Bargaining Unit

Transmission & Distribution:
Region
Bargaining Unit

Customer Services:
Headquarters
Bargaining Unit

The temporary *position may be ended prior to the expiry of the term. Upon expiration of the temporary *position the successful applicant will return to their previous *position. Employees who change *headquarters as a result of such a temporary appointment will not be eligible for relocation, or board and lodging expenses (this does not preclude the Employee from receiving applicable expenses in the performance of their duties).

(iii) Temporary Period of Work of One Year or More:

When it becomes necessary to assign a temporary period of work greater than or equal to 1 year, the Company will create and post a temporary *position in accordance with Article 12, (with the exception that the notice shall remain in effect for a period of at least **14 calendar days**) indicating the expected end date of the temporary *position. The temporary *position may be ended prior to the expiry of the term. Upon expiration of the temporary *position the successful applicant, other than project Employees, will return to their previous *position. Employees who change *headquarters as a result of such a temporary appointment will not be eligible for relocation, or board and lodging expenses (this does not preclude the Employee from receiving applicable expenses in the performance of their duties).

(iv) Assignment to a temporary position in (i), (ii), and (iii) above, shall normally be on a 24 h/d, 7 day-a-week basis. When required, an employee may be assigned by Management to perform their regular duties on a last call basis within the Employee's regular work unit.

(v) Prior to force appointing an employee under Article 12.14 (ii), or (iii), which would result in the employee being paid expenses when appointed, the position may be re-bid with the stipulation that expenses, if required, shall be paid to the successful applicant.

12.15 Out-of-Scope Substitution

(i) Temporary Period of Work of Less Than Six Months:

Temporary assignments to a Management *position shall be on a 24 h/d, 7 days-a-week basis. The six-month period may be extended by mutual agreement between the Company and the Union Office.

(ii) Temporary Period of Work of Six Months or More:

For periods of out-of-scope work greater than or equal to 6 months, the Company may post a temporary Management *position, indicating the expected end date of the temporary *position. The temporary *position may be ended prior to the expiry of the term. Seniority will accumulate for up to one year and, subject to Article 10.04 (vii), the Employee will return to their previous *position at the end of the appointment.

Notwithstanding the above, where the Management position is being temporarily assigned as a result of injury or illness, or for any other reason agreed to between Company and the Union, an employee will accumulate seniority for the length of the entire temporary assignment.

Note: The Company shall provide a monthly report to the Union of all IBEW members that are substituting out of scope for periods in excess of three months.

12.16 Further to the provisions of Article 12.14, when the assignment will be greater than 30 days and upon the date that notification from the out-of-scope Supervisor is received, the Company will place the Employee in the classification for the remaining period of the assignment. The Employee's regular earnings during this period will be recognized toward all wage, benefit provisions and Union dues deductions.

12.17 Employees Bidding to Indentured Apprenticeships

An Employee shall be eligible for appointment to two (2) Company funded indentured apprenticeships, which have to be in two (2) different trades, while in the employment of the Corporation.

An Employee who has achieved a Journeyperson certificate sponsored by the Corporation and subsequently leaves employment of the Corporation and subsequently returns to such employment, shall not be eligible for appointment to an indentured apprenticeship.

An Employee hired into a Journeyperson position shall be eligible to bid an indentured apprenticeship after completing 5 years of continuous service

Return on Service: An Employee appointed to an indentured apprenticeship, upon becoming a fully qualified Journeyperson, shall only be eligible to bid on classifications within the classification grouping of their new classification as listed in the Letter of Agreement, "Eligibility for Article 12.17 - Classification Groupings", for a period of 5 years, thereafter.

Notwithstanding provisions of Clause 12.12, an Employee who has provided 5 consecutive years service (excluding apprentice time) in a classification grouping listed in the Letter of Agreement, "Eligibility for Article 12.17 - Classification Groupings", and who has the minimum qualifications to be appointed to a *position in a different *classification, shall have their pay set as the lesser of either:

- (i) the Employee's existing rate;
- (ii) the 3rd year rate of the new *classification;
- (iii) the maximum rate of the new *classification where no 3rd-year rate exists.

The 5 year period shall be determined by the closing date of the initial bid in the eligible Classification Grouping, followed by having held that, or other classifications within the same family grouping, for a minimum of 5 consecutive years, to the closing date of the new bid.

Employees in pay Band 1 or 2 appointed to an apprenticeship classification shall be appointed at the first pay rate step of the classification which is equal to, or greater than, their previous rate.

*Employees appointed to a second Company sponsored indentured apprenticeship that closes on or after the date of ratification shall commence such apprenticeship at the 1st year rate of the new *classification.*

12.18 Pay Step Admin - Employees Bidding Between Non-Apprentice Classifications;

1. An employee appointed to a classification paying the same or more, at the fully qualified rate, than the classification the employee has left, shall be assigned the first pay rate step of the classification which is equal to, or greater than, their previous rate, to a maximum of one step lower than the fully qualified rate of the new position. If the employee is qualified to be paid the top rate of the classification, they shall be appointed at that rate.
2. An employee appointed to a classification paying less, at the fully qualified rate, than the classification the employee has left, shall be assigned to the top pay rate of the classification they have been appointed to, except in cases where the top pay rate is subject to an examination. In such an instance they shall be assigned to the pay rate one step below the top pay rate. If the employee is qualified to be paid the top rate of the classification, they shall be appointed at that rate.
3. Employees must successfully complete mandatory training courses in order to remain in the new position.
4. Upon having successfully completed the mandatory training and/or examination(s), or upon completing one (1) year in the position, the employee will move to the next applicable pay step. The out-of-scope Supervisor may authorize challenge of mandatory training and/or examination(s) prior to one (1) year in the position.

12.19 Substitution

When assigning substitution under the provisions of Clause 12.14 of the Collective Bargaining Agreement, such substitution will be offered on the basis of seniority within the *work unit such that the most senior qualified shall be asked first, following in descending order such that the Employee with the least seniority will be asked last. When senior Employees decline, substitution will be assigned to the qualified Employee with the least seniority within the *work unit.

In the event that there are no Employees with sufficient qualifications and ability within the *work unit, substitution may be offered/assigned in accordance with the above procedure in each of the following groups in the order specified below:

- (i) *bid location (Power Production/Customer Services only);
- (ii) *headquarters (Transmission & Distribution/Customer Services only);
- (iii) *operating area (Transmission & Distribution only);
- (iv) region (Transmission & Distribution only);
- (v) bargaining unit (Transmission & Distribution/Customer Services only).

A senior Employee who declines substitution revokes their right to the substitution for the period substitution is required.

12.20 Apprentices who are upgraded to the Journeyperson *classification(s) and who are assigned to a *position shall:

- (i) be eligible for the Relocation Policy,
- (ii) not be subject to the 6-month restriction referred to in Clause 12.05,
- (iii) be eligible for the Relocation Policy for their first appointment within their trade to another *position following such assignment, whether a demotion, *lateral, or promotional *position.

12.21 4th Year Indentured Trade Apprentices – Conditions for Appointment to Journeymen Positions

When there are no qualified Journeyperson applicants for a posted position, 4th Year Apprentice applicants may be appointed, on a seniority ranking basis, subject to the following:

- (i) the Apprentice's out-of-scope and in-scope Supervisors will explain the work rule limitations and job duties for the position,
- (ii) the Company will ensure that the Apprentice fulfils their training requirements,
- (iii) the Apprentice remains subject to the provisions of the Letter of Understanding On The Indentureship of Apprentices,
- (iv) an Apprentice appointed to a Journeyperson position will be paid the applicable 4th year rate of pay until they have worked the hours necessary for him/her to become eligible for Journeyed status. At this time, if they have not successfully completed the Journeyperson exam(s), they will be paid at the applicable without Journeyperson rate.

12.22 4th Year Apprentice Power Line Technician – Conditions for Appointment to District Operator

When there are no qualified Journeyperson applicants for a posted District Operator position, 4th Year Apprentice Power Line Technician applicants may be appointed, subject to the following:

- (i) the Apprentice's out-of-scope and in-scope Supervisors will explain the work rule limitations and job duties for the position,
- (ii) the Corporation will ensure that the Apprentice fulfils their training requirements,
- (iii) the Apprentice remains subject to the provisions of the Letter of Understanding On The Indentureship of Apprentices,
- (iv) an Apprentice appointed to a Journeyperson position will be paid the applicable 4th year rate of pay until they have worked the hours necessary for him/her to become eligible for Journeyed status. At this time, if they have not successfully completed the Journeyperson exam(s), they will be paid at the applicable without Journeyperson rate.

ARTICLE 13 - SICK LEAVE

- 13.01 Each Employee shall be credited with the sick leave credits accumulated on the Company's records at the effective date of this Agreement. Following such effective date, each Employee shall accumulate sick leave credits at the rate of 1.25 d (1 1/4 days) for each month of service with the Company from date of commencement of employment.
- 13.02 Employees who entered the service of the Company prior to 1949 November 01 and who are credited with unexpended sick leave shall, upon superannuation or upon termination of employment, receive a gratuity (not exceeding 4 months' salary) in lieu of 0.33 (1/3) of the unexpended sick leave accumulated from date of employment to 1949 October 31 inclusive. Such unexpended sick leave credits may be reduced by reason of subsequent absence due to sickness, but such credits shall not be reduced until sick leave credits accumulated subsequent to 1949 October 31 have been exhausted. Employees entering the service after 1949 October 31 shall not be eligible for a gratuity in lieu of unexpended sick leave.
- 13.03 Notwithstanding anything herein contained, if an Employee is at the time of retirement from service, or death, indebted to the Power Corporation Superannuation Fund in respect of contributions to the fund or interest thereon, an amount equivalent to such indebtedness shall be deducted by the Company from any amounts payable to the Employee or spouse or dependents for unexpended sick leave having gratuity value, the amounts so deducted shall be paid by the Company to the said fund.
- 13.04 No Employee shall accumulate sick leave credits for periods that the Employee is:
 - (i) On layoff; or,
 - (ii) On approved leave of absence in excess of 1 month at any one time, except when the Employee is on a Union leave of absence for the specific purpose of negotiating the Collective Bargaining Agreement.

- 13.05 An Employee will receive regular pay for periods of absence from duty due to sickness or injury not covered by Workers' Compensation, not to exceed the Employee's accumulated sick leave credits, provided the following conditions are met:
- (i) The Employee's immediate out-of-scope Supervisor or designate is notified at once. No Employee shall be entitled to sick leave pay for time previous to such notification unless evidence can be furnished to show that the delay was unavoidable.
 - (ii) The Employee supplies a certificate from a duly licensed Medical Practitioner pertaining to the illness in a form (Form P148) required by the Company. For periods not exceeding 5 consecutive working days, the Employee's out-of-scope Supervisor may waive the requirements for the medical certification. The Company will reimburse Employees the cost for medical certificates that are required under these provisions.
- Note:
- When an Employee is absent due to illness, the only eligible leave quota to be used is sick leave. At no time are vacation, vacation overtime, or any other quotas to be used to cover medically supported absences.
 - When an Employee is absent due to illness and has exhausted regular sick leave credits, the Return to Work Office must be notified in order to facilitate case management.
 - Failure to notify the Return to Work Office may result in a lapse of eligible DIP coverage.
 - When Employees are absent from work and on regular sick leave, only the regular working days that they would have worked had they not been absent will be charged as sick leave usage provided they have not exhausted their regular sick leave credits. Employees will not earn time for days off in respect to sick leave usage after their regular sick leave credits have expired. When they return to work following such sick leave, their earned day off will be scheduled to fit the particular work schedule involved. Deductions from pay, when necessary, will be calculated on the basis of 8 h/d for Employees on a 37.33 h week (37 1/3 hour week) or on the basis of 7.78 h/d (7 hours 47 minutes per day) for Employees on a 35 h week.
- 13.06 If, for a period of disability, an Employee receives payment under the Canada Pension Plan, the Employee's remaining accrued sick leave credits will be adjusted so when combined with the Canada Pension Plan payment, the Employee would not receive an amount which, in total, would exceed that which one would have received under Clause 13.05. This adjustment to apply until either the extended sick leave credits are exhausted or the Employee returns to work.
- 13.07 The Company reserves the right to call for a medical examination of an Employee by the Company's Medical Director or any Medical Practitioner designated by the Company.
- 13.08 Shift Employees shall give their immediate Supervisor sufficient notice for the rearrangement of shift personnel before returning from sick leave.
- 13.09 Upon request, an Employee will be issued a statement of sick leave credits.

ARTICLE 14 - OCCUPATIONAL INJURY AND COMPENSATION

- 14.01 When an Employee is absent from work due to an injury that occurred while performing duties with the Company, the Company will advance to the Employee an amount which would be equal to the Employee's net regular pay if at work for all such periods of absence (not exceeding a total of 12 months). In the event that the Workers' Compensation Board pays to the Company an amount for wage loss for the same period(s) of time that exceeds the amount advanced by the Company to the Employee, the excess amount will be paid to the Employee. In the event the Workers' Compensation Board payments to the Company are reduced, the Company's payments to the Employee may be proportionately reduced.

Note: The 12 months referred to in this clause may be extended by agreement between the Company and the Union.

- 14.02 When for reasons of leave due to a compensable accident, it is necessary to calculate pay for a day

or part of a day, 7 h shall constitute a day for Employees on a 35 h week, 7.47 h/d (7 hours 28 minutes per day) shall constitute a day for Employees on a 37.33 h week (37 1/3-hour week), and 12 h per day shall constitute a day for 12 h shift Employees.

- 14.03 After Employees return to work following a lost time compensable accident, they will be entitled to receive the first earned day off that they would have received had they not been absent. In cases where they return to a different *position, their days off will be scheduled to fit the particular work schedule concerned.

14.04 Sick Leave Credits while on WCB

When an Employee is on leave from work due to a compensable injury, the Employee will continue to accumulate sick leave credits at the rate of 1.25 (1 ¼ days) for each month of service with the Company, for a period not exceeding a total of 12 months.

ARTICLE 15 - SAFETY AND HEALTH

The Company agrees to provide first aid supplies, protective devices, and other equipment which will ensure, insofar as is reasonably practicable, the health and safety at work of all Employees.

Employees agree to co-operate fully with the Company in the use and maintenance of these protective devices, facilities, and first aid supplies.

The Union and Company also agree that collectively and individually, Management and *In-Scope* Employees will recognize and abide by the *Corporation's* Safety Rules, *Policies, Standards* and Procedures. The Union and Company further agree that they will co-operate fully in the application of such safety rules and regulations and abide by the rules and regulations of the Occupational Health and Safety Act for the Province of Saskatchewan.

ARTICLE 16 - HOLIDAYS

- 16.01 The following days shall be observed as paid holidays:

New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, First Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any nationally or provincially proclaimed holidays.

- 16.02 (i) Day Employee - When a paid holiday falls on a Saturday, Sunday, or an earned day of rest, the working day immediately preceding or the working day immediately following the holiday shall be given off in lieu thereof.
- (ii) Shift Employee - When a paid holiday falls on a shift Employee's assigned day of rest or earned day of rest, the Employee shall receive either:
- (a) 1 d pay for the holiday and be assigned an alternate day off with pay. In scheduling the alternate day off in lieu of a paid holiday the Company shall, wherever possible, schedule the said days off consecutively with the Employee's regular days of rest. The alternate day off shall be granted within 30 d of the date on which the paid holiday fell. However, each Employee shall be granted a minimum of 15 d notice prior to the scheduling of the alternate day off;

OR

- (b) 2 d pay (1 d pay for the holiday in Clause 16.01 and 1 d pay for the holiday falling on a day off).

Note: When an Employee is entitled to a day's pay, in addition to pay for the holiday, the additional day's pay shall be calculated on the basis of 7 h for Employees on a 35 h week and 7.47 h (7 hours 28 minutes) for Employees on a 37.33 h week (37 1/3 hour week).

- 16.03 In addition to pay in Clauses 16.01 and 16.02 an Employee who works shall receive overtime pay in accordance with the provisions of Articles 20 and 21 for all time worked.

- 16.04 Shift Employees scheduled to work on paid holidays named in Clause 16.01 and who work shall, upon request, be given a day off without pay up to a maximum of 4 d per calendar year. Such days off must be scheduled such that they do not result in the need for overtime coverage.

ARTICLE 17 - ANNUAL VACATIONS

- 17.01 A "vacation year" shall be the period from January 01 to December 31 in one calendar year. Vacation credits for the vacation year will be allotted January 1 of each year.

- (i) Employees, in each calendar year, shall be entitled to 15 working days' vacation with pay (earned and prorated on the basis of 1¼ days per month).
- (ii) Effective 1993 January 01, an Employee with 8 a or more of service in that calendar year and each calendar year thereafter shall be entitled to an additional 5 working days' vacation with pay (i.e. 20 working days) in that calendar year and each calendar year thereafter.
- (iii) Effective 1993 January 01, an Employee with 15 a or more of service in that calendar year and each calendar year thereafter shall be entitled to an additional 5 working days' vacation with pay (i.e. 25 working days) in that calendar year and each calendar year thereafter.
- (iv) At age 58, an Employee is entitled to 5 additional vacation days if earning vacation leave under the 25 year provision to a maximum of 30 days/year.
- (v) Effective 1993 January 01, an Employee with 25 a or more of service in that calendar year and each calendar year thereafter shall be entitled to an additional 5 working days' vacation leave with pay (i.e. 30 working days) in that calendar year and each calendar year thereafter, provided the Employee is not eligible for additional vacation leave under provisions of 17.01(iv) above.

Note: Employees will receive holiday adjustment pay based on 1/52 of extra item pay per week of vacation entitlement. (Example: 4/52 x Extra Item Pay for 4 week's vacation entitlement.) It is understood that a day is 7.78 hours for Employees working a 35 hour work week, and 8 hours for Employees working a 37.33 hour work week.

- 17.02 Employees (with the exception of those on long term sick leave or WCB or with approval under Article 17.08) are required to take a minimum of fifteen (15) vacation days annually.

Employees shall have until April 15th, in the calendar year in which the vacation credits were allocated, to request vacation choices for the period from May 01 to April 30th of the year following the calendar year in which they were earned. Vacation scheduling shall be regulated by rotation schemes.

Following the April 15th scheduling of vacation credits, any credits that an Employee has chosen to not schedule in accordance with Article 17.01, can only later be scheduled through mutual agreement with their out-of-scope Supervisor. Failing mutual agreement to schedule such vacation credits and take as time off, shall be paid out in accordance with Article 17.11. Scheduled vacation not taken must be rescheduled as soon as reasonably practicable and in no case will remain unscheduled past December 31.

Every effort shall be made to ensure that vacation leave shall be between May 01 and October 31, and Employees with 3 a or more accumulative service (or 5 a in the case of Employees engaged in construction work) shall not be required to take the first 4 weeks of their vacation outside this period. For the purpose of clarity this clause does not prohibit the company from approving requests which are in excess of 4 weeks during this time frame.

- 17.03 An Employee who leaves the Company's service and has not received accrued annual vacation shall be allowed pay in lieu of earned vacation as calculated in 17.06 (Note).
- 17.04 An Employee who leaves the Company's service and has taken unearned vacation credits, as defined in 17.01(i) above, will have the equivalent monies deducted from final pay.

17.05 An Employee who leaves the Company's service prior to their anniversary date in a milestone anniversary year (e.g. 8 a, 15 a, 25 a), will have been allotted 5 unearned vacation days on January 1. If unused, the credits will be deducted from the Employee's total unused vacation credits or, if taken, the equivalent monies will be deducted from final pay.

17.06 When a holiday falls within an Employee's annual vacation, such Employee shall be given an additional day's pay in lieu of the holiday; or, if so requested at the time vacations are scheduled, the Employee shall be given an additional day's vacation in lieu of the holiday.

Note: An additional day's pay as referred to above is calculated on the basis of 7 h for Employees on a 35 h week and 7.47 h (7 hours 28 minutes) for those on a 37.33 h week (37 1/3 hour week).

17.07 An Employee taking ill or meeting with an accident immediately prior to the period in which such Employee has been scheduled to take vacation shall be allowed to reschedule the vacation to a mutually agreed date.

If, as a result of illness or injury, an Employee is hospitalized or disabled* under a doctor's care for four (4) consecutive working days or more during the vacation, the Employee shall, upon providing evidence satisfactory to the Company of such hospitalization or disability**, be considered as on sick leave for such number of days of hospitalization or disability and may take the equivalent time as vacation at a later time as arranged by mutual agreement.

These provisions are subject to the Employee providing an acceptable medical certificate from a duly licensed medical practitioner pertaining to the illness or injury.

Webster's New Collegiate Dictionary:

*Disabled: Incapacitated by illness, injury, or wounds.

Taber's Cyclopedic Medical Dictionary:

**Disability: Lack of ability to perform mental or physical tasks which one can normally do.

17.08 Vacation Credit Carryover

(i) Employees having completed 5 a of accumulated service, and with the prior approval of the Company, can accumulate their vacation leave credits in order to schedule and take an extended vacation leave.

(ii) Employees will be entitled to carry over a maximum of the previous year's plus the current year's vacation credits or a two year maximum.

(iii) Employees who were previously granted a carryover and still have carryover allotments available on January 1, 2008, will be permitted to 'grandfather' these vacation days. They will not be subject to automatic payout.

17.09 Vacation credits will accumulate for those period(s) of absence from work resulting from occupational injury for which the Company makes up the Employee's basic wages as per the provisions of Article 14 of this Agreement.

17.10 Employees when taking their annual vacation leave will, during such leave, observe their scheduled earned day(s) off in the same order they would have had they not gone on vacation leave and such earned day(s) off will not be counted as vacation days.

17.11 Vacation Payout

(i) Any accumulation over the two year maximum will automatically be paid out prior to February 28.

(ii) Employees may request payout of vacation credits in excess of fifteen (15) days.

Note: When an Employee is entitled to a day of vacation pay, such vacation pay shall be calculated on the basis of 7 h for Employees on a 35 h week and 7.47 h (7 hours 28 minutes) for Employees on a 37.33 h week (37 1/3 hr week).

ARTICLE 18 - PAYMENT OF WAGES

- 18.01 Regular and Seasonal Employees shall be paid their regular wages on a semi-monthly basis. One-half of monthly earnings, less deductions, shall be transferred to the bank or Credit Union of their choice not later than the forenoon of the 15th day of each month and the balance, less deductions, not later than the forenoon of the last day of each month.

Note: The Company will make every effort to issue Revenue Canada T4 slips by February 15 of each year.

- 18.02 Project, Casual, and Student Employees - Wages for work from the 1st to the 15th of the month, less deductions, will be paid at the end of the month. Wages for work from the 16th to the end of the month, less deductions, will be paid on the 15th of the following month.

- 18.03 When a pay date referred to in Clauses 18.01 or 18.02 falls on a Saturday, Sunday or on a paid holiday, every reasonable effort will be made to pay the Employee before the commencement of the day(s) off or holiday.

- 18.04 Probationary Employees shall be paid their wages in accordance with the provisions under Clause 18.01 above, dependent upon the *position they are appointed to.

- 18.05 The Company shall provide to each Employee information indicating gross amount to which the Employee is entitled, net wages paid, all deductions made from wages and the purpose for which such deductions were made.

- 18.06 Payment for extra item pay will be made in the pay period following the pay period when the time sheets were submitted.

- 18.07 Community/Public Events (trade shows, fairs, exhibitions, etc.)

Employees representing the Company in community/public events, on a voluntary basis and at the Company's request, shall suffer no loss of pay. Employees participating outside of their regular working hours will receive their regular hourly rate of pay for all hours worked or *time off in lieu. Overtime will not be paid. All travel time outside of regular working hours will be reimbursed at the Employee's regular hourly rate of pay. Reasonable traveling and living expenses incurred when the Employee is away from their designated *headquarters will be reimbursed in accordance with the Collective Bargaining Agreement. *Time off in lieu will be mutually agreed between the Employee and the out-of-scope Supervisor or designate.

ARTICLE 19 - REGULAR HOURS OF WORK

- 19.01 DAY EMPLOYEES HEAD OFFICE The hours of work shall be from 08:00 - 12:00 and 13:00 - 16:47, Monday through Friday, except that after a total of 70 regular hours have been worked in a 2 week period, an earned day of rest shall be provided in conjunction with regular days of rest. The regular hours of work referred to above are subject to change by mutual agreement between the Company and the Union.

- 19.02 DAY EMPLOYEES FIELD The hours of work shall be from 08:00 - 12:00 and 13:00 - 17:00, Monday through Friday, except that after a total of 112 regular hours have been worked in a 3 week period, an earned day of rest shall be provided in conjunction with regular days of rest. The regular hours of work referred to above are subject to change by mutual agreement between the Company and the Union.

Note: The regular hours of work as per Article 19.02 (Day Employees Field) of Transmission & Distribution crews may be varied for a specified period to a maximum of 11 hours per day (Monday through Friday) and subject to mutual agreement between the immediate out-of-scope Supervisor and the work unit affected. Variations in hours worked exceeding those described in this note shall require Company and Union agreement.

Hours worked exceeding the regular hours of work shall be taken as time off immediately following days worked. All hours exceeding 40 hours per week (32 hours in the case of earned days off or statutory holidays) will be paid at overtime rates. Benefits incurred and used during the specified period shall be prorated based on an 8-hour day (e.g., Sick days, Vacation, Vacation Overtime, etc). Statutory Holidays will be observed as 8-hour days and will be administered in accordance with the CBA or paid in accordance with Article 17.06.

19.03 SHIFT EMPLOYEE PERMANENT (8 h Shifts) - The regular hours of work shall average 37.33 h/week scheduled such that Employees work 8 h shifts known as the day, evening shift, as well as night shift, and spare shifts where applicable and such that, in addition to an average of 2 regular days of rest per week, each Employee will, for each 3-week period worked (an average of 112 regular hours, consisting of fourteen 8 h shifts worked), earn 1 additional day off to be taken in conjunction with regular days of rest, or depending on the shift schedule worked, 560 regular hours in a specific 15 week time period can be used. The starting and quitting times and days of rest applicable to all Employees involved shall be in accordance with a shift schedule, as mutually agreed upon between the Company and the Union, and posted on the Company's notice board at least 10 d before the effective starting time. Shifts shall rotate or alternate on a regular basis and if at any time an Employee is changed from one shift to another without notification of at least 120 h before the effective time of the change, the Employee shall be paid at double the regular rate of pay for all regular hours worked on the changed hours until 120 h following the notification time has elapsed. It is agreed however, that such notice time and/or premium pay shall not apply:

- (i) when changes are made as a result of Employee arrangements and requests;
- (ii) because of plants going on standby or on a cycling operation, an Employee is changed (for a temporary period) from working shifts on a rotation basis to day shifts only;
- (iii) on spare shift rotation. It is understood Employees on spare shift rotation shall be available for the purpose of relieving other shift Employees during their days of rest. They will also be required to relieve shift Employees, and day Employees, during annual vacation leaves, sick leaves, leaves of absence, etc. They will be paid at the applicable rate of pay for their *classification for all work performed but will perform the duties of various *classifications of an equal or lower level in order that they may be fully employed. While on the spare shift segment of the shift schedule, a shift Employee can be assigned to any shift without premium pay, it being understood that Employees required to work in excess of 8 consecutive hours will receive the applicable overtime rates for all such excess time in accordance with Article 20.

19.04 TEMPORARY SHIFT EMPLOYEES - Notwithstanding Clauses 19.01 and 19.02, day Employees may be assigned to work shifts, other than day shifts, on a temporary basis as the need arises, provided such shift work is for a period of 3 or more continuous days.

When Employees assigned to such temporary shift work are not given at least 72 h written notice, they shall be paid at double their regular rate of pay for all regular hours worked on such assignment until 72 h following the notification time has elapsed.

Written notice shall include the length of assignment, the initial work assignment, and the date and time of return to days. If the duration of the assignment is changed for any reason, 72 h written notice will be required, unless the return to days is mutually agreed.

19.05 TEMPORARY DAY EMPLOYEES - Notwithstanding Clause 19.03, permanent Employees in operating *classifications may be assigned to day work (Monday to Friday, 08:00 - 16:30) on a temporary basis during temporary plant shutdowns or when not required for plant operations provided a minimum of 120 h written notice is given and providing the assignment to regular day work is for a duration of not less than 3 weeks. Written notice shall include the length of assignment, the initial work assignment, and the date and time of return to shift. Such Employees shall perform no work which is normally an operating responsibility when assigned to day work. If the duration of the assignment is changed for any reason, 120 h written notice will be required. Failing such notice, the Employee shall be paid at 2 x their regular rate of pay for all hours worked until the 120 h notification period has elapsed. Employees assigned to day work who have annual vacations scheduled during the period of the day work assignment will receive special consideration for realignment of vacations to accommodate the Monday to Friday work week.

- 19.06 When an Employee is attending a training course and the Employee's earned day(s) off falls on a day that instructions, etc., are taking place, the Employee's earned day(s) off will be rescheduled for some other time mutually acceptable to the Employee and the Supervisor.

Note: See Shift Maintenance Arrangements regarding maintenance staff on shift at Boundary Dam Power Station, Poplar River Power Station, and Shand Power Station.

19.07 12-Hour Shifts

- (i) This Clause covers Employees working 12-hour shifts at the Boundary Dam, Poplar River, Queen Elizabeth, and Shand Power Stations, and Grid Control Centre (G.C.C.) as well as future plants or other 24 h a day operations agreed to mutually by the Union and Management.

The following Class Codes will be the personnel required to work 12-hour shifts:

Steam Station Charge Engineer 999
Steam Station Operating Engineer 998
Steam Station Assistant Operator..... 997
Steam Station Utility Operator..... 996
System Operator..... 982
Fuel Handler..... 830
Combined Cycle Station Operator. 900

- (ii) The regular hours of work shall average 37.33 hr/week, scheduled such that Employees will work 12-hour shifts defined as days and nights and 8-hour shifts defined as spare shift and relief shifts. In a 15-week period the Employee will work 560 hours at regular rates of pay.
- (iii) The hours of work and days of rest as applicable to all Employees involved shall be: Days 08:00 to 20:00, Nights 20:00 to 08:00, spare shift and relief shift is 08:00 to 16:00 or relief shift at G.C.C. will be 07:00 to 19:00 (Note: Mutually agreed local variations of hours of work, for day and night shifts are allowable for convenience sake.)
- (iv) The above will be in accordance with a shift schedule, mutually agreed upon between the Company and the Union, and posted on the Company's notice board at least 10 days before the effective starting time of the 15-week shift rotation. Shifts shall rotate or alternate on a regular basis and if at any time an Employee is changed from one shift to another without notification of at least 120 hours before the effective time of change, the Employee shall be paid at double the rate of pay for all regular hours worked until 120 hours following the notification has elapsed.
- (v) It is understood Employees on spare shift rotation would be available for the purpose of relieving other shift Employees during annual vacation when relief shift is not available, short-term sick leave (3 days or less), leaves of absence when relief is unavailable. While on the spare shift segment of the shift schedule the Employee can be assigned to any shift. An Employee assigned to a twelve (12-hr) shift shall receive 8 hours regular pay for the first 8 hours and 4 hours at overtime rates for the remaining 4 hours. In the event that the Employee is assigned to a 12-hour night shift and does not receive at least 120 hours notice, following the shift the Employee will receive an additional rest period of up to 8 hours, at regular rates of pay, until 120 hours has elapsed.
- (vi) When on spare shift or relief shift 08:00 - 16:00 and called upon to cover the 20:00 - 08:00 shift, whenever possible the Employee will be released from duty for the remainder of their regular shift without loss of pay so they can prepare to cover the shift 20:00 - 08:00 sufficiently rested.
- (vii) (a) Employees, while on Relief Shift are entitled to 120 hours notice of a shift change. However, when Relief Shift is working 08:00 to 16:00 hours, they will be available for assignment to that day shift, and shall receive 8 hours regular and 4 hours overtime, when not provided 120 hours notice.
- (b) Relief Shift shall be paid at applicable rates of pay for their *classification for all work performed, but will perform the duties of various classifications of an equal or lower level in order that they may be fully employed.

- (c) Shift notice will not be paid when:
 - (i) Changes are made as a result of Employee arrangements and requests.
 - (ii) Because of plants going on standby or a cycling operation, and the Employee is changed (for a temporary period) from working shift on a rotational basis to day shift only.
- (d) With 120 hours notice, Relief Shift will cover: vacation, vacation overtime, leaves of absence, training and examinations, workers compensation, Union business, safety meetings, long and short term sick leave, and Family Leave.
- (e) Parameters Governing Relief Shift Employees
 - (i) The shift block shall be determined by the local shift schedule but in no case will a shift block be more than a 7 consecutive day period. The shift block will be the same 7 day period for the entire shift schedule.
 - (ii) Power Production Employees assigned to Relief Shift shall not be required to work in excess of four, 12-hour shifts, at regular rates of pay, in any seven-day shift block, unless as a result of employee arrangements and requests. It is understood that employees may work as many as 7 consecutive 12-hour shifts, at regular rates of pay, if the shifts cover a two week period (7 shifts over a period of two blocks).
 - (iii) With 120 hours notice, Relief Shift Employees will also cover short-term absences on weekdays, Monday to Friday, in such instances:
 - a) PRPS employees assigned to work a single night shift on Wednesday, Thursday or Friday shall receive 12 hours regular pay and 4 hours rest pay. BDPS, QEPS and Shand employees assigned to work a single night shift on Tuesday, Wednesday, Thursday or Friday shall receive 12 hours regular pay and 4 hours rest pay. Employees assigned to work two or more night shifts shall be paid at regular rates.
 - b) Employees working day shift will receive regular pay.
 - (iv) With 120 hours notice, Relief Shift Employees will cover short term absences of 2 or less consecutive, 12-hour shifts on the weekend, at regular rates of pay, provided that the assignment is for the entire weekend block.
 - (v) Short term coverage for periods other than the full weekend block will be covered by the work location call-out procedures.
 - (vi) With less than 120 hours notice, short-term absences will be covered by work location call-out procedures.
 - (vii) Vacation requests and/or vacation rescheduling requests, after April 15th, shall be made as far in advance as possible. Requests with less than 2 weeks notice will be scheduled at the Supervisor's discretion.

(viii) Paid Holidays for 12-hour Shift Employees

- (a) When a paid holiday falls on an assigned day of rest, Employees on the 12-hour regular shift rotation will be entitled to:
 - (i) 2.49 x hourly rate for the paid holiday and be assigned an alternate 8-hour day off with pay; or
 - (ii) 9.96 x hourly rate of pay.
- (b) When a paid holiday falls on an assigned day of rest, Employees on relief shift cycle will be entitled to:

- (i) 7.47 x hourly rate for the paid holiday and be assigned an alternate 8-hour day off with pay; or
- (ii) 14.94 x hourly rate of pay.
- (c) When a paid holiday falls on an unassigned relief day, those Employees will observe the paid holidays as per Article 16.01
- (d) When a paid holiday falls on a regularly scheduled spare shift, those Employees will observe the paid holidays as per Article 16.01
- (ix) Operating Employees will establish a coverage system for unforeseen absences that is mutually agreeable between the Company and Union. It is understood that the Operating Staff and Management are responsible to ensure that the plants are properly and adequately staffed at all times. It is Management's prerogative to determine and direct the required level of coverage at any time.
 - (a) When spare shift is required for coverage, the first 8 hours will be regular rates, the last 4 hours will be paid at overtime rates.
 - (b) When relief pool personnel are unassigned, they will be available to cover the day shift from Monday to Friday. The first 8 hours will be at regular rates, the last 4 hours will be paid at overtime rates.

19.08 (i) GCC Shift Overlap

Qualified System Operators (shift) who are competent to operate at least one desk shall receive a monthly allowance (prorated if less than a month) equivalent to 7 ea., 8 hour days (as per Power Production shift definition of a day) or 56 hours, to compensate for shift overlap transfer of knowledge from outgoing System Operators to incoming System Operators.

This shall equal 56 hours x the qualified System Operator (Class Code 982-05) hourly rate divided by 24 pay periods.

Although the minutes/time frames to perform shift overlap duties are not prescribed, it is expected that the System Operator completing their shift shall fully inform the System Operator beginning their shift of the system status and of any relevant system issues. This overlap shall ensure that the system can continue to be operated in a safe, reliable, and economic manner.

It is agreed that the shift overlap compensation amount shall be adjusted in accordance with the timeframes and percentage wage increases negotiated via the collective bargaining process.

(ii) Power Station Shift Overlap

To compensate for the time an Operator, coming on shift, spends receiving plant status information from the Operator going off shift, Employees in Class Codes 996, 997, 998, 999, and 830, assigned to work 12 hour rotating shifts, shall receive paid time off during spare shift at the Employee's regular rate of pay.

Although the time required to perform shift overlap duties is not prescribed, an Operator transferring their shift, shall take the time required to properly transfer the status of relevant Operational or Maintenance issues, to the Operator beginning the subsequent shift.

In order to minimize the interruption to spare shift activities, these spare shift days off will be imbedded in the shift schedule at each Power Plant location.

The allocation of such paid time off shall be allocated in an amount as close as possible to seven (7), eight (8) hour days per calendar year in concordance with the annual shift schedules, as detailed in this document.

Approximately four, eight-hour days, displacing the last day of the long spare shift portion of the

schedule:

- At PRPS, this shall constitute the Friday of the long spare shift portion of the schedule.
- At QEPS, this shall constitute the Wednesday of the long spare shift portion of the schedule.
- At BDPS, and Shand this shall constitute the Thursday of the long spare shift portion of the schedule.

Approximately three, eight-hour days displacing one spare shift day in each fifteen week rotation:

- At PRPS, this shall constitute the first Monday spare shift day of each fifteen week rotation.
- At QEPS, this shall constitute the first Friday spare shift day of each fifteen week rotation.
- At BDPS and Shand, this shall constitute the first Wednesday spare day of each fifteen week rotation.

Any changes to the placement of these imbedded days off in lieu as stipulated in this letter of agreement shall be in accordance with article 19.07 (v) of the CBA.

Shift Overlap Compensation for Operators assigned to Relief Shift:

The hourly requirement of one complete relief shift schedule rotation will be maintained at 560 hours and will include 16 hours (2 – 8 hour days) of Shift Overlap as paid time off.

Employees will not be eligible for shift overlap compensation when assigned temporarily to the following straight day shift activities:

- Temporary assignment to maintenance activities.
- Assignment to training development or while on training.
- Any other assignment to straight day shift activities other than normal relief shift coverage.

For Operators assigned to a smaller portion of a relief shift rotation, the hourly shift overlap paid time off will be pro-rated. For example, assignments to half of a relief shift rotation, the hourly shift overlap paid time off would be 8 hours.

Reductions in the hourly requirements of less than 4 hours for smaller relief shift assignments as calculated with the pro-rating process will not be claimable.

Power Station Shift Overlap Compensation

When any of the imbedded shift overlap days fall on a stat holiday, an alternate day off in lieu will be given as compensation.

ARTICLE 20 - OVERTIME PAY

- 20.01 *The opportunity to work overtime* shall be *offered* as equitably as possible on an annual basis (calendar year) within the *work unit.
- 20.02 An Employee required to work overtime shall be paid double the regular rate of pay for all overtime worked with the exception of those temporarily assigned to an out-of-scope *position.
- 20.03 An Employee required to commence work more than 4 h before the regular starting time in any 1 d shall be paid at the rate of double the regular rate of pay for all hours so worked until the Employee is relieved from duty for at least 8 hours' rest and any of such rest period which comes within the Employee's regular working hours shall be paid for at the Employee's regular rate of pay. Regular pay shall be suspended when on double time.
- (i) In cases where the 8 h rest period referred to above expires within 2 h of the Employee's regular quitting time, the Employee will not be required to return to work to qualify for regular pay for the remainder of the regular shift.
- 20.04 When an Employee has been notified that overtime work is required and that such work is subsequently cancelled or postponed, the Employee will be entitled to 2 h pay at the regular rate of

pay, unless the notification of cancellation or postponement is given prior to the end of the Employee's regularly scheduled working hours which immediately precede the time before the overtime work was to commence. If the overtime assignment is postponed to a time less than 6 h from the time the overtime assignment was originally scheduled to commence, the 2 h payment will be waived.

20.05 A vacation overtime (V.O.) day is a normal working day off with pay in lieu of overtime pay.

(i) At the Employee's option, the Company shall deduct up to 100% of total payable overtime hours earned as shown on the semi-monthly time sheet and shall credit the amount to the Employee's V.O. bank. The minimum amount of V.O. banked will be 1/2 h.

(ii) Effective December 31, 2011, V.O. shall not be scheduled as time off until the entirety of the requesting Employee's current annual vacation quota has been scheduled as per the provisions of Article 17.02.

(iii) Mutual agreement is required between the Employee and the out-of-scope Supervisor as to which normal working day(s) can be taken as a V.O. day(s). If mutual agreement is not reached, the Employee will receive the pay. In no case will V.O. be scheduled where further overtime results.

(iv) At the Employee's option, the V.O. bank may be paid off in cash.

(v) Overtime which is accumulated as V.O. shall be credited in terms of hours. Employees will not be permitted to carry banked V.O. from one *bid location to another unless the change of location was at Company request.

(vi) In lieu of receiving overtime pay on a regular pay cheque an Employee may request the Company to defer the payment until a later time within the calendar year the overtime was earned. An Employee who has requested deferred payment may not opt out of that decision.

(vii) Vacation overtime earned between January 1st and June 30th (inclusive), shall be used or paid out no later than December 31st of the calendar year in which it was earned.

(viii) Vacation overtime earned between July 1st and December 31st (inclusive), shall be used or paid out no later than June 30th of the calendar year following the year in which it was earned.

Note: It is agreed that items "2.", "4.", and "6." of the BDPS Vacation Overtime Guidelines of July 15, 1998 are null and void.

ARTICLE 21 - CALLOUT

21.01 When an Employee is required for any reason to work overtime which is not continuous with regular hours of work, the Employee shall be free when the duties in respect to the callout are completed, but shall nevertheless be guaranteed a minimum payment of 2 h at the overtime rate applicable for such 2 h period (whether worked or not) except that:

(i) An Employee called out in the 1 h period immediately preceding the Employee's normal starting time shall be paid a minimum of only 1 h at the applicable overtime rate.

(ii) An Employee called out more than once during the 2 h or 1 h period specified above shall not receive any further overtime credits until the 2 h or 1 h period has elapsed.

(iii) When an Employee is contacted outside of their regularly scheduled hours of work for the purpose of any work related consultation and /or is required to call Employees out, such contact shall be initiated by an out-of-scope Supervisor or their designate. When an Employee is contacted outside of their regularly scheduled hours of work for a work related consultation and /or is required to arrange call out of Employees, such Employee shall receive 1 hour at their regular rate of pay. If such Employee is contacted again within 1 hour of their being initially contacted as described herein, no additional remuneration will be paid. When an Employee is contacted for the purpose of callout, this Clause shall not apply.

NOTE: In the event an Employee receives a Callout [as per (i) or (ii)] prior to expiration of the 1 hour outlined above, at that point the compensation for the work related consultation ends, and compensation for Callout commences. (e.g., Consultation call received @ 21:00 hrs, then followed by a Callout @ 21:30 hrs., results in ½ an hour paid at the applicable consultation straight time rate 'til 21:30 hrs. and the Callout commences @ 21:30 hrs.

- (iv) When a Transmission and Distribution Employee, not already at work, is contacted outside of their regularly scheduled hours of work for the purpose of performing their duties as an Issuing Authority under the Standard Protection Code, they shall receive 1 hour at the applicable rate of overtime pay for performance of such work for 1 hour or less.
 - a) If subsequent contact for the purpose of performing duties as an Issuing Authority under the Standard Protection Code is made within 1 hour of the initial contact, no additional remuneration will be paid.
 - b) In the event an Employee receives a Callout prior to expiration of the 1 hour under (iv), such Callout will be deemed to have commenced at the same time as the call received for the purpose of performing their duties in (iv) and in this circumstance, no claim will be made for compensation under (iv).
 - c) In the event the surrender of permit(s) requires the Employee to perform switching, and/or tag removal, such work will be paid in accordance with the applicable callout provisions.
 - d) Whenever practicable, prior to commencing their "8 hours' rest" as per Article 20.03, the Employee shall make arrangements to transfer their Issuing Authority duties to an appropriate Employee, who is not on "8 hour's rest".

ARTICLE 22 - STAND-BY

Employees scheduled to be available at their *headquarters for call-out duty on days of rest or paid holidays shall receive 4 h straight time pay per day for such availability. Pay for call-outs shall be in accordance with the provisions of Article 21.

ARTICLE 23 - CLASSIFICATIONS AND RATES OF PAY

Occupational *classifications and rates of pay therefore, shall be as set forth in the Wage Tables, attached hereto, such schedules shall form part of this Agreement.

ARTICLE 24 - TRAVEL AND SUBSISTENCE

24.01 All crews required to travel immediately before or after their working hours (working hours to include any overtime worked) from, to, or between:

- (i) Permanent *headquarters;
- (ii) Temporary *headquarters;
- (iii) *Work site;

or any combination thereof, shall be paid at the applicable overtime rates for all travel. Crews required to travel on Saturdays, Sundays, and holidays will be paid at the applicable overtime rates. (A crew shall be defined as 3 or more Employees, 1 of which is designated or assumed to be in charge.)

24.02 The Company agrees to provide adequate transportation facilities for Employees who are required to travel between the City of Estevan and Boundary Dam Power Station or Shand Power Station. Employees required to use their own passenger vehicles shall be compensated for use of such vehicles at the Company's normal rate per kilometer.

- 24.03 The Company agrees to provide adequate transportation facilities for Employees who are required to travel between the community of Coronach and the Poplar River Power Station, or Employees required to use their own passenger vehicles shall be compensated for use of such vehicle at the Company's normal rate per kilometer.
- 24.04 Operating and Maintenance employees who work at E.B. Campbell Hydroelectric Station and Nipawin Hydroelectric Station and reside at designated off-site communities (Nipawin and Carrot River) are expected to be at their work site at their normal starting time. Transportation and travel time provisions shall be as follows:
- (i) The Company shall provide vehicles for adequate transportation between the town of Nipawin and E.B. Campbell Hydroelectric Station, and Nipawin Hydroelectric Station and Employees will be designated on a scheduled rotation to drive one of these vehicles. The driver will accept responsibility for reasonable care and maintenance of the vehicle. In the event such transportation is not provided and, as a result, operating or maintenance Employees who reside at Nipawin or Carrot River are required to use their own passenger vehicles for commuting between Nipawin or Carrot River they shall be compensated for use of their vehicles at the Company's normal rate per kilometer, it being understood that in such event Employees will pool transportation to the greatest extent when more than one Employee is involved.
 - (ii) Employees who reside at Carrot River, if not otherwise provided with transportation, will be required to board and/or depart from the Nipawin to E. B. Campbell Hydroelectric Station or the Nipawin to Nipawin Hydroelectric Station transportation vehicle at a predetermined point on the direct route between Nipawin and E. B. Campbell Hydroelectric Station or Nipawin and Nipawin Hydroelectric Station, and when Employees use their own passenger vehicles for commuting between Carrot River and such point, they shall be compensated for use of their vehicles at the Company's normal rate per kilometer. It is agreed that Employees shall pool transportation to the greatest extent when more than one Employee is involved.
 - (iii) Each employee shall be paid an "excess traveling time allowance" of 0.75 of an hour regular pay immediately before regular working hours and 0.75 of an hour regular pay immediately after regular working hours for travel between E. B. Campbell Hydroelectric Station and Nipawin or Carrot River.
 - (iv) When an Employee is designated to drive a vehicle between the town of Nipawin and the Nipawin Hydroelectric Station, the Employee shall be paid at the Employee's regular rate of pay for all driving time which is outside of regular working hours, it being understood that when designated as a driver the Employee also accepts responsibility for reasonable care and maintenance of the vehicle.
- 24.05 Operating and Maintenance Employees who work at Coteau Creek Generating Station are expected to be at their work site at their normal starting time. The Company will provide vehicles for adequate transportation between Outlook and Coteau Creek for those operating and maintenance Employees who reside at Outlook, and when an Employee is designated to drive one of these vehicles, the Employee shall be paid at the Employee's regular rate of pay for all driving time which is outside of regular working hours, it being understood that when designated as a driver the Employee also accepts responsibility for reasonable care and maintenance of the vehicle. In the event such transportation is not provided and, as a result, operating or maintenance Employees who reside at Outlook are required to use their own passenger vehicles for commuting between Outlook and Coteau Creek they shall be compensated for use of their vehicles at the Company's normal rate per kilometer, it being understood that in such event Employees will pool transportation to the greatest extent when more than 1 Employee is involved.
- (i) Each Employee shall be paid an "excess traveling time allowance" of \$10.00 for each round trip traveled between Coteau Creek Generating Station and Outlook.
- 24.06 The Company agrees to provide adequate transportation facilities for Employees who are required to travel between the community of Saskatoon and Queen Elizabeth Power Station. Employees required to use their own passenger vehicle shall be compensated for use of such vehicles at the rate of allowance of 13.5% of the hourly rate of a Steam Station Charge Engineer (Class Code 999 – Step 2) for each authorized round trip between QEPS and the City of Saskatoon.

24.07 The Company agrees to provide adequate transportation for Employees who are required to travel between Sandy Bay and the Island Falls Generating Station. Employees required to use their own passenger vehicles shall be compensated for use of such vehicle at the Company's normal rate per kilometer.

- 24.08 (i) An Employee who is not a member of a crew and is assigned to work at a temporary *headquarters, shall be allowed sufficient working time, without loss of pay, to return to permanent *headquarters once every 2 weeks, and also equal time to return to temporary *headquarters.
- (a) If an Employee leaves their temporary headquarters on assigned day(s) of rest, or statutory holiday, when travel time is not provided, the Employee shall be paid the daily meal allowances as in Article 24.09 (i), in lieu of board and lodging.
- (ii) An Employee, who is a member of a crew and who is required to work in excess of 161 km (100 miles) from permanent *headquarters, shall be allowed sufficient time, to a maximum of 8 h, to return to permanent *headquarters once every 2 weeks and also equal time to return to the temporary *headquarters.
- (a) If an Employee leaves their temporary headquarters on assigned day(s) of rest, or statutory holiday, when travel time is not provided, the Employee shall be paid the daily meal allowances as in Article 24.09 (i), in lieu of board and lodging.
- (b) An Employee who is a member of a crew who is assigned to a temporary headquarters less than 161 km (100 miles) from permanent headquarters shall not be entitled to (a) above, or paid travel time to return to permanent headquarters, unless directed otherwise.
- 24.09 (i) Board and lodging will be provided on the job for Employees when they are required to be away from their *headquarters. If, however, board and/or lodging is not provided, allowances as follows shall be paid in lieu thereof:

Effective January 1, 2011

Board: Breakfast.....\$9.60
Dinner.....\$15.55
Supper.....\$20.35

(Taxes and tip included in these per diems)

NOTE: Employees required to work at locations north of the 54th parallel, or out of province, shall be paid actual meal costs, within reason, upon submission of receipts. For the purpose of this article, Lloydminster is considered out of province. For the purpose of this article, the communities of Waskesieu and Cumberland House are north of the 54th parallel.

Beginning January 1, 2008, the above meal allowances shall be adjusted annually to reflect the percentage increase in the Consumer Price Index – Saskatchewan – Restaurants, from November 1st to October 31st, of the previous one year period. Allowance increases will be adjusted to the nearest \$.05.

- (ii) Lodging:
- (a) Employees shall be reimbursed actual and reasonable lodging costs. All claims in excess of \$25.00 per night to be supported by receipts from a bona fide commercial lodging establishment.
- (b) An amount of \$25.00 per night (receipt submitted on request – taxes included) will be paid for accommodation in private residences at the temporary work location.
- (c) When commercial lodging is not reasonably accessible, Employees may be required to reside temporarily in Company-provided lodgings. The type of facility supplied shall be discussed with the Union prior to usage.

- 24.10 (i) An Employee who is required to work away from their *headquarters 3 or more nights per week (Sunday to Saturday inclusive), which necessitates staying overnight, shall be paid a living out differential of \$25.00 per night to cover incidental expenses.
- (ii) An Employee who is required to work away from their *headquarters which necessitates staying 2 or less nights per week (Sunday to Saturday inclusive), shall be paid a living out differential of \$15.00 per night to cover incidental expenses.
- 24.11 (i) Employees who are required to work scheduled overtime for more than 10 h (14 h in the case of 12 h shift workers covering shift complement vacancies) or are required to work more than 2 h beyond their regular working hours and cannot be released from duty for sufficient time to return to the location where they normally eat their meal, will be supplied a meal at the *work site. If such meal cannot be supplied, they will be entitled to receive an allowance equivalent to the supper allowance specified in Clause 24.09. Should the overtime assignment continue through a further 4 h period, the Employee will be eligible for an additional meal or an allowance equivalent to the dinner allowance.
- (ii) Employees performing call-out overtime work will be provided with a meal at the *work site after 4 h continuous work, or if such meal cannot be supplied, they will be entitled to receive an allowance equivalent to the dinner allowance specified in Clause 24.09. Should the overtime assignment continue through a further 4 h period, the Employee will be eligible for an additional meal or meal allowance described above.
- (iii) Employees called out more than 1 h before the commencement of their regular hours of work and the callout assignment extends into regular working hours and is such that they cannot be released from duty for sufficient time for them to return to the location where they would normally eat their meal, will be provided with a breakfast meal at the *work site, or if such meal cannot be supplied, they will be entitled to receive an allowance equivalent to the breakfast allowance specified in Clause 24.09. Should the Employees continue to work through a further 4 h period, they will be provided with a dinner meal at the *work site, or if such meal cannot be supplied, they will be entitled to receive an allowance equivalent to the dinner allowance specified in Clause 24.09.
- (iv) In cases where planned overtime extends beyond the original scheduled time of completion and continues through a normal mealtime (breakfast - 08:00, lunch - 12:00, supper - 18:00), the Employees will be provided with a meal at the *work site or an allowance equivalent to the corresponding allowance as specified in Clause 24.09.
- (v) Employees may claim for overtime meal provisions under only one of the sections above at any one mealtime.
- (vi) For the purpose of Article 24.1¹, planned overtime meal eligibility applies in instances where Employees are notified of their work assignment while they are at work more than 10 hours prior to the commencement of the overtime to be worked. Call-out overtime meal eligibility applies in instances where the Employee is notified of their work assignment while not at work.

Note: Refer to June 23, 2005, T&D and March 9, 2005, the Power Production, Letters of Understanding in the appendices regarding this Article.

24.12 Travel Time – Callouts

Employees responding to callout overtime with less than 2 hours notice will be entitled to paid travel time at their applicable overtime rate as follows:

‘A’ applies in instances where the overtime hours worked associated with a callout exceeds 2 h and extends into the Employee’s regular work day or scheduled overtime work period.

‘B’ applies in instances where the overtime hours worked associated with a callout exceeds 2 h and does not extend into the employee’s regular work day or scheduled overtime work period.

Plant / Location	A	B
Boundary Dam	30 min	45 min

Couteau Creek (see Note 2.)	30 min	60 min
E.B. Campbell (see Note 2.)	60 min	120 min
Grid Control Centre (see Note 3.)	40 min	40 min
Island Falls	20 min	40 min
Nipawin	20 min	40 min
Poplar River	30 min	45 min
Queen Elizabeth	30 min	45 min
Shand	30 min	45 min

Notes:

1. When a callout is completed in less than 2 hours (including travel time), an Employee is not entitled to claim paid travel time.
2. Couteau Creek and E.B. Campbell Employees are entitled to claim the applicable paid excess travel time when leaving their work location to travel home at the completion of regular hours of work. Otherwise, paid excess travel times are suspended during the periods above.
3. Grid Control Centre Employees are not entitled to claim mileage for responding to Callouts to the Grid Control Centre.
4. The paid travel referred to above will be taken into account as time worked when determining the rest period in Article 20.03.
5. FOR ALL OTHER EMPLOYEES, the overtime assignment shall commence at the time the Employee enters Company property, which includes a vehicle supplied by the Company, or a vehicle for which the Company is paying mileage.

ARTICLE 25 - DIFFERENTIALS

25.01 In addition to regular or overtime rates of pay,

- (i) from Monday to Friday, inclusive, a shift differential in the amount of 3.0% of the hourly rate of the Steam Station Operating Engineer (2nd Class Steam Certificate) shall be paid to shift Employees to work an evening or night shift. Effective January 1, 2011, the differential percentage will increase to 4%.
- (ii) on Saturday a shift differential in the amount of 3.0% of the hourly rate of the Steam Station Operating Engineer (2nd Class Steam Certificate) shall be paid to shift Employees to work a day shift, an evening or night shift. Effective January 1, 2011, the differential percentage will increase to 4%.
- (iii) on Sunday a shift differential in the amount of 4.0% of the hourly rate of the Steam Station Operating Engineer (2nd Class Steam Certificate) shall be paid to shift Employees to work a day shift, an evening or night shift. Effective January 1, 2011, the differential percentage will increase to 5%.

(Shift differentials shall not form part of the basic wage rate and shall not be subject to overtime rates. Shift differentials will not apply to a shift Employee who is assigned to maintenance work and who works overtime which is continuous with the regular work period.)

25.02 An Employee (other than those with Supervisory responsibilities) placed temporarily in charge of 2 or more Employees shall be paid a differential based on 2.1% of the hourly rate of the Journeyed Power Line Technician (with certificate) for all time so worked.

- 25.03 (i) An Employee who is required to work on power line, radio structure(s) or on the exterior of wind towers to a height of at least 21.34 m free fall area above ground level, and an Employee who is required to work on scaffolding inside boilers at a height of at least 21.34 m free fall area, and an Employee who is required to work on equipment at the gas sampling platform level of the Poplar River and Shand Power Station smoke stacks will, in addition to all other remuneration, receive \$3.60 for each hour of such work above the 21.34 m level. The minimum daily payment to any one Employee shall not be less than \$10.80.

- (ii) Employees required to work directly with (not including ferrying) or under a helicopter (i.e., slinging loads, setting structures, etc.) will, in addition to all other remuneration receive 20% of a Journeyed Power Line Technician rate (with certificate) for each hour of such work. The minimum daily payment to any one Employee shall be not less than 3 h. Employees receiving this differential shall not be eligible for Height Pay Differential for the same time period.
- 25.04 (i) Employees (other than those whose primary job function includes training and development responsibilities) relieved from their regular duties and assigned to develop training material or work procedures associated with their job function and for the purpose of formal instruction will receive a differential of 8% of Training Specialist (Operators) (Class Code 990-02) for such hours worked. Employees are not eligible for the differential in instances where training or procedure development is being performed and can be described as a requirement of their regular duties.
- (ii) Employees (other than those whose primary job function includes training and development responsibilities) relieved from their regular duties and assigned to conduct formal training instruction in a classroom setting will receive a differential of 8% of Training Specialist (Operators) (Class Code 990-02) for such hours worked. Employees are not eligible for the differential in instances where training instruction is being performed and can be described as a requirement of their regular duties.
- (iii) The Union shall have the option to appoint an Employee as an instructor at Power Line Technician Induction Schools, provided the appointee has a minimum of 5 years' experience as a Journeyed Power Line Technician.
- 25.05 Any journeyed person holding a *position, designated by the Company, as a *position with dual responsibility, for both the electrical or mechanical maintenance and the operation of a remotely controlled internal combustion station, will be required to participate in, and satisfactorily complete the applicable training courses. Such Employees who fail to satisfactorily complete the applicable training courses made available will be subject to reversion to their former *position or layoff, as is applicable under the promotion and vacancy provisions. Employees holding or appointed to *positions so designated shall be paid the applicable, related, wage rate as identified in the wage schedules. The rate so derived shall constitute the Employee's basic rate for pay and pay related deduction and benefit calculations.
- 25.06 Boom 'A' Premium
- Any employee holding a position designated by the Company, as a position with the responsibility of operating a crane requiring a Boom 'A' crane ticket (other than those whose primary job function includes crane operation) will be eligible to receive a Boom 'A' premium.
- The out-of-scope Supervisor at each work unit will determine the requirement for employees to attain the qualification.
- Those employees having successfully acquired the qualification will be compensated at the rate of 1% of the employee's rate of pay. Compensation for the additional qualification will continue until the qualification expires or the qualification is no longer required.
- The wage rate derived from this qualification shall constitute the Employee's basic rate for pay and pay related deductions and benefits calculations.

ARTICLE 26 - TEMPORARY CESSATION OF WORK

- 26.01 When, in the opinion of the Company, conditions are such that it is impracticable for Employees who are engaged in construction work to proceed with their normal occupations, other work, if available, shall be provided.
- 26.02 In the event that work is not available for these Employees, they may be required to remain at the *work site/permanent/temporary *headquarters or may be released, but nevertheless shall be paid at their regular rates of pay for a period not exceeding 2 consecutive days. During such time,

Employees may be instructed in safety methods and procedures, construction standards, Company policies, etc.

- 26.03 When Employees are released, as referred to in Clause 26.02, they must keep their Supervisor informed at all times as to where they can be readily contacted.
- 26.04 For time in excess of 2 consecutive days, the Company will provide these Employees with board and lodging provided they are away from their permanent *headquarters and provided they remain at the temporary *headquarters.

ARTICLE 27 - REPORTING TIME

Any Employee who normally is required to report for work and so reports but who, by reasons of some breakdown in a plant or for reasons beyond the Employee's control, is dismissed for the day shall receive not less than 4 h pay at such Employee's normal rate.

ARTICLE 28 - VOTING TIME

Employees shall, on Provincial or Federal Election days, be allowed time off for voting in accordance with the Saskatchewan and Canada Election Acts, respectively, and no deductions shall be made from their pay on that account.

ARTICLE 29 - COURT DUTY

The Company agrees to make up the difference between the Employee's regular wages and the remunerations received by such Employee subpoenaed as a witness or called to serve on Jury panel.

ARTICLE - 30 PENSION PLAN

- 30.01 Pension benefits shall be in accordance with provisions of the Power Corporation Superannuation Act or the Public Employees Pension Plan including regulations issued by authority of either said Act or Plan.
- 30.02 It is understood that coverage under the Power Corporation Superannuation Act or under the Public Employees Pension Plan is not to be construed as also providing permanency of employment.
- 30.03 Once each year the Company shall furnish each Employee with a statement showing superannuation credits.

ARTICLE 31 - GROUP LIFE AND FLIGHT INSURANCE

- 31.01 It is agreed that the Company will participate in a Group Life Insurance Plan and will pay the premiums for the first \$25,000 of insurance for each Employee insured.
- 31.02 All Employees who now or hereafter participate as members of the Group Life Insurance Plan shall, as a condition of their continuing in the employ of the Company, maintain their membership in the Plan during their entire service with the Company.
- 31.03 Every new Employee who is to become eligible for participation in the Group Life Insurance Plan shall, as a condition of employment, make application for coverage under such Plan.
- 31.04 The Company will pay the total premiums for Flight Insurance coverage which will be in the amount of \$150,000 for Employees who because of the nature of their work are required to fly in charter aircraft or with regularly scheduled airlines.
- 31.05 Regular Employees are issued a paid-up Life Insurance Policy in the amount of \$10,000 upon retirement.

ARTICLE 32 - HEALTH CARE PLAN / DENTAL PLAN

32.01 Dental benefits shall be in accordance with the provisions of the Public Employees' Dental Plan, including regulations issued under authority of the Plan.

32.02 Health Care benefits shall be in accordance with the provisions of the plan document.

ARTICLE 33 - DISABILITY INCOME PLAN

33.01 Disability Income Plan benefits shall be in accordance with the provisions of the Disability Income Plan.

33.02 *The Disability Income Plan premiums shall be paid by the Company unless the Employee is on an approved leave of absence other than maternity leave.*

33.03 In the event that an Employee who is eligible for coverage under the Disability Income Plan does not have sufficient regular sick leave credits to cover the waiting period (119 d) required before receiving benefits under the Plan, the Company will pay the Employee seventy-five percent (75%) of the Employee's basic wage (less standard deductions) for the portion of the waiting period not covered by regular sick leave credits. For this consideration, it is agreed by the Union that the Company retains the benefits resulting from the Employee's share of reduced Unemployment Insurance premiums.

ARTICLE 34 - EMPLOYMENT INSURANCE

In appropriate cases the Company shall insure Employees against unemployment under the provisions of the current Employment Insurance Act.

ARTICLE 35 - NOTICE BOARDS

The Company agrees to provide notice board space for the use of the Union, in suitable locations easily accessible to the Employees, for the purpose of posting notices of interest to the Union members.

ARTICLE 36 - PROTECTIVE CLOTHING

Personal Protective Equipment

Personal Protective Equipment (PPE) not specifically addressed in Article 36 shall be supplied in accordance with applicable SaskPower Safety Codes of Practice and Operational Work Procedures with the understanding that Employees are responsible for the supply of garments worn under fire resistant clothing (FRC) as per the SaskPower Flame Resistant Clothing – Code of Practice. Employees agree to co-operate fully with the Company in the use and maintenance of these items.

36.01 (i) The Company agrees to provide adequate protective clothing for an Employee when the Employee is required to work in abnormal conditions as described:

- (a) to work in conditions under which the Employee's regular work clothing might be damaged or rendered unfit for further use,
- (b) to perform work outdoors in extreme winter weather conditions where such exposure does not form part of their regular work duties,
- (c) to perform work outdoors in the rain.

36.02 Coveralls

Regular employees who are not provided fire resistant clothing as a requirement of their position and who are required to work in dirty or oily conditions and choose to wear coveralls for the protection of their regular work clothing will be supplied with coveralls, limited to two pair initially and one replacement pair at one-year intervals thereafter. Employees have the option of being issued either coveralls, bib-overalls, or smocks. Replacement issue will be one item only, coveralls, overalls, or smocks.

Additional coveralls may be authorized on a local basis with consideration being given to safety and individual needs.

36.03 Parkas and Insulated Bib Pants

Employees who are not provided fire resistant parkas as a requirement of their position may be issued parkas and insulated bib pants as authorized on a local basis with consideration being given to safety and individual needs.

36.04 Rainwear

Employees who are not provided fire resistant rainwear as a requirement of their position may be issued rainwear as authorized on a local basis with consideration being given to safety and individual needs. For the purpose of this article, rain boots are considered rainwear.

36.05 Safety Boots or Shoes

- i) Effective January 1, 2008, a safety footwear allowance in the amount of \$200.00 per year will be provided to non-office Employees. Employees who receive the allowance must wear CSA approved safety footwear when performing their job duties. Safety footwear must be kept in good repair. Effective January 1, 2011, a safety footwear allowance in the amount of \$225.00 per year will be provided to non-office Employees.
 - a) Clerical and technical staff required to work in the field locations will be dealt with on an individual basis. Eligibility will be determined by the length of time spent in the field and the nature of the work performed.
 - b) New regular Employees, upon completion of the probationary period, will receive an allowance at the rate of 8% of \$200.00 for each month worked in that calendar year. Effective January 1, 2011, new regular Employees, upon completion of the probationary period, will receive an allowance at the rate of 8% of \$225.00 for each month worked in that calendar year.
- ii) Employees in the Line trade will receive an allowance in the amount of \$240.00 per year effective January 1, 2008, to purchase CSA approved Line Technician boots from a supplier of their choice. Employees who receive their allowance must wear CSA approved safety footwear when performing their job duties. Effective January 1, 2011, this amount shall increase to \$275.00 per year.
- (iii) Probationary or Project Employees reimbursed for a pair of shoes or boots whose employment is terminated before completing 12 months of service from the date of purchase will have the cost of those shoes or boots deducted from their wages, prorated on the basis of 8% of the amount identified in (i) or (ii) above, whichever is applicable, for each uncompleted month of the 12-month period.
- (iv) Following indentureship as a Power Line Technician, a new apprentice will be eligible to receive one pair of Line Technician climbing boots and one pair of Line Technician Winter climbing boots. Approval of the out-of-scope Supervisor is required prior to purchase and reimbursement will be made upon submission of actual receipts.

36.06 Work Gloves

The Company will supply protective hand apparel to Employees as required by the work being performed. Worn out gloves and mitts are to be turned in to receive replacement(s).

36.07 Safety/Industrial Eyewear

- (i) Employees are eligible to obtain Safety/Industrial Eyewear through the Occupational Vision Care Program (OVC) as managed by the Saskatchewan Optometrists Association (SOA). Employees obtaining Safety/Industrial Eyewear through this program are eligible to claim reimbursement for eyewear once every 24 months. All prescription safety eyewear benefits, including provisioning procedures, shall be in accordance with the 'SaskPower Prescription Safety Eyewear Standard'.
- (ii) Eligibility for Article 36.07(i) for Office Employees required to work in field locations will be at the discretion of the out-of-scope Supervisor and will be dependent on the amount of time spent in the field and the nature of the work performed.

ARTICLE 37 – MILLENNIUM PLAN

37.01 Beginning December 31, 1996, SaskPower shall contribute an amount of money, based on the Employee's basic hourly rate times the number of hours specified below, into individual Registered Retirement Savings Plan (RRSP) in the Employee's name or, at the Employees option, to the Employee's existing PEPP account, for all Regular, Seasonal, and Probationary Employees. Contributions will be prorated based on 1/12 for every calendar month worked in a calendar year. The number of hours for calculations purposes are as follows:

- i) On December 31, 1996, 1997, 1998 and 1999 – 40 hours per year;
- ii) On January 1, 2000 – 37.05 hours;
- iii) On December 31, 2000 – 40 hours;
- iv) On December 31, 2001 – 58.34 hours;
- v) On December 31, 2006 and every December 31 thereafter - 60 hours per year

37.02 The Millennium Plan shall have restricted access conditions or lock in provisions attached to it such that the Employee will not be entitled to draw money from the Millennium Plan until such time as;

- i) The Employee retires in accordance with the provisions of the SaskPower pension plan they are enrolled in, or;
- ii) The Employee is permanently laid off or;
- iii) The Employee resigns or;
- iv) The Employee dies at which time the proceeds will be payable to the beneficiary designated by the Employee.
- v) The Employee is terminated.

37.03 Regular, Seasonal, and Probationary Employees on staff as at February 01, 1996, were given the option of enrolling in the Millennium Plan and Employees electing not to enroll have done so irrevocably. Such Employees were required to sign a 'waiver' releasing both SaskPower and the IBEW from responsibility for their decision. Effective January 1, 2004, Severance credits will be paid in accordance with the hours outlined in 38.01, 38.07 and 38.08. Participation in the Millennium Plan for new Employees is mandatory.

37.04 The Millennium Plan will have investment options, under the RRSP, the nature of which shall be decided on by a joint committee to include three (3) IBEW members and up to three (3) members from management. Employees will direct their own investment choices from the options provided.

37.05 The day to day administration of the Millennium Plan will be the responsibility of SaskPower.

37.06 Payments to the Millennium Plan will cease the year subsequent to the Employee reaching age 65 and no further credit shall accumulate under the Millennium Plan or the CBA.

- 37.07 Severance credits earned by Employees prior to January 01, 1996, will be paid out at a rate of 5 days (40 hours) per year of service for all service up to and including December 31, 1995, at the Employee's regular rate of pay at the time of drawing such severance. An Employee who retires prior to successfully completing 60 d on the job in their current position, as per the provisions of Article 12.10, shall have their severance credits paid out at the rate of pay associated with their previous position.
- 37.08 Severance credit entitlements and Millennium Plan RRSP contributions will be suspended for the period of January 1, 1996 to December 31, 2000 for Employees who attained 35 years of service during that period.
- 37.09 The change from terms "Trust" to "RRSP" and "Trust" to "Restricted Access" in the January 1, 2004 CBA will not adversely affect IBEW members under the Plan.
- 37.10 The change from terms "Millennium RRSP" to "Millennium Plan" in the January 1, 2010 CBA will not adversely affect IBEW members under the Plan.

ARTICLE 38 - SUPPLY OF AGREEMENTS

The Company agrees to provide the Union with sufficient copies of this Agreement (including 1 copy of each supplementary Agreement) to enable the Union to provide each Employee with 1 copy. It is understood and agreed, however, that the format of such copies shall be at the discretion of the Company.

ARTICLE 39 - JOB SECURITY AND TECHNOLOGICAL CHANGE

A Joint Committee on Automation and Technological Change shall be established. This Committee will meet at the call of Management or the Union and act strictly in an advisory capacity and will not be involved in discussions regarding Corporation plans and decisions involving the introduction or application of equipment or methods.

Name: Joint Committee on Automation and Technological Change

- Function: (a) To provide the Union with an opportunity of being made aware of the Company's plans in the area of automation and technological advance prior to the implementation of such plans as they will affect the staff.
- (b) To provide the Union with an opportunity to make Management aware of any problems and concerns that the Union or the Employees may have in relation to such changes.

ARTICLE 40 - CONTRACTING OUT

- 40.01 The Company will so far as practicable ensure that normal repair maintenance and production work which is done regularly by SaskPower IBEW Bargaining Unit Employees will continue to be done by such Employees.
- 40.02 New major construction, installation, or modification of equipment, or any other work not regularly done by IBEW may be done by outside contractors.
- 40.03 The Company will meet at least once every six months with the Union President and Business Manager to discuss the contracting out of maintenance by the Company.

ARTICLE 41 - EMPLOYEE RELOCATION POLICY

Relocation entitlements shall be in accordance with the Corporate IBEW Relocation Policy which may be amended from time to time. Amendments shall at minimum contain the same benefit as specified in the "expenses covered by the policy" section of the April 22, 2005 IBEW Relocation Policy. Existing letters of understanding that specify relocation will be re-negotiated as required.

ARTICLE 4.2 - NORTHERN ALLOWANCE

Northern Allowance:

SaskPower shall pay the monthly sum of three hundred dollars (\$300.00) to each employee (not including project or casual employees) while appointed to the headquarters of La Ronge, Creighton, Sandy Bay, and Southend.

SaskPower shall pay the monthly sum of three hundred sixty dollars (\$360.00) to each employee (not including project or casual employees) while appointed to the headquarters of Athabasca Plants.

Travel Time with Annual Vacation Leave:

Employees whose headquarters location is Sandy Bay, Southend or Creighton will be allowed two days without loss of regular pay for the purpose of traveling in conjunction with their annual vacation leave.

Employees whose headquarters location is La Ronge will be allowed one day for such purpose.

Housing:

SaskPower will continue the existing subsidization of rental rates for employee accommodations located in La Ronge.

SaskPower will continue to make available an \$8000.00, 10-year interest free housing loan for employees located in La Ronge.

The parties agree to review and re-negotiate this agreement subsequent to December 31, 2009, and in conjunction with that round of collective bargaining.

ARTICLE 4.3 – FLEXIBLE SPENDING ACCOUNT (FSA)

Regular and Seasonal IBEW Employees will be eligible for the Flexible Spending Account.

- Future years FSA amount shall increase the total contribution amount by the same percentage as any cumulative general wage increase, if applicable. In the event a cumulative general wage increase for 2012, if any, has not been agreed prior to the date on which Compensation and Benefits requires the 2012 FSA amount be established, the parties agree to an interim amount equal to the 2011 FSA contribution.
- The January 1, 2012 amount will be adjusted as per the Letters of Understanding entitled “Agreement to Interim 2010 Flexible Spending Account (FSA) Amount” dated October 26, 2009 and “Agreement to Interim 2011 Flexible Spending Account (FSA) Amount” dated October 28, 2010.
- In the event a 2012 interim FSA amount is less than what a subsequently agreed 2012 cumulative wage increase, if any, would have established the 2012 FSA amount to be, such shortage will be made up by the Corporation when negotiating the 2013 FSA amount.
- In the event a 2012 interim FSA amount is more than what a subsequently agreed 2012 cumulative wage increase, if any, would have established the 2013 FSA amount to be, such overage shall be funded from any bargaining monies that may be at hand in the 2012 round of collective bargaining.
- Once the allocation of funds has been made to the available option(s), that decision is irrevocable for one year.
- The benefit may be allocated to the following options:
 - Health Care Spending Account (\$50 minimum)

- Voluntary Group RRSP
- Millennium RRSP
- Vacation Purchase (allocation of number of days will be based on Employee's hourly wage)
- Public Employees Pension Plan (increased Employer's contribution) paid on each pay period for those Employees who are members of the Public Employees Pension Plan
- Cash Pay out (if the employee chooses not to elect from the above options, the Employee's flex benefit will default to an automatic cash pay out)
- The onus is on the Employee to ensure their selection of flex benefit option(s) does not cause them to exceed their personal RRSP deduction limit, as this election is irrevocable.

PROCEDURES:

1. After the Employee's initial allocation, in each year thereafter, Employees must complete the "Benefit Allocation Form" (Compensation & Benefits will send it to the Employee) and return it to Compensation & Benefits by the deadline specified. If the Benefit Allocation Form is not received by the deadline specified, the funds will be defaulted to an automatic cash pay out less source deductions.
2. These benefit options will be administered in the same manner as the management flex benefit allocation, i.e. Compensation and Benefits will annually send out a benefits election and information package to eligible Employees of the company to whom this agreement applies.
3. The benefit will be pro-rated for those Employees starting after January 1, based on a calculation of 1/12 for each calendar month worked.
4. Employees who terminate/retire their employment prior to December 31 will have their allocated flex benefit fund clawed back by 1/12 for each calendar month not worked, deducted from their final pay.
5. To submit Health Care Spending Account claims refer to EIN.
6. If an Employee is not already enrolled in the Voluntary Group RRSP, he/she must complete the initial enrollment form. To obtain this form, the Employee will be required to contact the Group RRSP administrator.

ARTICLE 44 - DURATION OF AGREEMENT

- 44.01 This Agreement shall be effective from 2010 January 01 and shall remain in force and effect up to 2011 December 31 and from year to year thereafter, but either party may, not less than 30 d nor more than 60 d prior to the termination date thereof, give notice in writing to the other party to terminate this Agreement or to negotiate a revision thereof.
- 44.02 The party giving notice in accordance with Clause 44.01 shall at the same time, when such notice is issued, indicate a date on which the said party suggests that negotiations commence, it being understood and agreed that both parties shall endeavour to have negotiations commence at the earliest possible date within the 60 d period before the expiry date of the Agreement.
- 44.03 At the first meeting of the parties for the commencement of negotiations, the Union shall submit in writing to the Company the Union's proposals in respect to revisions of the Agreement, and the Company shall submit in writing to the Union such proposals that the Company wishes to make to the Union in respect to revisions. It is clearly understood between the parties that only such items that are submitted in writing by either party to the other at the first meeting mentioned above shall be subject to negotiations.

Appendices

SHIFT MAINTENANCE ARRANGEMENTS AT BOUNDARY DAM POWER STATION:

For the purpose of this shift agreement, the Maintenance Year will be recognized as April 1 to March 31.

Industrial Mechanics, Station Electricians, and Plant Instrument Technicians will work shift hours. The numbers and *classifications to work on each crew are:

- 3 - Industrial Mechanics - Journeyed
- 1 - Station Electrician
- 1 - Plant Instrument Technician

Industrial Mechanics and Station Electricians will work two (2) shifts seven (7) days per week or, when required, one (1) shift seven (7) days per week. Plant Instrument Technicians will work one (1) shift seven (7) days per week.

Shift hours will be:	One Shift:	08:00 - 16:00
	Two Shift:	08:00 - 16:00 16:00 - 24:00

On each weekend and evening shift, one (1) Journeyed Industrial Mechanic will be designated as Charge Hand in charge of Industrial Mechanics.

It is agreed that shift schedules mutually agreed to as per Clause 19.03 will provide for a spare shift, either rotating or permanent. The conditions of Clause 19.03 (iii) are to apply to the spare shift Employees.

The type of work to be done by shift maintenance staff while working the regular evening and weekend shifts will be on equipment:

- (i) which is causing derates;
- (ii) which has caused or is about to cause a forced outage;
- (iii) which requires running maintenance;
- (iv) which requires programmed preventative maintenance (PPM).

An annual overhaul begins when the unit is taken off-line and ends when the unit is synchronized.

Shift Maintenance will work annual overhaul on the day portion (Monday to Friday inclusive) of their regular shift from April 1 to March 31 inclusive under the condition that shift Employees must be notified prior to the Maintenance Year that they will be put on a temporary one (1) shift assignment for the majority of the annual overhaul season (preferably May to October). However, the temporary one (1) shift assignment will be for a duration of not less than twelve (12) weeks.

When working on annual overhauls or emergencies while on a temporary one (1) shift assignment, other shift assignments will be on a volunteer basis only. When Employees who volunteer for the temporary shift work are not given at least seventy-two (72) hours' written notice before the shift change, they shall be paid at double their regular rate of pay for all regular hours worked on such assignment until seventy-two (72) hours following the notice has elapsed. Duration of the assignment should be stated on the notice.

In the future, the Company will determine which *positions in the *classifications of Industrial Mechanics, Station Electricians, and Plant Instrument Technicians will be subject to shift work and will bulletin them accordingly, with the intent of keeping to a minimum the number of shift *positions required.

SHIFT MAINTENANCE ARRANGEMENTS AT POPLAR RIVER AND SHAND POWER STATIONS:

Industrial Mechanics, Station Electricians, and Plant Instrument Technicians will work shift hours - one (1) shift, seven (7) days per week.

Shift hours will be: One Shift - 08:00 - 16:00

On each weekend, one (1) Journeyed Industrial Mechanic will be designated as Charge Hand in charge of the Industrial Mechanics.

It is agreed that shift schedules mutually agreed to as per Clause 19.03 will provide for a spare shift, either rotating or permanent. The conditions of Clause 19.03 (iii) are to apply to the spare shift Employees.

The type of work to be done by shift maintenance staff while working the regular weekend shift will be on equipment:

- (i) which is causing derates;
- (ii) which has caused, or is about to cause, a forced outage;
- (iii) which requires running maintenance;
- (iv) which requires programmed preventative maintenance (PPM).

An annual overhaul begins when the unit is taken off-line and ends when the unit is synchronized.

Shift Maintenance Employees may be temporarily assigned to work regular day hours (Monday to Friday 08:00 - 16:30) provided they are given as much advance notice as possible but not less than one (1) week.

Until such time as a permanent shift rotation is established at Poplar River Power Station and at Shand Power Station, shift maintenance Employees will be temporarily assigned to work regular day hours (Monday to Friday 08:00 - 16:30). The initial permanent shift rotation assignment requires a minimum of three (3) months' written notice.

When working regular day hours, other shift assignments will be made using the following guideline:

Prior to the initial notification of the implementation of a permanent shift rotation assignments to temporary shifts will be filled on a volunteer basis. If there are insufficient numbers of volunteers, an equitable rotation will be used.

When Employees who volunteer for the temporary shift work are not given at least seventy-two (72) hours' written notice before the shift change, they shall be paid at double their regular rate of pay for all regular hours worked on such assignment until seventy-two (72) hours following the notice has elapsed. Duration of the assignment should be stated on the notice.

In the future, the Company will determine which *positions in the *classifications of Industrial Mechanics, Station Electricians, and Plant Instrument Technicians will be subject to shift work and will bulletin them accordingly, with the intent of keeping to a minimum the number of shift *positions required.

ORGANIZATION OF ELECTRICAL DISTRICTS

1. Electrical districts shall be established, maintained, and organized as dictated by business needs, and operational requirements.
2. When establishment of, or changes to, a district or, districts organization and/or staffing arrangements are required, the Regional Manager shall convene a temporary Management/Union Committee for the purpose of consultation with affected staff and the Union.
3. Such a committee shall consist of;
 - a) IBEW office representation
 - b) District staff representatives, from the affected district(s) as selected by the Union
 - c) Management representatives
4. Joint consultations shall be concluded within 60 days.
5. There shall be no less than two (2) and no more than seven (7) Employees under the supervision of one DOS.
6. District Residency requirements;

- a) Urban districts – Urban District operating staff must reside within 25 Km (by all weather road), of the city limits of the urban district headquarters.
- b) Urban districts are; Moose Jaw City District, North Battleford City District, Prince Albert City District, Regina City District(s), Saskatoon City District, and Yorkton City District. All other districts are deemed to be Rural Districts.
- c) Rural districts – Rural District operating staff must reside within 60 Km (by all weather road), of the town limits of the rural district headquarters.

EMPLOYEES AFFECTED BY A DISTRICT RE-ORGANIZATION

Should the company re-organize a district; the following principles shall apply to the affected District Operator(s) (DO) and District Operating Supervisor(s) (DOS).

1. The Employee shall be required to report to the headquarters of the newly organized district.
2. All authorized work travel to, and from, the Employee's current domicile and their new headquarters, shall be on Company time. For the purpose of fulfilling these duties, the employee will be provided a company vehicle or, they will be reimbursed per the applicable standard mileage rates.
3. The Employee shall remain in their current classification rate of pay and they shall be eligible for wage increases applicable to that classification.
4. Under this article, should such a DO or DOS bid and be appointed to a lesser paying classification, which requires a Journeyman Powerline Technician certificate, within five years from the effective date of the district re-organization, they shall remain at the rate of pay as outlined in point "3."
5. Should such a DO or DOS bid and be appointed to a lesser paying classification, which requires a Journeyman Powerline Technician certificate, after the five year time frame outlined in point "4.", they shall be paid in accordance with the Collective Bargaining Agreement.
6. Employee(s) whose domicile falls within 60Km (by all weather road) of a Rural District shall not be required to relocate their domicile to the new Rural District headquarters.
7. An employee whose domicile, due to a re-organization, is located more than 60 Km (by all weather road) from their new Rural District headquarters, may request to relocate their domicile to within 60Km (by all weather road) of their new Rural District headquarters. If such a move is approved, they shall be eligible to utilize the IBEW Re-location Policy, including Section F. Home Sale Assistance, of the management moving policy.
8. Should the employee obtain a bid to a new location in a classification requiring a Journeyman Powerline Technician certificate within the five year time frame outlined in "4." above, they shall be eligible to utilize the IBEW Relocation Policy, including Section F. Home Sale Assistance, of the management moving policy.

Note: this Article supersedes the 1978-01-17 Letter of Agreement in regards to Electrical Distribution Districts, which is null and void.

EMPLOYMENT EQUITY AND DIVERSITY

1. The parties are committed to Employment Equity and Diversity initiatives and will work together in the development, implementation, monitoring, evaluation and updating of the Employment Equity and Diversity plan as approved by the Saskatchewan Human Rights Commission.
2. The parties agree to promote employment opportunities, equitable treatment, education, training and preparing the workplace for persons of Aboriginal ancestry, persons with disabilities, visible minority persons, women in under-represented (non-traditional) occupations and such other groups as identified and/or agreed to by the parties.

EDUCATIONAL QUALIFICATIONS

1. Educational qualifications of the following apprentice classifications shall be removed and replaced with "Entrance requirements in accordance with the Provincial Apprenticeship and Trades Certification Standards":

972- Cable Technician
937- Apprentice Electrician
945-Apprentice Instrument Technician
951-Apprentice Industrial Mechanic (Millwright)
954-Apprentice Welder
955-Apprentice Machinist
974-Apprentice Powerline Technician

2. Educational qualifications of the following trade classifications shall be removed:

928-Apparatus Repair Technician
909-Carpenter
947-Insulator
950-Welder
965-Streetlight Technician
859-Metering Technician
889-Apparatus Technician
901-Equipment Operator/Welder
929, 879, 926-Station Electrician
935-Electrical Technician
938-Electrical Construction Technician
946, 907-Plant Instrument Technician
853, 952, 943, 953-Industrial Mechanic (Millwright)
957-Machinist
960-Pressure Welder
970-Patroller
975-PowerLine Technician/Cable Technician
976- Powerline Technician
857-Machnist/Millwright (T&D)
868-District Operator

The job summaries for these affected classifications shall be modified to reflect these changes.

APPRENTICE POWER LINE TECHNICIAN RELOCATION

Effective June 1, 2007 the following note shall be removed from Job Summary "974 Apprentice Power Line Technician".

"Apprentice Power Line Technicians, after their initial appointment to headquarter location will be permitted to change headquarter location once during their apprenticeship. The terms and conditions of the Collective Bargaining Agreement to apply."

Incumbents in this classification previous to December 31, 2007, shall remain eligible for this relocation.

TELEPHONE ALLOWANCE

Effective January 1, 2008, designated employees required to provide a telephone number at which they can be reached for work related purposes, shall receive a telephone allowance in the amount of thirty-five dollars (\$35.00) paid monthly.

This allowance will be subject to source deductions as prescribed by Canada Revenue Agency.

This Article supersedes all previous letters of agreement and arrangements regarding reimbursement of telephone charges and as such no longer have force or effect.

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

ELIGIBILITY FOR ARTICLE 12.17

The following is for the purpose of clarifying the interpretation and application of Article 12.17 with respect to the 5-year eligibility provision.

Notwithstanding provisions of Clause 12.12, an Employee who has provided 5 consecutive years of service in a Classification Group listed herein, will be eligible for the provisions of Article 12.17.

For the purpose of this clause, the 5 consecutive years shall be determined by calculating the cumulative calendar time of the previously held eligible bids, through to the currently held bid.

Classifications Groups

1. Combined Cycle System Operator
Steam Station Charge Engineer
Steam Station Operating Engineer
Steam Station Assistant Operator
Steam Station Utility Operator
Steam Station Utility Operator – Training Pool
Training Coordinator (Plant)
2. Hydro Station Operator
Hydro Station Assistant Operator
3. Apprentice Power Line Technician
Distribution Control Operator
Distribution Control Operator Supervisor (I/S)
District Operating Supervisor (I/S)
District Operator
Induction Power Line Training Coordinator
Line Maintenance Specialist
Live Line Training Coordinator
Patroller
Patroller (I/C)
Power Line Cable Technician Supervisor (I/S)
Power Line Technician
Power Line Technician Assistant Supervisor (I/S)
Power Line Technician Supervisor (I/S)
Power Line/Cable Technician
Resource Planner (Distribution)
Resource Planner (Transmission)
Safety Coordinator
Streetlight Technician
Streetlight Technician Supervisor (I/S)
Metering Technician Supervisor (I/S) (w/ Journeyman Line Technician Certificate)
Metering Technician (w/ Journeyman Line Technician Certificate)
Equipment Operator (Line)
4. Mechanical Trades Supervisor (I/S)

Industrial Mechanic (Millwright)
 Industrial Mechanic (Millwright)/Hydro Station Operator
 Machinist
 Machinist/Millwright (T&D)
 Training Coordinator (Plant)
[Turbine Technician w/ Journeyperson Industrial Mechanic \(Millwright\) Certificate](#)
[Turbine Technician I/S Supervisor w/ Journeyperson Industrial Mechanic \(Millwright\) Certificate](#)

5. Pressure Welder (Supervisor) (I/S)
 Mechanical Trades Supervisor (I/S) (Welders who qualify)
 Pressure Welder
 Training Coordinator (Plant)
 Welder
[Quality Control Inspector](#)
[Quality Assurance Inspector](#)

6. Apparatus Repair Technician - 928
 Apparatus Repair Technician Supervisor (I/S)
 Electrical Construction Supervisor (I/S)
 Electrical Construction Technician
 Apparatus Technician Supervisor (I/S)
 Electrical Supervisor (I/S)
 Apparatus Technician
 Station Electrician
 Station Electrician/Hydro Station Operator
 Metering Technician
 Metering Technician 5 Yr. (I/S) w/ Journeyman Electrical Certificate
 Electrical Inspector
 Electrical Inspector Supervisor (I/S)
 Electrical Technician
 Electrical Technician Supervisor (I/S)
 Electrical/Electrical Technology Training Coordinator
 Training Coordinator (Plant)
 Utility Supervisor (I/S)
[Turbine Technician w/ Journeyperson Electrical Certificate](#)
[Turbine Technician I/S Supervisor w/ Journeyperson Electrical Certificate](#)
[Station Electrician / CT Operator](#)
[Electrical Compliance Inspector](#)
[Electrical Inspections Training Coordinator](#)
[Electrical Inspector – Training Pool](#)

7. Utility Supervisor (I/S)
 Utility Person
 Fuel Handler
 Coal Supervisor (I/S)
 Coal Control Operator
 Steam Station Utility Operator
 Steam Station Utility Operator – Training Pool
 Equipment Operator (Plant)
 Labourer

8. Storekeeper
 Storekeeper Supervisor (I/S)
 Training Coordinator (Plant)

9. Plant Instrument Technician Supervisor (I/S)
 Plant Instrument Technician
 Training Coordinator (Plant)

10. Plant Chemical Technologist Supervisor (I/S)
 Plant Chemical Technologist
 Training Coordinator (Plant)

11. Insulator
Carpenter
12. Contract Specialist
 - Telecontrol Technologist Supervisor (I/S)
 - Telecontrol Technician
 - Power Plant Electronic Technologist
 - Digital Systems Technologist
 - Engineering Technologist (Electronic)
 - Electrical Engineering Technologist – Training Pool
 - Metering Technician Supervisor (I/S) (w/Tech Diploma)
 - Metering Technician (w/ Tech Diploma)
 - System Test Technologist Supervisor (I/S)
 - System Test Technologist
 - Engineering Technologist (Electrical)
 - Engineering Assistant
 - Geomatics Technologist
 - Geomatics Technologist I/S Supervisor
 - Process Control System Technologist/CT Operator

NOTE 1:

For the purposes of the 5-year eligibility under Article 12.17, from the following *classifications, Employees who have held their current *classification and/or a position in a *classification group that qualified the Employee for their current *classification will be eligible.

- Production Specialist
- Safety/Training Coordinator
- Safety Specialist
- Network Management Analyst
- Apparatus Maintenance Specialist
- Training Specialist (System Operator)
- System Operator
- Performance Analyst
- Resource Planner
- Non-destructive Testing Specialist
- Production Planner
- Project & Purchasing Coordinator
- Material/Contract Coordinator
- Distribution Control Operator
- Distribution Control Operator Supervisor (I/S)
- Grid Operations System Specialist
- NERC Compliance Analyst
- Public Safety Electrical Worker
- Training Specialist (Hydro Plant Operator)
- Grid Operations Coordinator

NOTE 2:

Time accrual towards the 5-year eligibility period required under Article 12.17 shall not be interrupted by either of;

1. appointment to a temporary bid in a classification other than their permanent held classification (in or out of the scope of the bargaining unit),
2. and/or assigned to substitute to a classification other than their permanent held classification (in or out of the scope of the bargaining unit).

For the purposes of calculating the 5-year eligibility period required under Article 12.17, the forgoing periods shall be treated as though the Employee had never left their permanent classification.

NOTE 3:

When applicable, group placement of new, or changed, classifications will be subject to review and agreement by the Company and Union.

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

POWERLINE TRADE EDUCATIONAL QUALIFICATIONS

The parties agree that the following educational qualifications are required for appointment to the following classifications in the collective agreement:

Former Qualification	New Qualification or Equivalent
Grade XI English	minimum of Grade XI English or equivalent
Grade XI Algebra	minimum of Math A30 or equivalent
Grade XI Geometry	minimum of Math A30 or equivalent
Grade XI Physics	minimum of Level 20 Science or equivalent
Grade XI Science	minimum of Level 20 Science or equivalent

Affected Classifications	Class Code
Resource Planner	963
Coordinator, Liveline & Power Line Training	983
Course Leader (Line)	979
Power Line Technician/Supervisor (In-Scope)	978
Powerline Cable Technician/Supervisor (In-Scope)	973
District Operating Supervisor (In-Scope)	977
Streetlight Technician/Supervisor (In-Scope)	967

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

WORK EXPERIENCE PARTICIPANT (NON-EMPLOYEE)

SaskPower and the IBEW Local 2067 recognize the benefits of providing work placement opportunities as an important element of any Youth Initiative or Diversity strategy. In general, it is understood that a work experience placement will provide opportunities for participants to:

- explore a job area in which they are interested
- develop specific job and personal management skills
- enhance career opportunities through occupational experience, knowledge and networking

SaskPower will provide work experience opportunities with the understanding that:

1. Participants are associated with a jointly recognized (Company/Union) program.
2. The maximum duration of a work experience placement is 6 months.
3. The success of the program is dependent upon Employees willing to perform the mentoring role associated with the work experience initiative.
4. The work experience placement will not affect the hiring practices of the organization nor will such placements be a contributing factor related to termination/layoff of project/regular Employees.
5. The Union shall be notified of any placements including the name of the participant and the nature and duration of the work assignment.
6. Participants are to receive safety orientation prior to commencement of work.

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

EMPLOYEE RELATIONS COUNCIL

This Letter of Understanding sets out the basis for establishing and maintaining ongoing effective communications in an effort to strengthen the Employee relations of the organization. With this objective in mind, the parties commit to the establishment of an Employee Relations Council (ERC) that will remain in effect for the term of the current collective agreement (January 20¹⁰ - December 20¹¹).

The ERC will conduct regularly scheduled meetings (minimum of 4 meetings per year *or as required*) for the purpose of improving communications between the parties, engaging in constructive problem solving and exploring items of mutual interest, not limited to those addressed through the Collective Bargaining Agreement.

The Council is to be comprised of an equal number of Union and Management members that are able to provide a balanced perspective of workplace issues affecting the organization and the membership.

For example, the parties have identified the following as items warranting discussion and/or resolve that may be suited to the ERC:

1. Contracting Out
2. Safety/Health Care
3. Isolated Headquarters Locations
4. Workforce Planning, Attraction and Retention
5. Maximization of all Benefits covered in the C.B.A.
6. Road Crew Issues
7. Steam Operator Educational Qualifications
8. Posting of Job Bids

If either party believes the terms of reference or mandate of this committee are not being utilized as intended, they can provide 60 days written notice to end this Letter of Understanding and their participation on the Employee Relations Council.

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

PARKING – HEAD OFFICE – REGINA

The Company agrees to provide parking facilities for Regular IBEW Employees whose bid location is 2025 Victoria Avenue, Regina. In the absence of the availability of parking facilities, Regular Employees will receive monthly parking allowance in the amount of Sixty Dollars (\$60.00) per month (taxable).

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

SUBSTITUTION GUIDELINES FOR DISTRICT OPERATING SUPERVISOR POWERLINE TECHNICIAN SUPERVISOR/AREA ELECTRICAL TECHNICIAN

1. Weekday substitution may be paid in the absence of the District Operating Supervisor/Powerline Technician Supervisor/Area Electrical Technician for periods of one day or more or in instances where the Supervisor is indisposed. In either instance, substitution will be assigned in accordance with Article 12.14 and at the discretion of the out-of-scope Supervisor or designate.
2. In instances where substitution periods of less than one day extend beyond regular working hours, overtime hours continuous with the regular hours of work will be paid at the substitution rate of pay.
3. All overtime hours worked during temporary assignments of one day or more will be paid at the substitution rate of pay.
4. Weekend substitution pay will normally be restricted to instances such as those defined in article 12.16 or where it has been predetermined that such temporary assignments will begin on a weekday and extend beyond the weekend. In such cases, Employees temporarily assigned to a higher level classification immediately prior to and following the weekend will be compensated at the higher rate of pay for all overtime hours worked through the weekend.

Employees assigned to a period of substitution as described in Point 4, which coincides with assigned weekend standby responsibilities will receive standby pay at the substitution rate of pay.

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

INFORMATIONAL OVERVIEW OF SICKNESS BENEFITS

Note:

This overview is for informational purposes only and does not form part of the collective agreement. Information presented within this overview is subject to change. Certain benefits referenced in this overview are provided through 3rd parties and therefore are not under the control of the Company. In the event of a discrepancy between the contents of this overview and the Articles of the Collective Agreement, the Articles of the Collective Agreement take precedent and are to be relied upon, exclusive of this overview.

Sickness Benefit 1 - Plan "A" Sick Leave

Employees accumulate sick leave credits at the rate of 1.25 days per month of paid employment. When drawing these sick leave credits, employees receive 100% of their regular monthly salary until their accumulated sick leave credits have been exhausted. Sick leave pay will be discontinued at retirement. The RTW Coordinator's office monitors the use of Plan A Sick Leave and may contact Employees regarding their medical absence. If an Employee's medical absence is expected to exceed 30 days, the RTW office will be involved in the case management of the Employee's absence.

Sickness Benefit 2 - Plan "B" Sick Leave

When an employee has exhausted their **Plan "A" Sick Leave** benefit, **Plan "B" Sick Leave** will then provide 75% of the Employee's regular monthly salary through the 119 calendar day waiting period required of Employees who may become eligible for long term disability coverage. Plan B coverage will continue as long as the Employee's medical absence is supported through the provision of acceptable medical information.

Plan B Eligibility

1. To receive Plan B benefits, the Employee must be suffering from illness or injury that is significant, persistent or recurring, which prevents the Employee from carrying out assigned duties.
2. Applications for **Plan "B" Sick Leave** must be submitted on Form P 148 and will be decided by the Corporate physician.
3. IBEW will be informed of all applications for **Plan "B" Sick Leave** benefits.

Sickness Benefit 3 - Disability Income Plan (DIP)

1. An Employee deemed medically unfit to perform their current occupation for a period in excess of 119 calendar days, and approved to receive DIP, will receive 75% of their regular monthly salary for up to 20 months. During the 119 calendar day waiting period and the 20 month DIP benefit period, the RTW office, the RTW Committee, and the Employee, will work together to return the Employee to duties that fit within the Employee's medical restrictions.
2. Employees who have been deemed medically unfit to work in any reasonable capacity in excess of 20 months, may be eligible for long term DIP benefits in accordance with the DIP document. Long term DIP coverage continues as long as you are deemed medically unfit to work in any reasonable capacity, or until you reach 65.

3. Employees approved for DIP benefits receive a taxable income of 75% of regular monthly salary reduced by any amounts received from WCB and CPP. Benefits are indexed to the CPI and annually adjusted to a max of 3%. The RTW office will be involved in the case management of Employees receiving DIP benefits.
4. At the completion of the 119 calendar day waiting period, an Employee who has been approved to receive the DIP benefit while not having exhausted their Plan "A" sick leave benefit, may elect to either, begin receiving the DIP benefit at 75% of regular monthly earnings, or exhaust their remaining Plan "A" sickness benefit at 100% of their regular salary.
5. In order to process an Employee's DIP application, the Employee must provide the required medical information and authorize the RTW office to release such information, as well as wage and benefit information, to the DIP plan administrator.

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

JOB EVALUATION SYSTEM – WAGE MAINTENANCE

1. Employees whose current job classifications which experience a reduction in pay will be entitled to receive negotiated general economic increases afforded to the other Employee groups for the period that they remain an incumbent in their current position.
2. If an Employee permanently vacates a wage-protected position voluntarily and subsequently returns to the wage protected position, for reasons other than Employee reversion for failed probationary period, the Employee shall do so at the lower rate of pay.
3. Employees currently residing in wage-protected positions will be afforded the step-pay increments under the same conditions (i.e. time-based, qualifications training based) that would have applied, had the Job Classification Review not been implemented.
4. For as long as they remain in their current position, Employees who, in their current position, were entitled to a paid promotional move prior to the implementation of JCR, will remain eligible for a paid promotional move that they would have qualified for, had JCR not been implemented.

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

CONDITIONS FOR THE WAIVER OF EDUCATIONAL REQUIREMENTS

1. Education

When a job bulletin is posted which calls for any diploma or certificate, an Employee applicant for such bulletin will not be disqualified for reason of insufficient education provided the Employee has successfully completed the prescribed training courses and as a result holds the specified diploma or certificate, and was an Employee of the Corporation as of January 24, 1994.

2. General Applications

- (a) A diploma or certificate obtained on the basis of scaled down instruction courses and/or examinations that had been designed to enable older Employees to qualify under a "grandfather" provision based on years of experience in an occupation would not be considered grounds to waive educational requirements as described in 1 above.
- (b) An Employee who has misrepresented their educational standing in their application for employment would not be eligible for the waiver of educational requirements described in 1 above.
- (c) To recognize the need for an adequate period in which to assess an Employee's capability to perform the work of the new *position to which such an Employee is appointed, it is understood and agreed that in cases where the educational requirements are waived, as described in 1 above, the time allowance for such assessment as provided in Clause 12.10 of the Collective Bargaining Agreement shall be extended to 90 d.
- (d) Employees who were hired after the signing date of this letter, will be required to obtain the educational requirements as indicated on the job description for the *position for which they were hired. Should the Employee fail to obtain the educational requirements within the 24-month period immediately following the date of their employment, the Employee will be terminated.

Employees without the educational requirements could be appointed to promotional *positions providing:

- (i) the Employee applied for the open *position and
- (ii) no qualified applicants apply for the open *position and
- (iii) the Employee obtains the required educational requirements within the 2-year period as specified above.

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

TRAINING POLICY ON THE INDENTURESHIP OF APPRENTICES

1. Persons employed as Apprentices, as a condition of employment, shall be required to sign an Apprenticeship Contract with SaskPower, who will, on behalf of the employee, apply to the Saskatchewan Apprenticeship and Trade Certification Commission for the registration of the contract.
2. Apprentices shall be enrolled in the appropriate course of study for the trade as provided by a provincially designated training institution. Tuition and textbook costs associated with this course of study shall be paid by the Company. Apprentices enrolled shall be required to successfully complete each of the training levels and obtain an Inter-Provincial Journeyman certificate at the completion of the apprenticeship period.
3. Apprentices, while attending such courses, shall be paid their applicable straight time wage. If apprentices are required to be away from their *headquarters to attend classes, such apprentices shall be deemed to be on Company business and the provisions of the Collective Bargaining Agreement shall apply.
4. Apprentices, while attending such classes, shall:
 - (a) be subject to the conditions of attendance established by the training institution and
(b) keep the Company apprised of their test results as soon as they are notified.
5. Apprentices, failing any of the examinations leading to Journeyed status shall be subject to the following conditions:
 - (a) An Apprentice receiving notification from the Apprenticeship and Trades Certification Branch that they have failed an examination will, subject to the Commission's approval, be permitted to rewrite the examination. Failure to request a rewrite within one month will be construed as a withdrawal from the Apprenticeship Program and such Employee will be laid off. The Company shall pay the Employee's normal straight-time wages for regularly scheduled work days absent from work and necessary travel and sustenance expenses resulting from or incurred in connection with examination rewrites.
 - (b) In cases where the Apprenticeship and Trade Certification Commission will not allow an examination rewrite but recommend a retake of the course and/or training module and retake of the course is approved by SaskPower, such Employees shall be granted leaves of absence, without pay, to retake the course on their own time and at their own expense.
 - (c) Apprentices failing a full year of training or the rewrites or course retake opportunities afforded them shall be laid off with appropriate notice.

6. Travel and Sustenance

Employees required to operate their personal vehicle for travel to and from any training program location outside their *headquarters shall be reimbursed at the current Company rate per kilometer for all kilometers traveled at the beginning and at the end of the training program and every second weekend.

Employees utilizing Company vehicles to and from a training location shall be considered as having transportation provided and neither the operator nor the passengers shall receive further

reimbursement.

NOTE: Wherever practicable, Employees traveling to and from a common location for short duration programs are encouraged to travel together. Sustenance and accommodation expense, when applicable, will be paid as per the Collective Bargaining Agreement.

Weekend Expenses:

Employees attending a training session shall be entitled to claim for mileage at the current Company rate per kilometer for kilometers traveled from the training location to their *headquarters and to return to the training location on every second weekend. On weekends not specified above, Employees who opt to check out of their lodgings will be entitled to the daily meal allowance.

NOTE: Employees must, if requested, verify the trip to permanent *headquarters. Employees traveling to destinations other than their *headquarters, may claim for actual mileage to that location to a maximum of the kilometer equivalent to their *headquarters.

7. Overtime

Where evening sessions form a necessary part of an Apprenticeship classroom program, no overtime will be paid. When travel to and/or from a training location is necessary outside of normal working hours, remuneration will be paid at the Employee's regular rate of pay. No overtime will be paid.

8. Return on Service: An Employee appointed to an indentured apprenticeship, upon becoming a fully qualified Journeyperson, shall only be eligible to bid on classifications within the classification grouping of their new classification as listed in the Letter of Agreement, "Eligibility for Article 12.17 - Classification Groupings", for a period of 5 years, thereafter.

9. Although apprentices will have regular status in accordance with provisions of Clause 3.02 of the Collective Bargaining Agreement, their headquarter location is only temporary and they will not have permanent headquarters until such time as they are sufficiently trained and appointed to a position as per the following Clause 11.

10. Employees who are indentured in an apprenticeship program must recognize that they are applying for positions in which the Corporation will undertake to train them to become fully qualified in their trade to meet future staffing requirements at various locations. Therefore, they must be fully committed to that purpose understanding that if accepted for such position, they will not be considered for any position unless:

- (i) They have bid for another position prior to commencing the 4th year of the Apprenticeship program.
- (ii) They have become qualified and have worked at the classification, to which they were appointed, for at least 5 years. (This provision will be waived where the employee has bid laterally or promotionally to another position which requires the same trade qualifications.)
- (iii) There is a requirement to change jobs for medical reason(s).
- (iv) They have failed to successfully complete a level of training.

11. After apprentices have completed their training and have become qualified, they are expected to obtain a permanent headquarters by bidding on positions at various locations for which they have been trained. If such Journeymen do not apply for available *positions, they will be assigned where needed to ensure the required distribution of Journeymen throughout the system. When assigning Journeymen, the Journeymen person without bid who has held this distinction the longest will be appointed.

12. The six (6) months' restriction referred to in Clause 12.05 of the Collective Bargaining Agreement shall not be applied with respect to bidding out of an apprenticeship program.

13. Should the Commission fail to make level examinations available prior to their pay step anniversary date, the apprentice pay shall be advanced to next pay step. The apprentice shall remain subject to the prescribed examination and should the apprentice fail to pass the examination when made available, he shall be reverted to the rate for which he qualifies effective on the date of failing the examination.

Note: The revised Letter of Understanding will apply to all apprentices on staff prior to ratification of the 2010-2011 memorandum of agreement with the following exception: 11. above of Letter of Understanding. Provisions prior to ratification will apply.

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

TEN-YEAR ELIGIBILITY FOR LATERAL BIDS

The following is for the purpose of clarifying the interpretation and application of the moving policy with respect to the 10-year eligibility provision for *lateral bids. Lateral is defined as movement within the same band without consideration for red-circling, differential or premium pay. A permanent Employee who has resided in the same headquarters while in the same *position or same *classification Group for a minimum of 10 consecutive years will be eligible for the Employee Relocation Policy if appointed to a *lateral *position through the bidding procedure.

Classification Groups:

1. Combined Cycle System Operator
Steam Station Charge Engineer
Steam Station Operating Engineer
Steam Station Assistant Operator
Steam Station Utility Operator
Steam Station Utility Operator – Training Pool
Training Coordinator (Plant)
2. Hydro Station Operator
Hydro Station Assistant Operator
3. Apprentice Power Line Technician
Distribution Control Operator
Distribution Control Operator Supervisor (I/S)
District Operating Supervisor (I/S)
District Operator
Induction Power Line Training Coordinator
Line Maintenance Specialist
Live Line Training Coordinator
Patroller
Patroller (I/C)
Power Line Cable Technician Supervisor (I/S)
Power Line Technician
Power Line Technician Assistant Supervisor (I/S)
Power Line Technician Supervisor (I/S)
Power Line/Cable Technician
Resource Planner (Distribution)
Resource Planner (Transmission)
Safety Coordinator
Streetlight Technician
Streetlight Technician Supervisor (I/S)
Metering Technician Supervisor (I/S) (w/ Journeyman Line Technician Certificate)
Metering Technician (w/ Journeyman Line Technician Certificate)
Equipment Operator (Line)
4. Mechanical Trades Supervisor (I/S)
Industrial Mechanic (Millwright)
Industrial Mechanic (Millwright)/Hydro Station Operator

- Machinist
 - Machinist/Millwright (T&D)
 - Training Coordinator (Plant)
 - [Turbine Technician w/ Journeyperson Industrial Mechanic \(Millwright\) Certificate](#)
 - [Turbine Technician I/S Supervisor w/ Journeyperson Industrial Mechanic \(Millwright\) Certificate](#)
5. Pressure Welder (Supervisor) (I/S)
 Mechanical Trades Supervisor (I/S) (Welders who qualify)
 Pressure Welder
 Training Coordinator (Plant)
 Welder
[Quality Control Inspector](#)
[Quality Assurance Inspector](#)
 6. Apparatus Repair Technician - 928
 Apparatus Repair Technician Supervisor (I/S)
 Electrical Construction Supervisor (I/S)
 Electrical Construction Technician
 Apparatus Technician Supervisor (I/S)
 Electrical Supervisor (I/S)
 Apparatus Technician
 Station Electrician
 Station Electrician/Hydro Station Operator
 Metering Technician
 Metering Technician 5 Yr. (I/S) w/ Journeyman Electrical Certificate
 Electrical Inspector
 Electrical Inspector Supervisor (I/S)
 Electrical Technician
 Electrical Technician Supervisor (I/S)
 Electrical/Electrical Technology Training Coordinator
 Training Coordinator (Plant)
 Utility Supervisor (I/S)
[Turbine Technician w/ Journeyperson Electrical Certificate](#)
[Turbine Technician I/S Supervisor w/ Journeyperson Electrical Certificate](#)
[Station Electrician / CT Operator](#)
[Electrical Compliance Inspector](#)
[Electrical Inspections Training Coordinator](#)
[Electrical Inspector – Training Pool](#)
 7. Utility Supervisor (I/S)
 Utility Person
 Fuel Handler
 Coal Supervisor (I/S)
 Coal Control Operator
 Steam Station Utility Operator
 Steam Station Utility Operator – Training Pool
 Equipment Operator (Plant)
 Labourer
 8. Storekeeper
 Storekeeper Supervisor (I/S)
 Training Coordinator (Plant)
 9. Plant Instrument Technician Supervisor (I/S)
 Plant Instrument Technician
 Training Coordinator (Plant)
 10. Plant Chemical Technologist Supervisor (I/S)
 Plant Chemical Technologist
 Training Coordinator (Plant)
 11. Insulator

Carpenter

12. Contract Specialist
Telecontrol Technologist Supervisor (I/S)
Telecontrol Technician
Power Plant Electronic Technologist
Digital Systems Technologist
Engineering Technologist (Electronic)
Electrical Engineering Technologist – Training Pool
Metering Technician Supervisor (I/S) (w/Tech Diploma)
Metering Technician (w/ Tech Diploma)
System Test Technologist Supervisor (I/S)
System Test Technologist
Engineering Technologist (Electrical)
Engineering Assistant
Geomatics Technologist
Geomatics Technologist I/S Supervisor
Process Control System Technologist/CT Operator

NOTE 1: Technologists and Technicians who progress from electrical trades requiring Journeyed Electrician status will be credited with this time towards the 10 years eligibility requirement for the Employee Relocation Policy entitlement.

NOTE 2: Technologists whose *position requires electrical, electronic or instrumentation diplomas will be credited with time spent in their specific discipline (e.g. If a *position requires electrical technology standing, time spent in the instrumentation technology field is not applicable towards the 10 years time credit.)

NOTE 3: For the purposes of the 10-year eligibility for *lateral bids from the following *classifications, Employees who have resided in the same *headquarters for 10 consecutive years in their current *classification and/or in a *position in the *classification group that qualified the Employee for their current *classification will be eligible.

Training Specialist (Operators)
Athabasca Facilities Operator
Safety/Training Coordinator
Safety Specialist
Safety Coordinator
Network Management Analyst
Live Line Training Coordinator
Line Maintenance Specialist
Apparatus Maintenance Specialist
Performance Analyst
Resource Planner
Non-destructive Testing Specialist
Production Planner
Project & Purchasing Coordinator
Material/Contract Coordinator
Distribution Control Operator
Distribution Control Operator Supervisor (I/S)

NOTE 4: The time accrued towards the 10-year eligibility period for relocation will be maintained, but not accumulate, during approved leaves of absence or seasonal layoff. The 10-year eligibility period will resume upon return to work from the leave or layoff.

NOTE 5: Eligibility provisions for the classification of District Operating Supervisor (I/S) and District Operator are outlined in the Letter of Understanding 'Implementation Guidelines for New District Operator Classification' dated September 11, 2002.

NOTE 6: Supervisors having held a position in the same *headquarters and classification group for the consecutive 10-year period will be eligible for the relocation policy in instances where bidding one level down within their classification group from their current classification as listed below.

Employees who have been reimbursed for a move under this provision will not be eligible for another paid move for 5 years, unless such move is at Company request.

1. Steam Station Charge Engineer to Steam Station Operating Engineer
2. Mechanical Trades Supervisor (I/S) to Industrial Mechanic (Millwright) or Machinist/Millwright or Machinist or Welder/Pressure Welder
3. Pressure Welder Supervisor (I/S) to Pressure Welder
4. Metering Technician Supervisor (I/S) to Metering Technician
5. Stores Supervisor (I/S) to Storekeeper
6. Utility Supervisor (I/S) to Utility Person
7. Coal Supervisor (I/S) to Fuel Handler
8. Electrical Supervisor (I/S)(Plant) to Station Electrician
9. Electrical Construction Supervisor (I/S) (T&D) to Electrical Construction Technician
10. Electrical Technician Supervisor to Electrical Technician
11. Plant Instrument Technician Supervisor (I/S) to Plant Instrument Technician
12. Plant Chemical Technologist Supervisor (I/S) to Plant Chemical Technologist
13. Telecontrol Technologist Supervisor (I/S) to Telecontrol Technologist
14. System Test Technologist Supervisor (I/S) to System Test Technologist
15. Apparatus Technician Supervisor (I/S) to Apparatus Technician
16. Apparatus Repair Technician Supervisor (I/S) to Apparatus Repair Technician
17. Power Line Technician Supervisor (I/S) to Power Line Technician or Assistant Power Line Technician Supervisor (I/S)
18. District Operating Supervisor to District Operator
19. Street Light Technician Supervisor (I/S) to Street Light Technician
20. Power Line/Cable Technician Supervisor (I/S) to Power Line/Cable Technician
21. Mechanical Trades Supervisor (I/S) to Turbine Technician
22. Electrical Supervisor (I/S) to Turbine Technician
23. Electrical Tech Supervisor (I/S) to Turbine Technician
24. Electrical Construction Supervisor (I/S) to Turbine Technician
25. Apparatus Technician Supervisor (I/S) to Turbine Technician
26. Electrical Inspector Supervisor (I/S) to Turbine Technician

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

SUPPLEMENT TO EMPLOYMENT INSURANCE (E.I.) MATERNITY BENEFITS PLAN

POLICY STATEMENT:

This policy outlines the plan to supplement the Employment Insurance Benefits received by Employees on approved maternity leave, for the period of the leave the Employee is unable to work for health related reasons due to pregnancy, delivery, and/or post delivery. (Please refer to Compensation and Benefits for further information on this policy.)

LETTER OF UNDERSTANDING

Between

SASKPOWER

and

LOCAL UNION 2067, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Regarding

THE MILLENNIUM FUND

It is hereby agreed that the new provision which provides the Millennium Trust Fund benefit to Employees with more than 35 years of service is subject to approval from the SaskPower Board of Directors.

It is further agreed that this new provision will not be retroactive for service time between an Employee's 35th anniversary and December 31, 2000.

SASKPOWER
HUMAN RESOURCES DEVELOPMENT AND TRAINING
TRAINING TERMS OF REFERENCE
(SPC/IBEW)

THIS TRAINING TERMS OF REFERENCE APPLIES TO ALL SASKPOWER SPONSORED TRAINING, OTHER THAN APPRENTICESHIPS, WHICH IS COVERED BY THE 'TRAINING POLICY ON THE INDENTURESHIP OF APPRENTICES'

Preface

SaskPower and the IBEW Union recognize the responsibility that is placed on the Employees for the effective and knowledgeable execution of their duties due to the complex technical nature of the electrical energy industry and the safe working practice that must be maintained. With continuing system and service expansion and technological advancement, the requirement for effectively trained personnel is vital to the effective operation of the Corporation in both the short and long term.

The Company accepts the responsibility for the development and provision of the necessary training and retraining programs defined for established *classifications and as may be required to meet the challenges of a constantly changing working environment to promote the maximum development of manpower.

It is recognized that the Company and the Union have a mutual interest in training and skill development and that morale, productivity, and safe working practice are enhanced by thoroughly trained Employees who perform their work in a safe, efficient, and confident manner.

Joint Training Committees

Joint committees will be formed and dispersed, as required, and shall be composed of an adequate number of Company and Union representatives. Committee members will be knowledgeable in the training or qualification issue under review and will convene to review assigned tasks; all committee recommendations shall be subject to review and approval of the Company and the Union.

Proposed changes in curricula for existing courses that form part of the job qualifications or affect anniversary increases and curricula for proposed new courses that are to be included in job qualifications or will affect anniversary increases will be submitted by the respective committee.

Committee process will be in accordance with article 7.03

Training Programs and Courses

1. Qualification Training

*Employees in *classifications in which training programs form part of job qualifications shall be required to successfully complete the designated courses and examinations. Employees failing examinations will be allowed one rewrite subject to the following conditions:*

1.1 Request for rewrite must be made within one month of receiving examination results, failure to do so will be construed as a withdrawal from the qualification training program and the Employee shall be laid off following the process identified on the Job Summary.

1.2 The Employee shall obtain the clearance of their Supervisor and request the rewrite by contacting the appropriate Human Resources area.

1.3 The Company shall pay wages for regularly scheduled work days only and necessary traveling expenses in connection with the rewrite.

Employees shall not be permitted to take further rewrites or repeat a course except when requested and approved by the Manager concerned. Employee Relations or the Union may, however, initiate recommendations for Company approval if circumstances or conditions appear to justify or warrant special

consideration.

2. Technical and Trade Upgrading

The Company and the Union encourage participation (on a voluntary basis) in ongoing technical and trade development programs designed to keep abreast of technological advances and promote safe practice for eligible Employees.

3. Travel and Sustenance

Employees required to operate their personal vehicle for travel to and from any training program location outside their *headquarters shall be reimbursed at the current Company rate per kilometer for all kilometers traveled at the beginning and at the end of the training program and every second weekend.

Employees utilizing Company vehicles to and from a training location shall be considered as having transportation provided and neither the operator nor the passengers shall receive further reimbursement.

NOTE: Wherever practicable, Employees traveling to and from a common location for short duration programs are encouraged to travel together. Sustenance and accommodation expense, when applicable, will be paid as per the Collective Bargaining Agreement.

4. Weekend Expenses:

Employees attending a training session shall be entitled to claim for mileage at the current Company rate per kilometer for kilometers traveled from the training location to their *headquarters and to return to the training location on every second weekend. On weekends not specified above, Employees who opt to check out of their lodgings will be entitled to the daily meal allowance.

NOTE: Employees must, if requested, verify the trip to permanent *headquarters. Employees traveling to destinations other than their *headquarters, may claim for actual mileage to that location to a maximum of the kilometer equivalent to their *headquarters.

5. Remuneration for attending Company sponsored training

5.1 Where reasonable evening sessions form a necessary part of a training or development program, no additional remuneration will be paid. When travel to and/or from a training location is necessary outside of normal working hours, remuneration will be paid at the Employee's regular rate of pay. Overtime rates will not apply to travel or class time.

5.2 When required training is not part of a qualification training or development program, (such as CPR, Privacy, Respectful Workplace) the conditions of article 7.04 will apply.

6. External (Extension) Programs

6.1 Approved courses taken by an Employee at local educational or technical institutes or universities, upon approval of the Company, will qualify for full reimbursement of the cost of tuition and examination fees and associated textbooks on successful completion.

6.2 Approved correspondence programs will also qualify for full reimbursement on successful completion.

7. Examinations

7.1 Examinations on Company sponsored programs or courses will be prepared and conducted by the applicable Human Resources area based on recommendations drawn up by the appropriate joint committee.

7.2 The Manager concerned and/or the Union may assign a representative to review the examination results.

7.3 The Company will issue qualification certificates on successful completion of established courses and examinations and upon attainment of the required experience and other conditions for the

*classification.

7.4 Where shift personnel are required to write examinations leading to Department of Labour qualification certificates on their day off or scheduled vacation, regular pay in lieu will be reimbursed or their regular day off or vacation day rescheduled at the Employee's option. When using their personal vehicle, employees writing such examinations at a location away from their *headquarters shall be entitled to claim for mileage at the current Company rate per kilometre.

The Terms of Reference herein contained shall not abrogate in any way the conditions of the Collective Bargaining Agreement and may be changed upon mutual agreement between SaskPower and the Union.

PROJECT EMPLOYEES

DEFINITIONS

The following definitions are for the purposes of this appendix only.

Project Employee Bidding Rights:

- The time accumulated from each day of employment (each day of employment = 1 day of bidding rights), used for the sole purpose of obtaining a Regular, Seasonal or promotional Temporary *position. Project Employees cannot exercise such bidding rights until 45 calendar days of employment have been completed.

Released:

- A Project Employee is "released" when their project or temporary *position term has been completed or has been ended. A Project Employee who has completed 45 calendar days of employment, will have established bidding rights as described under "Project Employee Bidding Rights", outlined below.

Terminated:

- A Project Employee's employment is "terminated" when the employment relationship is severed and their bidding rights, if any, are extinguished.

EXPLANATORY NOTES:

It is understood that an Employee hired for temporary relief shall be considered a "Project Employee" and such relief shall normally be required for reasons of:

(i) vacation leave;

(ii) absenteeism of abnormal duration resulting from sickness, occupational injury, or leaves of absence;

(iii) abnormal vacancies resulting from job appointments or staff terminations; or,

(iv) temporary vacancies (those in excess of 5 d resulting when regular staff are attending training courses).

- Project Employees employed for 10 consecutive regular working days or less will be paid at their regular rate of pay for all hours worked up to 8 h/d and will not earn time for days off. When employed for periods in excess of 10 consecutive regular working days, they will be scheduled to work such that they earn days off.
- One of the reasons the Corporation hires Project Employees is to stream qualified employees into permanent employment in order to have staff levels meet business needs. Project Employees are required to demonstrate a good work ethic and to work cooperatively with other staff. Failure to do so will result in termination.
- Project Employees are expected to apply for permanent *positions within the classification they were hired, throughout the Corporation.

- Project Employees who, after six months of continuous employment, choose not to apply for permanent *positions throughout the Corporation, may be subject to having their Project term ended and may not be rehired to any further Project assignments.
- The exercise of Project Employee bidding rights is restricted to obtaining a permanent *position or a temporary bid which is a promotion.
- Project Employee bidding rights cannot be exercised to obtain a lateral temporary or demotional temporary bid.
- A Project employment term may be ended, and the Employee *released at any time.
- A Project Employee in a temporary bid *position whose term has been completed, or ended, shall be *released.
- A Project Employee may be *terminated at any time and a standard of just cause does not have to be met, provided the termination is not arbitrary, in bad faith or discriminatory.

Project Employee Bidding Rights:

- A Project Employee shall not have bidding rights until they have completed 45 calendar days of employment.
- Subsequent to a Project Employee completing 45 calendar days of employment, they shall have 45 days of credit towards bidding rights.
- For each day of Project employment in excess of 45 days (consecutive or non-consecutive), a Project Employee shall accumulate an additional day of credit towards bidding rights.
- Days accumulated for bidding rights are exercised for the sole purpose of competing with other Project bidding rights for obtaining a first permanent *position.
- When applying on open *positions, Project Employees shall not be appointed over qualified Regular or Seasonal Employees.

Loss of Project Employee Bidding Rights

- Release of a Project Employee for a continuous period of one (1) year from the date of release, or for a period equal to the Employee's period of bidding rights, whichever is the lesser.
- Upon being *terminated.
- It is the sole responsibility of released Project Employees to submit Union dues directly to the Union office, as required by the Union, to maintain bidding rights and Union membership.

Notes:

- T&D Project Labourers may be employed in excess of 6 months when placed into the Apprentice PLT stream. Upon successful completion of the Induction Crew skills assessment and having been unable to obtain an Apprentice PLT *position, such Project Labourer may be retained in an extended T&D Project *position until they obtain an Apprentice PLT.
- An employee who is hired externally and appointed to a temporary bid *position, shall be classified as a Project Employee.

REVIEW OF 12 HOUR SHIFT ISSUES

This Appendix sets out the particulars of the parties' commitment to establish a Joint Committee, as per the provisions of Article 7.03, to review and produce joint recommendations with respect to any identified opportunities for improvement to Power Production Shift Operations.

- Changes in the boiler and pressure vessel regulatory regime will necessitate a review of the power plant Operations.
- Future operational requirements are driving a need to re-evaluate the current practices in developing a sufficient number of certified Power Engineering personnel to operate high pressure boilers.
- An opportunity to review and evaluate the effectiveness of the existing shift complements.

The parties acknowledge that this Appendix forms part of the Collective Bargaining Agreement. This Appendix shall be effective on date of ratification of the January 1, 2010 to December 31, 2011 collective agreement and shall remain in force and effect up until December 31, 2011, and from year to year thereafter.

RETURN TO WORK POLICY AS SUCH APPLIES TO IBEW POSITIONS AT ATHABASCA PLANTS

It is recognized that the rates of pay associated with the IBEW Local 2067 positions at Athabasca plants are unique in that they encompass the isolation of the work location, as well as the 24/7 requirement to perform scheduled and unscheduled work during their rotation.

The rates of pay of the Athabasca positions are directly associated with the Employee being capable of normally fulfilling their rotation obligations and the performance of the associated work.

While an Athabasca Employee has been temporarily, or permanently, accommodated outside of their Athabasca headquarters under the terms of the Return to Work Policy/Processes the following shall apply to such employee:

Their rate of pay shall revert to the applicable pay rate of either:

- (i) Station Electrician / Hydro Station Operator (Class Code 930-03) or,
- (ii) Industrial Mechanic (Millwright) / Hydro Station Operator (Class code 944-03).

While in receipt of DIP benefits the provisions of Article 43 do not apply to those Athabasca Operators who do not permanently reside in such communities listed in the same Article.

EXPEDITED SCOPE ARBITRATION PROCESS

The parties will resolve scope disputes through the expedited process outlined herein.

1. Selection of an Arbitrator

- a) If the parties fail to agree to the scope status and/or appropriate bargaining unit of any new classification, any party may refer the matter to a single Arbitrator for expedited resolution by providing written notice of referral to all other parties.
- b) Upon receipt of such referral, the parties shall discuss the person to be selected as Arbitrator, and if agreement is not achieved within ten (10) working days, any party may request that the Minister responsible for the Saskatchewan Trade Union Act (the "Minister") shall designate the Arbitrator. Upon notification that the Arbitrator is unable to convene a hearing within thirty (30) calendar days of being contacted, the parties shall select an alternate Arbitrator. If agreement is not achieved on an alternate Arbitrator within ten (10) working days of such notification any party may request that the Minister shall designate an alternate Arbitrator. This process may be repeated as necessary until an Arbitrator is found who is able to convene the hearing within thirty (30) calendar days of being contacted.

2. Costs

- a) Each party shall bear its own expense for the preparation and presentation of the matter to the Arbitrator.
- b) The Corporation shall pay the fees and expenses of the Arbitrator.

3. Expedited Process

- a) The Arbitrator shall convene a hearing as soon as practicable and not later than thirty (30) calendar days of being contacted.
- b) The Arbitrator shall have the power to determine the scope status and/or appropriate bargaining unit of any classification that has been referred to arbitration by the parties.
- c) The Arbitrator shall determine the procedure to be followed at the hearing, but shall give adequate opportunity for each party to be heard. All presentations shall be short and concise and shall include an opening statement. No more than two (2) days of hearing shall be permitted for each classification under review, barring exceptional circumstances as may be determined by the Arbitrator.
- d) The Arbitrator shall have the powers as set out in Section 25(2) of the Trade Union Act.
- e) The Arbitrator shall render a decision within ten (10) working days after completion of the hearing, unless the parties otherwise agree.
- f) The finding of the Arbitrator shall be final, binding, and enforceable in accordance with the provisions of Section 25(1.2) of the Trade Union Act.
- g) The Arbitrator shall not deal with more than one (1) classification at a time, unless the parties otherwise agree.
- h) The Arbitrator shall not have the power to add to, subtract from, or modify in any way the terms of the Collective Bargaining Agreements.

Labour Relations
10SE – 2025 Victoria Avenue
Regina, Saskatchewan
Canada S4P 0S1
Phone (306) 566-2138
Fax (306) 566-2165

March 9, 2005

Mr. Tim Perry
Business Manager
International Brotherhood of Electrical Workers
Local 2067
1810 McCara Street
Regina, SK S4N 6C4

AGREED

Date ...original signed 2005/03/09

Company ... Brian Huggins

UnionTim Perry

Dear Mr. Perry:

RE: Company Supplied Meals at Power Plant Locations – Under Article 24.10

This letter formalizes the parties' agreement regards terms and conditions for the provision of Company supplied meals as such relates to Articles 24.10 (i), (ii), (iii), & (iv).

ELIGIBILITY:

Employees in the IBEW bargaining unit, when authorized to opt for a Company supplied meal(s) in a power plant.

CONDITIONS/PREREQUISITES:

1. Articles 24.10 (v) & (vi) apply to Company supplied meals.
2. The maximum value of the Power Plant meals actually provided shall not be subject to the meal allowance cost of living increase as stipulated in 24.09 (i). However, if the meal per diem amounts are increased because of the provisions of 24.08 (i) clause, and the new per diem amounts exceed the maximum allowances for the food actually provided under this policy, the new per diem maximum amounts shall take precedence.
3. Partial meal expense claims will not be considered. For example, if an employee is entitled to a \$13.00 meal, they cannot order a \$10.00 meal and put in an expense claim for \$3.00.
4. If employees so desire, they may amalgamate 2, or more, eligible meal entitlements together, as long as the total value of the food provided does not exceed the maximum allowable entitlement.
5. If an employee is entitled to more than one meal, they shall have the option of having one or more meals delivered to the work site, and to submit an expense account for the balance of their outstanding meal entitlements.

24.10 (i) – as it relates to a Company supplied meal (planned overtime or overtime extending 2 hours beyond regular working hours)

- 1) If the employee opts to have a meal(s) provided at the work site, the maximum value of the actual meal(s) provided shall be:
 - a) Supper meal @ \$20.00 excluding tip, taxes, and delivery,
 - b) Subsequent meals @ \$13.00 excluding tip, taxes, and delivery.

- 2) If employees opt to submit an expense claim in lieu of having meals provided, the allowances shall be as specified in clause 24.08. (\$17.00 for Supper, and \$13.00 for all subsequent claims.)

24.10 (ii) – as it relates to a Company supplied meal (callout overtime)

- 1) If the employee opts to have meals provided at the work site, the maximum value of each meal actually provided shall be \$13.00 each, excluding tip, taxes, and delivery.
- 2) For 12-hour shift Steam Operators or 12-hour shift Coal Crew the maximum value of the meals provided shall be:
 - a) Night Shift –Three meals @ \$13.00 each, not including taxes, tip, and delivery, to a maximum total of \$39.00
 - b) Day shift –Three meals @ \$13.00 each not including taxes, tip, and delivery to a maximum total of \$39.00
- 3) Under this Article, \$39.00 is the total maximum value of a per diem expense claim in the instance of an employee not opting for Company supplied meals.

24.10 (iii) – as it relates to a Company supplied meal (callout more than 1 hour before commencement of regular hours of work which extends into regular hours)

- 1) If the employee opts to have the meals provided at the work site, the maximum value of the actual meals provided shall be:
 - a) First meal – Breakfast meal provided @ \$8.00 excluding tip, taxes and delivery
 - b) Second meal – Dinner meal provided @ \$13.00 excluding tip, taxes, and delivery
 - c) Third meal – Supper meal provided @ \$20.00 excluding taxes, tip, delivery
- 2) If employees opt to submit an expense claim in lieu of having meals provided, the allowances shall be as specified in clause 24.08, (\$8.00 for breakfast expense claim, and \$13.00 for all subsequent claims.)

24.10 (iv) – as it relates to a Company supplied meal (when planned overtime extends beyond original scheduled completion time and continues through a normal meal time)

- 1) If an employee opts to have meals supplied at the work site, the maximum value of the food provided shall be:
 - a) Breakfast meal provided @ \$8.00 excluding tip, taxes, delivery.
 - b) Dinner meal provided @ \$13.00 excluding tip, taxes, delivery
 - c) Supper meal provided @ \$20.00 excluding tip, taxes, delivery
- 2) If an employee opts to submit an expense claim in lieu of having a meal(s) provided, the allowances shall be as specified in clause 24.08, (\$8.00 breakfast, \$13.00 Dinner, \$17.00 Supper)

24.10 (v) – as it relates to a Company supplied meal

Employees may claim for overtime meal provisions under only one of the sections above at any one mealtime.

24.10 (vi) – as it relates to a Company supplied meal

For the purpose of Article 24.10, planned overtime meal eligibility applies in instances where employees are notified of their work assignment while they are at work more than 10 hours prior to the commencement of the overtime to be worked. Call-out overtime meal eligibility applies in instances where the employee is notified of their work assignment while not at work.

This agreement is entered into without prejudice and on a non-precedent setting basis. The Union may indicate agreement with this proposal by signing and returning one original copy to my office.

Yours truly,

Brian Huggins
Labour Relations Consultant

cc: K. Walton – Manager – BDPS
K. Scobie – Manager – SPS
S. Slotsve – Manager – PRPS
G. Millette – Manager – Northern Hydro
T. Scott – Manager – Western Plants
M. Zelney – Production Supervisor - BDPS
G. Mitchell – Vice President – Power Production
Labour Relations

LETTER OF UNDERSTANDING

Between

SaskPower

And

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
LOCAL 2067**

June 23, 2005

Re: Travel & Subsistence

This letter signifies agreement for the Company and the Union to administer Articles 24.09, 24.10 and 24.11 of the current Collective Bargaining Agreement for Transmission & Distribution Employees (Excluding the Grid Control Centre) as follows. This agreement is effective the signing date of this letter and continuation of this arrangement following the expiration of the of the 2004-2006 Collective Bargaining Agreement will be subject to further agreement between the Company and the Union.

24.09

- (i) Board and lodging will be provided on the job for Employees when they are required to be away from their *headquarters. If, however, board and/or lodging is not provided, allowances as follows shall be paid in lieu thereof:

Board: Breakfast.....\$8.00
Dinner.....\$13.00
Supper.....\$17.00
(taxes and tip included in these per diems)

NOTE: Employees required to work at locations north of the 54th parallel, or out of province, shall be paid actual meal costs, within reason, upon submission of receipts. For the purpose of this article, Lloydminster is considered to be out of province. For the purpose of this article, the communities of Waskesieu and Cumberland House are north of the 54th parallel.

NOTE: Breakfast allowance will only be paid in such instances as described in Article 24.11 or in instances immediately following overnight accommodations in temporary headquarters.

NOTE: Supper allowance will only be paid in such instances as described in Article 24.11 or in instances immediately prior to an overnight accommodation in temporary headquarters

Beginning January 1st, 2006, the above meal allowances shall be adjusted annually to reflect the percentage increase in the Consumer Price Index – Saskatchewan – Food, from November 1st to October 31st, of the previous one year period.

(ii) Lodging:

- a) Employees shall be reimbursed actual and reasonable lodging costs. All claims in excess of \$25.00 per night to be supported by receipts from a bona fide commercial lodging establishment.
- b) An amount of \$25.00 per night (receipt to be submitted upon request – taxes included) will be paid for accommodation in private residences at the temporary work location.
- c) When commercial lodging is not reasonably accessible, Employees may be required to reside temporarily in Company-provided lodgings. The type of facility supplied shall be discussed with the Union prior to usage

24.10

- (i) An Employee who is required to work away from their *headquarters 3 or more nights per week (Sunday to Saturday inclusive), which necessitates staying overnight, shall be paid a living out differential of \$25.00 per night to cover incidental expenses.

- (ii) An Employee who is required to work away from their *headquarters which necessitates staying 2 or less nights per week (Sunday to Saturday inclusive) shall be paid a living out differential of \$15.00 per night to cover incidental expenses.

24.11

- (i) Employees who are required to work scheduled overtime for 10 h or more (14 h in the case of 12 h shift workers) or are required to work 2 h or more beyond their regular working hours and cannot be released from duty for sufficient time to return to the location where they normally eat their meal, will be supplied a meal at the *work site. If such meal cannot be supplied, they will be entitled to receive an allowance equivalent to the supper allowance specified in Clause 24.09. Should the overtime assignment continue through a further 4 h period, the Employee will be eligible for an additional meal or an allowance equivalent to the dinner allowance.
- (ii) Employees who are required to commence scheduled overtime work 2 h or more before their regular working hours and cannot be released from duty for sufficient time to return to the location where they normally eat their meal, will be supplied a meal at the *work site. If such meal cannot be supplied, they will be entitled to receive an allowance equivalent to the breakfast allowance specified in Clause 24.09.
- (iii) Employees performing call-out overtime work will be provided with a meal at the *work site after 4 h continuous work, or if such meal cannot be supplied, they will be entitled to receive an allowance equivalent to the dinner allowance specified in Clause 24.09. Should the overtime assignment continue through a further 4 h period, the Employee will be eligible for an additional meal or meal allowance described above.
- (iv) Employees performing called-out overtime work 1 h or more before the commencement of their regular hours of work and the callout assignment extends into regular working hours and is such that they cannot be released from duty for sufficient time for them to return to the location where they would normally eat their meal, will be provided with a breakfast meal at the *work site, or if such meal cannot be supplied, they will be entitled to receive an allowance equivalent to the breakfast allowance specified in Clause 24.09. Should the Employees continue to work through a further 4 h period, they will be provided with a dinner meal at the *work site, or if such meal cannot be supplied, they will be entitled to receive an allowance equivalent to the dinner allowance specified in Clause 24.09.
- (v) Employees from Transmission & Distribution Construction/Maintenance and Apparatus Maintenance Crews, and Telecontrol and System Test groups who, while working in their permanent headquarters, remain at the work site during their dinner meal time at the request of their out of scope supervisor, will be supplied a meal at the *work site. If such meal cannot be supplied, they will be entitled to receive an allowance equivalent to the dinner allowance specified in Clause 24.09.
- (vi) In cases where planned overtime extends beyond the original scheduled time of completion and continues through a normal mealtime (breakfast - 08:00, lunch - 12:00, supper - 18:00), the Employees will be provided with a meal at the *work site or an allowance equivalent to the corresponding allowance as specified in Clause 24.09.
- (vii) Employees may claim for overtime meal provisions under only one of the sections above at any one mealtime.
- (viii) For the purpose of Article 24.11, planned overtime meal eligibility applies in instances where employees are notified of their work assignment while they are at work more than 10 hours prior to the commencement of the overtime to be worked. Call-out overtime meal eligibility applies in instances where the employee is notified of their work assignment while not at work.

Original signed by Brian Huggins
On behalf of SaskPower

Original signed by Tim Perry
On Behalf of IBEW Local 2067

Original signed on 2006/04/24
Date Signed

Original signed on April 26/06
Date Signed

IN WITNESS WHEREOF the parties hereto have caused these presents to be executed the day and the date first above written.

EXECUTED:

On behalf of the International Brotherhood
of Electrical Workers – Local 2067
Represented by:

On behalf of SaskPower
Represented by:

Gary Lewendon

John Lebersback

Drew McDonald

Mike Marsh

Alan Murray

Grant Ring

Jason Tibbs

Wayne Sakires

Neil Collins

General Wage Increase

For the Term of this Agreement the General Wage Increases shall be:

1.5 % effective January 1, 2010

2.0% effective January 1, 2011

The parties agree that, only those active Employees, who are members of the IBEW Local 2067 bargaining unit on, or after, the ratification date of this memorandum of agreement, will be entitled to receive retroactive pay and benefits for the period of January 1st, 2010 to the date of the implementation of the new rates.

In specific, Employees who were members of the IBEW Local 2067 bargaining unit, and have separated their employment on, or prior to, the ratification date of this memorandum of agreement, are not entitled to any form of retroactive pay or benefits associated with the 2010 to 2011, SaskPower – IBEW Local 2067 Collective Agreement.

Notwithstanding the above, members of the IBEW Local 2067 bargaining unit who retire in accordance with the Power Corporation Superannuation Plan or in accordance with the Public Employees Pension Plan on, or prior to, the ratification date of this memorandum of agreement, will be entitled to receive a retroactive cash payment only with no pension or benefit adjustments for the General Wage Increase for the period of January 1st, 2010 to the date of retirement.

Employees currently red circled through the RTW Office will receive the GWI.

General Wage Increases shall only be applied to the “Base Rate”.

Definition of “Base Rate”: The sum of a classification’s “Band Rate” plus “Mapping”. General Wage increases are applied to Base Rate.

Definition of “Band Rate”: The hourly rate established for a classification by application of the job’s evaluated points

Definition of “Mapping”: An adjustment applied to a classification’s Band Rate to compensate for the additional responsibilities / requirements of the classification or for rectifying internal job hierarchy issues.

General Wage increases shall not be applied to “Market” or “Progression”.

Definition of “Progression”: A premium applied to a classification’s “Base Rate” to provide incentive to attract qualified applicants.

Definition of “Market”: A premium applied to adjust a classification’s Base Rate to a comparative market.

Eligible employees occupying red circled rates as a result of being assigned to lesser paying work due to a return to work accommodation shall be entitled to the applicable general wage increases.

During the term of this agreement should the Corporation determine that a classification(s) requires an increase to its Top Total Hourly rate due to external market pressures related to attraction and/or retention, it is agreed the Company and Union shall, in good faith, negotiate and implement such adjustments.

Wages are identified in the table as attached.

The parties recognize that this tentative agreement is subject to the approval of the SaskPower Board of Directors and ratification by IBEW Local 2067.

Unless otherwise stated, the provisions of this Memorandum of Agreement come into effect upon the date of ratification, on a go forward basis.

Wage Schedule – Classification Notes – Amend as follows:

WAGE SCHEDULE – CLASSIFICATION NOTES

1. Employees in the *classification of Hydro Station Operator In-Training, Station Electrician/Hydro Station Operator In-Training or Industrial Mechanic/Hydro Station Operator In-Training are required to pass a prescribed examination at the completion of each year in the *classification to advance to the subsequent step in the pay range. If the Company fails to make the examination available, the Employee will advance in the wage range as though the Employee had passed the examination; however, such an Employee shall remain subject to the prescribed examination and should the Employee fail to pass the examination when made available, the Employee shall be reverted to the rate for which the Employee qualifies effective on the date of failing the examination.
2. All persons appointed to the *classifications of System Operator shall, as a condition of their appointment, must participate in the training program for this *classification as required.
3. To advance to each step in the pay range, Employees in the *classifications of Apprentice Power Line Technician must have passed the prescribed examination(s) (as set out in the Letter of Indentureship), must have accumulated the yearly minimum number of working hours of apprentice trade time as recognized and administered by the Saskatchewan Apprentice and Trade Certification Commission, and one year must have elapsed since the Employee was placed in their current pay step. Should the Company fail to make the examination available, the Employee will advance in the wage range as though the Employee had passed the examination; however, such an Employee shall remain subject to the prescribed examination and should the Employee fail to pass the examination when made available, the Employee shall be reverted to the rate for which the Employee qualifies effective on the date of failing the examination.
4. Employees classified as Apprentice Power Line Technician shall be upgraded to the corresponding Journeyed *classification upon obtaining 4 a experience in the trade and passing the prescribed Journeyman examination. These Apprentices may be transferred from one *work unit to another to enable training in all aspects of the trade. Apprentices appointed following the implementation of the examination requirements shall be laid off if they fail the examination and applicable rewrites.
5. Employees will be allowed to attempt no more than two separate Apprentice Power Line Technician Induction Schools through the normal bidding procedures.
6. Employees in the *classifications of Apprentice Industrial Mechanic (Millwright), Apprentice Machinist, Apprentice Welder, Apprentice Electrician, and Apprentice Plant Instrument Technician are required to pass examinations as set out in the Letter of Indentureship at the completion of each year in the *classification to advance to the subsequent step in the pay range. If the Company fails to make the examination available, the Employee will advance in the wage range as though the Employee had passed the examination; however, such an Employee shall remain subject to the prescribed examination and should the Employee fail to pass the examination when made available the Employee shall be reverted to the rate for which the Employee qualifies effective on the date of failing the examination. Apprentices may be transferred from one *work unit to another to enable training in all aspects of the trade.
7. Employees classified as Apprentice Industrial Mechanics (Millwrights), Apprentice Machinists, Apprentice Welders, Apprentice Electricians, and Apprentice Plant Instrument Technicians shall be upgraded to the corresponding Journeyed *classification upon obtaining 4 a experience in the trade and passing the prescribed Journeyman examination.
8. Appointees to the *classification of Apparatus Technician who possess the full entrance qualifications for the *classification shall advance to the second step of the pay range upon obtaining the SaskPower Apparatus Technician's Certificate and a valid Class 1A Driver's License. Appointees who have either exhausted the one rewrite opportunity to pass the training course involved or have otherwise failed to obtain both the Apparatus Technician's Certificate and a valid Class 1A Driver's License within 18 months from the date of appointment to the *classification shall be reverted to the Journeyed Electrician *classification and pay rate, and will be required to procure a *bid location in that *classification by applying for *positions through the bidding procedure. If such Journeyed persons do not apply for available *positions they will be assigned where needed to ensure the required distribution of Journeyed persons throughout the system.
9. Applicants selected for the *classification of Apprentice Electrician who possess an Engineering

Technology Diploma (Electronic or Electrical) from a recognized institution shall be paid at the second year rate as a starting wage.

10. Employees appointed to permanent positions of Pressure Welder are required to obtain base qualifications within their probationary period, and maintain the base requirement status. Additional terms and conditions of the Pressure Welder classification are identified in the Letter of Understanding dated April 19, 2004.
11. Applicants selected for the *classification of Apprentice Plant Instrument Technicians who possess a diploma in Instrumentation or Electronic Engineering Technology from a recognized institution shall be paid at the second-year rate as a starting wage.
12. Storekeepers (in training) are required to pass examinations at the completion of each year in the *classification to advance to the subsequent step in the pay range. If the Company fails to make the examination available, the Employee will advance in the pay range as though the Employee had passed the examination; however, such an Employee shall remain subject to the prescribed examination and should the Employee fail to pass the examination when made available, the Employee shall be reverted to the rate for which the Employee qualifies effective on the date of failing examination.
13. University Engineering Trainees with previous experience in engineering work (Practical Engineering Work Terms) obtained in conjunction with their university training during intersemester or term breaks shall be paid a wage rate 2.5 above the basic monthly rate for each work term completed in an engineering capacity.

Note: For University Engineering Trainees following a full term program, one full university term is considered equal to two university semesters. The basic monthly rate for University Engineering Trainees working 37.33 h/week will be determined as follows:

$$\frac{37.33}{35} \times \text{Basic Monthly Rate (35 h/week)} = \text{Basic Monthly Rate (37.33 h/week)}$$

Persons employed in the *classification of University Engineering Trainee shall be utilized in a wide variety of assignments that will provide an opportunity to obtain practical experience in the use and application of engineering principles and knowledge acquired through university studies. The degree of complexity of assignments given and/or the degree of independence and initiative expected will increase in proportion to the amount of university training completed, and the experience attained during interterm break periods. The kind and progressive nature of the experience gained during interterm or semester periods must be such that it will be judged by the Corporation, other potential employers, and by the University Engineering Trainees themselves to be an asset in the overall development and training for a career in engineering work.

14. *External hires may be assigned to a pay step in accordance with the relevant experience they bring to the classification they are appointed to.*

2010-2011 IBEW WAGE TABLE

CLASSIFICATIONS ON A 37.33 HOUR WEEK

The agreed rate is the hourly rate. The monthly rate is determined using the following formula: Hourly rate x 162.22. The wages listed in this table reflect a 1.5% increase to the Base rate effective January 1, 2010 and a 2% increase to the Base rate effective January 1, 2011.

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
BAND 1										
849	Ground Tester									
	First Term	01			\$20.59	\$3,341			\$21.00	\$3,407
	After First Term	02	\$22.28		\$22.28	\$3,615	\$22.73		\$22.73	\$3,688
914	Labourer									
	First 6 months	01			\$20.59	\$3,341			\$21.00	\$3,407
	After 6 months	02	\$22.28		\$22.28	\$3,615	\$22.73		\$22.73	\$3,688
BAND 2										
920	Coal Control Operator	01	\$26.77		\$26.77	\$4,343	\$27.31		\$27.31	\$4,431
913	Equipment Operator (Line)	01	\$26.77	\$3.82	\$30.59	\$4,963	\$27.31	\$3.82	\$31.13	\$5,050
912	Equipment Operator (Plant)	01	\$26.77		\$26.77	\$4,343	\$27.31		\$27.31	\$4,431
830	Fuel Handler									
	First 6 months	01			\$27.14	\$4,403			\$27.66	\$4,488
	Second 6 months	02			\$27.73	\$4,499			\$28.26	\$4,585
	After First year	03	\$26.77	\$1.53	\$28.30	\$4,591	\$27.31	\$1.53	\$28.84	\$4,679
831	Utility Person									
	First 6 months	01			\$23.50	\$3,813			\$23.98	\$3,891
	Second 6 months	02			\$25.14	\$4,079			\$25.64	\$4,160
	After First year	03	\$26.77		\$26.77	\$4,343	\$27.31		\$27.31	\$4,431
812	Whitesand Dam Operator (NAS)	01	\$26.77		\$26.77	\$4,343	\$27.31		\$27.31	\$4,431
BAND 3										
928	Apparatus Repair Technician	01	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
909	Carpenter	01	\$31.23	\$1.53	\$32.76	\$5,315	\$31.85	\$1.53	\$33.38	\$5,415
833	Coal Supervisor (I/S)	01	\$31.23		\$31.23	\$5,067	\$31.85		\$31.85	\$5,167

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
808	Engineering Assistant									
	First year	01			\$27.79	\$4,509			\$28.35	\$4,599
	Second year	02			\$29.98	\$4,864			\$30.58	\$4,961
	After 2 years	03	\$31.23		\$31.23	\$5,067	\$31.85		\$31.85	\$5,167
	Green Circled Rate	71	\$31.23	\$4.40	\$35.63	\$5,780	\$31.85	\$4.40	\$36.25	\$5,881
947	Insulator									
	Without Certificate	01			\$30.79	\$4,995			\$31.38	\$5,091
	With J. Certificate	02	\$31.23	\$1.53	\$32.76	\$5,315	\$31.85	\$1.53	\$33.38	\$5,415
804	Material/Contract Coordinator	01	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
996	Steam Station Utility Operator									
	Without 4th Class Certificate	01			\$29.08	\$4,718			\$29.65	\$4,810
	First 6 months with 4th Class Certificate	02			\$30.17	\$4,895			\$30.77	\$4,992
	Qualified with 4th Class Certificate	03	\$31.23		\$31.23	\$5,067	\$31.85		\$31.85	\$5,167
	With 3rd Class Certificate	04			\$32.26	\$5,234			\$32.90	\$5,338
	With 2nd Class Certificate	05			\$32.73	\$5,310			\$33.38	\$5,415
910	Storekeeper									
	First year	01			\$26.89	\$4,363			\$27.42	\$4,449
	Second year with exam	02			\$27.98	\$4,539			\$28.54	\$4,630
	Third year with exam	03			\$28.92	\$4,692			\$29.49	\$4,784
	Qualified with exam	04	\$31.23		\$31.23	\$5,067	\$31.85		\$31.85	\$5,167
	Applicable Wage Schedule Note(s): 12									
915	Storekeeper (NAS)									
	First year	01			\$26.89	\$4,363			\$27.42	\$4,449
	Second year with exam	02			\$27.98	\$4,539			\$28.54	\$4,630
	Third year with exam	03			\$28.92	\$4,692			\$29.49	\$4,784
	Qualified with exam	04	\$31.23		\$31.23	\$5,067	\$31.85		\$31.85	\$5,167
	Applicable Wage Schedule Note(s): 12									
965	Streetlight Technician	01	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
832	Utility Supervisor (I/S)	01	\$31.23		\$31.23	\$5,067	\$31.85		\$31.85	\$5,167
950	Welder									
	Without Certificate	01			\$30.79	\$4,995			\$31.38	\$5,091
	With J. Certificate	02	\$31.23	\$1.53	\$32.76	\$5,315	\$31.85	\$1.53	\$33.38	\$5,415
BAND 4										
924	Apparatus Repair Tech Supv (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
889	Apparatus Technician	01	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
	Applicable Wage Schedule Note(s): 8									

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
972	Cable Technician (Journey person)	01	\$38.03	\$1.53	\$39.56	\$6,418	\$38.79	\$1.53	\$40.32	\$6,541
865	Construction & Mntce Coord (Transmission) Effective Jan 1 - July 11/10	01	\$38.03	\$2.04	\$40.07	\$6,501				
865	Construction & Mntce Coord (Transmission) Effective July 12/10	01	\$44.47		\$44.47	\$7,214	\$45.36		\$45.36	\$7,359
870	Distribution Control Operator									
	First six months	01			\$37.19	\$6,033			\$37.90	\$6,149
	After six months	02	\$38.03	\$1.53	\$39.56	\$6,418	\$38.79	\$1.53	\$40.32	\$6,541
868	District Operator									
	Less than 4 months	01			\$38.03	\$6,170			\$38.79	\$6,293
	> 4 mos, less than 1 yr & mandatory Core Competencies	02			\$38.80	\$6,294			\$39.56	\$6,417
	1 year & mandatory Core Competencies	03	\$38.03	\$1.53	\$39.56	\$6,418	\$38.79	\$1.53	\$40.32	\$6,541
938	Electrical Construction Technician									
	Without J. Certificate	01			\$35.75	\$5,800			\$36.46	\$5,915
	With J. Certificate	02	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
867	Electrical Engineering Technologist Training Pool									
	First year	01			\$31.95	\$5,183			\$32.58	\$5,286
	Second year	02			\$35.75	\$5,800			\$36.46	\$5,915
	After Second year	03	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
935	Electrical Technician	01	\$38.03	\$1.53	\$39.56	\$6,418	\$38.79	\$1.53	\$40.32	\$6,541
802	Engineering Technologist									
	First Year	01			\$33.23	\$5,391			\$33.87	\$5,495
	Second Year	02			\$37.19	\$6,033			\$37.90	\$6,149
	After Second year	03	\$38.03	\$1.53	\$39.56	\$6,418	\$38.79	\$1.53	\$40.32	\$6,541
901	Equipment Operator/Welder (T&D)									
	Without J. Certificate	01			\$35.75	\$5,800			\$36.46	\$5,915
	With J. Certificate	02	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
919	Grid Operations System Specialist		\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
995	Hydro Station Operator	01	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
992	Hydro Station Operator (NAS)	01	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
952	Industrial Mechanic (Millwright)									
	Without J. Certificate	01			\$35.75	\$5,800			\$36.46	\$5,915
	With J. Certificate	02	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
852	Industrial Mechanic (Millwright) (NAS)									
	Without J. Certificate	01			\$35.75	\$5,800			\$36.46	\$5,915
	With J. Certificate	02	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
853	Industrial Mechanic (Millwright)/CT Operator First six months After six months	01 02	 \$38.03	 \$2.04	 \$38.91 \$40.07	 \$6,312 \$6,501	 \$38.79	 \$2.04	 \$39.65 \$40.83	 \$6,433 \$6,624
944	Industrial Mechanic (Millwright)/Hydro Station Operator First year Second year Third year and Qualified Applicable Wage Schedule Note(s): 1	01 02 03	 \$38.03	 \$2.04	 \$38.03 \$39.05 \$40.07	 \$6,170 \$6,335 \$6,501	 \$38.79	 \$2.04	 \$38.79 \$39.81 \$40.83	 \$6,293 \$6,458 \$6,624
957	Machinist Without Certificate With Certificate	01 02	 \$38.03		 \$35.75 \$38.03	 \$5,800 \$6,170	 \$38.79		 \$36.46 \$38.79	 \$5,915 \$6,293
857	Machinist/Millwright (T&D)	01	\$38.03	\$2.04	\$40.07	\$6,501	\$38.79	\$2.04	\$40.83	\$6,624
859	Metering Technician	01	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
846	Metering Technician Supv (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
866	NERC Compliance Analyst First year After First year	01 02	 \$38.03	 \$1.53	 \$37.19 \$39.56	 \$6,033 \$6,418	 \$38.79	 \$1.53	 \$37.90 \$40.32	 \$6,149 \$6,541
970	Patroller	01	\$38.03	\$1.53	\$39.56	\$6,418	\$38.79	\$1.53	\$40.32	\$6,541
927 927	Performance Analyst (Jan 1/10 to July 7/10) Performance Analyst (Effective July 8/10)	01 01	 \$38.03	 \$1.53 \$6.34	 \$39.56 \$44.37	 \$6,418 \$7,198	 \$38.79	 \$6.34	 \$45.13	 \$7,321
895	Plant Chemical Technologist Without Exam With Certificate	01 02	 \$38.03		 \$35.75 \$38.03	 \$5,800 \$6,170	 \$38.79		 \$36.46 \$38.79	 \$5,915 \$6,293
946	Plant Instrument Technician Without J. Certificate With J. Certificate	01 02	 \$38.03		 \$35.75 \$38.03	 \$5,800 \$6,170	 \$38.79		 \$36.46 \$38.79	 \$5,915 \$6,293
975	Power Line/Cable Technician Initial Rate With Cable Theory Course With 2a Exp. + Cable Technician Cert.	01 02 03	 \$38.03	 \$1.53	 \$38.03 \$38.69 \$39.56	 \$6,170 \$6,277 \$6,418	 \$38.79	 \$1.53	 \$38.79 \$39.43 \$40.32	 \$6,293 \$6,397 \$6,541
976	Power Line Technician Without J. Certificate With J. Certificate	01 02	 \$38.03		 \$35.75 \$38.03	 \$5,800 \$6,170	 \$38.79		 \$36.46 \$38.79	 \$5,915 \$6,293
880	Power Line Technician Assistant Supv (I/S)	01	\$38.03	\$1.53	\$39.56	\$6,418	\$38.79	\$1.53	\$40.32	\$6,541

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
940	Power Plant Electronic Technologist									
	First Year	01			\$33.23	\$5,391			\$33.87	\$5,495
	Second Year	02			\$37.19	\$6,033			\$37.90	\$6,149
	With Commissioning Exam	03	\$38.03	\$1.53	\$39.56	\$6,418	\$38.79	\$1.53	\$40.32	\$6,541
960	Pressure Welder									
	97% of Base	01			\$36.89	\$5,985			\$37.63	\$6,105
	98.5% of Base	02			\$37.46	\$6,077			\$38.21	\$6,199
	Base Rate	03	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
	Base + 1.5%	04			\$38.60	\$6,262			\$39.37	\$6,387
	Base + 3%	05			\$39.17	\$6,355			\$39.95	\$6,481
	Base + 4.5%	06			\$39.74	\$6,447			\$40.54	\$6,577
	Base + 6%	07			\$40.31	\$6,540			\$41.12	\$6,671
	Base + 7.5%	08			\$40.88	\$6,632			\$41.70	\$6,765
	Base + 9%	09			\$41.45	\$6,725			\$42.28	\$6,859
	Base + 10.5%	10			\$42.02	\$6,817			\$42.86	\$6,953
	Base + 12%	11			\$42.59	\$6,909			\$43.44	\$7,047
	Applicable Wage Schedule Note(s): 10									
918	Production Planner	01	\$38.03	\$2.04	\$40.07	\$6,501	\$38.79	\$2.04	\$40.83	\$6,624
854	Public Safety Electrical Worker	01	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
988	Quality Control Inspector									
	In Training - Less than 2 yrs; modules incomplete	01			\$39.16	\$6,353			\$39.95	\$6,481
	Partially Qualified - Less than 2 yrs; modules completed	02			\$40.26	\$6,531			\$41.07	\$6,663
	Fully Qualified	03	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
856	Safety Coordinator (Band 5 Rates Effective Jan 1-31/10)									
	With a Recognized OH&S Certificate	01			\$38.03	\$6,170				
	With OH&S Certificate & Acceptance to CRSP	02			\$39.14	\$6,350				
	With OH&S Certificate & Professional Accreditation (CRSP or CSP)	03			\$40.25	\$6,530				
	Fully Qualified: 5 Yrs w/ OH&S Certificate plus CRSP or CSP	04	\$41.36		\$41.36	\$6,710				
856	Safety Coordinator (Moved from Band 5 to Band 4 Effective Feb 1/10)									
	With a Recognized OH&S Certificate	01			\$33.47	\$5,430			\$34.14	\$5,539
	With OH&S Certificate & Acceptance to CRSP	02			\$34.23	\$5,553			\$34.91	\$5,664
	With OH&S Certificate & Professional Accreditation (CRSP or CSP)	03			\$36.89	\$5,985			\$37.63	\$6,105
	Fully Qualified: 5 Yrs w/ OH&S Certificate plus CRSP or CSP	04	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
	First year	71			\$38.03	\$6,170			\$38.79	\$6,293
	Second year	72			\$39.14	\$6,350			\$39.92	\$6,477
	Third year	73			\$40.25	\$6,530			\$41.06	\$6,661
	After three years	74	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
929	Station Electrician									
	Without J. Certificate	01			\$35.75	\$5,800			\$36.46	\$5,915
	With J. Certificate	02	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
829	Station Electrician (NAS) Without J. Certificate With J. Certificate	01 02			\$35.75 \$38.03	\$5,800 \$6,170			\$36.46 \$38.79	\$5,915 \$6,293
899	Station Electrician/CT Operator First six months After six months	01 02			\$38.91 \$40.07	\$6,312 \$6,501			\$39.65 \$40.83	\$6,433 \$6,624
930	Station Electrician/Hydro Station Operator First year Second year Third year and Qualified Applicable Wage Schedule Note(s): 1	01 02 03			\$38.03 \$39.05 \$40.07	\$6,170 \$6,335 \$6,501			\$38.79 \$39.81 \$40.83	\$6,293 \$6,458 \$6,624
997	Steam Station Assistant Operator Without 3rd Class Certificate With 3rd Class Certificate With 2nd Class Certificate With 1st Class Certificate	01 02 03 04			\$34.23 \$38.03 \$39.28 \$39.97	\$5,553 \$6,170 \$6,373 \$6,484			\$34.91 \$38.79 \$40.07 \$40.77	\$5,664 \$6,293 \$6,501 \$6,614
908	Stores Supervisor (I/S)	01	\$38.03		\$38.03	\$6,170	\$38.79		\$38.79	\$6,293
967	Streetlight Tech Supv (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
971	Training Specialist (Hydro Plant Operator) First year After First year	01 02			\$35.75 \$38.03	\$5,800 \$6,170			\$36.46 \$38.79	\$5,915 \$6,293
896	Turbine Technician Wind Technician with 2 years experience Wind Technician and 1st Year Apprentice Wind Technician and 2nd Year Apprentice Wind Technician and 3rd Year Apprentice Wind Technician and 4th Year Apprentice Journey Person/Millwright without J. Certificate Journey Person/Millwright with J. Certificate Journey Person/Millwright w/ 1 year Wind Turbine experience Journey Person/Millwright w/ 2 yrs Wind Turbine experience	01 02 03 04 05 06 07 08 09			\$22.28 \$22.82 \$25.86 \$28.91 \$32.34 \$35.75 \$38.03 \$39.13 \$40.18	\$3,615 \$3,702 \$4,196 \$4,690 \$5,247 \$5,800 \$6,170 \$6,348 \$6,518			\$22.73 \$23.28 \$26.38 \$29.49 \$32.99 \$36.47 \$38.79 \$39.91 \$40.98	\$3,688 \$3,777 \$4,280 \$4,784 \$5,352 \$5,917 \$6,293 \$6,475 \$6,648
BAND 5										
956	Apparatus Technician Supervisor (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
900	Combined Cycle Station Operator Without 2nd Class Certificate With 2nd Class Certificate With 1st Class Certificate	01 02 03			\$39.71 \$41.36 \$42.72	\$6,442 \$6,710 \$6,931			\$40.50 \$42.19 \$43.58	\$6,570 \$6,845 \$7,070

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
799	Contract Specialist									
	First year	01			\$40.32	\$6,541			\$41.10	\$6,668
	After first year	02	\$41.36	\$1.53	\$42.89	\$6,958	\$42.19	\$1.53	\$43.72	\$7,093
963	Construction & Mntce Coord (Distribution) Band 4 Jan 1 to July 11/10	01	\$38.03	\$2.04	\$40.07	\$6,501				
963	Construction & Mntce Coord (Distribution) Updated July 12/10	01	\$44.47		\$44.47	\$7,214	\$45.36		\$45.36	\$7,359
904	Digital Systems Technologist									
	First year	01			\$36.03	\$5,845			\$36.72	\$5,957
	Second year	02			\$40.32	\$6,541			\$41.10	\$6,668
	With commissioning exam	03	\$41.36	\$1.53	\$42.89	\$6,958	\$42.19	\$1.53	\$43.72	\$7,093
871	Distribution Control Operator - Supv (I/S)	01	\$41.36	\$1.53	\$42.89	\$6,958	\$42.19	\$1.53	\$43.72	\$7,093
977	District Operating Supervisor (I/S)	01	\$41.36	\$1.53	\$42.89	\$6,958	\$42.19	\$1.53	\$43.72	\$7,093
983	Electrical Compliance Inspector	01	\$44.66		\$44.66	\$7,245	\$45.56		\$45.56	\$7,391
811	Electrical Construction Supervisor (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
881	Electrical Inspections Supv (I/S)*	01	\$44.66		\$44.66	\$7,245	\$45.56		\$45.56	\$7,391
898	Electrical Inspections Training Coord									
	First year	01			\$41.98	\$6,810			\$42.83	\$6,948
	After first year	02	\$44.66		\$44.66	\$7,245	\$45.56		\$45.56	\$7,391
888	Electrical Inspector	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
887	Electrical Inspector - Training Pool									
	Without Training Program	01			\$38.88	\$6,308			\$39.66	\$6,434
	With Training Program	02	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
939	Electrical Supervisor (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
936	Electrical Technician Supv (I/S)	01	\$41.36	\$1.53	\$42.89	\$6,958	\$42.19	\$1.53	\$43.72	\$7,093
809	Electrical/Electrical Technology Training Coordinator									
	First year	01			\$42.89	\$6,958			\$43.72	\$7,093
	After first year	02	\$41.36	\$3.57	\$44.93	\$7,289	\$42.19	\$3.57	\$45.76	\$7,424
897	Grid Operations Coordinator	01	\$41.36	\$4.43	\$45.79	\$7,429	\$42.19	\$4.43	\$46.62	\$7,563
805	Live Line Training Coordinator									
	First year	01			\$41.17	\$6,679			\$41.97	\$6,809
	After first year	02	\$41.36	\$1.53	\$42.89	\$6,958	\$42.19	\$1.53	\$43.72	\$7,093
959	Mechanical Trades Supervisor (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
858	Network Management Analyst	01	\$41.36	\$4.43	\$45.79	\$7,429	\$42.19	\$4.43	\$46.62	\$7,563

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
902	Plant Chemical Technologist Supervisor (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
942	Plant Instrument Technician Supervisor (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
973	Power Line Cable Technician Supervisor (I/S)	01	\$41.36	\$1.53	\$42.89	\$6,958	\$42.19	\$1.53	\$43.72	\$7,093
978	Power Line Technician Supervisor (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
966	Pressure Welder Supervisor (I/S)									
	97% of Base	01			\$40.12	\$6,509			\$40.92	\$6,639
	98.5% of Base	02			\$40.74	\$6,609			\$41.56	\$6,742
	Base Rate	03	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
	Base + 1.5%	04			\$41.98	\$6,810			\$42.82	\$6,947
	Base + 3%	05			\$42.60	\$6,911			\$43.46	\$7,051
	Base + 4.5%	06			\$43.22	\$7,012			\$44.09	\$7,153
	Base + 6%	07			\$43.84	\$7,112			\$44.72	\$7,255
	Base + 7.5%	08			\$44.46	\$7,213			\$45.35	\$7,357
	Base + 9%	09			\$45.08	\$7,313			\$45.99	\$7,461
	Base + 10.5%	10			\$45.70	\$7,414			\$46.62	\$7,563
	Base + 12%	11			\$46.32	\$7,515			\$47.25	\$7,665
	Applicable Wage Schedule Note(s): 10									
875	Process Control System Tech - CT Operator									
	First year	01			\$36.46	\$5,915			\$37.15	\$6,027
	Second year	02			\$40.80	\$6,619			\$41.58	\$6,746
	With commissioning exam	03	\$41.36	\$2.04	\$43.40	\$7,041	\$42.19	\$2.04	\$44.23	\$7,175
987	Quality Assurance Inspector									
	In-Training: <2 yrs; modules incomplete, no LPEI Designation	01			\$41.35	\$6,708			\$42.19	\$6,845
	Partially Qualified: <2 yrs; LPEI achieved, modules incomplete	02			\$43.54	\$7,064			\$44.42	\$7,206
	Partially Qualified: <2 yrs; LPEI achieved, modules complete	03			\$44.64	\$7,242			\$45.54	\$7,388
	Fully Qualified: >2 yrs; modules complete	04	\$45.74		\$45.74	\$7,420	\$46.66		\$46.66	\$7,570
855	Safety Coordinator (Safety Specialist)									
	Third year	73			\$40.48	\$6,567			\$41.29	\$6,699
	Fourth year	74	\$41.90		\$41.90	\$6,798	\$42.74		\$42.74	\$6,934
851	Safety Coordinator (Training Pool)									
	First year	01			\$38.03	\$6,170			\$38.79	\$6,293
	Second year	02			\$39.14	\$6,350			\$39.92	\$6,477
	Third year	03			\$40.25	\$6,530			\$41.06	\$6,661
	After three years	04	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
998	Steam Station Operating Engineer									
	Without 2nd Class Certificate	01			\$39.71	\$6,442			\$40.50	\$6,570
	With 2nd Class Certificate	02	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
	With 1st Class Certificate	03			\$42.72	\$6,931			\$43.58	\$7,070
982	System Operator									
	First year	01			\$43.04	\$6,982			\$43.82	\$7,109

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
	After first year Applicable Wage Schedule Note(s): 2	02	\$41.36	\$4.43	\$45.79	\$7,429	\$42.19	\$4.43	\$46.62	\$7,563
923	System Test Technologist									
	First year	01			\$36.03	\$5,845			\$36.72	\$5,957
	Second year	02			\$40.32	\$6,541			\$41.10	\$6,668
	With commissioning exam	03	\$41.36	\$1.53	\$42.89	\$6,958	\$42.19	\$1.53	\$43.72	\$7,093
922	System Test Technologist Supv (I/S)	01	\$44.66		\$44.66	\$7,245	\$45.56		\$45.56	\$7,391
891	Telecontrol Technologist									
	First year	01			\$36.03	\$5,845			\$36.72	\$5,957
	Second year	02			\$40.32	\$6,541			\$41.10	\$6,668
	With commissioning exam	03	\$41.36	\$1.53	\$42.89	\$6,958	\$42.19	\$1.53	\$43.72	\$7,093
892	Telecontrol Technologist Supv (I/S)	01	\$44.66		\$44.66	\$7,245	\$45.56		\$45.56	\$7,391
990	Training Specialist (Operators)									
	First year	01			\$38.88	\$6,308			\$39.66	\$6,434
	After First year	02	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
800	Training Specialist (Plant)									
	First year	01			\$38.88	\$6,308			\$39.66	\$6,434
	After first year	02	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
991	Training Specialist (System Op)	01	\$41.36	\$6.47	\$47.83	\$7,759	\$42.19	\$6.47	\$48.66	\$7,894
985	Training Specialist (Trades)									
	First year	01			\$38.88	\$6,308			\$39.66	\$6,434
	After First year	02	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
894	Turbine Technician Supv (I/S)	01	\$41.36		\$41.36	\$6,710	\$42.19		\$42.19	\$6,845
BAND 6										
999	Steam Station Charge Engineer									
	Without 1st Class Certificate	01			\$43.65	\$7,081			\$44.49	\$7,218
	With 1st Class Certificate	02	\$44.66	\$1.53	\$46.19	\$7,493	\$45.55	\$1.53	\$47.08	\$7,638
Non-Banded Rates:										
838	Apparatus Technician with Boom 'A' Premium	01	\$38.41		\$38.41	\$6,231	\$39.18		\$39.18	\$6,356
839	Apparatus Technician Supervisor (I/S) w/ Boom 'A' Premium	01	\$41.77		\$41.77	\$6,776	\$42.61		\$42.61	\$6,913
810	Athabasca Facilities Operator (Electrical)									
	First year	01			\$50.19	\$8,142			\$51.20	\$8,306
	Second year	02			\$51.73	\$8,392			\$52.77	\$8,561
	Third year & Qualified*	03	\$53.28		\$53.28	\$8,644	\$54.35		\$54.35	\$8,817

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
932	Athabasca Facilities Operator (Mechanical)									
	First year	01			\$50.19	\$8,142			\$51.20	\$8,306
	Second year	02			\$51.73	\$8,392			\$52.77	\$8,561
	Third year & Qualified*	03	\$53.28		\$53.28	\$8,644	\$54.35		\$54.35	\$8,817
813	Electrical Technician/CT Operator	01	\$40.53		\$40.53	\$6,575	\$41.31		\$41.31	\$6,702
815	Electrical Technician Supv (I/S)/CT Operator	01	\$43.86		\$43.86	\$7,115	\$44.71		\$44.71	\$7,253
835	Power Line Technician with Boom 'A' Premium									
	Without J. Certificate with Boom 'A' Premium	01			\$36.11	\$5,858			\$36.83	\$5,975
	With Boom 'A' Premium	02	\$38.41		\$38.41	\$6,231	\$39.18		\$39.18	\$6,356
836	Power Line Technician Ass't Supv (I/S) w/ Boom 'A' Premium	01	\$39.96		\$39.96	\$6,483	\$40.72		\$40.72	\$6,606
837	Power Line Technician Supervisor (I/S) w/ Boom 'A' Premium	01	\$41.77		\$41.77	\$6,776	\$42.61		\$42.61	\$6,913
814	Telecontrol Technologist/CT Operator	01	\$43.86		\$43.86	\$7,115	\$44.71		\$44.71	\$7,253
816	Telecontrol Technologist Supv (I/S)/CT Operator	01	\$45.63		\$45.63	\$7,403	\$46.55		\$46.55	\$7,552
Apprenticeship Rates:										
937	Apprentice Electrician									
	1st Year	01	\$22.82		\$22.82	\$3,702	\$23.27		\$23.27	\$3,775
	2nd Year	02	\$25.86		\$25.86	\$4,196	\$26.38		\$26.38	\$4,280
	3rd Year	03	\$28.90		\$28.90	\$4,689	\$29.48		\$29.48	\$4,783
	4th Year	04	\$32.33		\$32.33	\$5,245	\$32.97		\$32.97	\$5,349
	Applicable Wage Schedule Note(s): 6, 7, 9									
931	Apprentice Electrician (NAS)									
	1st Year	01	\$22.82		\$22.82	\$3,702	\$23.27		\$23.27	\$3,775
	2nd Year	02	\$25.86		\$25.86	\$4,196	\$26.38		\$26.38	\$4,280
	3rd Year	03	\$28.90		\$28.90	\$4,689	\$29.48		\$29.48	\$4,783
	4th Year	04	\$32.33		\$32.33	\$5,245	\$32.97		\$32.97	\$5,349
	Applicable Wage Schedule Note(s): 6, 7, 9									
951	Apprentice Industrial Mechanic (Millwright)									
	1st Year	01	\$22.82		\$22.82	\$3,702	\$23.27		\$23.27	\$3,775
	2nd Year	02	\$25.86		\$25.86	\$4,196	\$26.38		\$26.38	\$4,280
	3rd Year	03	\$28.90		\$28.90	\$4,689	\$29.48		\$29.48	\$4,783
	4th Year	04	\$32.33		\$32.33	\$5,245	\$32.97		\$32.97	\$5,349
	Applicable Wage Schedule Note(s): 6, 7									
984	Apprentice Industrial Mechanic (Millwright) (NAS)									
	1st Year	01	\$22.82		\$22.82	\$3,702	\$23.27		\$23.27	\$3,775
	2nd Year	02	\$25.86		\$25.86	\$4,196	\$26.38		\$26.38	\$4,280
	3rd Year	03	\$28.90		\$28.90	\$4,689	\$29.48		\$29.48	\$4,783
	4th Year	04	\$32.33		\$32.33	\$5,245	\$32.97		\$32.97	\$5,349
	Applicable Wage Schedule Note(s): 6, 7									

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
955	Apprentice Machinist									
	1st Year	01	\$22.82		\$22.82	\$3,702	\$23.27		\$23.27	\$3,775
	2nd Year	02	\$25.86		\$25.86	\$4,196	\$26.38		\$26.38	\$4,280
	3rd Year	03	\$28.90		\$28.90	\$4,689	\$29.48		\$29.48	\$4,783
	4th Year	04	\$32.33		\$32.33	\$5,245	\$32.97		\$32.97	\$5,349
	Applicable Wage Schedule Note(s): 6, 7									
945	Apprentice Plant Instrument Technician									
	1st Year	01	\$22.82		\$22.82	\$3,702	\$23.27		\$23.27	\$3,775
	2nd Year	02	\$25.86		\$25.86	\$4,196	\$26.38		\$26.38	\$4,280
	3rd Year	03	\$28.90		\$28.90	\$4,689	\$29.48		\$29.48	\$4,783
	4th Year	04	\$32.33		\$32.33	\$5,245	\$32.97		\$32.97	\$5,349
	Applicable Wage Schedule Note(s): 6, 7, 11									
974	Apprentice Power Line Technician									
	1st Year	01	\$22.82		\$22.82	\$3,702	\$23.27		\$23.27	\$3,775
	2nd Year	02	\$25.86		\$25.86	\$4,196	\$26.38		\$26.38	\$4,280
	3rd Year	03	\$28.90		\$28.90	\$4,689	\$29.48		\$29.48	\$4,783
	4th Year	04	\$32.33		\$32.33	\$5,245	\$32.97		\$32.97	\$5,349
	Applicable Wage Schedule Note(s): 3, 4, 5									
954	Apprentice Welder									
	1st Year	01	\$19.66		\$19.66	\$3,190	\$20.03		\$20.03	\$3,250
	2nd Year	02	\$22.28		\$22.28	\$3,615	\$22.70		\$22.70	\$3,683
	3rd Year	03	\$24.90		\$24.90	\$4,040	\$25.37		\$25.37	\$4,116
	4th Year	04	\$27.85		\$27.85	\$4,518	\$28.37		\$28.37	\$4,603
	Applicable Wage Schedule Note(s): 6, 7									
Differential Rates:										
953	Industrial Mechanic (Millwright) (1 shift)									
	Without Certification	01	\$36.15		\$36.15	\$5,865	\$36.86		\$36.86	\$5,980
	With Certification	02	\$38.43		\$38.43	\$6,235	\$39.19		\$39.19	\$6,358
943	Industrial Mechanic (Millwright) (2 shifts)									
	Without Certification	01	\$36.25		\$36.25	\$5,881	\$36.96		\$36.96	\$5,996
	With Certification	02	\$38.53		\$38.53	\$6,251	\$39.29		\$39.29	\$6,374
964	Patroller I/C	01	\$39.56	\$1.02	\$40.58	\$6,583	\$40.32	\$1.02	\$41.34	\$6,707
907	Plant Instrument Technician (1 shift)									
	Without Certification	01	\$36.15		\$36.15	\$5,865	\$36.86		\$36.86	\$5,980
	With Certification	02	\$38.43		\$38.43	\$6,235	\$39.19		\$39.19	\$6,358
926	Station Electrician (1 shift)									
	Without Certification	01	\$36.15		\$36.15	\$5,865	\$36.86		\$36.86	\$5,980
	With Certification	02	\$38.43		\$38.43	\$6,235	\$39.19		\$39.19	\$6,358
879	Station Electrician (2 shifts)									
	Without Certification	01	\$36.25		\$36.25	\$5,881	\$36.96		\$36.96	\$5,996
	With Certification	02	\$38.53		\$38.53	\$6,251	\$39.29		\$39.29	\$6,374

Class Code	Classification	Pay Step	2010 Base	Mkt & Prog	Total Hourly	Total Monthly	2011 Base	Mkt & Prog	Total Hourly	Total Monthly
Trainee Rates:										
993	Hydro Station Operator (NAS) In-Training									
	1st year	01	\$25.86		\$25.86	\$4,196	\$26.38		\$26.38	\$4,280
	2nd year	02	\$28.52		\$28.52	\$4,627	\$29.09		\$29.09	\$4,719
	3rd year	03	\$31.18		\$31.18	\$5,059	\$31.81		\$31.81	\$5,161
	4th year	04	\$33.85		\$33.85	\$5,492	\$34.52		\$34.52	\$5,600
	Applicable Wage Schedule Note(s): 1									
806	University Engineering Trainee									
	2 university semesters*	01	\$20.59		\$20.59	\$3,341	\$21.00		\$21.00	\$3,407
	3 university semesters	02	\$21.44		\$21.44	\$3,478	\$21.87		\$21.87	\$3,548
	4 university semesters	03	\$22.28		\$22.28	\$3,615	\$22.73		\$22.73	\$3,688
	5 university semesters	04	\$23.13		\$23.13	\$3,753	\$23.60		\$23.60	\$3,829
	6 university semesters	05	\$23.98		\$23.98	\$3,891	\$24.47		\$24.47	\$3,970
	7 university semesters	06	\$24.83		\$24.83	\$4,028	\$25.34		\$25.34	\$4,111
	Applicable Wage Schedule Note(s): 13									

OFFICE TECHNICAL CLASSIFICATIONS ON A 35 HOUR WEEK

The agreed rate is the hourly rate. The monthly rate is determined using the following formula: Hourly rate x 152.0832. The wages listed in this table reflect a 1.5% increase to the Base rate effective January 1, 2010 and a 2% increase to the Base rate effective January 1, 2011.

861	Engineering Assistant									
	First year	01			\$27.79	\$4,227			\$28.35	\$4,312
	Second year	02			\$29.98	\$4,560			\$30.58	\$4,651
	After two years	03	\$31.23		\$31.23	\$4,750	\$31.85		\$31.85	\$4,844
	Green Circled Rate	71	\$31.23	\$4.40	\$35.63	\$5,419	\$31.85	\$4.40	\$36.25	\$5,514
869	Engineering Technologist									
	First Year	01			\$33.23	\$5,054			\$33.87	\$5,152
	Second Year	02			\$37.19	\$5,656			\$37.90	\$5,764
	After Second year	03	\$38.03	\$1.53	\$39.56	\$6,017	\$38.79	\$1.53	\$40.32	\$6,132
860	Geomatics Technologist									
	First year	01			\$33.23	\$5,054			\$33.87	\$5,152
	Second year	02			\$37.19	\$5,656			\$37.90	\$5,764
	After two years	03	\$38.03	\$1.53	\$39.56	\$6,017	\$38.79	\$1.53	\$40.32	\$6,132
863	Geomatics Technologist Supervisor (I/S)	01	\$41.36		\$41.36	\$6,291	\$42.19		\$42.19	\$6,417
848	University Engineering Trainee									
	2 university semesters	01	\$20.59		\$20.59	\$3,132	\$21.00		\$21.00	\$3,194
	3 university semesters	02	\$21.44		\$21.44	\$3,261	\$21.87		\$21.87	\$3,327
	4 university semesters	03	\$22.28		\$22.28	\$3,389	\$22.73		\$22.73	\$3,457
	5 university semesters	04	\$23.13		\$23.13	\$3,518	\$23.60		\$23.60	\$3,590
	6 university semesters	05	\$23.98		\$23.98	\$3,647	\$24.47		\$24.47	\$3,722
	7 university semesters	06	\$24.83		\$24.83	\$3,777	\$25.34		\$25.34	\$3,854
	Applicable Wage Schedule Note(s): 13									

2011 IBEW WAGE TABLE

CLASSIFICATIONS ON A 37.33 HOUR WEEK

The agreed rate is the hourly rate. The monthly rate is determined using the following formula: Hourly rate x 162.22. The wages listed in this table reflect a 2% increase effective January 1, 2011

Class Code	Classification	Pay Step	Band	Mpg	Base	Mkt	Prog	Total	Market Adj	Premium Adj	Total	August 1, 2011 Semi-Mo	Monthly
BAND 1													
849	Ground Tester First Term	01						\$21.00			\$21.00	\$1,703.50	\$3,407
	After First Term	02	\$22.73		\$22.73			\$22.73			\$22.73	\$1,844.00	\$3,688
914	Labourer First 6 months	01						\$21.00			\$21.00	\$1,703.50	\$3,407
	After 6 months	02	\$22.73		\$22.73			\$22.73			\$22.73	\$1,844.00	\$3,688
	Applicable Wage Schedule Note(s): 12												
BAND 2													
920	Coal Control Operator	01	\$27.31		\$27.31			\$27.31			\$27.31	\$2,215.50	\$4,431
913	Equipment Operator (Line)	01	\$27.31		\$27.31	\$3.82		\$31.13			\$31.13	\$2,525.00	\$5,050
912	Equipment Operator (Plant)	01	\$27.31		\$27.31			\$27.31			\$27.31	\$2,215.50	\$4,431
830	Fuel Handler First 6 months	01						\$27.66			\$27.66	\$2,244.00	\$4,488
	Second 6 months	02						\$28.26			\$28.26	\$2,292.50	\$4,585
	After First year	03	\$27.31		\$27.31		\$1.53	\$28.84			\$28.84	\$2,339.50	\$4,679
831	Utility Person First 6 months	01						\$23.98			\$23.98	\$1,945.50	\$3,891
	Second 6 months	02						\$25.64			\$25.64	\$2,080.00	\$4,160
	After First year	03	\$27.31		\$27.31			\$27.31			\$27.31	\$2,215.50	\$4,431
812	Whitesand Dam Operator (NAS)	01	\$27.31		\$27.31			\$27.31			\$27.31	\$2,215.50	\$4,431
BAND 3													
928	Apparatus Repair Technician	01	\$31.85	\$6.94	\$38.79			\$38.79			\$38.79	\$3,146.50	\$6,293
909	Carpenter	01	\$31.85		\$31.85	\$1.53		\$33.38	\$2.12		\$35.50	\$2,879.50	\$5,759
833	Coal Supervisor (I/S)	01	\$31.85		\$31.85			\$31.85			\$31.85	\$2,583.50	\$5,167

Class Code	Classification	Pay Step						Market Adj	Premium Adj	August 1, 2011		
			Band	Mpg	Base	Mkt	Prog			Total	Semi-Mo	Monthly
808	Engineering Assistant											
	First year	01								\$28.35		
	Second year	02								\$30.58		
	After 2 years	03	\$31.85		\$31.85					\$31.85	\$2,583.50	\$5,167
	Green Circled June 2/09	71	\$31.85		\$31.85	\$4.40				\$36.25	\$2,940.50	\$5,881
947	Insulator											
	Without Certificate	01								\$31.38		
	With J. Certificate	02	\$31.85		\$31.85	\$1.53		\$3.21		\$33.38	\$34.39	\$2,789.50
										\$36.59	\$2,968.00	\$5,936
804	Material/Contract Coordinator	01	\$31.85	\$6.94	\$38.79					\$38.79	\$3,146.50	\$6,293
996	Steam Station Utility Operator											
	Without 4th Class Certificate	01								\$29.65		
	First 6 months with 4th Class Certificate	02								\$30.77	\$2,405.00	\$4,810
	Qualified with 4th Class Certificate	03	\$31.85		\$31.85					\$31.85	\$2,496.00	\$4,992
	With 3rd Class Certificate	04								\$32.90	\$2,583.50	\$5,167
	With 2nd Class Certificate	05								\$33.38	\$2,669.00	\$5,338
										\$33.38	\$2,707.50	\$5,415
910	Storekeeper											
	First year	01								\$27.42	\$2,224.50	\$4,449
	Second year with exam	02								\$28.54	\$2,315.00	\$4,630
	Third year with exam	03								\$29.49	\$2,392.00	\$4,784
	Qualified with exam	04	\$31.85		\$31.85					\$31.85	\$2,583.50	\$5,167
	Applicable Wage Schedule Note(s): 15											
915	Storekeeper (NAS)											
	First year	01								\$27.42	\$2,224.50	\$4,449
	Second year with exam	02								\$28.54	\$2,315.00	\$4,630
	Third year with exam	03								\$29.49	\$2,392.00	\$4,784
	Qualified with exam	04	\$31.85		\$31.85					\$31.85	\$2,583.50	\$5,167
	Applicable Wage Schedule Note(s): 15											
965	Streetlight Technician	01	\$31.85	\$6.94	\$38.79					\$38.79	\$3,146.50	\$6,293
832	Utility Supervisor (I/S)	01	\$31.85		\$31.85					\$31.85	\$2,583.50	\$5,167
950	Welder											
	Without Certificate	01								\$31.38	\$2,545.50	\$5,091
	With J. Certificate	02	\$31.85		\$31.85	\$1.53				\$33.38	\$2,707.50	\$5,415
BAND 4												
924	Apparatus Repair Tech Supv (I/S)	01	\$38.79	\$3.40	\$42.19					\$42.19	\$3,422.50	\$6,845
889	Apparatus Technician	01	\$38.79		\$38.79			\$3.67		\$42.46	\$3,444.00	\$6,888
	Applicable Wage Schedule Note(s): 9											

Class Code	Classification	Pay Step						Market Adj	Premium Adj	August 1, 2011		
			Band	Mpg	Base	Mkt	Prog			Total	Semi-Mo	Monthly
972	Cable Technician (Journey person)	01	\$38.79		\$38.79		\$1.53			\$40.32	\$3,270.50	\$6,541
817	Coord, Construction & Mntce (Metering) NEW Oct 25/11	01	\$38.79		\$38.79					\$38.79	\$3,146.50	\$6,293
865	Construction & Maintenance Coord (Transmission)	01	\$38.79	\$6.57	\$45.36			\$1.54		\$46.90	\$3,804.50	\$7,609
870	Distribution Control Operator First six months	01								\$37.90	\$3,074.50	\$6,149
		02	\$38.79		\$38.79	\$1.53				\$40.32	\$3,270.50	\$6,541
868	District Operator Less than 4 months > 4 mos, less than 1 yr & mandatory Core Competencies 1 year & mandatory Core Competencies	01								\$38.79	\$3,146.50	\$6,293
		02								\$39.56	\$3,208.50	\$6,417
		03	\$38.79		\$38.79	\$1.53				\$40.32	\$3,270.50	\$6,541
938	Electrical Construction Technician Without J. Certificate With J. Certificate	01								\$36.46	\$3,219.50	\$6,439
		02	\$38.79		\$38.79			\$3.43		\$38.79	\$3,424.50	\$6,849
867	Electrical Engineering Technologist Training Pool First year Second year After Second year	01								\$32.58	\$2,643.00	\$5,286
		02								\$36.46	\$2,957.50	\$5,915
		03	\$38.79		\$38.79					\$38.79	\$3,146.50	\$6,293
935	Electrical Technician	01	\$38.79		\$38.79	\$1.53		\$1.80		\$42.12	\$3,416.50	\$6,833
802	Engineering Technologist First Year Second Year After Second year	01								\$33.87	\$2,747.50	\$5,495
		02								\$37.90	\$3,074.50	\$6,149
		03	\$38.79		\$38.79	\$1.53				\$40.32	\$3,270.50	\$6,541
901	Equipment Operator/Welder (T&D) Without J. Certificate With J. Certificate	01								\$36.46	\$2,957.50	\$5,915
		02	\$38.79		\$38.79			\$3.67		\$42.46	\$3,444.00	\$6,888
919	Grid Operations System Specialist (NEW - March 22, 2011)		\$38.79		\$38.79					\$38.79	\$3,146.50	\$6,293
995	Hydro Station Operator	01	\$38.79		\$38.79					\$38.79	\$3,146.50	\$6,293
992	Hydro Station Operator (NAS)	01	\$38.79		\$38.79					\$38.79	\$3,146.50	\$6,293
952	Industrial Mechanic (Millwright) Without J. Certificate With J. Certificate	01								\$38.45	\$3,119.00	\$6,238
		02	\$38.79		\$38.79			\$2.11		\$40.90	\$3,317.50	\$6,635
852	Industrial Mechanic (Millwright) (NAS) Without J. Certificate With J. Certificate	01								\$38.45	\$3,119.00	\$6,238
		02	\$38.79		\$38.79			\$2.11		\$40.90	\$3,317.50	\$6,635

Class Code	Classification	Pay Step	Band	Mpg	Base	Mkt	Prog	Total	Market Adj	Premium Adj	August 1, 2011		
											Total	Semi-Mo	Monthly
853	Industrial Mechanic (Millwright)/CT Operator												
	First six months	01						\$39.65			\$41.63	\$3,377.00	\$6,754
	After six months	02	\$38.79		\$38.79		\$2.04	\$40.83		\$2.04	\$42.87	\$3,477.50	\$6,955
944	Industrial Mechanic (Millwright)/Hydro Station Operator												
	First year	01						\$38.79			\$40.90	\$3,317.50	\$6,635
	Second year	02						\$39.81			\$41.89	\$3,398.00	\$6,796
	Third year and Qualified	03	\$38.79		\$38.79		\$2.04	\$40.83		\$2.04	\$42.87	\$3,477.50	\$6,955
	Applicable Wage Schedule Note(s): 1												
957	Machinist												
	Without Certificate	01						\$36.46			\$36.46	\$2,957.50	\$5,915
	With Certificate	02	\$38.79		\$38.79			\$38.79			\$38.79	\$3,146.50	\$6,293
857	Machinist/Millwright (T&D)	01	\$38.79		\$38.79		\$2.04	\$40.83	\$2.94		\$43.77	\$3,550.50	\$7,101
859	Metering Technician	01	\$38.79		\$38.79			\$38.79			\$38.79	\$3,146.50	\$6,293
846	Metering Technician Supv (I/S)	01	\$38.79	\$3.40	\$42.19			\$42.19			\$42.19	\$3,422.50	\$6,845
818	MV-90 Operations Technician (NEW April 8/11)	01	\$38.79		\$38.79			\$38.79			\$38.79	\$3,146.50	\$6,293
866	NERC Compliance Analyst												
	First year	01						\$37.90			\$37.90	\$3,074.50	\$6,149
	After First year	02	\$38.79		\$38.79	\$1.53		\$40.32			\$40.32	\$3,270.50	\$6,541
970	Patroller	01	\$38.79		\$38.79		\$1.53	\$40.32			\$40.32	\$3,270.50	\$6,541
927	Performance Analyst	01	\$38.79		\$38.79	\$1.53	\$4.81	\$45.13			\$45.13	\$3,660.50	\$7,321
895	Plant Chemical Technologist												
	Without Exam	01						\$36.46			\$36.46	\$2,957.50	\$5,915
	With Certificate	02	\$38.79		\$38.79			\$38.79			\$38.79	\$3,146.50	\$6,293
	Applicable Wage Schedule Note(s): 13												
946	Plant Instrument Technician												
	Without J. Certificate	01						\$36.46			\$39.08	\$3,170.00	\$6,340
	With J. Certificate	02	\$38.79		\$38.79			\$38.79	\$2.78		\$41.57	\$3,372.00	\$6,744
975	Power Line/Cable Technician												
	Initial Rate	01						\$38.79			\$38.79	\$3,146.50	\$6,293
	With Cable Theory Course	02						\$39.43			\$39.43	\$3,198.50	\$6,397
	With 2a Exp. + Cable Technician Cert.	03	\$38.79		\$38.79		\$1.53	\$40.32			\$40.32	\$3,270.50	\$6,541
976	Power Line Technician												
	Without J. Certificate	01						\$36.46			\$36.46	\$2,957.50	\$5,915
	With J. Certificate	02	\$38.79		\$38.79			\$38.79			\$38.79	\$3,146.50	\$6,293

Class Code	Classification	Pay Step						Market Adj	Premium Adj	August 1, 2011		
			Band	Mpg	Base	Mkt	Prog			Total	Semi-Mo	Monthly
880	Power Line Technician Assistant Supv (I/S)	01	\$38.79		\$38.79		\$1.53			\$40.32	\$3,270.50	\$6,541
940	Power Plant Electronic Technologist	01								\$33.87	\$2,747.50	\$5,495
	First Year	02								\$37.90	\$3,074.50	\$6,149
	Second Year	03	\$38.79		\$38.79	\$1.53				\$40.32	\$3,270.50	\$6,541
	With Commissioning Exam											
960	Pressure Welder	01								\$37.63	\$3,052.50	\$6,105
	97% of Base	02								\$38.21	\$3,099.50	\$6,199
	98.5% of Base	03	\$38.79		\$38.79			\$0.91		\$39.70	\$3,220.50	\$6,441
	Base Rate	04								\$40.30	\$3,269.00	\$6,538
	Base + 1.5%	05								\$40.89	\$3,317.00	\$6,634
	Base + 3%	06								\$41.49	\$3,365.50	\$6,731
	Base + 4.5%	07								\$42.08	\$3,413.50	\$6,827
	Base + 6%	08								\$42.68	\$3,462.00	\$6,924
	Base + 7.5%	09								\$43.27	\$3,510.00	\$7,020
	Base + 9%	10								\$43.87	\$3,558.50	\$7,117
	Base + 10.5%	11								\$44.46	\$3,606.50	\$7,213
	Base + 12%											
	Applicable Wage Schedule Note(s): 11											
918	Production Planner	01	\$38.79		\$38.79		\$2.04			\$40.83	\$3,312.00	\$6,624
854	Public Safety Electrical Worker	01	\$38.79		\$38.79					\$38.79	\$3,146.50	\$6,293
988	Quality Control Inspector	01								\$39.95	\$3,240.50	\$6,481
	In Training - Less than 2 yrs; modules incomplete	02								\$41.07	\$3,331.50	\$6,663
	Partially Qualified - Less than 2 yrs; modules completed	03	\$38.79	\$3.40	\$42.19					\$42.19	\$3,422.50	\$6,845
	Fully Qualified											
856	Safety Coordinator (Moved from Band 5 to 4 Eff Feb 1/10)	01								\$34.14	\$2,769.50	\$5,539
	With a Recognized OH&S Certificate	02								\$34.91	\$2,832.00	\$5,664
	With OH&S Certificate & Acceptance to CRSP	03								\$37.63	\$3,052.50	\$6,105
	With OH&S Cert & Prof Accreditation (CRSP or CSP)	04	\$38.79		\$38.79			\$5.30		\$44.09	\$3,576.50	\$7,153
	Fully Qualified: 5 Yrs w/ OH&S Cert plus CRSP or CSP											
856	Safety Coordinator (Went from 4 to 3 pay-steps Dec7/11)	01								\$34.91	\$2,832.00	\$5,664
	With a Recognized OH&S Certificate	02								\$37.63	\$3,052.50	\$6,105
	With OH&S Cert plus 5 yrs exp in a Safety related pos'n	03	\$38.79		\$38.79			\$5.30		\$44.09	\$3,576.50	\$7,153
	Fully Qualified											
	First year	71								\$38.79	\$3,146.50	\$6,293
	Second year	72								\$39.92	\$3,238.50	\$6,477
	Third year	73								\$41.06	\$3,330.50	\$6,661
	After three years	74	\$42.19		\$42.19			\$1.90		\$44.09	\$3,576.50	\$7,153
929	Station Electrician	01								\$39.35	\$3,192.00	\$6,384
	Without J. Certificate	02	\$38.79		\$38.79			\$3.07		\$41.86	\$3,395.50	\$6,791
	With J. Certificate											

Class Code	Classification	Pay Step	Band	Mpg	Base	Mkt	Prog	Total	Market	Premium	August 1, 2011		
									Adj	Adj	Total	Semi-Mo	Monthly
829	Station Electrician (NAS)												
	Without J. Certificate	01						\$36.46			\$39.35	\$3,192.00	\$6,384
	With J. Certificate	02	\$38.79		\$38.79			\$38.79	\$3.07		\$41.86	\$3,395.50	\$6,791
899	Station Electrician/CT Operator												
	First six months	01						\$39.65			\$41.63	\$3,377.00	\$6,754
	After six months	02	\$38.79		\$38.79		\$2.04	\$40.83	\$1.03	\$2.04	\$43.90	\$3,561.00	\$7,122
930	Station Electrician/Hydro Station Operator												
	First year	01						\$38.79			\$41.86	\$3,395.50	\$6,791
	Second year	02						\$39.81			\$42.37	\$3,437.00	\$6,874
	Third year and Qualified	03	\$38.79		\$38.79		\$2.04	\$40.83	\$1.03	\$2.04	\$43.90	\$3,561.00	\$7,122
	Applicable Wage Schedule Note(s): 1												
997	Steam Station Assistant Operator												
	Without 3rd Class Certificate	01						\$34.91			\$34.91	\$2,832.00	\$5,664
	With 3rd Class Certificate	02	\$38.79		\$38.79			\$38.79			\$38.79	\$3,146.50	\$6,293
	With 2nd Class Certificate	03						\$40.07			\$40.07	\$3,250.50	\$6,501
	With 1st Class Certificate	04						\$40.77			\$40.77	\$3,307.00	\$6,614
908	Stores Supervisor (I/S)	01	\$38.79		\$38.79			\$38.79			\$38.79	\$3,146.50	\$6,293
	Applicable Wage Schedule Note(s): 15												
967	Streetlight Tech Supv (I/S)	01	\$38.79	\$3.40	\$42.19			\$42.19			\$42.19	\$3,422.50	\$6,845
971	Training Specialist (Hydro Plant Operator)												
	First year	01						\$36.46			\$36.46	\$2,957.50	\$5,915
	After First year	02	\$38.79		\$38.79			\$38.79			\$38.79	\$3,146.50	\$6,293
896	Turbine Technician												
	Wind Technician with 2 years experience	01						\$22.73			\$24.88	\$2,018.50	\$4,037
	Wind Technician and 1st Year Apprentice	02						\$23.28			\$25.48	\$2,067.00	\$4,134
	Wind Technician and 2nd Year Apprentice	03						\$26.38			\$28.87	\$2,342.00	\$4,684
	Wind Technician and 3rd Year Apprentice	04						\$29.49			\$32.27	\$2,617.50	\$5,235
	Wind Technician and 4th Year Apprentice	05						\$32.99			\$36.09	\$2,927.50	\$5,855
	Journey Person/Millwright without J. Certificate	06						\$36.47			\$39.91	\$3,237.50	\$6,475
	Journey Person/Millwright with J. Certificate	07						\$38.79	\$3.67		\$42.46	\$3,444.00	\$6,888
	Journey Person/Millwright w/ 1 year Wind Turbine exp	08						\$39.91			\$43.68	\$3,543.00	\$7,086
	Journey Person/Millwright w/ 2 yrs Wind Turbine exp	09	\$38.79	\$2.19	\$40.98			\$40.98			\$44.65	\$3,622.00	\$7,244
BAND 5													
956	Apparatus Technician Supervisor (I/S)	01	\$42.19		\$42.19			\$42.19	\$3.45		\$45.64	\$3,702.00	\$7,404

Class Code	Classification	Pay Step							Market Adj	Premium Adj	August 1, 2011			
			Band	Mpg	Base	Mkt	Prog	Total			Total	Semi-Mo	Monthly	
900	Combined Cycle Station Operator													
	Without 2nd Class Certificate	01									\$40.50	\$40.50	\$3,285.00	\$6,570
	With 2nd Class Certificate	02	\$42.19		\$42.19			\$42.19	\$1.72		\$43.91	\$3,562.00	\$7,124	
	With 1st Class Certificate	03									\$43.58	\$45.36	\$3,679.50	\$7,359
799	Contract Specialist													
	First year	01									\$41.10	\$41.10	\$3,334.00	\$6,668
	After first year	02	\$42.19		\$42.19	\$1.53		\$43.72			\$43.72	\$3,546.50	\$7,093	
963	Construction & Mntce Coord (Distribution)	01	\$42.19	\$3.17	\$45.36			\$45.36	\$1.54		\$46.90	\$3,804.50	\$7,609	
904	Digital Systems Technologist													
	First year	01									\$36.72	\$36.72	\$2,978.50	\$5,957
	Second year	02									\$41.10	\$41.10	\$3,334.00	\$6,668
	With commissioning exam	03	\$42.19		\$42.19	\$1.53		\$43.72			\$43.72	\$3,546.50	\$7,093	
871	Distribution Control Operator - Supv (I/S)	01	\$42.19		\$42.19	\$1.53		\$43.72			\$43.72	\$3,546.50	\$7,093	
977	District Operating Supervisor (I/S)	01	\$42.19		\$42.19	\$1.53		\$43.72			\$43.72	\$3,546.50	\$7,093	
983	Electrical Compliance Inspector	01	\$42.19	\$3.37	\$45.56			\$45.56			\$45.56	\$3,695.50	\$7,391	
811	Electrical Construction Supervisor (I/S)	01	\$42.19		\$42.19			\$42.19	\$2.04		\$44.23	\$3,587.50	\$7,175	
881	Electrical Inspections Supv (I/S)*	01	\$42.19	\$3.37	\$45.56			\$45.56			\$45.56	\$3,695.50	\$7,391	
898	Electrical Inspections Training Coord													
	First year	01									\$42.83	\$42.83	\$3,474.00	\$6,948
	After first year	02	\$42.19	\$3.37	\$45.56			\$45.56			\$45.56	\$3,695.50	\$7,391	
888	Electrical Inspector	01	\$42.19		\$42.19			\$42.19			\$42.19	\$3,422.50	\$6,845	
887	Electrical Inspector - Training Pool													
	Without Training Program	01									\$39.66	\$39.66	\$3,217.00	\$6,434
	With Training Program	02	\$42.19		\$42.19			\$42.19			\$42.19	\$3,422.50	\$6,845	
939	Electrical Supervisor (I/S)	01	\$42.19		\$42.19			\$42.19	\$3.90		\$46.09	\$3,738.50	\$7,477	
936	Electrical Technician Supv (I/S)	01	\$42.19		\$42.19	\$1.53		\$43.72	\$1.54		\$45.26	\$3,671.50	\$7,343	
809	Electrical/Electrical Technology Training Coordinator													
	First year	01									\$43.72	\$43.72	\$3,546.50	\$7,093
	After first year	02	\$42.19		\$42.19	\$1.53	\$2.04	\$45.76			\$45.76	\$3,712.00	\$7,424	
897	Grid Operations Coordinator	01	\$42.19		\$42.19	\$4.43		\$46.62			\$46.62	\$3,781.50	\$7,563	

Class Code	Classification	Pay Step						Market Adj	Premium Adj	August 1, 2011		
			Band	Mpg	Base	Mkt	Prog			Total	Semi-Mo	Monthly
805	Live Line Training Coordinator											
	First year	01								\$41.97	\$3,404.50	\$6,809
	After first year	02	\$42.19		\$42.19		\$1.53			\$43.72	\$3,546.50	\$7,093
959	Mechanical Trades Supervisor (I/S)	01	\$42.19		\$42.19			\$3.49		\$45.68	\$3,705.50	\$7,411
858	Network Management Analyst	01	\$42.19		\$42.19	\$4.43				\$46.62	\$3,781.50	\$7,563
902	Plant Chemical Technologist Supervisor (I/S)	01	\$42.19		\$42.19					\$42.19	\$3,422.50	\$6,845
942	Plant Instrument Technician Supervisor (I/S)	01	\$42.19		\$42.19			\$3.63		\$45.82	\$3,716.50	\$7,433
973	Power Line Cable Technician Supervisor (I/S)	01	\$42.19		\$42.19		\$1.53			\$43.72	\$3,546.50	\$7,093
978	Power Line Technician Supervisor (I/S)	01	\$42.19		\$42.19					\$42.19	\$3,422.50	\$6,845
966	Pressure Welder Supervisor (I/S)											
	97% of Base	01								\$40.92	\$3,319.50	\$6,639
	98.5% of Base	02								\$41.56	\$3,371.00	\$6,742
	Base Rate	03	\$42.19		\$42.19					\$42.19	\$3,422.50	\$6,845
	Base + 1.5%	04								\$42.82	\$3,473.50	\$6,947
	Base + 3%	05								\$43.46	\$3,525.50	\$7,051
	Base + 4.5%	06								\$44.09	\$3,576.50	\$7,153
	Base + 6%	07								\$44.72	\$3,627.50	\$7,255
	Base + 7.5%	08								\$45.35	\$3,678.50	\$7,357
	Base + 9%	09								\$45.99	\$3,730.50	\$7,461
	Base + 10.5%	10								\$46.62	\$3,781.50	\$7,563
	Base + 12%	11								\$47.25	\$3,832.50	\$7,665
	Applicable Wage Schedule Note(s): 11											
875	Process Control System Tech - CT Operator											
	First year	01								\$37.15	\$3,013.50	\$6,027
	Second year	02								\$41.58	\$3,373.00	\$6,746
	With commissioning exam	03	\$42.19		\$42.19		\$2.04			\$44.23	\$3,587.50	\$7,175
987	Quality Assurance Inspector											
	In-Training: <2 yrs; modules incomplete, no LPEI Designation	01								\$42.19	\$3,422.50	\$6,845
	Partially Qualified: <2 yrs; LPEI achieved, modules incomplete	02								\$44.42	\$3,603.00	\$7,206
	Partially Qualified: <2 yrs; LPEI achieved, modules complete	03								\$45.54	\$3,694.00	\$7,388
	Fully Qualified: >2 yrs; modules complete	04	\$42.19	\$4.47	\$46.66					\$46.66	\$3,785.00	\$7,570
855	Safety Coordinator (Safety Specialist)											
	Third year	73								\$41.29	\$3,349.50	\$6,699
	Fourth year	74	\$42.74		\$42.74					\$42.74	\$3,467.00	\$6,934
851	Safety Coordinator (Training Pool)											
	First year	01								\$38.79	\$3,146.50	\$6,293
	Second year	02								\$39.92	\$3,238.50	\$6,477
	Third year	03								\$41.06	\$3,330.50	\$6,661
	After three years	04	\$42.19		\$42.19					\$42.19	\$3,422.50	\$6,845

Class Code	Classification	Pay Step						Market Adj	Premium Adj	August 1, 2011		
			Band	Mpg	Base	Mkt	Prog			Total	Semi-Mo	Monthly
998	Steam Station Operating Engineer											
	Without 2nd Class Certificate	01								\$40.50	\$40.50	\$3,285.00
	With 2nd Class Certificate	02	\$42.19		\$42.19			\$1.72		\$43.91	\$3,562.00	\$7,124
	With 1st Class Certificate	03								\$45.36	\$3,679.50	\$7,359
982	System Operator											
	First year	01								\$43.82	\$3,554.50	\$7,109
	After first year	02	\$42.19		\$42.19	\$4.43				\$46.62	\$3,781.50	\$7,563
	Applicable Wage Schedule Note(s): 2											
923	System Test Technologist											
	First year	01								\$36.72	\$2,978.50	\$5,957
	Second year	02								\$41.10	\$3,334.00	\$6,668
	With commissioning exam	03	\$42.19		\$42.19	\$1.53				\$43.72	\$3,546.50	\$7,093
922	System Test Technologist Supv (I/S)	01	\$42.19	\$3.37	\$45.56					\$45.56	\$3,695.50	\$7,391
891	Telecontrol Technologist											
	First year	01								\$36.72	\$2,978.50	\$5,957
	Second year	02								\$41.10	\$3,334.00	\$6,668
	With commissioning exam	03	\$42.19		\$42.19	\$1.53				\$43.72	\$3,546.50	\$7,093
892	Telecontrol Technologist Supv (I/S)	01	\$42.19	\$3.37	\$45.56					\$45.56	\$3,695.50	\$7,391
990	Training Specialist (Operators)											
	First year	01								\$39.66	\$3,217.00	\$6,434
	After First year	02	\$42.19		\$42.19					\$42.19	\$3,422.50	\$6,845
800	Training Specialist (Plant)											
	First year	01								\$39.66	\$3,217.00	\$6,434
	After first year	02	\$42.19		\$42.19					\$42.19	\$3,422.50	\$6,845
991	Training Specialist (System Op)	01	\$42.19		\$42.19	\$4.43	\$2.04			\$48.66	\$3,947.00	\$7,894
985	Training Specialist (Trades)											
	First year	01								\$39.66	\$3,217.00	\$6,434
	After First year	02	\$42.19		\$42.19					\$42.19	\$3,422.50	\$6,845
894	Turbine Technician Supv (I/S)	01	\$42.19		\$42.19			\$3.45		\$45.64	\$3,702.00	\$7,404
BAND 6												
999	Steam Station Charge Engineer											
	Without 1st Class Certificate	01								\$44.49	\$3,609.00	\$7,218
	With 1st Class Certificate	02	\$45.55		\$45.55	\$1.53		\$0.90		\$47.98	\$3,892.00	\$7,784
Non-Banded Rates:												
838	Apparatus Technician with Boom 'A' Premium	01	\$39.18		\$39.18					\$42.88	\$3,478.00	\$6,956

Class Code	Classification	Pay Step						Market Adj	Premium Adj	August 1, 2011		
			Band	Mpg	Base	Mkt	Prog			Total	Semi-Mo	Monthly
839	Apparatus Technician Supervisor (I/S) w/ Boom 'A' Premium	01	\$42.61		\$42.61					\$46.10	\$3,739.50	\$7,479
810	Athabasca Facilities Operator (Electrical)	01								\$53.12	\$4,309.00	\$8,618
	First year	02								\$54.75	\$4,441.00	\$8,882
	Second year	03	\$42.19	\$12.16	\$54.35				\$2.04	\$56.39	\$4,574.00	\$9,148
	Third year & Qualified*											
932	Athabasca Facilities Operator (Mechanical)	01								\$53.12	\$4,309.00	\$8,618
	First year	02								\$54.75	\$4,441.00	\$8,882
	Second year	03	\$42.19	\$12.16	\$54.35				\$2.04	\$56.39	\$4,574.00	\$9,148
	Third year & Qualified*											
813	Electrical Tech/CT Operator	01	\$42.12		\$42.12				\$2.04	\$44.16	\$3,582.00	\$7,164
815	Electrical Tech Supv (I/S)/CT Operator	01	\$45.26		\$45.26				\$2.04	\$47.30	\$3,837.00	\$7,674
835	Power Line Technician with Boom "A" Premium	01								\$36.83	\$2,987.50	\$5,975
	Without J. Certificate with Boom 'A' Premium	02	\$39.18		\$39.18					\$39.18	\$3,178.00	\$6,356
	With Boom 'A' Premium											
836	Power Line Tech Ass't Supv (I/S) w/ Boom 'A' Premium	01	\$40.72		\$40.72					\$40.72	\$3,303.00	\$6,606
837	Power Line Tech Supervisor (I/S) w/ Boom 'A' Premium	01	\$42.61		\$42.61					\$42.61	\$3,456.50	\$6,913
814	Telecontrol Technologist/CT Operator	01	\$42.19		\$42.19	\$1.53			\$2.04	\$45.76	\$3,712.00	\$7,424
816	Telecontrol Technologist Supv (I/S)/CT Operator	01	\$42.19	\$3.37	\$45.56				\$2.04	\$47.60	\$3,861.00	\$7,722
Apprenticeship Rates:												
937	Apprentice Electrician	01								\$25.12	\$2,037.50	\$4,075
	1st Year	02								\$28.46	\$2,308.50	\$4,617
	2nd Year	03								\$31.81	\$2,580.50	\$5,161
	3rd Year	04	\$32.97		\$32.97			\$2.61		\$35.58	\$2,886.00	\$5,772
	4th Year											
	Applicable Wage Schedule Note(s): 6, 7, 8, 10											
931	Apprentice Electrician (NAS)	01								\$25.12	\$2,037.50	\$4,075
	1st Year	02								\$28.46	\$2,308.50	\$4,617
	2nd Year	03								\$31.81	\$2,580.50	\$5,161
	3rd Year	04	\$32.97		\$32.97			\$2.61		\$35.58	\$2,886.00	\$5,772
	4th Year											
	Applicable Wage Schedule Note(s): 6, 7, 8, 10											
951	Apprentice Industrial Mechanic (Millwright)	01								\$24.54	\$1,990.50	\$3,981
	1st Year	02								\$27.81	\$2,256.00	\$4,512
	2nd Year	03								\$31.08	\$2,521.00	\$5,042
	3rd Year	04	\$32.97		\$32.97			\$1.80		\$34.77	\$2,820.50	\$5,641
	4th Year											
	Applicable Wage Schedule Note(s): 6, 7, 8											

Class Code	Classification	Pay Step							Market	Premium	August 1, 2011			
			Band	Mpg	Base	Mkt	Prog	Total	Adj	Adj	Total	Semi-Mo	Monthly	
984	Apprentice Industrial Mechanic (Millwright) (NAS)													
	1st Year	01										\$24.54	\$1,990.50	\$3,981
	2nd Year	02										\$27.81	\$2,256.00	\$4,512
	3rd Year	03										\$31.08	\$2,521.00	\$5,042
	4th Year	04	\$32.97		\$32.97			\$32.97	\$1.80			\$34.77	\$2,820.50	\$5,641
	Applicable Wage Schedule Note(s): 6, 7, 8													
955	Apprentice Machinist													
	1st Year	01										\$23.27	\$1,887.50	\$3,775
	2nd Year	02										\$26.38	\$2,140.00	\$4,280
	3rd Year	03										\$29.48	\$2,391.50	\$4,783
	4th Year	04	\$32.97		\$32.97			\$32.97				\$32.97	\$2,674.50	\$5,349
	Applicable Wage Schedule Note(s): 6, 7, 8													
945	Apprentice Plant Instrument Technician													
	1st Year	01										\$24.94	\$2,023.00	\$4,046
	2nd Year	02										\$28.27	\$2,293.00	\$4,586
	3rd Year	03										\$31.59	\$2,562.50	\$5,125
	4th Year	04	\$32.97		\$32.97			\$32.97	\$2.36			\$35.33	\$2,866.00	\$5,732
	Applicable Wage Schedule Note(s): 6, 7, 8, 14													
974	Apprentice Power Line Technician													
	1st Year	01										\$23.27	\$1,887.50	\$3,775
	2nd Year	02										\$26.38	\$2,140.00	\$4,280
	3rd Year	03										\$29.48	\$2,391.50	\$4,783
	4th Year	04	\$32.97		\$32.97			\$32.97				\$32.97	\$2,674.50	\$5,349
954	Apprentice Welder													
	1st Year	01										\$20.03	\$1,625.00	\$3,250
	2nd Year	02										\$22.70	\$1,841.50	\$3,683
	3rd Year	03										\$25.37	\$2,058.00	\$4,116
	4th Year	04	\$28.37		\$28.37			\$28.37				\$28.37	\$2,301.50	\$4,603
	Applicable Wage Schedule Note(s): 6, 7, 8													
Differential Rates:														
953	Industrial Mechanic (Millwright) (1 shift)													
	Without Certification	01	\$36.86		\$36.86			\$36.86				\$38.85	\$3,151.50	\$6,303
	With Certification	02	\$39.19		\$39.19			\$39.19				\$41.30	\$3,350.00	\$6,700
943	Industrial Mechanic (Millwright) (2 shifts)													
	Without Certification	01	\$36.96		\$36.96			\$36.96				\$38.95	\$3,159.50	\$6,319
	With Certification	02	\$39.29		\$39.29			\$39.29				\$41.40	\$3,358.00	\$6,716
964	Patroller I/C	01	\$40.32		\$40.32		\$1.02	\$41.34				\$41.34	\$3,353.50	\$6,707
907	Plant Instrument Technician (1 shift)													
	Without Certification	01	\$36.86		\$36.86			\$36.86				\$39.48	\$3,202.50	\$6,405
	With Certification	02	\$39.19		\$39.19			\$39.19				\$41.97	\$3,404.50	\$6,809

Class Code	Classification	Pay Step	Band	Mpg	Base	Mkt	Prog	Total	Market Adj	Premium Adj	August 1, 2011		
											Total	Semi-Mo	Monthly
926	Station Electrician (1 shift)												
	Without Certification	01	\$36.86		\$36.86			\$36.86			\$39.75	\$3,224.50	\$6,449
	With Certification	02	\$39.19		\$39.19			\$39.19			\$42.26	\$3,428.00	\$6,856
879	Station Electrician (2 shifts)												
	Without Certification	01	\$36.96		\$36.96			\$36.96			\$39.85	\$3,232.50	\$6,465
	With Certification	02	\$39.29		\$39.29			\$39.29			\$42.36	\$3,436.00	\$6,872
Trainee Rates:													
993	Hydro Station Operator (NAS) In-Training												
	1st year	01	\$26.38		\$26.38			\$26.38			\$26.38	\$2,140.00	\$4,280
	2nd year	02	\$29.09		\$29.09			\$29.09			\$29.09	\$2,359.50	\$4,719
	3rd year	03	\$31.81		\$31.81			\$31.81			\$31.81	\$2,580.50	\$5,161
	4th year	04	\$34.52		\$34.52			\$34.52			\$34.52	\$2,800.00	\$5,600
	Applicable Wage Schedule Note(s): 1												
806	University Engineering Trainee												
	2 university semesters*	01	\$21.00		\$21.00			\$21.00			\$21.00	\$1,703.50	\$3,407
	3 university semesters	02	\$21.87		\$21.87			\$21.87			\$21.87	\$1,774.00	\$3,548
	4 university semesters	03	\$22.73		\$22.73			\$22.73			\$22.73	\$1,844.00	\$3,688
	5 university semesters	04	\$23.60		\$23.60			\$23.60			\$23.60	\$1,914.50	\$3,829
	6 university semesters	05	\$24.47		\$24.47			\$24.47			\$24.47	\$1,985.00	\$3,970
	7 university semesters	06	\$25.34		\$25.34			\$25.34			\$25.34	\$2,055.50	\$4,111
	Applicable Wage Schedule Note(s): 16												

OFFICE TECHNICAL CLASSIFICATIONS ON A 35 HOUR WEEK

The agreed rate is the hourly rate. The monthly rate is determined using the following formula: Hourly rate x 152.0832. The wages listed in this table reflect a 1.5% increase effective January 1, 2010 and a 2% increase effective January 1, 2011

861	Engineering Assistant												
	First year	01						\$28.35			\$28.35	\$2,156.00	\$4,312
	Second year	02						\$30.58			\$30.58	\$2,325.50	\$4,651
	After two years	03	\$31.85		\$31.85			\$31.85			\$31.85	\$2,422.00	\$4,844
	Green Circled Jun 2/09	71	\$31.85		\$31.85	\$4.40		\$36.25			\$36.25	\$2,757.00	\$5,514
869	Engineering Technologist												
	First Year	01						\$33.87			\$33.87	\$2,576.00	\$5,152
	Second Year	02						\$37.90			\$37.90	\$2,882.00	\$5,764
	After Second year	03	\$38.79		\$38.79	\$1.53		\$40.32			\$40.32	\$3,066.00	\$6,132
860	Geomatics Technologist												
	First year	01						\$33.87			\$33.87	\$2,576.00	\$5,152
	Second year	02						\$37.90			\$37.90	\$2,882.00	\$5,764
	After two years	03	\$38.79		\$38.79	\$1.53		\$40.32			\$40.32	\$3,066.00	\$6,132
863	Geomatics Technologist Supervisor (I/S)	01	\$42.19		\$42.19			\$42.19			\$42.19	\$3,208.50	\$6,417

Class Code	Classification	Pay Step	Band	Mpg	Base	Mkt	Prog	Total	Market Adj	Premium Adj	August 1, 2011		
											Total	Semi-Mo	Monthly
848	University Engineering Trainee												
	2 university semesters	01	\$21.00		\$21.00			\$21.00			\$21.00	\$1,597.00	\$3,194
	3 university semesters	02	\$21.87		\$21.87			\$21.87			\$21.87	\$1,663.50	\$3,327
	4 university semesters	03	\$22.73		\$22.73			\$22.73			\$22.73	\$1,728.50	\$3,457
	5 university semesters	04	\$23.60		\$23.60			\$23.60			\$23.60	\$1,795.00	\$3,590
	6 university semesters	05	\$24.47		\$24.47			\$24.47			\$24.47	\$1,861.00	\$3,722
	7 university semesters	06	\$25.34		\$25.34			\$25.34			\$25.34	\$1,927.00	\$3,854
	Applicable Wage Schedule Note(s): 16												