

LETTER OF UNDERSTANDING

Between

BC HYDRO & POWER AUTHORITY
("BC Hydro" or the "Employer")

And

MOVEUP (CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES' UNION,
LOCAL 378)
("MoveUP" or the "Union")

"Collectively referred to as the "Parties"

RE: Transition of Site C Employees

BACKGROUND

- A. The Site C Clean Energy Project (the "Project") commenced on April 18, 2010, and is the third dam on the Peace River in northeast B.C. Once completed, it will be a source of clean and renewable energy for over 100 years, producing enough electricity to power over 400,000 homes per year.
- B. The Project currently employs approximately 181 MoveUP affiliated employees. This includes 66 regular employees and 115 temporary employees. With the Project nearing completion, regular employees will return to their base position and temporary employee's contracts will end on their contract end date.
- C. The Parties have engaged in ongoing discussions to identify opportunities to retain those temporary employees whose contracts will be ending as the Project reaches completion. The Parties have also discussed ways to transition those employees that will be obtaining alternative employment opportunities within BC Hydro, while they are still completing their assigned work on the Project.


AGREEMENT

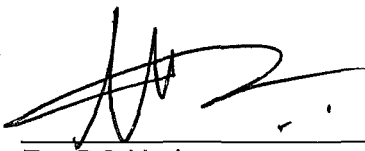
The Parties have now agreed, on a without prejudice and without precedent basis, to the following that applies to regular and temporary employees assigned to the Project, who return to their base position and/or obtain alternate employment opportunities within BC Hydro prior to their contract end date on the Project:

1. The Parties recognize that there may be delays in transitioning employees back to their base position or to other positions within BC Hydro, and this will depend on the employee's contract end date on the Project. In order to support temporary Project employees obtaining alternate positions within BC Hydro, and to reduce any disruption caused by transitioning Project employees, the Parties agree to the following:
 - a. In circumstances where a Project employee obtains an alternate position within BC Hydro prior to their contract end date:
 - i. The start date on their offer of employment will indicate "TBD" (unless known at the time of the offer). The start date will be contingent on confirming when the employee assignment has ended on the Project.
 - ii. The provisions of article 7.14 will not apply.
 - iii. The Employer will provide as much notice as possible when confirming the start date in their new position. Notwithstanding, a minimum two (2) weeks' notice will be given as to when the employee will commence in their new role.
2. The Employer will provide up to \$3000.00 in relocation support to a Project employee headquartered in the Peace River Regional District that:
 - a. Obtains another position within BC Hydro or returns to their base position, and
 - b. is not otherwise eligible for relocation support in accordance with BC Hydro's Relocation Policy and the Collective Agreement, and
 - c. is required to relocate their residence as a result of returning back to their base position or accepting a new position within BC Hydro.
3. The supplementary incentives Project employees are receiving that are contemplated in the June 28, 2022, Letter of Understanding titled "Site C – Amended Incentive Options (Revised)" will cease once the Project employee returns to their base position and/or commences another position within BC Hydro. Any supplementary payments or allowances in their new role (base position for regular employees) will be made in accordance with the BC Hydro/MoveUP Collective Agreement.
4. Project employees that are eligible for a retention bonus outlined in the June 29, 2022, Letter of Understanding titled "Site C – Retention Incentives" will receive their payment subsequent to them returning back to their base and/or commencing in their new position.

To confirm the Union's agreement with the terms outlined above, please sign and return to me a copy of this letter.

Agreed to this 21 day of September, 2023



For MoveUP:
Mike Novak

For BC Hydro:
Abbas Ladak

Cc: Jennifer Cooper-Stephenson, ER Manager
Kindi Solari, HR Manager, Site C
Dave Graves, Manager, Compensation & Payroll