



September 10, 2021

Mr. Andrew Clunis
Vice President Sector 1
Power Workers' Union

Dear Mr. Clunis,

Re: Offer of Renewal for a Two Year Collective Agreement

This proposal is a comprehensive offer and is without prejudice or precedent.

Bruce Power L.P. is proposing to the Power Workers' Union that the collective agreement that is effective for the period January 1, 2018 to December 31, 2021 (the "Current Agreement") be renewed as a new two-year collective agreement that would be effective for the period January 1, 2022 – December 31, 2023 (the "New Agreement"). The New Agreement would incorporate all the terms of the Current Agreement subject to the following amendments:

- 1. As stated above, the term or duration of the New Agreement would be January 1, 2022 – December 31, 2023 (the "Term").
- 2. The salary schedules shall be increased as follows:

| | January 1, 2022 | January 1, 2023 |
|------------------------------|-----------------|-----------------|
| Regular Classifications | 2% | 2% |
| Appendix "A" Classifications | 2% | 2% |

- 3. Appendix "A" Daily Travel and Room and Board Allowances shall be maintained at January 1, 2021 levels for the Term of the New Agreement.
- 4. There shall be no COLA Differential applied for the Term of the New Agreement.
- 5. Employment security provisions in the Current Agreement shall continue to apply for the Term of the New Agreement.
- 6. All suspended Articles in the Current Agreement shall remain suspended for the Term of the New Agreement.
- 7. The term for PWU-LOU-0019 Outage & Project Resourcing and Execution shall be extended for 3 years until January 13, 2027.
- 8. Continuous Glucose Monitoring Systems shall be added to the Extended Health Benefits Plan for eligible covered individuals with insulin-dependent diabetes mellitus, based on specific medical

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criteria. Continuous and flash type monitors will be subject to pre-authorization and reasonable and customary charges and the administrative practices of the Insurer. Disposable GMS supplies (used with the monitor) such as, but not limited to, sensors and transmitters are included and subject to the overall maximum applicable to diabetic testing and monitoring equipment and supplies.

9. All Letters of Understanding and Mid-term Agreements that would expire at the end of the Current Agreement shall be maintained for the Term of the New Agreement. Any LOUs or MTs that the parties mutually agree have expired or been made obsolete during the Current Agreement shall be removed and not included in the New Agreement. Any new LOUs and MTs that have become effective during the Term of the Current Agreement shall be added to the New Agreement.
10. For the Term of the New Agreement, the parties agree that John Stout will be appointed as Chief Arbitrator and Eli Gedalof will be appointed as the Deputy Chief Arbitrator. The parties further agree to schedule 6 Monthly Review Hearing dates per calendar year for each year of the New Agreement, of which 2 of the 6 dates per year will be scheduled with the Deputy Chief Arbitrator.
11. The parties commit to working together to ensure the relationship continues to evolve and to ensure we can collectively meet the challenges facing Bruce Power over the next two years. The parties agree to accomplish this through a rejuvenated Joint Working Party. Within 60 days of ratification, the parties will agree to new Terms of Reference and a schedule for the 2022 calendar year.

This offer of a two year renewal of the Current Agreement is open for acceptance by the Power Workers' Union until 5:00 p.m. on Friday, September 17, 2021. In the event that this comprehensive offer is not recommended to your members this offer shall become null and void. If this offer is rejected, Bruce Power L.P. will in no way be bound by this offer and will be free to make whatever proposals for a new collective agreement that it deems appropriate in the circumstances when collective bargaining for renewal of the 2018 - 2021 Agreement commences in November 2021. The Company requests that the PWU respond to this proposal by 5:00 p.m. on September 17, 2021.

Yours truly,



Scott Clark
Senior Director, Labour Relations

cc: Cathy Sprague
John Ives