

MEMORANDUM OF UNDERSTANDING #73
- Graduate Technologist Trainees (GTTs)
And Design Technician Trainees (DTTs)

BC Hydro and MoveUP agree that this memorandum of understanding sets out the procedure whereby graduates of technological institutes may be hired by BC Hydro as "Graduate Technologist Trainees" (GTTs) or applicants who meet the educational musts may be hired as "Design Technician Trainees" (DTTs) for the purpose of ultimately filling Technologist and Design Technician jobs upon the satisfactory completion of a prescribed period of on-the-job training.

The Parties therefore agree to the following:

1. Each year, BC Hydro will determine its GTT and/or DTT stream requirements and number of vacancies in each Business Group. The Parties shall then agree on the number of GTTs and/or DTTs to be hired in each stream in the current year. Agreement shall not be unreasonably withheld.
2. Regular GTT and DTT stream vacancies in designated departments are subject to the bulletining procedure within the Collective Agreement.
 - a Upon agreement between the Parties on the number of GTTs and/or DTTs to be hired in each stream in the current year per point #1 above, such vacancies shall be bulletined and preference shall be given to qualified MoveUP members currently on BC Hydro's staff.
 - b All internal applicants will be interviewed to assist those who may lack some of the necessary qualifications to determine what courses are required to enable them to qualify for the GTT or DTT stream program.
 - c BC Hydro will establish the standard entry level criteria, acceptability of internal applicants to qualify for a GTT or DTT stream vacancy and determine the training requirements for each GTT or DTT stream vacancy. The training requirements will be linked to the increasing range of duties and responsibilities to be performed as a GTT or DTT progresses through the range of each GTT or DTT stream. BC Hydro will provide financial assistance, in accordance with Article 20 (Training) of the MoveUP Agreement and BC Hydro policy.

3. Each year BC Hydro will determine the appropriate Market Rate at which newly hired GTTs and DTTs will start within each stream.
4. Coincident with the establishment of new start rates and/or a revision to the main salary scales, the salary scales shall be amended in accordance with the following:
 - (a) Group 10 End Job – Engineering GTTs and Transmission Maintenance GTTs and Design Technician Trainees (DTTs)
 - (i) **Start Rate** - Market Rate as set by BC Hydro on a year-to-year basis.
End Rate - Group 10, Step 2.
 - (ii) A salary scale shall be constructed by creating step increments up the salary scale every 6 months. The steps up the salary scale will be determined by subtracting the start rate from the end rate and distributing the dollar difference to each of the steps in equal increments.
 - (iii) All Engineering GTTs and Transmission Maintenance GTTs will progress, subject to satisfactory performance, at 6-month intervals over a period of 24 months, ending at Step 2 of the Group 10 salary scale. Progression through the range shall not be unreasonably withheld.
 - (iv) All DTTs will progress, subject to satisfactory performance, at 6-month intervals over a period of 36 months, ending at Step 2 of the Group 10 salary scale. Progression through the range shall not be unreasonably withheld.
 - (v) Employees who complete their training shall have their length-of- service date determined based upon the date they successfully complete their Trainee program.
 - (b) Group 11 End Job – Design GTTs and Apparatus Testing GTTs
 - (i) **Start Rate** - Market Rate as set by BC Hydro on a year-to-year basis.
End Rate - Group 11, step 1
 - (ii) A salary scale shall be constructed by creating four 1 year steps. Step increments up the salary scale shall be determined as follows:
 - (iii) Design GTTs and Apparatus Testing GTTs will reach the equivalent of Group 11, Step 1 upon the completion of 48 months in the program. Step rates will be determined by subtracting the Start rate from the Group 11, Step 1 rate and applying the difference in 4 equal increments.
 - (iv) Each year, subject to satisfactory performance in the requirements per point #2(c) above, Design GTTs and Apparatus Testing GTTs will progress to the next step in the range. Progression through the range shall not be unreasonably withheld

5. GTTs and DTTs may be:

- a. assigned to a headquarters for the duration of the program
- b. required to change headquarters and relocate a maximum of once per year;
- c. required to carry out temporary rotations to other locations/departments;
- d. required to carry out temporary field and/or out of town work assignments.

6. Engineering GTTs

Candidates hired into Engineering GTT vacancies will be designated into specific departments at the time of hire and will be awarded a Group 10 job in that department subject to successful completion of the training program. Failure to complete the program will result in de-selection from the regular position.

7. Design, Transmission Maintenance and Apparatus Testing GTTs and Design Technician Trainees (DTTs)

- a. Regular Technologist and Technician vacancies will be bulletined according to the collective agreement as they arise. Design, GTTs and DTTs, Transmission Maintenance and Apparatus Testing GTTs will be required to bid into regular positions to secure an end job. GTTs and DTTs may bid after completing the first year of their training program. GTTs and DTTs selected to these bulletins will be required to successfully complete the remainder of their respective training program prior to being awarded the Technologist or Technician designation. Failure to complete the program will result in de-selection from the regular position.
- b. GTTs who are unsuccessful in bidding on a Technologist regular vacancy by the time they complete their program shall be placed by management into any Technologist vacancy not successfully filled through the bulletin process.
- c. DTTs who are unsuccessful in bidding on a Technician regular vacancy by the time they complete their program shall be placed by management into any vacancy not successfully filled through the bulletin process.
- d. The Parties recognize that this process has caused a holding period in the past where there is no vacancy in which to place a GTT or DTT. While recognizing that a "Grads in Holding" situation may occur, the Parties will do their utmost to ensure that GTTs or DTTs are placed in a regular vacancy upon completion of their program.

- e. "Grads in Holding" may be maintained in their trainee location for a maximum of one (1) year, or as extended by mutual agreement. At the end of this holding period, "Grads in Holding" may not remain in their end training location beyond one year following graduation from the program without mutual agreement between the Parties. At the end of this period, the provisions of Article 9 will apply.
8. The Union and the Employer each agree to appoint one (1) representative from each of the four program areas to a committee to be known as the Graduate Technologists and/or Design Technician Trainees Committee. In addition to these eight participants, the Union and Employer may also appoint one (1) additional representative to provide guidance to the committee. The Chairperson for each meeting shall alternate between a representative of the Union and a representative of management. The GTT and/or DTT Committee will meet at least twice per year and at any other times the Committee deems necessary. It shall be the purpose of this Committee to oversee GTT programs and their application. It may also establish GTT and DTT sub-committees for individual training programs where there are enough trainees to warrant additional oversight within a particular program.
- a. The committee in consultation with line management will be responsible for establishing all components of the program contents and measures for progression at regular intervals, including:
 - i) confirmation that the skills, knowledge, and ability requirements set for each trainee are comparable and appropriate;
 - ii) confirmation of the evaluation of individual trainee's performance with respect to the aforementioned requirements and progression from step-to-step;
 - iii) identifying appropriate steps to correct deficiencies (e.g. additional educational needs, on the job work assignments, and projects.);
 - iv) being advised of removal from the program of any employee who fails to demonstrate satisfactory progress, and;
 - v) determination of location and timing of employee development moves. The committee shall take into consideration:
 - (1) employee development needs and personal circumstances;
 - (2) BC Hydro's requirements.
 - b. When the GTT and/or DTT Committee determines that it is necessary to establish a sub-committee for a particular GTT and/or DTT training program as per paragraph 8, the Committee may delegate any of the responsibilities in 8(a) to the sub- committee. Participation on the sub- committee will be determined by MoveUP and BC Hydro.

9. Disputes over the application of this memorandum shall be resolved between the Parties.

Signed this 5th day of December, 2008 at Vancouver, BC.

Signed by

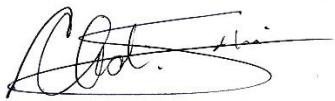
For BC Hydro
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For MoveUP
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This MOU was amended 01 February 2016 to reflect the Union's change of name from COPE 378 to MoveUP.

Amended February 3, 2023 to include Design Technician Trainees.

Amended September 1, 2023 to address difference in length of DTT program (subsection 4)



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Mike Novak
MoveUP Union representative