

## **MEMORANDUM OF UNDERSTANDING # 93**

### **INDIGENOUS STUDENT HIRES**

The goal of the Indigenous Student Hires Program is to provide Indigenous students with exposure to trades and technical occupations, which may help them to identify desirable career paths in the skilled workforce. This memorandum will confirm the Parties' agreement with regard to the hiring of Indigenous students under the Indigenous Student Hires Program as follows:

1. Indigenous students for the purpose of this agreement are defined as Indigenous persons who have graduated from high school and are in transition between high school and work or between high school and post-secondary education. It is understood that this agreement does not apply to Indigenous Students who perform work within the scope of the order of certification of IBEW Local No. 258 bargaining unit.
2. Indigenous Students will be required to become and remain MoveUP members for the duration of their work term. Students will be classified as full-time temporary (Indigenous Student Hires) and will not be entitled to sick leave and will not participate in the benefits outlined in Article 10 or the Pension Plan. Indigenous Students will not be entitled to apply for regular or temporary MoveUP affiliated bulletined positions while in the program.
3. Up to 20 Indigenous Student Positions may be established per calendar year. Any increase in the number of positions requires the mutual agreement of the Parties.
4. The work term of employment of each Indigenous student will normally be for a period not exceeding three continuous months in duration. Any extensions require the mutual agreement of the Parties.
5. MoveUP will be advised of the Indigenous Students name, position, and department.
6. It is the intent of the Parties that participation in this program will not adversely affect existing jobs or employees covered by the Collective Agreement.
7. In the event of a labour dispute between the Parties students shall not be required to perform any duties at a headquarters where members are on strike or locked out. The Employer shall have the option of transferring the students to another headquarters where the dispute is not active or cancelling the terms of participation.
8. Indigenous Students will receive the Co-op student step one salary set out in MOU #34.

This Memorandum of Understanding may be changed at any time by the written mutual agreement of the Employer and the Union.

Signed at Vancouver, B.C. this 24 day of October 2023.



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Abbas Ladak  
Senior Employee Relations Advisor  
B.C. Hydro



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Cheryl Popeniuk  
Senior Union Representative  
MoveUP