

MEMORANDUM OF AGREEMENT
BETWEEN
BRITISH COLUMBIA HYDRO AND POWER AUTHORITY (BC HYDRO)
("BHC")
AND
MOVEUP (COPE, LOCAL 378)
(the "Union")

Re: Interpretation of base rate when on Temporary Promotion
BCH file #: CG F15-13
MOVEUP file #: BCH/CASE/15-0010

The Parties agree on a without prejudice and without precedent basis to resolve all issues related to the Union initiated policy grievance dated January 13, 2015 regarding the interpretation of the "base rate" as defined in Article 7.03 when on temporary promotion as follows:

1. The Parties agree employees on a temporary promotion will be paid at their base rate/basic earnings plus a temporary promotion premium per Article 7.05 for the following purposes:
 - a. Calculating AV Differential under Article 14.04(a);
 - b. Calculating Remote Incentive under BC Hydro's Remote Incentive Program (Isolation Allowance Article 5.15); and
 - c. Calculating RWWL day cash elections under Article 11.01(a)2 provided the employee follows the process and meets the eligibility criteria as set out below. This change is effective immediately upon signing this agreement.

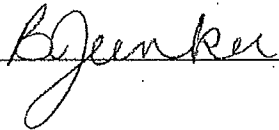
2. The process for RWWL cash election payments at base rate plus a temporary promotion premium is:
 - a. If an employee is on or is scheduled to be on a temporary promotion for 12 consecutive months or longer, s/he can request to have an annual payout of his/her RWWL days at the base rate/basic earnings plus the temporary promotion premium provided:
 - i. The employee is on or has been on a temporary promotion as of January 1 of the upcoming year that is scheduled to be 12 consecutive months or more; and
 - ii. The employee elects during the annual benefits election period to take RWWL days as cash and by December 31st immediately following the election period, the employee makes the specific request in writing to the Employee Service Center.

 - b. For clarity: RWWL days elected to be taken as time will be paid at the employee's base rate plus temporary promotion premium when they take the RWWL day while on a temporary promotion. When the employee is no longer in a temporary promotion, the RWWL day will be paid at the base rate. If they subsequently request a payout of their previous year's RWWL bank it will be paid at the base rate (excluding temporary promotion premium).

3. For the purposes outlined below, employees will be paid at their base rate only, excluding any temporary promotion premium:
 - a. Calculating Life insurance under Article 10.02;
 - b. Calculating Long term Disability under Article 15.04; or
 - c. Calculating Time bank payout under Article 11.10(c) or RWWL day yearly election payout under Article 11.01a(2) where the temporary promotion is for a period less than 12 months.
4. Further to article 11.02 (d), an employee on a temporary promotion must take earned overtime as pay or take the time off while they are in the temporary promotion in order to have the amount paid at the temporary promotion rate.

Agreed to this 23 day of January, 2019

For MoveUp, (Cope Local 378):



For BC Hydro:

