

LOU #45 – RE: REMOTE WORK

Between
FortisBC Inc. (“FBC” or “Electric Division”)

And

FortisBC Energy Inc. (“FEI” or “Gas Division”)
(The “Company”)

And

MoveUP
Canadian Office and Professional Employees Union, Local 378
(The “Union”)

Re: Remote Work

The Company and Union recognize that the ability for employees to occasionally work remotely has the potential to deliver benefits to employees. There are many considerations and impacts that require significant discussion between the Union and Company ahead of the introduction of any version of a remote work program. These may include but are not limited to:

- Emergency response
- Operational needs
- Appropriates of roles for remote work
- Health and safety
- Privacy
- Cost
- Technology
- Effectiveness, efficiency and performance
- Administration

As such, the Company and Union shall within ninety (90) calendar days following the ratification of this Collective Agreement to engage in discussions related to remote work. The Company and Union will each be entitled to up to four (4) representatives to participate. Within six (6) months following the ratification of the Collective Agreement, the Company will establish a trial flexible work program.

At the outset of the program, it will be important to gauge whether the trial is delivering on intended outcomes. Prior to either party being able to provide notice to terminate, the program shall run for a minimum of twelve (12) months following the initial launch of the program.

This Letter of Understanding shall terminate on June 30, 2028, or sooner based on thirty (30) calendar days’ notice by either party.

New: October 1, 2024