RE: Amendments to Article 4 Salary Scales

A. **Effective the date of ratification the Parties hereby agree to amend the salary scales for job groups 7 and below as follows:**

1. **The minimum step will be increased by two and a half percent (2.5%), and the maximum step will be increased by half a percent (0.5%). Steps between the minimum and maximum will be recalculated to be equal dollar increments.**

2. **Employees will have their salaries increased, effective the date of ratification, to align with the updated step rates.**

B. **Effective the date of ratification the Parties hereby agree to amend the salary scales for job groups 8 and above as follows:**

1. **The minimum step will be eliminated for job groups 8 and above. The current step 1 rate will become the new minimum rate, the current step 2 rate will become step 1, and subsequent steps will be renumbered accordingly.**

2. **Employees in job groups 8 and above who are paid below the current step 1 rate at the time of ratification will be placed at the current step 1 rate, and their next length of service increment date will be set to July 1, 2027.**

3. **Employees who are paid at or above the current step 1 rate will have no change to their rate of pay or their next length of service increment date. Where applicable, their pay step will be updated for administrative purposes only (for example, an employee currently at step 2 will retain their rate of pay but be designated as step 1).**

C. **Trainee salary scales will be recalculated to reflect the revised structure, and trainee salaries will be adjusted effective the date of ratification.**

Signed this 27th day of May, 2026, in the City of Burnaby, British Columbia.

For MoveUP:

Mike Novak

For BC Hydro:

Jennifer Cooper-Stephenson