

MEMORANDUM OF AGREEMENT

BETWEEN

BRITISH COLUMBIA HYDRO AND POWER AUTHORITY (BC HYDRO)

(The "Employer")

AND

MOVEUP (CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES UNION, LOCAL 378)

(The "Union")
(collectively "the Parties")

1. The Parties agree that the attached terms and conditions form a Memorandum of Agreement, subject to ratification by the Parties' respective principals.
2. It is further agreed that each Party will unanimously recommend acceptance to their respective principals.
3. Unless specifically stated otherwise, all items contained in this Memorandum will become effective on the date of ratification.
4. Except as specifically amended below, all terms and conditions of the Collective Agreement effective from April 1, 2025 through March 31, 2029, including Letters or Memoranda of Understanding, shall remain in full force and effect for the renewed term of the Collective Agreement, unless subsequently amended by mutual agreement of the Parties.
5. The Parties agree that prior to the printing of the renewed collective agreement a comprehensive review will be conducted to:
 - a. Correct any spelling and punctuation mistakes through the collective agreement. These changes will not be underlined. The Parties will keep a list of these changes to provide for proofing purposes.
 - b. Amend any gender-neutral references that may remain in the collective agreement (he/she/him/her etc.)
 - c. Revise any reference to "BC Hydro" in the collective agreement to read "the Employer" to align with the rest of the collective agreement
 - d. Revise any reference to "COPE 378" to "MoveUP (Canadian Office and Professional Employees Union Local 378)".
6. The Parties agree that the review set out in paragraph 5, and the incorporation of the amendments set out in this MOA will be completed following ratification. It is expected that the renewed collective agreement will be ready for printing within 6 months of the date of ratification.

7. All items discussed by the Parties during the negotiations and not addressed herein will be considered withdrawn on a without prejudice basis.

Agreed to this 27 day of may, 2026, at BURNABY, British Columbia.

For MoveUP 378:

M. Novak

A. McKenna

K. Cammack

L. Vail

R. Kronebusch

K. McInroy

For BC Hydro:

The Parties agree to amend Article 1.07 (b), 1.10 and 1.18 as follows:

**ARTICLE 1
RECOGNITION CLAUSES**

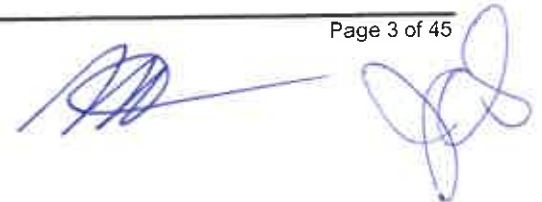
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1.07 UNION SECURITY AND DEDUCTION OF DUES

...

- (b) The Employer shall deduct from each such employee's pay the amount of any Union dues and assessments and remit same to the Union monthly, together with information as to the persons from whose pay such deductions have been made.
1. The Employer will continue the practice of having the Employee Declaration Form signed at the time of hire. In addition, it will provide a copy of the Membership Application and Dues Deduction Authorization Form to the employee who is responsible for forwarding the form to the Union. ~~The Union undertakes to provide sufficient copies of these forms to all Personnel offices.~~
 2. The Employer will advise new employees of the existence of the Local Union, and of the requirements of membership which arise out of our Agreement.
 3. The Employer will direct all new employees concerned to contact the appropriate Local Union representative following commencement of employment with the Employer. A Union representative shall have the right to meet with each new employee during normal work hours **without loss of pay** at the employee's work place, for a maximum of one (1) hour, sometime during the probationary period as operational conditions permit, in order to acquaint the employee with the Union. **To facilitate this meeting the Employer will provide a private virtual or on-site meeting room.**

...



1.10 **JOINT LABOUR COMMITTEE**

...

~~1.18 JOINT LABOUR COMMITTEE~~

~~The parties agree to create a joint labour management committee to discuss ways to facilitate MoveUP's communication with their membership at BC Hydro. This may include use of the Employer's email system and other ideas generated by the parties. The committee will consist of 2 representatives appointed by MoveUP and 2 BC Hydro representatives. The first meeting will be held prior to November 1, 2014.~~

1.18 PICKETING

- (a) All employees covered by this Agreement shall have the right to refuse to cross a picket line arising out of a legal strike or lockout. Employees exercising their right not to cross a legal picket line must notify the Employer as soon as reasonably practicable.
- (b) Time not worked because an employee elects to honour a legal picket line will be treated as unpaid leave. Benefits will be administered in the same manner as set out in Article 10.09.
- (c) Employees shall not be disciplined, terminated or otherwise discriminated against for refusing to cross a legal picket line.

The Parties agree to amend Article 2.06(f) and (g) as follows:

**ARTICLE 2
JOB EVALUATION**

...

2.06 **POSITIONS EXCLUDED FROM THE BARGAINING UNIT**

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- (f) Where the parties are unable to agree, the Union shall inform the Umpire by fax in writing of the disputed position(s) within five working days of the informal meeting process.
- (g) Upon notification of the challenge the Umpire shall schedule a hearing (the Hearing) with Hydro and the Union within seven working days. The location of the Hearing will be agreed upon by

the parties. In appropriate circumstances, the Hearing may be conducted by telephone conference call or remote video conference.

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The Parties agree to amend Article 4.04 as follows:

**ARTICLE 4
SALARY SCALES AND ALLOWANCES**

...

4.04 SALARY SCALES AND ALLOWANCES (Refer to MOU # 85G)

- (a) Effective April 1, 2022~~25~~**25**: Increase all rates of pay by a flat rate of \$0.25 per hour and then a ~~3.24%~~ a **3%** general wage increase.
- (b) Effective April 1, 2023~~26~~**26**: Increase all rates of pay by the annualized average of BC CPI over twelve months starting on March 1, 2022 to a minimum of 5.5% and a maximum of 6.75%, subject to the COLA MOU **a 3% general wage increase**.
- (c) Effective April 1, 2024~~27~~**27**: Increase **all** rates of pay by the annualized average of BC CPI over twelve months starting on March 1, 2023 to a minimum of 2.0% and a maximum of 3.0%, subject to the COLA MOU **a 3% general wage increase**.
- (d) **Effective April 1, 2028: Increase all rates of pay by a 3% general wage increase.**

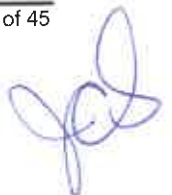
NOTE: The terms of the cost of living adjustment ("COLA") are outlined in Appendix "A" — Memorandum of Understanding as set out below.

Appendix "A"

Memorandum of Understanding

Re: Cost of Living Adjustments

The parties agree that in determining the level of any Cost of Living Adjustments (COLAs) that will be paid out effective April 1, 2023 and April 1, 2024, respectively, the "annualized average of BC CPI over twelve months" in article 4 of the collective agreement means the ~~Latest 12-month Average (Index) % Change~~ reported by BC Stats in March for British



Columbia for the twelve months starting at the beginning of March the preceding year and concluding at the end of the following February. The percentage change reported by BC Stats that will form the basis for determining any COLA increase is calculated to one decimal point. The *Latest 12-month Average Index*, as defined by BC Stats, is a 12-month moving average of the BC consumer price indexes of the most recent 12 months. This figure is calculated by averaging index levels over the applicable 12 months.

The *Latest 12-month Average % Change* is reported publicly by BC Stats in the monthly BC Stats *Consumer Price Index Highlights* report. The BC Stats *Consumer Index Highlights* report released in mid-March will contain the applicable figure for the 12-months concluding at the end of February.

For reference purposes only, the annualized average of BC CPI over twelve months for March 1, 2021 to February 28, 2022 was 3.4%.

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The Parties agree to amend Article 5.07(a), 5.09, 5.10 and 5.12 as follows:

**ARTICLE 5
TRAVELING ALLOWANCES, MOVING EXPENSES, AND LIVING EXPENSES**

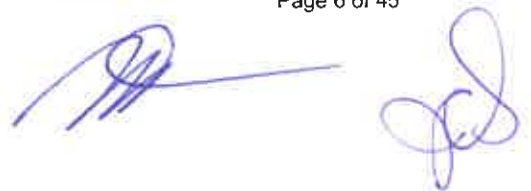
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5.07 USE OF COMPANY AND PERSONAL VEHICLES

(a) Conditions for Use of Personal Vehicles

Ownership or provision of a personal vehicle shall not be a condition of employment. However, by mutual agreement between the Employer and an Employee and provided the Employee has completed an indemnity agreement as set out in point (iii) below, the Employee's private leased or owned vehicle may be used for the business purposes of the Employer, in which case the following conditions shall apply:

- (i) The Employer shall reimburse the Employee for distance traveled in the amount of ~~\$0.68~~**72** per kilometer to a maximum of 5,000 km per year, with ~~\$0.62~~**66** per kilometer thereafter. With approval of their managers, and where an employee is required to use their four-wheel drive vehicle off-road, the Employer shall reimburse such distances traveled in the amount of ~~\$0.95~~**1.00** per kilometer to a maximum of 5,000 km per year, with ~~\$0.62~~**66** thereafter.



- (ii) The Employer shall provide or pay for any additional parking required for any personal vehicle of any Employee which is used, upon proper authorization, for the business purposes of the Employer.
- (iii) The minimum insurance for employee-owned or leased vehicles used on BC Hydro business shall be \$300 collision deductible, ~~\$400~~**300** comprehensive deductible, \$1,000,000 third party liability and underinsured driver coverage. Provided the Employee completes an indemnity agreement holding BC Hydro harmless for any liability to claims arising from accidents which happen while the vehicle is being used for personal reasons, BC Hydro will pay the above collision and comprehensive deductible, and third party liability in excess of the above coverage, in the event of an accident involving a vehicle being used on BC Hydro business.
- (iv) If an Employee's insurance costs increase due to an accident which occurs while the Employee is using their personal vehicle, upon proper authorization, in the performance of the Employee's duties, the Employer shall pay the full cost of any such increase for the entire period during which any such increase applies, unless it is conclusively established that the Employee was grossly negligent.
- (v) In addition to the above, where the Employee has the proper authorization and is required to use their vehicle more than 6 days per calendar month for business purposes, the Employer shall pay the Employee the difference in cost between the Employee's normal vehicle insurance and insurance for business purposes as set out in Clause 5.07(iii) above.

...

- 5.09 (a) A living out allowance of ~~\$153.00~~**178.58**/day (effective April 1, 2025), \$183.94 (effective April 1, 2026), \$189.46 (effective April 1, 2027), \$195.14 (effective April 1, 2028) will be paid to employees who would otherwise receive free room and board and who have the Employer's permission to be living out in accommodation not provided by the Employer. Unless the employee is returned to established headquarters or is granted paid travel time and expenses actually incurred as provided in 5.02(j) the living out allowance will not be reduced when an employee is on paid leave of absence such as annual vacation,




sick leave, statutory holidays or days in lieu thereof; or for unpaid leave of absence not exceeding five working days; or while the employee is on Workers' Compensation up to the maximum of their unused sick leave allowance. Permission to live out will not be withdrawn except by mutual agreement. Notwithstanding the above, employees who have set up semi-permanent residences at the temporary location (such as mobile home or furnished apartment) will not have their living out allowances reduced when returned to established headquarters at the Employer's expense for periodic assignments or training of two (2) weeks or less.

- (b) ~~Beginning April 1, 2023 the living out allowance shall be increased according to the general wage increases. Effective April 1, 2024 the living out allowance will increase by an additional \$5.00 and then the applicable percentage of the general wage increase will be applied.~~

5.10 Except as provided in Article 5.09 above, where the Employer is responsible for board and/or lodging, the employee may elect,

- (a) To be supplied with accommodation which is equipped with cooking facilities and shall receive a cooking out allowance of ~~\$78.00~~**88.34 per day (effective April 1, 2025), \$90.99 per day (effective April 1, 2026), \$93.72 per day (effective April 1, 2027), \$96.53 per day (effective April 1, 2028)** in lieu of board only where it is essential that employees cook for themselves; or
- (b) to submit an expense account in lieu of board only. It is the intent that reimbursement for board only will be based on reasonable meal expenses incurred.
- i. Employees entitled to reimbursement of all three meals in a day may claim the per diem as set out in the Employer's guidelines without receipts; claims over the per diem amount must be supported by receipts.
 - ii. Employees entitled to reimbursement for less than three (1) meals per day, may claim the per diem as set out in the Employer's guidelines per meal incurred without receipts; claims over the per diem per meal must be supported by receipts.



- (c) ~~Beginning April 1, 2023, the~~ The cooking out allowance shall be increased according to the general wage increases.

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5.12 PAYMENT OF MOVING EXPENSES

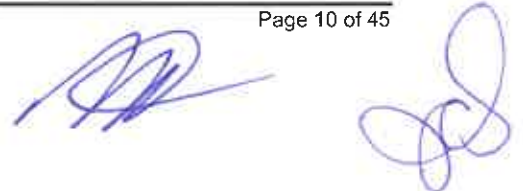
- (a) This Article shall apply to regular employees, and temporary employees who have accumulated at least one year's accredited service in the last 2 years, who are required to change their established headquarters, either at management's direction or as the result of successfully applying for a bulletined job.
- (b) The Employer shall notify the employee in writing, whether the change is permanent or temporary. When the change is to a position of a continuing nature, outside the municipal area or town in which the employee's established headquarters is located, and where their new established headquarters is further away from their place of residence than their previous established headquarters, and where the employee establishes a new primary residence that is at least 30 kilometers closer to the new headquarters within the Lower Mainland or at least 50 kilometers closer to the new headquarters outside of the Lower Mainland (both by the shortest usual public route), the Employer will bear the cost of moving expenses in accordance with the following:

Interpretation note: For the purposes of this clause, the definition of Lower Mainland is the Lower Mainland District as defined by the Ministry of Transportation as at October 31, 2012.

- (1) when a regular employee transfers to another job location permanently, at their own request, and where the job is of an equal or lower level than their present job, if the employee has more than 4 years' service or if the employee has not been moved at the Employer's expense within the previous 4 years;
- (2) when an employee successfully applies for a bulletined job at a different location and a promotion is involved;
- (3) when a regular employee's position becomes redundant and the employee is required to move to a new job location to continue in employment regardless of the length-of-service or the time interval between moves;
- (4) when an employee is granted a transfer for compassionate

reasons under the provisions of this clause, the Employer at its discretion may pay all or part of the employee's moving expenses.

- (c) Moving expenses for employees who qualify for a paid move under the foregoing are:
- (1) standard packing and moving charges, and transportation costs for the employee and family plus incidental expenses up to ~~\$350.00~~ **\$500.00**. Incidental expenses would include such items as cleaning, disconnecting and reconnecting of appliances, etc. All expenses must be supported by receipts;
 - (2) an allowance to cover reasonable living expenses will be made to the employee when it is not possible to obtain suitable living quarters at the new location immediately;
 - (3) time off with pay will be allowed for the purpose of obtaining and moving into another home. This time off will be by arrangement with the Division Manager or delegate and will be in addition to any travel time entitlements to the new location;
 - (4) when management is the initiator of the transfer, consideration will be given to further reasonable expenses;
- (d) A regular employee who is promoted, directed by a manager to change headquarters, or displaced, shall be eligible, under the following conditions, for reimbursement for Realtor's commission in selling their present home and legal fees in purchasing a new home in order to take another job within that company:
- (1) the employee has been notified in writing that the change of jobs is of a continuing nature;
 - (2) a change in headquarters is involved and the new headquarters is outside municipal boundaries of the present headquarters and where the parties agree that it is not practical for the employee to commute daily to the new headquarters;
 - (3) the employee is the registered owner or joint owner of the home the employee is vacating;
 - (4) costs are actually incurred and the employee provides receipts;
 - (5) the employee continues to work for the Employer for a



minimum of one year.

- (e) An employee who is residing in company housing and headquartered in a location which attracts an isolation allowance will, on retirement, be allowed up to \$1,000 of the cost of transportation of their household effects to any location in the province.

The Parties agree to amend Article 6.04 to add subsections as follows:

**ARTICLE 6
SENIORITY**

...

6.04 **CALCULATION OF SENIORITY - FULL TIME TEMPORARY
EMPLOYEE**

- (a)** Full time Temporary Employees shall accrue seniority under this Agreement on the same basis as Regular Employees.
- (b)** When Full-Time Temporary Employees obtain regular employment status in accordance with this Agreement, without a break in service, they shall be credited with all seniority accrued pursuant to Clause 6.02(a).
- (c)** In addition, Full-Time Temporary Employees who are terminated or change employee status and subsequently regain Full Time Temporary or Regular status within 8 continuous months shall be credited with all previous seniority accrued.

...

The Parties agree to amend the title of Article 7, Article 7.02(b), the preamble of Article 7.03(a), Article 7.05(a), and Article 7.13 as follows:

ARTICLE 7

EMPLOYMENT, TRANSFER AND TERMINATION
(Also refer to MOU #17)

...

7.02 **HIRING RATES**



- (a) Employees, including those from other unions within the company, will normally be hired at the minimum rate of their job group, except that the Employer may hire an employee at any step in the salary range for that job group having regard to work experience and/or attraction challenges. The Employer will advise the Union of such exceptions and will obtain the Union's agreement for hires at Step 3 and beyond. The Union agrees that each exception is to be assessed on its individual merits and will not be unreasonably denied.
- (b) ~~If a temporary employee is successful in obtaining an appointment to a regular job other than the one in which they are employed, the employee's salary will be determined as though they were a new hire, except that consideration will be given to their experience, as set out in the previous paragraph.~~

7.03 **PROMOTIONS, DEMOTIONS AND TRANSFERS**

- (a) The following definitions will apply in the event of job changes occurring within or between salary scale categories; ~~i.e. office to office, non-office to office, non-office to non-office or office to non-office.~~

...

7.05 **TEMPORARY PROMOTIONS**

- (a) When, in the opinion of the manager, a temporary promotion is warranted to meet operational requirements, such temporary promotion shall be compensated as follows:
 - 1. Where the period of temporary promotion is one full working day or more ~~and the promotion is 2 groups or less above the~~
~~employee's current level,~~ the employee will receive an increase of 5% per group of promotion dating from the first day of promotion, except that:
 - (i) where the resultant salary would be less than the minimum of the new job group, the employee shall receive the minimum; or
 - (ii) where the resultant salary would be higher than the maximum of the new job group, the employee shall receive the maximum.
 - ~~2. Where a temporary promotion is for one full working day or more and the promotion is 3 groups or more above the employee's current level, the Employer will review the contents of the higher job group~~

~~to determine the responsibilities to be assumed and will establish the appropriate job level for the relief period. The minimum increase will be two groups.~~

3. Where a temporary promotion is for one full working day or more to a supervisory position or a position outside the bargaining unit the employee shall be paid at the higher rate. Temporary promotions to an excluded position shall not exceed 36 months after which the employee must return to their base position in the bargaining unit.
4. Where an employee on special salary treatment relieves on another job, the Employer will review the circumstances to determine whether or not the employee qualifies for a promotional increase as described in 1, 2 and 3 above.
5. An employee temporarily on a higher grouped job shall receive the benefit of length-of-service increases which the employee would have received on the lower grouped job and their salary will be increased according to 7.05(a) 1, 2, 3 or 4. After 3 years on a continuous temporary promotion, an employee's temporary promotion pay shall be recalculated so that their base pay plus temporary pay is equivalent to the base pay they would have received had they been permanently promoted at the start of the temporary promotion.
6. In cases where apparent salary anomalies occur, resulting from transfers to and from temporary promotions, the Parties agree to discuss such cases on the merits, subject to grievance procedure.
7. If a manager determines a need for an employee to perform work of a higher job group for an extended but finite period of time, the manager will inform the employee, in advance, of the requirement for the employee to perform that work and will provide an estimate of the period of time the employee will be required to perform the work.

Employees shall receive the higher rate of pay for all hours worked at the higher job group, even if it is for a partial day.

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7.13 ENTRY-LEVEL JOBS

- (a) All vacancies in entry-level jobs ~~listed below~~ shall be bulletined



unless otherwise mutually agreed. All group 5 jobs and below will be considered entry level jobs.

(b) Notwithstanding the provisions of Article 7.09 the Employer may fill entry-level job vacancies by selecting applicants from outside the bargaining unit ~~except that in the case of the Programmer Analyst Trainee, Group 8, and the Staff Auditor Trainee, Group 6, the Employer may fill up to 1/2 of the vacancies from outside the bargaining unit without reference to the Union.~~ The Union may refer unemployed Union members to company employment offices for consideration against entry-level job vacancies. ~~The parties will review the entry level jobs from time to time.~~

(c) ~~Entry-Level Job List~~

~~Chainman, Rodman Non-office
Draftsman Group 5
Meter Readers Non-office~~

~~These jobs are found in several divisions of the Employer and all are considered to be included in this list.~~

~~Internal Audit
Staff Auditor Trainee Group 6~~

~~Electrical Operations
Chart Changer Non-office~~

~~Financial
Pay Distribution Clerk 3 Group 5
Rate Clerk Group 5~~


~~General Services
Records Clerk Non-office
Receiver Shipper Clerk 2 Group 5~~

~~Computer Systems
Programmer Analyst Trainee Group 8~~

~~System Engineering
Laboratory Assistant Group 5~~

~~The parties will review the entry level jobs from time to time.~~

...



The Parties agree to amend Article 10 as follows:

Proposed Benefit Plan Changes

The Employer proposes to make the following improvements to the Welfare Benefits:

- **Effective April 1, 2025 employees will be provided with a \$300 annual Health Benefit Credit to support the payment of health-related expenses not covered by the current Extended Health Care Plan, such as fitness memberships, health and wellness assessments and coaching, specialized health equipment, etc. Employees hired or re-hired within the twenty-four (24) months prior to the April 1st payment date are not eligible to receive the annual Health Benefit Credit payment for that year.**
 - **Effective April 1, 2028 the Health Benefit Credit will increase to \$575 annually.**

- **Effective January 1, 2027 the Employer agrees to amend Level 1 coverage as follows:**
 - **Add vaccine coverage; annual maximum of \$500**
 - **Increase eye exam reimbursement to \$300 per family in any 24-month period**
 - **Increase child vision care to \$200 in any 12-month period**
 - **Increase hearing aid reimbursement from \$2,000 to \$2,500 per person over 5 benefit years**

***All applicable deductibles and co-insurance continue to apply to Level 1 benefits.**

- **Effective January 1, 2027 the Employer agrees to amend Level 2 coverage as follows:**
 - **Add vaccine coverage; annual maximum of \$500**
 - **Add laser eye surgery coverage at 50% to a lifetime maximum of \$3,000**
 - **Increase eye exam reimbursement to \$300 per family in any 24 month period**
 - **Increase child vision care to \$200 in any 12 month period**
 - **Increase adult vision care to \$550 in any 24 month period**
 - **Increase dental orthodontic lifetime maximum to \$3,500**
 - **Increase hearing aid reimbursement from \$2,000 to \$2,500 per person over 5 benefit years**

- **Effective January 1, 2027 the Employer agrees to amend Level 3 coverage as follows:**
 - **Add vaccine coverage; annual maximum of \$500**
 - **Add laser eye surgery coverage at 50% to a lifetime maximum of \$3,000**
 - **Increase eye exam reimbursement to \$300 per family in any 24 month period**
 - **Increase child vision care to \$300 in any 12 month period**
 - **Increase adult vision care to \$600 in any 24 month period**
 - **Increase dental orthodontic lifetime maximum to \$4,000**
 - **Increase hearing aid reimbursement from \$2,000 to \$2,500 per person over 5 benefit years**



- **Effective January 1, 2029 the Employer agrees to amend Levels 1, 2 and 3 coverage as follows:**
 - **Increase mental health benefit maximum to \$3,500 per person per calendar year and add pharmacogenetics testing, to a lifetime maximum of \$500, under the combined mental health benefit maximum;**
 - **Add Occupational Therapist to paramedical services**
 - **Add weight management prescription drugs; annual maximum of \$2,000**
- *All applicable deductibles and co-insurance continue to apply to Level 1 benefits.**
- **Effective January 1, 2029 the Employer agrees to amend Level 2 and 3 coverage as follows:**
 - **Add dental implant coverage at 50% to a lifetime maximum of \$2,000**

**ARTICLE 10
BENEFIT PLANS**

(Refer to MOU #9 and MOU #16)

10.01 MEDICAL COVERAGE AND EXTENDED HEALTH BENEFITS

- (a) Employees, with the exception of casuals, shall be covered by the Extended Health Care Plan effective date of hire. Premiums for the Extended Health Care Plan will be paid by the Employer. Participation in the plan is a condition of employment for all new employees; however, employees covered by other medical plans may elect not to be covered by the plan.
- (b) Premiums shall continue to be paid on the foregoing basis for any subsequent compulsory basic medical, surgical and hospital plan introduced by the Provincial or Federal governments, unless the terms of such plan dictate otherwise.
- (c) Members of the Union who retire from the Employer's service on pension and who have completed ten (10) years of service may elect to be covered under the Extended Health Care Plan administered for retired BC Hydro employees with the Employer paying premiums as indicated in this section.

(Note: Further information about the benefits provided to employees and retirees is available on the Employer's intranet, Hydroweb.)

10.02 GROUP LIFE INSURANCE

The Employer shall continue to provide a Group Life Insurance program which provides coverage of 200% of annual basic earnings. Premiums for this plan shall be paid by the Employer and dividends will accrue to the Employer.




Except for casual employees enrollment is compulsory for all employees and plan coverage is effective date of hire. Employees who

retire from company service after at least 10 years' service will continue with Group Life Insurance during retirement with the premium payable and the dividend collectible by the Employer. Immediately upon retirement the coverage will be 50% of that in effect prior to retirement. It will reduce annually thereafter on each anniversary of retirement by 10% of the amount in effect prior to retirement until a minimum of \$1,000 is reached and this latter amount shall remain in effect for the remainder of the retired employee's lifetime.

10.03 **DENTAL PLAN** (Also refer to MOU #19)

All regular employees and Full-Time Temporary Employees with greater than one year of continuous service shall be eligible for coverage under a dental plan provided by the Employer which will provide benefits equivalent to those offered by Medical Services Association as of the date of signing of the Agreement in Plan A (Basic Services) 95% effective 1 April 2001, Plan

B (Major Services) 65% effective 1 January 1999, and Plan C (Orthodontic Services) (50% co-insurance) with a limit of \$3,000 effective January 1, 2023 maximum lifetime benefits per person enrolled in the plan. **Effective January 1,**

2027 the Plan C (Orthodontic Services) (50% co-insurance) limit will increase to \$3,500. Enrollment and continuous coverage in the dental plan is a condition of employment for eligible employees except that employees covered by another dental plan may elect not to participate in the company plan. Coverage commences effective the date of hire for regular employees and following one year of continuous service for Full Time Temporary employees. The cost of the dental plan shall be paid by the Employer.

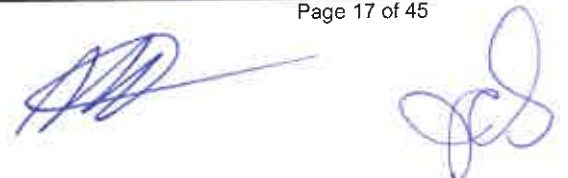
The parties agree that, in cases where spouses are both employed by BC Hydro, each spouse is entitled to the benefits of the dental plan.

10.04 **ACCIDENT INSURANCE**

The Employer agrees to pay 100% of the premiums for an Accident Insurance Plan for 24-hour coverage. Subject to the terms of the Plan, the maximum death benefit shall be \$200,000, and maximum dismemberment benefit shall be \$75,000.

10.05 **FLEXIBLE BENEFITS PROGRAM**

- (a) Employees may elect to be covered by the benefit package outlined in clauses 10.01 through 10.04 (defined as Level 2), or by benefit Level 1 or Level 3 as detailed below.



- (b) Flexible benefit levels provide the following coverage:
- | | |
|--------------------------|--------------------------|
| Level 1 | Level 3 |
| (a) Group Life Insurance | (a) Group Life Insurance |
| (b) Accident Insurance | (b) Accident Insurance |
| (c) Extended Health | (c) Extended Health |
| (d) Dental Plan | (d) Dental Plan |
- (c) Eligible Employees opting for Level 1 benefits shall receive a monthly payment in an amount approximately equal to the reduced cost of these benefits relative to the cost of Level 2 benefits. Eligible Employees opting for Level 3 benefits shall pay, on a monthly basis, the approximate additional cost for these benefits relative to the cost of Level 2 benefits.
- (d) Eligible employees will initially enroll on their date of hire (or the date they first become eligible, if later). Following the initial enrollment, there will be an annual re-enrollment for Flexible Benefits and Optional Benefits with changes effective on January 1 each year. At this time, eligible employees may change their Flexible Benefits by only one level up or down from their current level.
- (e) Changes in Flexible Benefits will also be allowed at other times during the year if:
- (i) dependent status changes (i.e. the employee acquires dependents or no longer has dependents), or
 - (ii) the employee loses extended health, or dental coverage that was previously available through the spouse.
- An employee may only move one level up or down during the year.

10.06 OPTIONAL BENEFITS

- (a) In addition to the above, the following Optional Benefits shall be available to all eligible Employees with the full cost of such benefits paid for by the Employee via payroll deduction:
- (i) Optional Employee Life Insurance
 - (ii) Optional Spouse's Life Insurance
 - (iii) Optional Employee Accident Insurance
 - (iv) Optional Family Accident Insurance
 - (v) **Optional Employee Critical Illness**
 - (vi) **Optional Spousal Critical Illness**
 - (vii) **Optional Child Critical Illness**
- (b) ~~Effective 1 January 2019 the following Optional Benefits shall be available to all~~

~~eligible Employees with the full cost of such benefits paid for by the Employee via payroll deduction.~~

- ~~(i) Optional Employee Critical Illness~~
- ~~(ii) Optional Spousal Critical Illness~~
- ~~(iii) Optional Child Critical Illness~~

(c) Changes in Optional Benefits will also be allowed at any time during the year.

10.07 **DETAILS ABOUT BENEFIT PLANS**

Details about the benefit plans referred to in this Article are provided in the Employer's Benefit Booklet ~~dated 19 August 2024~~ **1 April 2025**. It is understood that Level 1, Level 3, and Optional Benefits may be subject to change by the Employer. However, during the term of the current Collective Agreement, the Employer will seek the concurrence of the Union prior to making any changes.

10.08 **BENEFIT PLANS ON LEAVE OF ABSENCE**

(a) An employee on leave of absence without pay, for reasons other than sick leave, maternity or parental/adoption leave or any leaves in accordance with the BC Employment Standards Act, for one or more entire pay period(s) is required to prepay the whole cost of benefit plans as

outlined in 10.01, 10.02, 10.03, 10.04, 10.05, and 10.06 above in respect to the pay period(s).

(b) Employees who are on Leave of Absence in accordance with Article 1.05 as full-time paid officers or employees of the Union, shall be eligible for coverage under all company benefit plans, on condition that the Employer's share of the cost of such plans is borne either by the Union or the Employee.

NOTE 1: Coverage in all Benefit Plans will be effective immediately following the completion of the qualifying period, if any.

NOTE 2: Further details on these plans are provided in the Supplementary Information attached to this Agreement.

10.09 **BENEFITS DURING STRIKE OR LOCK OUT**

The Employer agrees that in the event of any legal strike by the Union or legal Lock Out by the Employer, the Employer shall continue to provide existing benefit plan coverage, excluding Pension Plan, for those employees affected, provided the Union pays the total costs of benefit plan coverage to the Employer on or before the regular due date. By mutual agreement between the Parties, the Employer may pay the total cost of the benefit

plan coverage and recover these costs from those employees affected on their return to work.

The Parties agree to amend Article 11.01 (j), Article 11.04(d), Article 11.07(i), and Article 11.08 as follows:

ARTICLE 11
WORKING HOURS
(Refer to MOU # 89)

11.01 The hours of work of all employees, except part-time and casual employees (Article 1.06(b) and (d)), and those otherwise specifically mentioned in this Agreement, shall be as follows:

...

~~(j) — Policies and bulletins issued by the RWWL Task Force have been deleted and/or incorporated into the collective agreement where applicable. There is no intent to change the application or principles of the RWWL provisions.~~

...

11.04 **OVERTIME, TRAVEL TIME PAYMENTS AND MEAL INTERMISSIONS**
(Refer to MOU # 89)

...

~~(d) — All overtime worked between the hours of 00:00 and the employee's normal starting time shall be paid for at 200% of straight time rates.~~

...

11.07 **PREMIUM PAYMENTS**

...

(i) For reference to Provincial Fire Regulations or Forest Management Licensee Requirements see Article 11.01 (i) ~~(j)~~.

11.08 **STAND BY ARRANGEMENTS: RESTORATION CENTRE, HYDROLOGY, DAM SAFETY, CUSTOMER CONTACT CENTRE, FIELD SAFETY, DISTRIBUTION DESIGN, DIGITAL COMMUNICATIONS, COMMUNITY RELATIONS, CUSTOMER METERING (EV OPERATIONS), LINE FIELD OPS – FIELD SERVICES ADMINISTRATORS**

(Refer to MOU #92)

(a) An employee scheduled on standby, will be paid ~~2~~3 hours at straight-

time for the 24 hour period commencing daily at 08:00 Monday to Thursday, inclusive, 3 4.5 hours at straight-time for the 24 hour period commencing at 08:00 Friday, and 4 6 hours at straight-time for the 24 hour period commencing at 08:00 on a Saturday, Sunday or statutory holiday.

- (b) Where possible standby will be signed up on a voluntary basis with schedules posted at least 96 hours in advance. Should an employee be given less than 96 hours' notice of standby duty, the employee will be under no compulsion to accept such duty.
- (c) No employee will be compelled to accept standby on 2 consecutive weeks, weekends or on 2 consecutive holiday weekends.
- (d) Employees on standby are required to be:
 - 1. fit for duty; and
 - 2. readily available to report for work; and
 - 3. have access to equipment and connectivity necessary to perform their work.
- (e) Hydrology:
 - 1. On all weekends outside of the storm season (storm season is October – February), and on all weekdays throughout the year (with the exception of statutory holidays that fall on weekdays), standby duty is only to be used under exceptional circumstances.
 - 2. Exceptional circumstances are defined as meteorological or hydrological conditions deemed to have much greater than normal impact on BC Hydro, critical reservoir levels and/or operating constraints, or staff shortage due to illness or unforeseen circumstances.
- (f) Digital Communications and Community Relations:
 - 1. Employees will be expected to monitor BC Hydro's social media monitoring tool and/or their email regularly during standby hours to perform communication updates and responses during major power outages, storms and/or other major events/emergencies outside of the standard working hours.
 - 2. Monitoring should be performed, on average, twice per hour.
 - 3. Monitoring will be for a 15-hour period commencing at 07:00 ending at 22:00.
- (g) Customer Metering (EV Operations):
 - 1. Employees will be expected to monitor Electric Vehicle charging

stations, social media sites and cmevoperations@bchydro.com regularly during standby hours to perform communication updates and responses when a BC Hydro Electric Vehicle charging station is not operational.

2. Monitoring should be performed, on average, twice per hour.
3. Monitoring will be for a 15-hour period commencing at 07:00 ending at 22:00.

(h) Payment for monitoring from 07:00 to 22:00 as outlined in (f) and (g) above will be compensated at overtime rates as follows:

Mon-Fri	15 minutes overtime
Saturday & Sunday	30 minutes overtime
Statutory Holidays	30 minutes overtime

...

The Parties agree to amend Article 14.14(a) and 14.17 as follows:

**ARTICLE 14
VACATIONS AND LEAVES OF ABSENCE**

...

14.14 PARENTAL/ADOPTION LEAVE

- (a) ~~Effective 1 April 2021, a~~An employee on parental or adoption leave is eligible for a "top-up" of their EI benefits payment not to exceed 85% for 8 weeks on the same basis as the top-up policy applicable to M&P employees.

...

14.17 ELDERLY PARENT CARE LEAVE

In the case of serious illness or hospitalization of an elderly parent of the employee, when no one other than the employee can provide for the needs of the parent, and after notifying their supervisor, the employee will be provided with a one day leave of absence with pay per calendar year. **Elderly Parent Care Leave can be scheduled as partial days or hours.**

...

The Parties agree to amend the Article 15 preamble, and Article 15.05 as follows:

**ARTICLE 15
SICK LEAVE AND LONG TERM DISABILITY (LTD)**



(Refer to MOU #6, #36 and #39)

~~Sick Leave and Long Term Disability coverage between 1 April 1993 and 31 December 1994 will be as set out in Article 10.04 and Article 15 of the 1991-93 Collective Agreement between the Parties.~~

15.05 **LONG TERM DISABILITY (LTD) BENEFITS**

- (a) Sick Leave Supplement to LTD Benefits: An employee may use available time in non-recurring sick leave banks as outlined above to supplement LTD benefits.
- (b) Advance Payments of LTD Benefits: the Employer will advance LTD payments equal to 66 2/3% of basic pay on regular pay days during the first month of a claim. These advances will be automatically deducted once an employee's LTD claim has been approved and the employee is in receipt of their first disability payment. If an employee's LTD claim has been denied, the employee will be required to repay the advance. Repayment may be arranged by bi-weekly payroll deduction, or by a reduction in an employee's time banks, or by forwarding a personal cheque payable to BC Hydro.
- (c) Return to Work from LTD: An employee **with an approved LTD claim** ~~in receipt of LTD benefits shall not~~**will** re-establish eligibility for sick leave **as follows:** ~~until such time as they have returned to their pre-injury or illness hours of work.~~

(i) When an employee returns to work with a closed LTD claim:

1. **The employee will be eligible for sick leave only for illness and injuries unrelated to their LTD claim.**
2. **Absences related to the LTD claim that occur within six (6) months of the claim closing may be reviewed by the administrator as an LTD recurrence.**
3. **Six (6) months following the closure of the employee's LTD claim, the employee is eligible for sick leave for all illnesses and injuries.**

(ii) When an employee returns to work with an open LTD claim:

1. **All medical absences, including graduated return to work plans and temporary part-time accommodations, will fall under the LTD claim. The employee is not entitled to sick leave.**

2. If the employee is accommodated with part-time status, the employee will be eligible for sick leave for illnesses or injuries unrelated to the LTD claim for scheduled work hours.

- (d) An employee with an approved LTD claim participating in a rehabilitative or trial return-to-work who is unsuccessful in this effort shall, subject to the terms of the plan, continue to receive LTD benefits until such time as they are able to return to their pre-injury or illness hours of work.
- (e) The total of the LTD benefit and the supplement (after taxes) will not exceed the employee's normal net straight-time earnings.

...

The Parties agree to amend Article 16 as follows:

ARTICLE 16

CLOTHING AND FOOTWEAR ALLOWANCE

16.01 CLOTHING

The Employer will provide uniforms and other items of clothing, as specified, to employees engaged in the occupations listed below. Where rainwear is specified, cold weather clothing shall be substituted on proof of need.

~~(a) Cafeteria Employees~~

~~The Employer will provide protective clothing for use on the job where reasonable need is shown and where the nature of the work results in excessive wear, damage, or soiling of clothing.~~

(b) Meter Reading

1. To any employee engaged up to 50% of the time in reading meters:
 - every 2 years a uniform consisting of a windbreaker, 1 sweater or sweatshirt, 2 pairs of trousers, 2 pairs of walking shorts, 3 shirts, 1 summer cap and 1 winter cap;



- every 4 years, 1 leather belt, on request;
 - rainwear on proof of need;
 - on presentation of cash receipt, reimbursement for cleaning and necessary repairs to uniforms;
2. To any employee engaged over 50% of the time in reading meters:
- annually, a uniform consisting of a windbreaker, 1 sweater or sweatshirt, 2 pairs of trousers, 2 pairs of walking shorts, 3 shirts, 1 summer cap and 1 winter cap;
 - every 2 years, 1 leather belt, on request;
 - rainwear on proof of need;
 - on presentation of cash receipt, reimbursement for cleaning and necessary repairs to uniforms;
 - when mutually agreed, meter readers may receive an equivalent monetary allowance to purchase suitable alternative clothing to rainwear.

~~(c) Senior Mail Clerks and Mail Truck Drivers~~

- ~~— a uniform consisting of a jacket and 2 pairs of trousers with replacement on proof of need;~~
- ~~— on presentation of a cash receipt, reimbursement for cleaning and necessary repairs to uniforms.~~

~~(d) Mail Clerks and Addressograph Machine Operator~~

- ~~— a smock or apron.~~

~~(e) Security Guards~~

- ~~— every 2 years a uniform consisting of a tunic, 2 pairs of trousers and a cap;~~




~~with replacement on proof of need, 1 overcoat or parka, 1 raincoat, 3 shirts and 2 ties;~~

(f) Survey Crews and Inspectors

The Employer will provide for use on the job, safety hats, and also hip waders for extraordinary wet locations.

16.02 All uniforms are and remain the property of the Employer and shall be returned to the Employer if the employee leaves service, or transfers to an unrelated job.

16.03 Quality of all clothing supplied by the Employer shall be approved by the Joint Safety Committee acting under Clause 18.03 (d) of this Agreement.

16.04 Safety Shoes

When employees are engaged in work situations in which hazards make appropriate the wearing of safety footwear, the Employer shall reimburse with receipts, up to once per calendar year, the reasonable cost of one pair of safety shoes purchased. The footwear shall be in accordance with BC Hydro's Occupational Safety and Health Standards (OSH).

16.05 (a) When a considerable amount of the time worked is spent in walking and the overall care of employee's feet (i.e. health and protection) is the prime consideration, the Employer will provide and repair suitable footwear on a 50-50 cost sharing basis to employees engaged in meter reading and security guards on proof of need.

(b) The following guidelines shall be considered in determining suitable footwear:

1. Footwear should be made of leather or other equally firm material.
2. The soles and heels of such footwear should be of a material that will not create a danger of slipping.
3. Footwear should be lace-up style and provide adequate ankle support.
4. Footwear that has deteriorated to a point where it does not provide the required protection shall not be used.

16.06 Any question concerning the entitlement to footwear, or its suitability, under this

Article shall be referred to the Joint Safety Committee for resolution in accordance with Clause 18.03(d) of this Agreement.

The Parties agree to amend Article 18.02 (e) as follows:

ARTICLE 18

SAFETY REQUIREMENTS

...

18.02 INDUSTRIAL FIRST AID REQUIREMENTS AND COURSES

...

(e) Level of Certificate	Monthly	Biweekly
Level 1 Basic	\$0.00	\$0.00
Level 1 Basic with Transportation Endorsement	\$ 25.00	\$ 11.50
Level 2 Intermediate	\$ 105.00	\$ 48.30
Level 2 Intermediate with Transportation Endorsement	\$ 130.00	\$ 59.80
Level 3 Advanced	\$ 220.00	\$ 101.20

...

The Parties agree to amend Article 28 as follows:

ARTICLE 28

MEMORANDA OF UNDERSTANDING - AGREEMENT

- (a) The following memoranda attached to this Agreement are included in and form part of the Agreement as long as each memorandum is effective:
- (b) WHEREVER the singular is used in this Agreement, the same shall be construed as meaning the plural where the context or the Parties hereto so require.
- (c) IN WITNESS WHEREOF the Parties hereto have hereunto affixed their hands through their respective officers on the _____.

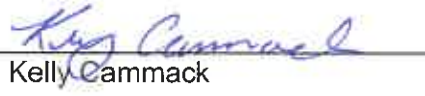
CANADIAN OFFICE AND PROFESSIONAL
EMPLOYEES'
LOCAL 378

BRITISH COLUMBIA HYDRO
AND POWER AUTHORITY UNION,


Mike Novak


Rysa Kronebusch

Anderson Charles


Kelly Cammack

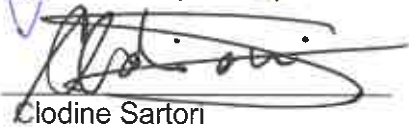

Kim McInroy

Carol Brown

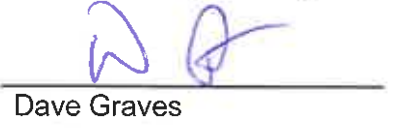

Lucas Vail

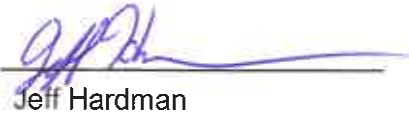

Andrea McKenna

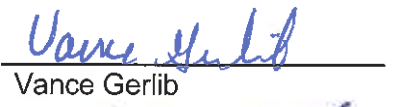

Jennifer Cooper-Stephenson


Clodine Sartori


Dianna Conley


Dave Graves

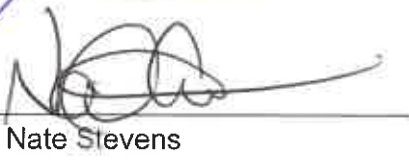

Jeff Hardman


Vance Gerlib


Graham Fenwick


Katherine Louman-Gardiner

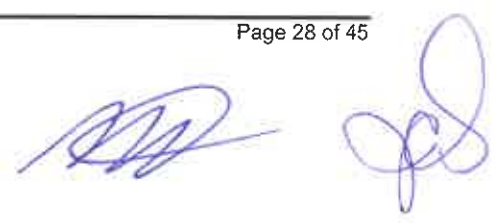

Jason Shak


Nate Stevens

The Parties agree to amend MOU 8 as follows:

MEMORANDUM OF UNDERSTANDING # 8

RE: USE OF HYDRO COMMUNICATIONS SYSTEMS BY THE UNION



1. The Employer will provide OCS mailing service to the Union office located at Suite 301, 4501 Kingsway, Burnaby, BC V5H 0E5. The service shall be rendered at a cost to be determined by Hydro from time to time and shall include drop-off and pick-up of mail once daily on normal working days.
2. a) The Employer will permit the use of its e-mail system or its fax machines for communications between the Union office, officers, councilors, job stewards and other properly qualified representatives of the Union for the purpose of carrying out Union business related specifically to BC Hydro. The e-mail system or fax machines shall not be used for mass distribution of Union bulletins or for corresponding on matters unrelated to MoveUP/BC Hydro business, such as discussion of internal Union affairs and discussion of external and internal political issues.

b) If the Union wishes to send a communication to its membership through the BC Hydro email system, a copy of the message will be sent to Labour Relations for prior approval. Approved messages will be sent to employees from the Labour Relations Department mailbox on behalf of MoveUP.

c) The Employer will send out an annual reminder from the Labour Relations Department mailbox on behalf of MoveUP, reminding employees to ensure their contact information is current and up to date with the union office. This annual reminder will be written by MoveUP and provided to Labour Relations.
3. The Employer will provide standard remote access to the Employer's Intranet system to Union business representatives who are assigned to the bargaining unit, with the Union to bear all standard costs associated with access.
4. Union employees, other than those listed above, will not generally be permitted to use the BC Hydro e-mail system or fax machines for corresponding with Union office representatives on labour relations issues.
5. Any use of the BC Hydro communications systems is subject to all applicable BC Hydro corporate policies, including the Information Management Policy.

Neil Patton
Labour Relations Advisor
BC Hydro

Scott Watson
Senior Business Representative
MoveUP

2002-04-23

This MOU was amended 29 January 2016 to reflect the Union's change of name from COPE 378 to MoveUP.

Amended April 24, 2020

Amended [insert date of ratification for printing]

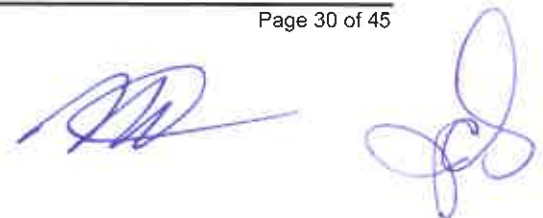


The Parties agree to amend MOU 34 as follows:

MEMORANDUM OF UNDERSTANDING # 34
(Previously Letter of Understanding # 34)
RE: CO-OPERATIVE EDUCATIONAL STUDENTS PROGRAM

This letter will confirm the Parties' agreement to participate in the hiring of students under a Co-operative Education Program as follows:

1. Co-operative students (herein after referred to as "students") are defined as persons enrolled in and who have not graduated from a recognized post- secondary institution which shall include colleges, institutions, university colleges and universities. Students from all programs, schools of studies and disciplines shall be governed by the terms of this agreement. It is understood that this agreement does not apply to Co-op students who perform work within the scope of the order of certification of IBEW Local No. 258 bargaining unit.
2. All students will be required to become and remain MoveUP members for the duration of their work term. Students will be classified as full-time temporary (Co-operative Education) and will not be entitled to sick leave and will not participate in the benefits outlined in Article 10 or the Pension Plan. Co-op Education students will not be entitled to apply for regular or temporary MoveUP affiliated bulletined positions.
3. The work term of employment of each student will normally be for a period not exceeding five continuous months in duration. The Employer will give the Union prior notice if there is an intention of extending the work term.
4. Up to 150 positions may be established and identified per calendar year as Co-operative Education positions. Any increase in the number of positions requires the mutual agreement between the parties.
5. MoveUP will be advised of the student's name, position, and department and educational institution.
6. Where more than three students from an engineering program or more than two students from any other program are required in any one department such will be subject to agreement of the Parties.
7. It is the intent of the Parties that participation in this program will not adversely affect existing jobs or employees covered by the Collective Agreement.
8. In the event of a labour dispute between the Parties students shall not be required to perform any duties at a headquarters where members are on strike or locked out. The Employer shall have the option of transferring the students to another headquarters where the dispute is not active or canceling the terms of participation.

Two blue ink signatures are present at the bottom right of the page. The signature on the left is a stylized, cursive name, and the signature on the right is a more complex, looped cursive signature.

9. Students will receive salary treatment in accordance with the following schedule. This schedule will be negotiated on an annual basis or at such times as may be mutually agreed to by the Parties:
10. Work Term (Bi-Weekly Salary)

Co-op Student

As per MOU 34

Effective	1	2	3	4	5	6	7
<u>April 1, 2022</u>	<u>\$1,580.70</u>	<u>\$1,675.30</u>	<u>\$1,773.87</u>	<u>\$1,879.28</u>	<u>\$1,991.00</u>	<u>\$2,109.51</u>	<u>\$2,344.31</u>
<u>April 1, 2023</u>	<u>\$1,740.04</u>	<u>\$1,844.18</u>	<u>\$1,952.60</u>	<u>\$2,068.72</u>	<u>\$2,191.70</u>	<u>\$2,322.10</u>	<u>\$2,580.63</u>
<u>April 1, 2025</u>	<u>\$1,846.01</u>	<u>\$1,956.50</u>	<u>\$2,071.61</u>	<u>\$2,194.70</u>	<u>\$2,325.17</u>	<u>\$2,463.57</u>	<u>\$2,737.79</u>
<u>April 1, 2026</u>	<u>\$1,901.39</u>	<u>\$2,015.20</u>	<u>\$2,133.76</u>	<u>\$2,260.54</u>	<u>\$2,394.93</u>	<u>\$2,537.48</u>	<u>\$2,819.92</u>
<u>April 1, 2027</u>	<u>\$1,958.43</u>	<u>\$2,075.66</u>	<u>\$2,197.77</u>	<u>\$2,328.36</u>	<u>\$2,466.78</u>	<u>\$2,613.60</u>	<u>\$2,904.52</u>
<u>April 1, 2028</u>	<u>\$2,017.18</u>	<u>\$2,137.93</u>	<u>\$2,263.70</u>	<u>\$2,398.21</u>	<u>\$2,540.78</u>	<u>\$2,692.01</u>	<u>\$2,991.66</u>

11. In the event of a declaration is made by the Labour Relations Board of British Columbia that any specific group of students as described herein, are not within the scope of the Order of Certification granted to the Union, the Company shall cease to deduct and remit dues on their behalf. For greater certainty it is agreed and understood that in the event of such declaration the numbers of students as described above permitted within the bargaining unit through the instrument of this document shall be reduced to 60 in any calendar year.
12. The Parties agree that this agreement may not be used, referred to or otherwise introduced in any hearing before the Labour Relations Board of British Columbia which relates to the scope of the Order of Certification.
13. This Memorandum of Understanding may be changed at any time by the written mutual agreement of the Employer and the Union.
14. This Memorandum of Understanding shall be deemed to be incorporated into the Collective Agreement between the Employer and the Union as if set forth in full therein in writing, and shall so apply.

Signed at _____, B.C. this _____ day of _____, 19

 S. Watson
 Senior Business Representative
 Officer MoveUP

 D.S. Connelly
 Labour Relations
 B.C. Hydro

Revised 1996-12-20
 Date

This MOU was amended 29 January 2016 to reflect the Union's change of name from COPE 378 to MoveUP.

Amended April 24, 2020

Amended [insert date of ratification for printing]

The Parties agree to amend MOU 73 as follows:

MEMORANDUM OF UNDERSTANDING #73

RE: 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, 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 4 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 42
 - ~~(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.~~
 - (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) ~~Each year~~**Every 6 months**, 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.
- (iv) **Employees who complete their training shall have their length-of-service date determined based upon the date they successfully complete their Trainee program.**

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
Christopher Hallamore

For MoveUP
Barbara Junker

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)

Amended [insert date of ratification for printing]

The Parties agree to amend MOU 83 as follows:

MEMORANDUM OF UNDERSTANDING #83

RE: TOUR GUIDES AND TOUR GUIDE WORK LEADERS IN VISITOR CENTRES

Tour Guides and Tour Guide Work Leaders represent BC Hydro in Visitor Centres currently located at Stave Falls, ~~Peace Canyon~~, Bennett Dam and Revelstoke. The parties recognize Tour Guide Work Leaders and Tour Guides are a unique group of seasonal Full Time Temporary (FTT) and Casual employees who require increased flexibility due to personal schedules and variable Visitor Centre operating hours. As such, the parties agree to the following terms for these employees:

Full Time Temporary Staff

1. Tour Guide Work Leaders (TGL's) will be typically filled by FTT staff for the season.
2. A work day of any consecutive 7.5 hours, exclusive of lunch period, may be



scheduled between 8:00 and 22:00 at straight-time rates. Time worked in excess of 7.5 hours per day will be compensated at overtime rates.

3. A work week shall consist of 37.5 hours, consisting of five days, Tuesday through Saturday except at the beginning and end of the season during which the work week will be Monday through Friday in accordance with the pre-set schedule.
4. The Employer will post TGL schedules in advance for the entire season.
5. Days worked in excess of five days in a work week will be compensated at overtime rates. Where an employee works more than 7.5 hours per day, meal entitlements will be in accordance with article 11.04.
6. A TGL may change a scheduled workday up to three times per season with the consent of management and subject to operations requirements. For example, an employee may request to move a Saturday shift to a Monday.
7. Shift changes made at the request of the employee will not be subject to overtime premiums.
8. The Employer may change an employee's scheduled work day up to two times per season. For example, request an employee to move a Saturday shift to a Monday.
9. TGL's who are required to work on Sundays and statutory holidays shall be paid at time and one-half (150%) for those days.
10. Hiring rates for new employees will be determined in accordance with Article 7.02 of the Collective Agreement with the exception of TGLs and Tour Guides who will be rehired under the following guidelines:
 - (a) To be eligible for rehire salary progression, employee must have completed a minimum two month contract and worked until the end of the contract.
 - (b) To recognize the varied duration of the season for the individual Visitor Centres;
 - i. Stave Falls – upon completion of one season, employee will be rehired into the next higher whole step than their previous step
 - ii. **GMS Bennett Dam** and Revelstoke – upon completion of two seasons, employee will be rehired in the next higher whole step than their previous step
 - (c) In the event of a missed season(s) employee will be rehired into the step at which they left.
11. Schedules will be set and start times may vary with location and in accordance with Article 11.01(b) and (e).
- ~~12. Eligible TGL's will continue to receive gainsharing in accordance with the Collective Agreement.~~

Casual Staff

13. Tour Guides (TG's) will typically be filled by casual staff and hired for a season. The employer will make best efforts to schedule casual staff in accordance with their requests at time of hire. However, it is understood that there are no guaranteed minimum hours or days of work per week.
14. A work day of any consecutive minimum 4 hours and maximum 7.5 hours, exclusive of lunch period, may be scheduled between 8:00 and 22:00 at straight- time rates. Time worked in excess of 7.5 hours per day will be compensated at overtime rates. Employees scheduled to work outside of the 8:00 to 22:00 shift will incur a shift premium equal to 6.7% of the average hourly rate.
15. A work period will be up to a maximum of 75 hours in a bi-weekly period and employees shall be granted two consecutive days off twice during that period. It is not the intent of the parties for managers to unilaterally schedule 10 days straight for casual staff.
16. Any hours worked in excess of 7.5 in a day will be compensated at overtime rates and, in addition, any time worked in excess of 75 hours in a bi-weekly period will be compensated at overtime rates.
17. The Employer will request employee preferences for schedules and will make every effort to schedule in accordance with these preferences. The Employer will make every effort to post the schedule two weeks in advance for the next month, but at a minimum, the Employer will post schedules two weeks in advance for two weeks.
18. TG's who are required to work on statutory holidays shall be paid at time and one-half (150%) for those days.
19. Employees may trade shifts with the prior approval of management provided they do not exceed the 75 hour maximum in the bi-weekly period. It is understood that if an employee shift impacts the scheduled consecutive days off requirement then no penalty will be imposed on the Employer.
20. *Extra Shift Call Out –*
 - (a) A call out list will be established at the start of the season and will be based on seniority. Once established, it will be used for call outs and updates after each filled shift – once an employee accepts a shift, they will be moved to the bottom of the call out list. If the employee declines the shift, they will remain where they are on the list for the next opportunity.
 - (b) If an extra shift becomes available, employees on the top of the list who have not reached 75 hours over the bi-weekly period will be offered the shift and paid at straight time.
 - (c) If no employee volunteers for the shift, the shift will be directed by reverse seniority at straight time rates.
 - (d) If all employees on the list have reached 75 hours in the bi-weekly period then an



overtime shift becomes available, it will be offered to employees on the list by seniority as calculated at the start of the season. If no employee volunteers for the overtime shift, it will be directed by reverse seniority. It is the intent that overtime, if available, will be granted equitably to employees on the list.

- (e) An employee may elect to remove themselves from the extra shift call out list for the entire season at the start of the season. In that case. The employee will not be offered extra shifts, will not be directed to work extra shifts nor will be offered overtime, if applicable as outlined above.
- (f) In the event two or more employees have the same seniority date, the employee identification number (IDN) will determine seniority for the purposes of extra shift and overtime call out.

21. Hiring rates for new employees in ~~2016 and beyond~~ will be determined in accordance with Article 7.02 of the Collective Agreement ~~and the Union's agreement will be required for hires at Step 3 and beyond. The Union agrees that each exception is to be assessed on its individual merits and will not be unreasonably denied.~~ **with the exception of TGLs and Tour Guides who will be rehired under the following guidelines:**

- (a) **To be eligible for rehire salary progression, employee must have completed a minimum two month contract and worked until the end of the contract.**
- (b) **To recognize the varied duration of the season for the individual Visitor Centres:**
 - i. **Stave Falls – upon completion of one season, employee will be rehired into the next higher whole step that their previous step.**
 - ii. **Bennett Dam and Revelstoke – upon completion of two seasons, employee will be rehired in the next higher whole step than their previous step.**
- (c) **In the event of a missed season(s) employee will be rehired into the step at which they left.**

22. In lieu of Sunday premiums ~~and gainsharing~~, casual TG's will receive and end of contract stipend based on \$200.00 per month worked. In order to be eligible for this stipend, TG's must have a minimum two month contract and must work until the end of the contract. This stipend will be calculated for each employee and is payable within one month of the employee's contract end date. The number of months worked will be calculated based on the start and end date of the contract and will be rounded to the nearest whole month. For example, a contract term of May 5th to August 17th will attract a four month stipend.

23. If changes are planned or made to the Visitor Centre operations that would impact the application of this MOU, the Union and Employer will discuss what changes, if any, are required to this MOU to accommodate the operational changes.

Laura Mills
Employee Relations
BC Hydro

Karen Rockwell
Union Representative
MoveUP



Signed December 5, 2014

This MOU was amended 06 September 2016 to reflect the Union's change of name from COPE 378 to MoveUP

Amended April 24, 2020

Amended November 4, 2022

Amended February 3, 2023

Amended [insert date of ratification for printing]

The Parties agree to delete MOU 85G as follows:

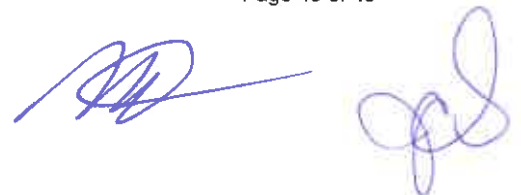
**~~Memorandum of Understanding #85 G –
Salary Transition for MOU 85 Employees~~**

Applicability

- ~~1. The terms of this MOU applies to all full time regular, full time temporary, part time regular and casual employees performing work previously contracted to Accenture Business Services for Utilities (ABSU) ("MOU 85 Employees") including but not limited to: Customer Services (customer contact centre, billing, learning and knowledge, credit/collections); HR (payroll, recruitment services, pension administration, Tempworks); Finance (accounts payable); Office Services (mail and document services, graphics) as defined in the ABSU Revised Amended Master Services Agreement.~~

Salary Transition

- ~~2. The salaries of MOU 85 Employees will be increased as follows:
 - ~~a. Effective April 1, 2022, increase salaries and salary scales by 25 cents an hour and then increase all salaries and salary scales by 3.24%.~~
 - ~~b. Effective the date of ratification, increase salaries and salary scales by 25 cents an hour and then increase all salaries and salary scales by 5%.~~
 - ~~c. Effective April 1, 2023, increase salaries and scales by the annualized average increase of the BC Consumer Price Index (CPI) over the 12 months starting on March 1, 2022, to a minimum of 5.5% and a maximum of 6.75%.~~~~



3. ~~Effective March 31, 2024, MOU85 salary scales will be eliminated and MOU 85 Employees will be placed on the wage scales in Article 4.04. MOU 85 Employees will be placed on the step in their job group that is closest to, without being less than, their wage rate in effect as of March 31, 2024.~~
4. ~~Effective April 1, 2024 this MOU will expire and the MOU #85 Hourly Salary Scales and MOU #85 Bi-weekly Salary Scales will be retired.~~
5. ~~The Parties agreed to delete this MOU during the round of bargaining that follows its expiry.~~

MOU #85 — Bi-weekly Salary Scales

GROUP 4	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
September 1, 2021	\$1,171.32	\$1,267.93	\$1,352.65	\$1,436.88	\$1,519.63
April 1, 2022	\$1,228.63	\$1,328.37	\$1,415.83	\$1,502.79	\$1,588.22
Date of Ratification	\$1,309.75	\$1,414.48	\$1,506.31	\$1,597.62	\$1,687.32

GROUP 5	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
September 1, 2021	\$1,254.55	\$1,381.40	\$1,473.55	\$1,565.71	\$1,656.39
April 1, 2022	\$1,314.55	\$1,445.51	\$1,540.65	\$1,635.80	\$1,729.41
Date of Ratification	\$1,399.97	\$1,537.47	\$1,637.37	\$1,737.28	\$1,835.57

GROUP 6	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$1,338.29	\$1,508.72	\$1,583.06	\$1,657.38	\$1,733.18	\$1,806.52
April 1, 2022	\$1,401.01	\$1,576.96	\$1,653.71	\$1,730.44	\$1,808.69	\$1,884.41
Date of Ratification	\$1,490.71	\$1,675.50	\$1,756.08	\$1,836.65	\$1,918.81	\$1,998.32

GROUP 7	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$1,422.02	\$1,644.48	\$1,725.27	\$1,806.52	\$1,888.76	\$1,969.53
April 1, 2022	\$1,487.45	\$1,717.12	\$1,800.53	\$1,884.41	\$1,969.31	\$2,052.70
Date of Ratification	\$1,581.51	\$1,822.66	\$1,910.24	\$1,998.32	\$2,087.46	\$2,175.02

GROUP 8	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$1,794.62	\$1,862.00	\$1,935.83	\$2,006.20	\$2,077.04	\$2,149.38
April 1, 2022	\$1,872.12	\$1,941.69	\$2,017.91	\$2,090.56	\$2,163.69	\$2,238.38
Date of Ratification	\$1,985.41	\$2,058.46	\$2,138.49	\$2,214.78	\$2,291.56	\$2,369.99

GROUP 9	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$2,014.12	\$2,091.91	\$2,171.19	\$2,252.94	\$2,332.21	\$2,412.49
April 1, 2022	\$2,098.73	\$2,179.05	\$2,260.89	\$2,345.29	\$2,427.13	\$2,510.01
Date of Ratification	\$2,223.35	\$2,307.69	\$2,393.62	\$2,482.24	\$2,568.17	\$2,655.20

GROUP 10	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$2,206.36	\$2,293.07	\$2,378.29	\$2,468.47	\$2,556.17	\$2,644.37
April 1, 2022	\$2,297.20	\$2,386.72	\$2,474.70	\$2,567.81	\$2,658.35	\$2,749.41
Date of Ratification	\$2,431.75	\$2,525.74	\$2,618.12	\$2,715.89	\$2,810.96	\$2,906.57

GROUP 11	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$2,418.43	\$2,511.58	\$2,609.19	\$2,704.33	\$2,801.43	\$2,896.57
April 1, 2022	\$2,516.14	\$2,612.31	\$2,713.09	\$2,811.31	\$2,911.55	\$3,009.78
Date of Ratification	\$2,661.63	\$2,762.64	\$2,868.43	\$2,971.56	\$3,076.82	\$3,179.96

GROUP 12	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$2,662.20	\$2,765.76	\$2,870.80	\$2,977.32	\$3,083.36	\$3,188.90
April 1, 2022	\$2,767.81	\$2,874.73	\$2,983.17	\$3,093.14	\$3,202.62	\$3,311.58
Date of Ratification	\$2,925.89	\$3,038.15	\$3,152.02	\$3,267.48	\$3,382.44	\$3,496.85

GROUP 13	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$37.57	\$38.99	\$40.51	\$42.00	\$43.50	\$45.01
April 1, 2022	\$38.32	\$39.77	\$41.32	\$42.84	\$44.37	\$45.91
Date of Ratification	\$39.08	\$40.57	\$42.14	\$43.70	\$45.25	\$46.83

GROUP 14	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$2,931.25	\$3,042.72	\$3,160.66	\$3,277.59	\$3,394.03	\$3,511.95
April 1, 2022	\$3,045.58	\$3,160.66	\$3,282.42	\$3,403.14	\$3,523.35	\$3,645.09
Date of Ratification	\$3,217.55	\$3,338.38	\$3,466.23	\$3,592.98	\$3,719.21	\$3,847.03

MOU #85 – Hourly Salary Scales

GROUP 4	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
September 1, 2021	\$15.62	\$16.91	\$18.04	\$19.16	\$20.26
April 1, 2022	\$16.38	\$17.71	\$18.88	\$20.04	\$21.18
Date of Ratification	\$17.46	\$18.86	\$20.08	\$21.30	\$22.50

GROUP 5	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
September 1, 2021	\$16.73	\$18.42	\$19.65	\$20.88	\$22.09
April 1, 2022	\$17.53	\$19.27	\$20.54	\$21.81	\$23.06
Date of Ratification	\$18.67	\$20.50	\$21.83	\$23.16	\$24.47

GROUP 6	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$17.84	\$20.12	\$21.11	\$22.10	\$23.11	\$24.09
April 1, 2022	\$18.68	\$21.03	\$22.05	\$23.07	\$24.12	\$25.13

Date of Ratification	\$19.88	\$22.34	\$23.41	\$24.49	\$25.58	\$26.64
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GROUP 7	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$18.96	\$21.93	\$23.00	\$24.09	\$25.18	\$26.26
April 1, 2022	\$19.83	\$22.89	\$24.04	\$25.13	\$26.26	\$27.37
Date of Ratification	\$21.09	\$24.30	\$25.47	\$26.64	\$27.83	\$29.00

GROUP 8	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$23.93	\$24.83	\$25.81	\$26.75	\$27.69	\$28.66
April 1, 2022	\$24.96	\$25.89	\$26.94	\$27.87	\$28.85	\$29.85
Date of Ratification	\$26.47	\$27.45	\$28.51	\$29.53	\$30.55	\$31.60

GROUP 9	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$26.85	\$27.89	\$28.95	\$30.04	\$31.10	\$32.17
April 1, 2022	\$27.98	\$29.05	\$30.15	\$31.27	\$32.36	\$33.47
Date of Ratification	\$29.64	\$30.77	\$31.91	\$33.10	\$34.24	\$35.40

GROUP 10	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$29.42	\$30.57	\$31.71	\$32.91	\$34.08	\$35.26
April 1, 2022	\$30.63	\$31.82	\$33.00	\$34.24	\$35.44	\$36.66
Date of Ratification	\$32.42	\$33.68	\$34.91	\$36.21	\$37.48	\$38.75

GROUP 11	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$32.25	\$33.49	\$34.79	\$36.06	\$37.35	\$38.62
April 1, 2022	\$33.55	\$34.83	\$36.17	\$37.48	\$38.82	\$40.13
Date of Ratification	\$35.49	\$36.83	\$38.25	\$39.62	\$41.02	\$42.40

GROUP 12	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$35.50	\$36.88	\$38.28	\$39.70	\$41.11	\$42.52
April 1, 2022	\$36.90	\$38.33	\$39.78	\$41.24	\$42.70	\$44.15
Date of Ratification	\$39.01	\$40.51	\$42.03	\$43.57	\$45.10	\$46.62

GROUP 13	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$39.08	\$40.57	\$42.14	\$43.70	\$45.25	\$46.83
April 1, 2022	\$40.61	\$42.14	\$43.77	\$45.38	\$46.98	\$48.60
Date of Ratification	\$42.90	\$44.51	\$46.22	\$47.91	\$49.59	\$51.29

GROUP 14	MINIMUM	STEP 1	STEP 2	STEP 3	STEP 4	MAXIMUM
September 1, 2021	\$42.60	\$44.24	\$45.93	\$47.68	\$49.34	\$51.04
April 1, 2022	\$44.24	\$45.93	\$47.67	\$49.48	\$51.20	\$52.95
Date of Ratification	\$46.71	\$48.49	\$50.32	\$52.22	\$54.02	\$55.86

Amended February 3, 2023

The Parties agree to renew MOU 92 as follows:

MEMORANDUM OF UNDERSTANDING # 92
Re: Supplementary Standby Language

For the duration of the renewed collective agreement, work areas outside of those listed in Article 11.08 may use standby in accordance with the terms and conditions set out in Article 11.08(a) through (d).

This MOU will expire March 31, ~~2025~~ **2029** unless renewed by the Parties during collective bargaining.

The Parties agree to the following LOU:

LETTER OF UNDERSTANDING

Between

BC HYDRO & POWER AUTHORITY
("the Employer")

And

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

(collectively referred to as the "Parties")

RE: Amendments to Article 4 Salary Scales

A. Effective the date of ratification the Parties hereby agree to amend the salary scales for job groups 7 and below as follows:

- 1. The minimum step will be increased by two and a half percent (2.5%), and the maximum step will be increased by half a percent (0.5%). Steps between the minimum and maximum will be recalculated to be equal dollar increments.**
- 2. Employees will have their salaries increased, effective the date of ratification, to align with the updated step rates.**



B. Effective the date of ratification the Parties hereby agree to amend the salary scales for job groups 8 and above as follows:

- 1. The minimum step will be eliminated for job groups 8 and above. The current step 1 rate will become the new minimum rate, the current step 2 rate will become step 1, and subsequent steps will be renumbered accordingly.**
- 2. Employees in job groups 8 and above who are paid below the current step 1 rate at the time of ratification will be placed at the current step 1 rate, and their next length of service increment date will be set to July 1, 2027.**
- 3. Employees who are paid at or above the current step 1 rate will have no change to their rate of pay or their next length of service increment date. Where applicable, their pay step will be updated for administrative purposes only (for example, an employee currently at step 2 will retain their rate of pay but be designated as step 1).**

C. Trainee salary scales will be recalculated to reflect the revised structure, and trainee salaries will be adjusted effective the date of ratification.

Signed this 27th day of May, 2026, in the City of Burnaby, British Columbia.

For MoveUP:



Mike Novak

For BC Hydro:



Jennifer Cooper-Stephenson



