

July 15, 2019

MoveUP
Suite 301 – 4501 Kingsway
Burnaby, BC V5H 0E5

Attention: Tony Geluch

Dear Tony:

Re: Site C – Incentive Options

Further to our discussions on this matter, the Employer on a without prejudice and precedent basis wishes to extend additional incentive options to MoveUP staff current headquartered in Fort St. John, who are working on the Site C project. The additional options have been developed as a result of feedback from staff, and are intended to provide support to those employees who are headquartered in the region, but have chosen not to relocate to the Fort St. John (i.e. These employees have a residence outside Fort St. John, and travel to and from their place of residence to their headquarters at their own expense). The proposed incentives outlined below are being made available to M&P employees, and the Employer wishes to create alignment by extending these incentive options to MoveUp employees.

Current Compensation

MoveUp Full Time Regular (FTR) and Full Time Temporary (FTT) employees that are working at Site C, and are headquartered in Fort St. John currently receive the following compensation above their base salaries:

1. Remote Incentive – A remote incentive is provided to both FTR and FTT employees. The Remote Incentive is 12% of base salary.
2. Temporary Additional Pay (TAP) – The TAP applies to eligible FTR and FTT MoveUP employees, and is 5% of base salary.
3. Travel Incentive – The travel incentive is provided annually to eligible FTR and FTT MoveUP affiliated employees. The incentive amount is contingent on the number of family members and ranges from \$1400 (1 member) to \$5900 (6 members).
4. Relocation Allowance: Relocation support is provided to those MoveUP employees that work at Site C and relocate to Fort St. John. The Relocation Allowances are in accordance with article 5.12 of the BC Hydro/MoveUp Collective Agreement, and the Site C Terms and Conditions of Employment.

Alternative Proposed Options:

The following alternative options are intended to provide support for employees that are headquartered in Fort St. John, but have not taken up residence in the area.

Employee Pays for Camp

This option would provide MoveUP employees the ability to stay at the work accommodation (camp) at their own expense. Under this proposed option, eligible employees would continue to receive the Remote Allowance and TAP. However, employees would not be eligible for the Travel Incentive or Relocation, and the camp accommodations would be a taxable benefit.

BC Hydro Pays for Camp

This option would provide MoveUP employees the ability to stay at camp at no cost (i.e. BC Hydro would assume the cost for the employee). In addition, the employees would also be eligible for an allowance of \$46 per regularly worked shift, which can be applied towards the cost of commuting between the employees' place of residence and Fort St. John. Under this option, employees would not be entitled to receive the Remote Incentive, TAP, Travel Incentive and the Relocation Allowance. The camp accommodations would also be a taxable benefit.

Eligibility

The proposed options will be made available to MoveUP employees on a go-forward basis. In order to be eligible, employees must meet the following criteria:

- The employee must be FTR or FTT status, working on the Site C project, and must be headquartered in Fort St. John.
- The employee is unable to relocate to Fort St John and is maintaining a primary residence that is not within the Peace River Regional District. The employee must provide proof that their primary place of residence is not in the Peace River Regional District.
- Once an employee has selected an option, they will not be permitted to make any changes, unless they wish to revert back to the current compensation option. If an employee opts to revert back to the current compensation, they may not be eligible for relocation, if this has been provided previously.

Term

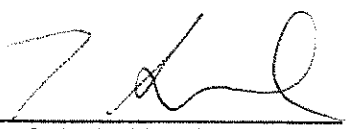
The proposed incentive options will be available to Site C employees for the duration of the project (estimated completion date is September, 2024). This Letter of Understanding will be reviewed after one year, at which time either party can give 90 days' written notice to terminate the additional incentive options. Employees who have selected one of the incentive options will be grandparented and will continue with the terms outlined above for as long as they remain in their role, unless otherwise agreed between the parties.

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

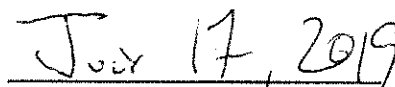
Yours truly,

Abbas Ladak
Senior Employee Relations Advisor

By my signature, I agree with the above.



Tony Geluch, MoveUP



Date

Cc: Jeff Marwick, ER Manager
Kindi Solari, HR Manager, Site C