

**COLLECTIVE AGREEMENT**

**BETWEEN**

**HYDRO-PONTIAC SERVICES INC.**  
**(Hereinafter referred to as The Company)**

**And**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL  
WORKERS**  
**LOCAL 2228**  
**(Hereinafter referred to as The Union)**

**February 1<sup>st</sup>, 2021 to January 31, 2026**

## TABLE OF CONTENTS

Annual Vacations	Article 10	p. 7
Arbitration Procedure	Article 7	p. 5
Call-out at Power house	Article 21	p. 14
Clothing	Article 17	p. 12
Compassionate Leave	Article 13	p. 9
Discipline	Article 4	p. 3
Duration of agreement	Article 22	p. 15
Functions of Union	Article 3	p. 3
General Purpose of Agreement	Article 1	p. 3
Job Classification and wages rates	Article 18	p. 12
Labour relations and grievance Procedure	Article 6	p. 4
Management rights	Article 2	p. 3
Medical plan	Article 15	p. 10
Pension	Article 19	p. 14
Procedure for booking annual Vacations	Article 11	p. 8
Safety : Equipment, Inspection Procedure	Article 16	p. 11
Seniority	Article 14	p. 10
Sickness and accident pay	Article 12	p. 9
Statutory holidays	Article 9	p. 6
Termination compensation	Article 20	p. 14
Union recognition	Article 5	p. 4
Working hours and overtime	Article 8	p. 5

**Article 1.**

**GENERAL PURPOSE OF AGREEMENT**

It is the intent and purpose of the parties hereto to set forth herein the basic Agreement covering rates of pay, hours of work, and conditions of employment to be observed between the parties hereto, and to provide procedure for prompt and equitable adjustment of alleged grievances, to the end that there shall be no interruptions or impeding of work, stoppages, or strikes, or other interference with production during the life of this Agreement, or any period of negotiations after the expiration of this Agreement.

**Article 2.**

**MANAGEMENT RIGHTS**

The Company reserves the sole right and power to manage its business, exercise all the regular and customary functions of management, including the direction of the work of its employees, the right to hire, suspend, and discharge, promote and/or discipline any employee. Any employee, who feels he has been treated unfairly, shall have the right to have his case considered by the Union and the Company Management, as provided under Section entitled "Labour Relations and Grievance Procedure".

**Article 3.**

**FUNCTIONS OF UNION**

The ability of the Company to pay better wages and improved working conditions from time to time is dependent upon efficient operation of the business, and the fullest cooperation of the men in the Company's employ. The Company therefore, expects the Union to make suggestions, which the Union considers may be helpful in reducing cost, increasing efficiency, and giving greater satisfaction in every way to customers. To this end, the Union agrees that its members will report for duty on time and also that it will discourage absenteeism. The company agrees to a closed shop and dues check-off. Permanent employees must join the Union after six months employment.

**Article 4.**

**DISCIPLINE**

The Union agrees to co-operate with the Company regarding security environmental regulations, protection and work procedure provisions, maintaining discipline, combating misdemeanours and infractions of any regulations regarding the safety and conduct of employees.

Due to the nature of the Company's business of supplying power and electricity to Hospitals, Industries, Stores, and Homes, where a power failure could result in very serious consequences, perhaps even loss of life, the Union agrees that there will be no strikes, walkouts, slow-downs, or similar interference with work during the term of this Agreement, or any extension thereof, or a period after the expiration of the Contract while negotiations are being carried on.

Without prejudice to management right to discipline, the Company recognizes that in normal circumstances, a disciplinary measure will be discussed with the concerned employee before being applied. At such a disciplinary meeting, an employee will be accompanied by a Union representative or a co-worker unless the concerned employee refuses representation in writing. No disciplinary meeting shall be postponed for more than sixteen (16) working hours.

**Article 5.**

**UNION RECOGNITION**

- a) The Company agrees to recognize Local Union No. 2228 of the International Brotherhood of Electrical Workers as the sole bargaining agency between the Company and the Employees, which the Union is authorized by the Canada Labour relations Board to represent.
- b) The Company recognizes and will not interfere with the right of its employees to become members of the Union, and no employee shall be discriminated against by the Company, or by the Union, because he is, or is not, a member of the Union, or because of Union activities, or because of exercising his right provided by Law of this Agreement.
- c) It is further provided that nothing in this Agreement shall be deemed to take away the right of any individual employee to present any of his personal grievances to the company.

**Article 6.**

**LABOUR RELATIONS AND GRIEVANCE PROCEDURE**

- a) The Company will recognize a Labour Relations Committee of two (2) employees, names to be submitted in writing to the Management upon taking office, or anytime a change may occur during the year.
- b) An Employee or a group of employees having an alleged grievance shall present it in writing with a short statement of the material facts to the Union. If after investigation, the Union decides to process the alleged grievance, the Union shall present the grievance to the Director of operation, in the first instance, within fifteen (15) days of the time the grievance arose. The Director of operation then has fifteen (15) days to respond.
- c) If no response is given or a non-satisfactory explanation or settlement is proposed by the Director of operation, the grievance may be taken up with the Management within fifteen (15) days of the Director of operation's response or fifteen (15) days of the delay provided for in paragraph b) in case of non-response. The Management shall give its decision within fifteen (15) days after the grievance has been submitted to and discussed with them.
- d) In the event that the dispute shall not have been satisfactorily settled by the foregoing procedure, the matter may be referred to arbitration as set out in article 7.
- e) Employer will advise Union of the identity of the director of operations and of the management representative.
- f) All of the above time limits may be extended upon mutual written agreement between the parties.

## **Article 7.**

### **ARBITRATION PROCEDURE**

- a) Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitral, or where an allegation is made that this Agreement has been violated, either party may, after exhausting the Labour procedure provided herein, request that the matter be submitted to arbitration.

The grievor reserves the right to appoint a single impartial arbitrator who must be agreeable to both parties.

- b) When either party requests that a matter be submitted to arbitration, such a request will be made in writing to the other party of this Agreement, and the notice shall contain the name of the first party appointee to the Arbitration Board and the subject to be arbitrated.
- c) The recipient of the notice will, within five (5) days, advise the first party of the name of its appointee to the Arbitration Board, the two appointees, so nominated, may meet and try to settle the grievance. If, within three (3) working days, they fail to reach an agreement, they will attempt to select a third member to act as an impartial chairperson of the Arbitration Board.
- d) If the recipient of the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a Chairperson within four (4) working days, the Minister of Labour for Canada will be asked to appoint an impartial Chairperson.
- e) The decision of the majority of the members of the Board will be final and binding and in the absence of a majority decision the decision of the Chairperson will be final and binding.
- f) Each party will be responsible for the expenses of their own appointee and responsible also for an equal share of the fees and expenses, if any, incurred by the Chairperson.
- g) An arbitration board is not authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify, amend or supplement any part of this Agreement.

## **Article 8.**

### **WORKING HOURS AND OVERTIME**

The regular working week shall be as follows:

- a) Maintenance operators and Dam control employees will work a 40-hour week. This normal work week is a 40 hours, eight hours a day, from 8h00 to 16h30 hour including a 30 minutes unpaid lunch break.

Double Time shall be paid for all work in excess of 40 hours.

- b) Maintenance Operators and Dam Control workweek will normally be Monday to Friday forty hours/week. Work in excess of eight hours/day will be paid at double time except when maintenance operators are scheduled to operate the plants on a twelve-hour schedule due to a break down.
- c) Maintenance Operators and Dam Control will have the option of taking all or part of overtime off at the applicable premium rates, provided that the operational and maintenance requirements can be met and the time taken is in the same pay period as earned. Maintenance operators and Dam control will be paid at the applicable rate for overtime.

- d) In addition to hours per day worked, any employee who earns less than three weeks of holidays per year will be entitled to bank up to 40 hrs to be taken in the same year period as the time earned. Employees may elect to work extra hours to accumulate up to a total maximum of forty (40) hours to be taken off at a later date. The accumulation of such extra hours must be on productive work with the prior approval of supervision. The working of required extra hours as banked time will only be at the employee's discretion.
- e) The employee must report to work adequately rested in order to perform their work in an efficient and safe manner. In addition to article 8 a), from Monday 12:00am to Friday 5:00am, the hours worked between 12:00am and 5:00am will give entitlement to a rest period equivalent to the hours actually worked during the call-out period. The hours accumulated can be used to reduce the duration of the next normal shift, without penalty. At the employee's discretion, this accumulated time may be taken either at the start or end of the said shift and will be subject to company approval.
- f) Employees shall be entitled to two (2) fifteen minute breaks. Employees shall have half hour (1/2) lunch break from 12:00 noon to 12:30 pm, during emergencies these breaks may be postponed.
- g) The company will pay an employee a meal allowance of \$15.00 in lieu of supplying a meal following two (2) hours of work in addition to a scheduled day. A supplementary \$15.00 meal amount shall be paid for every four (4) hours period following the initial first two (2) hours of work in addition to the schedule day.

## **Article 9.**

### **STATUTORY HOLIDAYS**

- a) The following statutory holidays shall be allowed with pay:
  - New Year's Day
  - The second of January
  - Good Friday
  - Victoria Day
  - The National holiday (24<sup>th</sup> of June)
  - Canada Day (1<sup>st</sup> of July)
  - The first Monday in August
  - Labour Day
  - Thanksgiving Day
  - Christmas Day
  - Boxing Day (December 26)
- b) When a statutory holiday falls on a Saturday or Sunday, it shall be observed on the following Monday or preceding Friday when mutually agreed upon one (1) week before said date. When two consecutive holidays fall on a Saturday and Sunday, they shall be observed on the following Monday and Tuesday, unless mutually agreed otherwise. Maintenance Operators and Dam Control personnel are to be off on the observed day.
- c) Notwithstanding paragraph b), if the National Holiday (24 June) falls on a Sunday, the holiday will automatically be observed on the following Monday.
- d) All employees who are required to work on a statutory holiday due to emergencies may elect from the following options for observing statutory holidays:
  - i) Work the statutory holiday with double time pay but not take a substitute statutory day off.
  - ii) Work the statutory holiday at regular pay and book an eight (8) hour statutory day off at another time.

- e) If a statutory holiday occurs while an employee is on leave or on a regular day off, the statutory holiday will be observed for the concerned employee on his following working day.

In such a case, the employee may

- i) Work the statutory holiday with double time pay but not take a substitute statutory day off.
  - ii) Work the statutory holiday at regular pay and book an eight (8) hour statutory day off at another time.
- f) Substitute days for statutory holidays are to be booked, provided that notice is given at least four (4) days before such leave starts, and provided there is no objection from anyone with seniority.
  - g) Any senior employee has three (3) days to book over any statutory holiday booked 30 days prior to the desired date.
  - h) Substitute days for statutory holidays may be taken in 4 or 8 (four or eight) hour periods.
  - i) Employees shall be notified that substitute statutory holidays have been approved within three (3) days of booking, provided that operational and maintenance requirements can be met.
  - j) All statutory holidays must be booked by the end of the calendar year and taken by the end of January, or balance paid for at the category rate of pay. Future statutory holidays cannot be taken in the current year with the exception of New Year's day, which may be taken after December 14th of the previous year. Substitute days off for statutory holidays, once approved by the Supervisor, Operations, may be cancelled on short notice due to operational or maintenance requirements. If such leave is cancelled, another substitute day off may be booked, or the appropriate 4 or 8 hour booking will be paid at straight time in addition to the regular wage for the day. Substitute days off generally should not be booked during the maintenance month of September, nor when two (2) other persons (Maintenance Operators) are already booked off (on annual or statutory leave), as cancellation is more likely to occur in these circumstances. Cancellations of statutory holidays will occur before cancellation of annual holidays.

#### **Article 10.**

#### **ANNUAL VACATIONS**

- a) The reference year is a period of 12 consecutive months during which an employee progressively acquires entitlement to annual leave.

That period extends from the 1<sup>st</sup> of February of the preceding year to the 31<sup>st</sup> of January of the current year.

- b) An employee credited with less than 1 year of full service on January 31<sup>st</sup> shall be entitled one eight-hour day of vacation with pay for each complete month of service from the day of his employment to January, 31<sup>st</sup> with maximum of 10 eight-hour days or four percent (4%) of annual wages whichever is greater.
- c) An employee credited with one completed year to 3 full years of service on January 31<sup>st</sup> shall be entitled to 10 eight-hour days of vacation with pay or four percent (4%) of annual wages whichever is greater.
- d) An employee credited with 3 to 5 completed years of full service on January 31<sup>st</sup> shall be entitled to 15 eight-hour days of vacation with pay.

- e) An employee credited with 5 to 10 completed years of full service on January 31<sup>st</sup> shall be entitled to 20 eight-hour days of vacation with pay up and including the 10<sup>th</sup> year.
- f) An employee credited with more than 10 complete years of full service on January 31<sup>st</sup>, shall be entitled to 20 days of vacation with pay and thereafter one additional eight-hour day for each completed year over 10 years to a maximum of thirty (30) eight hour days.
- g) Any employee having reached the age of 60, and having been employed by the company for no less than 25 years, shall be increased incrementally by one (1) extra day of vacation per year. For example, as follows:
  - 60 years of age – 1 day
  - 61 years of age – 2 days
  - 62 years of age – 3 days
  - 63 years of age – 4 days
  - 64 years of age – 5 days
  - Etc.
- h) The procedure for booking annual vacation is provided for in Article 11.
- i) In lieu of time off, employee may request that up to one half of annual vacation be paid for at his category rate of pay, in the pay period preceding their first annual vacation, or may request this amount be contributed to their GRSP (in addition to contributions set forth in article 18, but subject to statutory maximum contributions).
- j) Following the annual vacation booking procedure, remaining annual vacation must be booked by the end of the calendar year and taken by the end of January, or balance will be paid for at the category rate of pay.
- k) The request for payment in lieu of vacation shall be made prior to the second booking.

**Article 11.**

**PROCEDURE FOR BOOKING ANNUAL VACATIONS**

- a) Annual summer vacation requests are to be booked between June 1<sup>st</sup> to August 31<sup>st</sup>. The starting date for listing vacation shall be April 1<sup>st</sup>. The employee with the most seniority shall have two (2) business days to list their preference for up to ten (10) days during this period. After April 3<sup>rd</sup> the next employee with the most seniority will have two (2) days in which to list their preference, and so on each two (2) days until mid-April, by which time all preferred vacations during this period must be booked. Starting mid-April, the employee's second booking must be made using the same procedure.
- b) No annual vacation shall be booked from between December 20<sup>th</sup> and January 5<sup>th</sup> without the mutual consent of all concerned.
- c) Bookings scheduled between January 5<sup>th</sup> and May 31<sup>st</sup> and August 31<sup>st</sup> to December 20<sup>th</sup> will be individually approved by the Supervisor, Operations.
- d) Annual vacation shall have priority over statutory vacation.
- e) An employee cannot cancel or change his booking after three (3) days prior to his requested time off.
- f) Any employee who gets ill or has an accident while on annual vacation or statutory holiday may elect to go on



sick leave provided they have the proper certification. They shall be entitled to vacation time missed upon return to work providing they do not interfere with other scheduled bookings, regardless of calendar year.

**g) Booking Guide Lines**

Annual and statutory holiday bookings will be approved by the Supervisor, Operations, if operational and maintenance requirements can be met. The following will assist powerhouse staff in making acceptable bookings.

- i) No more than two (2) maintenance operators shall book off any one day, except for one (1) or two (2) day bookings to be approved by management.
- ii) In case of emergency, statutory leave first, then annual leave may be postponed to maintain operational and maintenance requirements. In such case, the employee will be paid at the overtime rate and the leave will be re-booked at the regular rate.
- iii) The low water month of September is generally considered a maintenance month, for which all maintenance operators and dam control are to be available for annual plant shut downs therefore annual and statutory bookings in this period are subject to cancellation.

**Article 12.**

**SICKNESS AND ACCIDENT PAY**

- a) An employee shall be allowed to bank 20 hours at overtime rate per year to be used or paid for in the same calendar year, these banked days could be used with minimum notice (1hr through 8hrs). If an employee has not had the opportunity to earn overtime in the calendar year prior to falling ill at the employee's discretion the company will advance up to one week of banked time which will be returned by the employee at the first opportunity.
- b) An employee shall be eligible for Weekly Indemnity Benefit as per Article 15 A and Long Term disability as per Article 15 B.
  - i) He produces a sick leave certificate on request of the employer.
- c) In the event of an employee having an accident while at work for the Company, or is hospitalized payment begins immediately as per article 15 A.
- d) All Employees must call their supervisor by 8:00 A.M. if they are unable to report for work that day .If such practices are not followed, then the Company can assume that he or she is absent without permission and the employee will not be paid for that day.

**Article 13.**

**COMPASSIONATE LEAVE**

In the event of the death of a member of an employee's immediate family, the employee will be entitled to be absent and receive regular pay for any regular working days during that period as follows:

- a) Five (5) consecutive working days for the death of a spouse, son or daughter, mother, father, father or mother in law, adoptive son or daughter and son or daughter in law.

- b) Three (3) consecutive working days, provided one of the days is the day of the funeral, for the death of a sister, brother, brother-in-law, sister-in-law, grandparents or spouse's grandparents.
- c) One (1) day shall be granted for aunts and uncles, provided that it is the day of the funeral, up to two (2) days will be granted for travel if the distance is greater than 200 km from home.

#### **Article 14.**

#### **SENIORITY**

- a) When a vacancy occurs, all promotions within the employee's department, except supervisory positions, shall be according to the length of service where the senior employee has equal qualifications, in every respect to any other employee. Where a surplus occurs the employee with the least seniority shall be declared surplus.
- b) In the event there is a recall within a period of one year from the date that the employee was first laid off, such recall shall be in reverse order of termination. Any employee recalled shall be reinstated in his former classification or other classifications that the employee has qualifications for and his seniority shall re-commence from that date including his past service. Failing to report for reinstatement within two weeks of the receipt of formal notice in writing, he will not again be recalled and will lose his past seniority.

#### **Article 15.**

#### **MEDICAL PLAN**

The company agrees to pay 70% of the premium charged by an insurance carrier (presently Sun Life) for a medical plan for the employee, his spouse and wholly dependent children up to 20 (twenty) years of age, and for children over 20 (twenty) years of age, but less than 26 (twenty six) years of age provided they are unmarried and full-time students. This medical plan includes a drug benefit, hospital benefit, vision care benefit, extended health benefit, and emergency out-of-country benefit.

The medical plan will cover 80% of the cost of drugs which do require a prescription from a doctor, and 80% of the cost of covered vision care. The maximum amount reimbursable under the vision care benefit is \$400 (four hundred) per 2 (two) years. The maximum lifetime amount reimbursable under the emergency out-of-country benefit is \$1,000,000 (one million) per person. It only covers emergency services that you obtain within 60 (sixty) days of leaving the province where you live.

The company agrees to pay 100% of the premium charged by an insurance carrier for a Dental plan. Subject to the plan limitations, the Dental plan will cover 100% of the cost for preventive and basic treatments, 50% of the cost for major treatments (including bridges, dentures, inlays, onlays, and crowns), and 50% of the cost for orthodontic treatments when incurred for dependent children under the age of 19. The annual maximum major treatment is \$2,000 per person while the lifetime maximum for children orthodontics' is \$1,500 per child. Reimbursement is based on 100% of the current generalist dental fee guide of the province where treatment is given.

**Article 15 A.**

**Addition of a Weekly Indemnity Benefit**

- 1) Payment begins on the 1<sup>st</sup> day of hospitalization/accident or the 4<sup>th</sup> day of sickness;
- 2) Indemnity of 70 % of weekly income (maximum \$1,000 taxable per week);
- 3) Maximum Benefit period of 52 weeks.

**Article 15 B.**

**Addition of a Long-Term Disability Income Benefit**

- 1) Paid after 52 consecutive weeks of disability;
- 2) Two years own occupation and any occupation definition of disability thereafter;
- 3) Indemnity of 55 % of monthly income (maximum \$2,400 taxable per month);
- 4) Monthly payments terminate at the earliest age 65, death, no longer meets the definition of disability.

**Article 16.**

**SAFETY: EQUIPMENT, INSPECTION/PROCEDURE**

- a) The Company shall supply all necessary equipment and proper safety glasses, as they require replacement. A regular inspection of all safety equipment shall be held the first Monday or Tuesday of every month along with the resuscitation practice and First-Aid lectures. Safety meetings to be held when required.
- b) Hydro Pontiac will pay for prescription safety glasses for employees whose work requires them. The employee is allowed 1 pair of prescription safety glasses every 2 years (the employer reserves the possibility of indicating to which supplier the employee must address himself),. The company will pay the employee (by cheque) when the bill is presented and the glasses must meet or exceed the Canadian Standard Specification Association (C.S.A.) standard Z-94.3-M88 and glasses must have the plastic side eye shield.
- c) His superiors will notify any employee performing unsafe work practices. If such practices re-occur he or she will be disciplined, resulting in days off without pay until such practices are eliminated. All personal protection equipment shall be worn as required and designated by posted signage.
- d) The Company's equipment and tools must be kept in working order and any damage or unsafe conditions must be reported to their supervisor. Material and tools must be stored in a safe manner on all vehicles, and work sites and working areas must be maintained in a safe working manner.
- e) The company agrees to provide all safety equipment required by law and appropriate training if necessary.
- f) The Company will participate in a safety organization such as EUSA (or equivalent) to benefit from that organization's expertise in inspections, bulletins, and other safety related information.

**Article 17.**

**CLOTHING**

The Company will supply each employee articles of clothing similar to the list that La Lievre supplies their employees. In addition the company will also continue supplying water flotation clothing to each employee.

All protective clothing worn as a result of bad weather will be supplied by the employer.

**Article 18.**

**JOB CLASSIFICATION AND WAGE RATES**

a) The Company agrees to discuss with the employees any change in job content, which materially affects any job classification.

b) Probation Employees

The first six months of employment on normal maintenance and operation shall be qualified as a probationary period. If the employee is retained, his seniority shall commence from his original date of employment. If the employee has not qualified at the end of this six-month period, but in the opinion of the Company there is a possibility of qualifying, a further three months of probation may be allowed.

c) Maintenance Operators - Standby and Relief

In the event the employee schedules holidays during his normal standby period, the relief standby shall take his standby duty.

i) The Company will pay \$2.18 per hours commencing February 1st, 2021; \$2.26 commencing February 1st, 2022; \$2.31 per hour commencing February 1st, 2023; \$2.37 per hour commencing February 1st, 2024; \$2.43 per hour commencing February 1st, 2025 to the Maintenance Operator on standby for that week. The company will pay an additional \$4.36 per hour for each statutory holiday the Maintenance Operator is on standby commencing February 1<sup>st</sup>, 2021 and \$4.51 February 1<sup>st</sup>, 2022, and \$4.62 February 1<sup>st</sup>, 2023, and \$4.74 February 1<sup>st</sup>, 2024 and \$4.86 February 1<sup>st</sup>, 2025.

ii) In the event that standby is served by someone other than the person scheduled, for more than one (1) day the company will pay the person in blocks of 16 hrs (16 weekly rate/128) for weekdays and 24 hrs (24 weekly rate/128) for days during the weekend.

iii) Maintenance Operators will be assigned standby duty one week at a time on a rotating basis. Standby duty week begins at 8am on the Friday and finishes at 8am on the following Friday.

It is understood that probation in training operators will be called upon and scheduled for standby duty accompanying a regular operator.

iv) The standby week will be different than the week scheduled for relief, and will precede the relief week.

v) Standby duty applies to scheduled off-hours maintenance, and scheduled relief operation, such as filling in

for annual vacation.

- vi) Standby duties include call-in for unscheduled events.
- vii) The Maintenance Operator on standby will carry a cellular phone and is to respond within 5 to 10 minutes if an emergency condition is communicated to him. For their convenience maintenance operators may assign or exchange standby duties to others (if both parties agree) in case they have to be somewhere where their response time would not be adequate. (This could possibly be for a few hours or an entire week). Call-out will be paid for at the applicable over time rates and a two-hour minimum will apply. Hours on callout will be considered as time in addition to the 40-hour week.

The Company will decide of all training and all courses to be followed by employees, the training or courses will be mandatory, subject to particular situation where combination is necessary. The training and courses will be paid by the company.

**d) Wage Rates (Hourly)**

<b>Effective Dates</b>	1-Feb-21	1-Feb-22	1-Feb-23	1-Feb-24	1-Feb-25
Rate Increase	2.75%	2.5%	2.5%	2.5%	2.5%
Market Adjustment	1.5%	1%			
i) Power House					
Maintenance Operator lead hand	37.70	39.02	39.99	40.99	42.02
Maintenance Operator	35.68	36.93	37.86	38.80	39.77
Maintenance Operator in Training	33.13	34.29	35.15	36.03	36.93
ii) Dam Control					
iii) Probationary	17.88	18.50	18.97	19.44	19.93
iv) Network Team Coordinator					
	40.31	41.72	42.77	43.84	44.93

- g) If the National Consumer Price Index (C.P.I.) rises by 1% above the granted wage increase during the first contract year (February 1<sup>st</sup>, 2021 to January 31<sup>st</sup>, 2022) wages shall be adjusted upwards by 1% for the second contract year (February 1<sup>st</sup>, 2022 to January 31<sup>st</sup>, 2023) and so on in the third, fourth and fifth year of the Agreement.
- h) The Company agrees to pay a Shift Differential rate on all hours worked on night shifts, i.e., the twelve-hour shifts from 8:00 PM to 8:00 AM, at the rate (\$1.34) per hour effective February 1<sup>st</sup>, 2021 and (\$1.39) per hour effective February 1<sup>st</sup>, 2022, and (\$1.43) per hour effective February 1<sup>st</sup>, 2023 and (\$1.46) per hour effective February 1<sup>st</sup>, 2024, and (\$1.50) per hour effective February 1<sup>st</sup>, 2025.
- i) The Company agrees to pay a premium rate for all twelve-hour Sunday shifts worked at the following effective rates: \$26.55 commencing February 1<sup>st</sup>, 2021, and \$27.48 commencing February 1<sup>st</sup>, 2022 and \$28.17 commencing February 1<sup>st</sup>, 2023 and \$28.87 commencing February 1<sup>st</sup>, 2022 and \$29.59 commencing February 1<sup>st</sup>, 2025.

Any employee who, during the course of his normal duties, is required to use personal vehicle on authorized Company business, shall be paid for mileage at the reasonable allowance rate determined by Canada Revenue Agency.

**Article 19.**

**PENSION**

The Company agrees to contribute 6.5% of total earnings for each employee. The employee agrees to contribute at least 5% of total earnings. The combined employer and employee contributions shall be deposited in a special account agreeable to both parties. The employees and the employer shall administer the Pension Plan jointly.

**Article 20.**

**TERMINATION COMPENSATION**

**a) Termination Compensation On Retirement**

The company agrees to pay an allowance to each employee on retirement or in the event of death, an amount equal to three hundred dollars (\$300.00) for each completed year of service, up to a maximum of three thousand five hundred dollars (\$3,500.00).

**b) Severance Compensation-Layoff (Termination)**

The company agrees to pay compensation of either a lump sum of five thousand dollars (\$5,000.00), or three-quarters of a week's pay for each completed year of service, whichever is greater, to employees laid off (and not concurrently re-hired, i.e. not called back within the one year period provided in article 14).

**Article 21.**

**CALL-OUT AT POWER HOUSE**

The Company agrees that if the Supervisor is not available, and if trouble occurs, or if the weather is such that trouble is anticipated, a maintenance operator may be called and the employee that is called out shall be paid a minimum of two (2) hours, payable at the applicable overtime rate.

Article 22.

**DURATION OF AGREEMENT**

a) The provisions of this agreement will become effective on day the agreement is signed. This agreement shall expire on **January 31, 2026**.

The provision of this agreement concerning salary increases shall be applied retroactively to **February 1, 2021**.

This agreement will remain in force until either party serves written notice with proposed changes in contract on the other, not more than ninety (90) days and not less than thirty (30) days prior to **January 31, 2026**.

b) It is intended that nothing in this agreement shall be inconsistent with the provision of any Federal or Provincial Law, Order of Regulation, and if any such inconsistency is subsequently discovered, the Agreement shall immediately be amended accordingly.

Ratified on August 30, 2022

International Brotherhood of Electrical worker  
Hydro-Pontiac Services Inc. Local 2228



Paul Cameron  
Business Manager



Jim Deluzio  
Vice President



Michel Gauthier  
Easter Representative



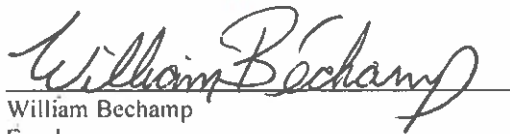
Jean-Sébastien Verner  
Director, Operations



Stéphane Mousseau  
Employee



Veronica Drummond  
Director, Human Resources



William Bechamp  
Employee

**Article 22.**

**DURATION OF AGREEMENT**

a) The provisions of this agreement will become effective on day the agreement is signed. This agreement shall expire on **January 31, 2026**.

The provision of this agreement concerning salary increases shall be applied retroactively to **February 1, 2021**.

This agreement will remain in force until either party serves written notice with proposed changes in contract on the other, not more than ninety (90) days and not less than thirty (30) days prior to **January 31, 2026**.

b) It is intended that nothing in this agreement shall be inconsistent with the provision of any Federal or Provincial Law, Order of Regulation, and if any such inconsistency is subsequently discovered, the Agreement shall immediately be amended accordingly.


**Ratified on** August 30, 2022

International Brotherhood of Electrical worker  
Hydro-Pontiac Services Inc. Local 2228

\_\_\_\_\_  
Paul Cameron  
Business Manager

  
\_\_\_\_\_  
Jim Deluzio  
Vice President

\_\_\_\_\_  
Michel Gaulin  
Easter Representative

  
\_\_\_\_\_  
Jean-Sébastien Verner  
Director, Operations

\_\_\_\_\_  
Stephane Mousseau  
Employee

  
\_\_\_\_\_  
Veronica Drummond  
Director, Human Resources

\_\_\_\_\_  
William Bechamp  
Employee