



# Summary of Memorandum of Agreement Between Hydro One and the Power Workers' Union

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## Overview

The Bargaining Committee is pleased to announce the completion of 2020 Collective Bargaining and is recommending acceptance of the tentative agreement reached on July 17, 2020.

We will be changing our ratification process and you have received a bulletin recently which outlines the dates and process. Keep watch for your ballot which will be mailed to your home address.

The Bargaining Committee feels that this agreement provides security for our membership as well as delivering improvements and stability over the course of the Collective Agreement.

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## Bargaining Committee Recommendation

Your Bargaining Committee is unanimously recommending the membership accept the 2020 Memorandum of Agreement.

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## Chief Stewards Recommendation

The Chief Stewards within Hydro One are recommending the membership accept the 2020 Memorandum of Agreement.

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The following summarizes the results of the 2020 negotiating process:

## Employment Security

No regular employee will be involuntarily laid off during the term of the Collective Agreement.

## DURATION

**THREE Year Collective Agreement (April 1, 2020 – March 31, 2023)**

## **WAGES – ALL employees will receive wage increases as follows:**

Effective Apr. 1, 2020 1.9% general wage increase to all PWU employees

Effective Apr. 1, 2021 2.0% general wage increase to all PWU employees

Effective Apr. 1, 2022 2.2% general wage increase to all PWU employees

## **PENSION**

**There are no changes to the Pension.**

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### **ARTICLES**

#### **ARTICLE 2A DISCIPLINE AND DISCHARGE**

**2A.1** Any allegation that an employee has been demoted, suspended, discharged or otherwise disciplined without just cause shall be a fit matter for the grievance and arbitration procedures as provided for in this Collective Agreement.

**Should the Company choose to terminate employment, and the union to grieve immediately thereafter, the grievance will first be referred to mediation where the parties will make every effort to settle within 30 days of the termination. Unless otherwise agreed between the parties, if the mediation is unsuccessful, the grievance will be referred to a full evidentiary arbitration in front of the same arbitrator, within 30 days if there is no medical evidence required. The parties will use best efforts to expedite a resolution to the grievance.**

#### **ARTICLE 3 ARBITRATION**

**3.3 Chief Arbitrator and Deputy Chief Arbitrator**

For the duration of this Collective Agreement, ~~John Murray~~ **John Stout** shall serve as the Chief Arbitrator and ~~John Murray~~ **John Stout** as Deputy Chief Arbitrator. The Chief Arbitrator will have exclusive, final and binding authority

over all issues relating to the scheduling of cases, including decisions as to who hears which case and when it is heard and shall have the power to relieve against time limits, including those in the grievance process and the referral to arbitration in respect of all cases.

#### **ARTICLE 5 UNION SECURITY**

**5.5** In all cases for employees in the Collective Bargaining Unit as defined in Article 1, the Company shall be responsible for the signing of dues authorizations and shall deduct from the weekly wages of each employee, an amount equal to the weekly Union dues in effect at the time and shall transmit the monies so deducted to the Financial Officer of the Union at the times designated by the Union **along with a current list of all bargaining unit members including their employee number, start date and job classification/occupation code as well as home contact information (address, phone number and email address).**

#### **ARTICLE 11 SURPLUS STAFF PROCEDURE**

**Article 11.0 Worksite Redeployment**

**12. In the event the Company has identified a worksite/centre to be closed permanently, the Company will consider homemaker arrangements in accordance with Part D Item 12 for affected employees.**

## **PART A:**

### **9.0 SPECIAL TIME OFF**

#### **9.4.1 Remembrance Day**

Employees who can verify they have served in the Canadian Armed Forces, and those in the Reserve components of the Canadian Armed Forces will be eligible for, and will not be unreasonably denied, use of unpaid leave or the use of other time-off entitlements (ex: vacation, floating holidays).

#### **9.6 National Indigenous Peoples' Day**

Employees with Indigenous/First Nations status, as defined by the relevant federal statute, will be eligible for and will not be unreasonably denied paid time off for June 21 (National Indigenous Peoples' Day) when this day falls on a regularly scheduled work day.

### **12.0 DISABILITY BENEFITS AND INCOME PROTECTION**

#### **12.2.4 Individual Returns to Regular Employment**

1. **Service Credit:** Continuous service recommences upon return to work and service credit accumulated prior to the date of receipt of LTD benefits will be added to it. In addition, for employees returning to regular employment within the first **four (4)** ~~two~~ years in receipt of LTD benefits, full service credit will be granted for that period as well. It should be noted that seniority for all employees in receipt of LTD benefits continues to accrue during the period they are in receipt of LTD benefits.

### **13.0 HEALTH INSURANCE PLANS**

- Fertility Drugs:
  - **Remove the one-year restriction**

- Dental:
  - **Implant coverage up to maximum coverage for a bridge**
- Psychologists:
  - Increase coverage from \$2,500 for psychologist to **\$3000.00** annually
  - Add **Occupational Therapy and Behavioural Training for Autism**

**NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:** The parties agree to meet and discuss the current issues with access to addictions rehabilitation treatment programs.

**NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:** Health and Dental Brochure: The parties have been unable to agree to the language and content of the "Extended Health Benefits for Hydro One Inc." and the "Supplemental Group Dental Benefits for Hydro One Inc." (collectively referred to as the "Brochures"). The parties agree that if they cannot settle the language and content of the Brochures and make them available to employees and pensioners by December 31, 2020 the matter shall be referred to arbitration.

**Sick Leave and Long Term Disability Plan Brochure:** The parties will meet to update, reformat, and simplify the current Sick Leave and Long Term Disability Plan brochure to be more user-friendly and less complicated for employees to navigate. The initial meeting will be held within 60 days of ratification.

### **20.0 COMPENSATION AT TEMPORARY HEADQUARTERS**

#### **20.3 Return to Residence Headquarters When Transferred to a Temporary Work Headquarters**

All travel time associated with return to regular headquarters will be outside the employee's scheduled hours of work. The employee will be entitled to payment for actual time spent travelling at **premium**

~~time straight time~~ to a maximum of eight hours each way.

## 20.5 Expenses – Outside Residence Headquarters

The Company shall assume, within reasonable limits, the cost associated with meals, travel and lodging while an employee is assigned to a temporary headquarters. Where possible, single room accommodation will be provided. **If an employee requests accommodation in a personal trailer, such a request will not be unreasonably denied.**

## 23.0 TRANSPORTATION AND MOVING EXPENSES

### 23.5 Transfer of Regular Employees

**Householders:** When the residence headquarters of a regular employee, who is a householder, is changed and the employee's work headquarters is moved ~~15~~ **40** km further from his/her home and such employee has moved his/her household at least ~~15~~ **40** km closer to his/her new work headquarters, the Company will pay the cost of: ...

**NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:** For the term of this collective agreement eligibility for transportation and moving expenses for employees who are Householders, whose regular work headquarters on April 1, 2020 is in Barrie and who relocate to Orillia will remain unchanged:

*Householders: When the residence headquarters of a regular employee, who is a householder, is changed and the employee's work headquarters is moved 15 km further from his/her home and such employee has moved his/her household at least 15 km closer to his/her new work headquarters, the Company will pay the cost of:*

...

### Legal and Real Estate Brokerage Fees:

1. The Company will reimburse the employee up to 3,500.00, **\$5,000.00 effective April 1<sup>st</sup> 2021** for legal fees and disbursements actually incurred in

selling the old residence and/or buying the new principal residence, (legal fees will be in accordance with a standard recognized scale and could include such items as land transfer tax, survey and legal fees associated with arranging or discharging a first mortgage and mortgage appraisal fees).

2. The Company will reimburse the employee for standard brokerage fees up to 11,500.00, **\$12,500.00 effective April 1<sup>st</sup>, 2021** related to the sale of the old principal residence.
5. When an employee's actual cost exceeds the maximum allowed in either 1 or 2 above the employee may utilize any surplus in the other item up to the maximum of 15,000, **\$17,500.00 effective April 1<sup>st</sup>, 2021.**

## 35.0 BI-WEEKLY PAY DAYS

**NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:** The parties agree that employees' pay statements will be electronic unless employee provides notice that they require a paper statement.

## 38.0 NEW - LEGISLATIVE CHANGES

**When collective agreement provisions are impacted by legislative changes or government directives giving rise to consequences not reasonably contemplated by the parties at the conclusion of collective bargaining, the affected provisions shall be suspended to allow the parties an opportunity to negotiate with a view to maintaining the original intent and purpose of the provisions and collective bargaining agreement as a whole. Both parties shall be required to exercise their discretion in a reasonable manner. Where no agreement is reached, either party may refer the matter to arbitration.**

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## **PART B**

### 2.0 STANDBY, SERVICE DUTY AND ON CALL

#### Payment for Service Duty:

The rate of pay for service duty of both types to be computed one hour at the employee's basic hourly rate

per day, except for Saturdays, Sundays and statutory holidays when the rate will be one and one quarter (1.25), effective April 1, 2021 one and one half (1.5) hours at the employee's basic hourly rate per day. This rate includes payment for the use of the employee's telephone. An employee required to report for work while on trouble call, service duty shall be paid for his/her working time in accordance with the standard regulations governing overtime work, including the regulation governing work performed on a "short-call" basis.

## 22.0 OVERTIME PROVISIONS

### 22.4 Special Provisions Concerning Overtime

**NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:** The parties agree to establish a Joint Committee to review and make recommendations regarding the sleep time provisions outlined in Part B Item 22 and Part D Item 11 of the collective agreement in the spirit of being the safest and most efficient utility.

The Committee will meet within 90 (ninety) days of ratification and will make joint recommendations to the Sector 3 VP and the VP of Employee and Labour Relations for consideration by no later than December 1, 2021. Only those recommendations that are jointly agreed to will be implemented. These timelines may be amended by mutual agreement.

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## PART C

### 4.0 ON CALL CONTROLLERS/ DISPATCHERS/ TRAINEES

The rate of pay for on-call duty will be one-half hour at the employee's basic hourly rate per day, except for Saturdays, Sundays and statutory holidays when the rate will be one and one quarter (1.25) hours, one and one half (1.5) hours effective on April 1<sup>st</sup>, 2021 at the employee's basic hourly rate per day. An employee required to report to work for on-call duty shall be paid for his/her working time in accordance with the standard regulations governing overtime,

including the regulation governing work performed on a short call basis.

## 7.0 SHIFT WORK

### 7.7 Differential for Shift Work

**NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:** As an interim measure until the new SOV operating model is implemented, the shift turnover for Dispatchers will increase from 6 minutes to 12 minutes.

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## PART D

### 2.0 ON CALL

#### 2.1 On Call – Protection and Control

The rate of pay for on-call duty will be one hour at the employee's basic hourly rate per day, except for Saturdays, Sundays and statutory holidays when the rate will be one and one quarter (1.25), one and one half (1.5) effective April 1<sup>st</sup>, 2021 hours at the employee's basic hourly rate per day. An employee required to report to work for on-call duty shall be paid for his/her working time in accordance with the standard regulations governing overtime, including the regulation governing work performed on a short call basis.

#### On Call-Hydro One Telecom Technical Staff

2.2 The rate of pay for on-call duty will be one hour at the employee's basic hourly rate per day, except for Saturdays, Sundays and statutory holidays when the rate will be one and one quarter (1.25) hours one and one half (1.5) effective April 1<sup>st</sup>, 2021 at the employee's basic hourly rate per day. An employee required to report to work for on-call duty shall be paid for his/her working time in accordance with the standard regulations governing overtime, including the regulation governing work performed on a short-call basis.

#### 2.3 On Call Helicopter Pilots and Air Engineers

The rate of pay for on call duty will be one and one quarter (1.25) hours, one and one half (1.5) effective April 1<sup>st</sup>, 2021 at the employee's basic

hourly rate per day for Saturdays, Sundays and Statutory Holidays.

## 11.0 OVERTIME PROVISIONS

### 11.4 Special Provisions Concerning Overtime

#### NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:

The parties agree to establish a Joint Committee to review and make recommendations regarding the sleep time provisions outlined in Part B Item 22 and Part D Item 11 of the collective agreement in the spirit of being the safest and most efficient utility.

The Committee will meet within 90 (ninety) days of ratification and will make joint recommendations to the Sector 3 VP and the VP of Employee and Labour Relations for consideration by no later than December 1, 2021. Only those recommendations that are jointly agreed to will be implemented. These timelines may be amended by mutual agreement.

## 12.0 Homeworker

### Basic Principles

This item becomes effective January 2, 2021 and establishes the principles and working conditions for work arrangements on homeworking in which employees will work at home rather than at a Hydro One office/facility. Management reserves the right to post new vacancies as homeworker positions where working from home is a condition of the employment contract. Existing employees will be eligible to accept available homeworking assignments on a voluntary basis provided that they have met the minimum criteria, as determined by management for their specific classification. The minimum criteria shall be discussed in advance with the PWU, who will be given the opportunity to provide meaningful input. In cases where an employee requests a homework assignment, it shall be subject to manager approval, which shall not be unreasonably denied.

1. The nature of the work being performed is conducive to work being performed from the employee's home. In order to meet its obligations under the Occupational Health and Safety Act, the company will require, and the employee will agree to both an in-home Health and Safety inspection prior to the commencement of home working, and periodically scheduled inspections thereafter. Inspections may be conducted through home visits by a manager/supervisor together with a member or members of the Joint Health and Safety Committee (JHSC), and/or through photographic evidence. Such inspections will be conducted only during the employee's scheduled working hours and with 48 hours' notice. The workplace in the home must be free of obvious hazards such as would normally be controlled in an office environment. Inspections will take place periodically. If the employee initiates changes in their home (renovation), or moved the location of the work station such that the safety of the work place is altered, the Company must be notified and the changes may require an ad hoc health and safety inspection.

2. The employees have been assessed as suitable for this type of work arrangement based on selection criteria of performance standards. Performance deficiencies may be considered in determining an employee's eligibility for a homeworker position.

#### NOTE

Attendance records may be considered in determining whether a homework arrangement would be suitable (i.e. detrimental or beneficial).

3. It is not the intent of this agreement to change the job responsibility that results from the employee working at home. Any changes must follow the agreed process in the Collective Agreement.

4. Scheduled hours of work will be in accordance with Part D, Items 9 and 10 (or other applicable section). Homeworking



employees will be eligible to accept overtime assignments for which they have been trained and for work of a type that can be delivered to the home.

5. Performance monitoring: The employee is not present in the office environment, therefore reliance on physical monitoring for performance and quality is not possible. As a condition of acceptance for home working, employees will acknowledge the Company can and will act on performance and behavior concerns on the basis of electronic observations. To be clear this does not include video monitoring.

6. The customer/client experience will not be compromised by the work location of the employee. Homeworkers are expected to place their home office in a location free normally from environmental noise caused by machines, animals or other people in the home.

7. The Company will continue to be bound by the requirements of the Workplace Safety and Insurance Board (WSIB) during working hours for homeworkers. The home office will be considered as the workplace for the purposes of WSIB.

#### 12.1 Working Conditions

1. This work arrangement will commence on a date agreed to by the employee, the Company and the PWU. The home working assignment period will normally last a minimum of 6 months. Employee-driven requests to return to the office inside the 6-month period will be considered under extraordinary circumstances. Management reserves the right to provide notice inside the 6-month period where an employee fails to meet the defined performance standards. When the home working assignment ends, re-entry to the office workplace will be administered by the Supervisor and the Chief Steward. The re-entry plan will deal with issues such as:

- Timeline for return to office work
- Return of Company-owned equipment from the employee's home
- Fitting into an appropriate shift
- Setting work hours

- Start date
- Transition to the office-based wage schedule
- The notice period for return to regular work headquarters is 30 days

2. The base weekly rate for Homeworkers shall be 10% less than the rate they would receive working in a Hydro One facility.

3. The Employer will provide the equipment necessary to do the job for the duration of the work arrangement. The Employer will pay for the equipment and set-up. The employees must commit to using the equipment supplied by The Employer for business purposes. The Employer retains ownership of the property that it supplies for home-office use. Improper use of company equipment will be subject to the discipline process.

The employee is responsible for the provision and set-up of a desk to a minimum company standard. Employees are also responsible for establishing dedicated Bell (or equivalent) connectivity or high speed internet into their home. The company will provide a monthly allowance of \$50/month to cover work-related internet costs.

4 The employee will be responsible for ensuring that the work completed meets the productivity and quality standards established by the company.

5 The employee's regular work headquarters will remain unchanged from his/her last office location (this does not preclude redeployment under Article 11). The employee will return to his/her regular work headquarters at the end of the homeworking assignment and/or work arrangement.

6. The employee will be expected to attend up to 25 days of in-office meetings, seminars, training courses, etc., annually, as required by management. For these 25 days, no mileage or travel time will be paid and travel will be expected to occur outside working hours with no additional compensation. After 25 days, the Company will pay travel expenses in accordance with Part A, starting from the employees' home address.

7. Time reporting in the normal manner will be the responsibility of the employee.

8. Visits to the employee's home by the Supervisor and Chief Steward or his/her delegate may be necessary from time to time, for coaching, performance reviews and general management of the employee/employer relationship. Such access will be arranged, in advance, by the employee, his/her supervisor and the Chief Steward. The Chief Steward or his/her delegate will accompany the Supervisor on the home visit. The Employer will advise the home worker 48 hours in advance of the visit, and the purpose for which it must occur.

9. The Employer will ensure that the employee receives safety training in relation to operating equipment from their home. The Employer requires limited access to the employee's home for maintenance and checks of The Employer equipment and delivery of materials. Such access will be arranged, in advance, by the employee, his/her supervisor and the Chief Steward. Where access is needed to repair computer or communications equipment in order for the employee to do their assigned tasks, the notice period may be shortened. The Employer may direct the employee to bring the equipment to the nearest repair location (The Employer office or other). Appropriate mileage charges will be paid. Appropriate provisions of the collective agreement will apply.

10. Home based employees will be considered for overtime, providing the work can be performed remotely. Voluntary overtime will be posted using existing practices as modified from time to time.

12. The Chief Steward will be provided with, on a monthly basis, a list of all homeworkers and their home addresses and phone numbers.

13. In the event that the homeworking assignment is cancelled, employees shall be returned to their regular work headquarters.

11. The homeworking employee must advise their Supervisor/HR if they move and it results in a commute greater than 100km/1 hour. The ability to work from home for those employees who may have a commute greater than 100km will be evaluated on a case by case basis to

determine if they are eligible for the homeworking assignment. The company will not be responsible for travel expenses that fall beyond the 100km limit.

NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT: Ninety (90) days after the ratification of this Collective Agreement the Union Vice President (or delegate) and the Labour Relations Vice President (or delegate) agree to meet and discuss the potential for Homeworking for all classifications.

A standing joint committee will be established to address concerns arising from the implementation of homeworking arrangements pursuant to Part D Item 12.

The Employer agrees to complete T-2200 forms for employees designated in the Homeworker classification.

In the event the Employer decides to designate Technical classifications as Homeworkers, the Employer will meet with the PWU at least 6 months in advance to review and discuss. For greater certainty, existing employees who are in a Technical classification will be eligible to accept available homeworking assignments on a voluntary basis provided that they have met the minimum criteria pursuant to Part D Item 12.

#### Wage Schedule 30 –

UWPC Field Coordinator: The parties agree to add this classification to the wage schedule, upon resolution of the wage rate, which is the subject of grievance HO-JC-008 and HO-P-125. (*Arbitration date is set for September 9<sup>th</sup>, 2020*)



## APPENDIX “A”

### **Wages**

Effective Apr. 1, 2020 1.9% general wage increase to all PWU employees

Effective Apr. 1, 2021 2.0% general wage increase to all PWU employees

Effective Apr. 1, 2022 2.2% general wage increase to all PWU employees

### **Increase Welfare contribution:**

**Company to pay an additional \$.05 per hour effective April 1<sup>st</sup>, 2022**

### **Power Sector Benefit Trust**

As per the bulletin from John Ives contributions levels for welfare plans will be increased. Further information will be communicated at a later date.

### **Increase to all travel and board allowances based on yearly wage increases.**

### **Expand classifications in Appendix A**

- **NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:** For the term of the collective agreement, the parties agree to add an Instructor classification to Appendix A for the purposes of Lines instruction and agree that Section 400 of “Appendix A” does not apply to the Instructor classification. For clarity, if the PWU hiring hall cannot supply a lines instructor, Management reserves its rights to hire a 3<sup>rd</sup> party contractors to provide Lines Instructional services.

## **SECTION 6**

### **EMPLOYEE DESIGNATION**

**600** J. Employees employed under this Appendix shall work in separate crews with separate Union Supervision, unless mutually agreed upon otherwise by Management and the PWU Sector Vice President, which shall not be unreasonably denied by either party.

## **SECTION 8**

### **EMPLOYMENT PRACTICES/HIRING**

800 F. The Union will direct members to provide, at hiring, all applicable licenses and certificates. In addition, upon hire, all referrals who are members of and/or referred by the Labourers Internal Union of North America (LIUNA) must provide proof of standard Safety, First Aid, CPR & AED training in the same manner as outlined in the EPSCA/LIUNA OPDC MOA/Collective Agreement. Employee sign-on/on-boarding will occur electronically in advance of the first day of employment.

## **SECTION 10**

### **WAGES AND PAY PROCEDURE**

**NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:** The undersigned parties agree to work together to implement all required changes to implement a biweekly pay cycle for hiring hall employees. The timing of this transition is not yet certain and will be determined based on the sole and absolute discretion of the Employer.

**NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:** The parties agree that employees’ pay statements will be electronic unless employee provides notice that they require a paper statement.

A. Normal

(ii) Wages shall be paid by direct deposit the Employer at the work location, before quitting time, in cash or by cheque, payable at par in the locality of the work location. Accompanying each payment of wages shall be a statement, in writing, which can be retained by the employee, For each pay period, employees shall receive a pay statement setting forth:

~~-(iii) In cases where inclement weather is declared on pay day, employees will receive their pay before leaving the work location provided it is available at the work location.~~

## B. On Termination

(i) An employee who voluntarily terminates their employment **or is discharged** will be provided final pay direct deposited on the next regular pay day for the period worked.

~~(ii) At work locations where the Employer does not have an on site pay office, an employee will have final pay direct deposited and his/her~~ **The Record of Employment information will be** sent electronically to Service Canada eight (8) working days from termination. ~~This does not preclude an employee being paid his/her final pay at the work location prior to the expiration of the eight day period.~~

~~(iii) An employee who is discharged shall be provided with his/her final pay immediately if the Employer's pay facilities are at the work locations or as per Item B (ii) above, if the Employer's pay facilities are not at the work location.~~

(iv) Failure of the Employer to comply with the requirements in Clause 1001 B ~~(i), (ii) and (iii)~~ **(i) and (ii) and (iii)** will entitle the employee to two (2) hours at the straight time rate for each normal work day of non-compliance.

## **SECTION 12 TRAVEL AND ROOM AND BOARD ALLOWANCE**

**Increase to all travel and board allowances based on yearly wage increases.**

### **1203 Initial and Return Travel and Transportation**

A. On recruitment of workers who live beyond ~~161~~ **180** ~~radius road-driven~~ kilometres from the work location, the Employer shall pay \$.45 per ~~radius road driven~~ kilometre, **\$.46 per road driven kilometre effective April 1<sup>st</sup>, 2021** plus travel time based on one hour's pay for each 80 kilometres, or part thereof, of travel to a maximum of 8 hours pay for the initial trip to the work location from where the worker lives. On recruitment of workers who live outside Ontario, the distance calculation for this allowance shall be from where the worker lives or the Union Referral Hall, whichever is closer.

### **1204 Use of Personal Vehicle**

A. An employee who is requested or receives approval from an authorized representative of his/her Employer to use his/her personal vehicle for the convenience of his/her Employer shall be reimbursed at \$.45 per kilometre, **\$.46 per kilometre effective April 1<sup>st</sup>, 2021**, travelled for such use of his/her vehicle.

## **SECTION 14 GRIEVANCES AND ARBITRATIONS**

1400 (a) Employees shall be entitled to Union representation at any disciplinary meeting. **The employee and the Chief Steward (or delegate) will be provided at least 48 hours' notice of a disciplinary meeting. This notice period may be waived with mutual agreement, and shall not preclude the Employer from removing the employee from the workplace without pay.**

**Management will provide the Minutes/Notes taken at a discipline meeting to the Chief Steward (or delegate) within 7 days of the meeting. The exchange of minutes/notes will not delay Management's ability to issue discipline.**

## MID-TERM AGREEMENTS

- MT-32 Overtime Option of Paid Time Off in Lieu - Modify and Renew
- MT-61 -Flame and Arc Resistant Clothing – Modify and Renew **Employees who originally received an initial issue of \$1000.00 will receive up to \$1100.00 replacement value. For clarity, this provides employees an additional \$100.00 worth of clothing.**

## LETTERS OF UNDERSTANDING

- LOU #86 – Switching and Grounding- Regional Maintainer – Forestry – Modify and Renew
- LOU #89 – Meter Technician Trainee Program - Modify and Renew
- LOU - Drafting Purchased Services Agreement - Modify and Renew
- LOU #107 – Working Conditions Impacted by COVID-19
- NEW LOU - Joint Committee – Power Restoration Guidelines
- NEW LOU – Meal Allowance-

**On a trial basis, for the term of the Collective Agreement, the following meal allowances will replace all meal entitlements specified in the collective agreement and applicable ancillary documents. For clarity, these amounts will apply for overtime meals, TWHQ meals, etc., reflect total amounts and will not require receipts. In the case of overtime when an employee is required to continue working two (2) hours or more after normal quitting time, the first meal is considered dinner. Every four (4) hours thereafter the meal is considered lunch.**

**Total per day: \$80.00\*, \$82.00\* effective April 1<sup>st</sup>, 2022**

**\*These amounts are total amounts and are inclusive of tax and tip**

- **\$19 for breakfast**
- **\$19 for lunch, \$21 effective April 1<sup>st</sup>, 2022**
- **\$42 for dinner**

**For clarity, the above does not apply to winter meals or payments for meals that cannot be reasonably obtained (Part C-5.1(d) and Part D-7.1(d)).**

- LOU 95-1 – Electronic Travel Measurement - Update Appendix A with LOU
- LOU#53 – MT-69 Regional Maintainer – Power Equipment Electrician – (Housekeeping update as per 2015 MOA Item 6 to change 10% to 15%)

## SIDE LETTERS

- Mental Health and Wellness Committee – Modify and Renew
- Overpayments – Modify and Renew
- Assessment Tools – Modify and Renew
- Indigenous Work – Modify and renew
- TWHQ and Hiring Hall Staff - Renew
- Employment Security – Renew
- NEW – Joint Committees
- NEW – Licenses and Professional Fees
- Security Clearances – Modify and Renew
- Summer Students – Renew
- Transfer of Employees – Modify and Renew.
- Side Letter on Former Inergi LP Employees/Selection Priority for Inergi LP Employees - Renew

## PSA'S

- Fleet - Modify and Renew
- LOU - Drafting Purchased Services Agreement - Modify and Renew (this is an LOU)