



EPCOR/IBEW 1007 Negotiations

Summary of Key Changes

November 28, 2018 Memorandum of Agreement

Highlights
<ul style="list-style-type: none"> 3 year term, expiring December 18, 2021 Wage increases in each year of the agreement for majority of classes of 2.65%, 2.75% and 2.75% Wage increases in each year of the agreement for Powerline Trades & Substations classes of 1.35%, 1.40% and 1.40% Paygrade adjustments for certain classes Expansion of Corporate Short Term Incentive Plan to Lead Hand groups (including WO3, Power System Technician and Power Electrician II) Updates to reflect recent changes to Alberta Employment Standards Modified Notice of Shift Change to allow greater operational flexibility

Note: Articles not referenced are as outlined in the current Collective Agreement

Reference	Key Changes
Format and layout	<ul style="list-style-type: none"> Numerous changes made to incorporate plain language. Meaning or interpretation does not change. In the final collective agreement substantive changes will be noted with asterisks and <i>italicized text</i>.
Article 1: Amendment and Termination	<ul style="list-style-type: none"> Three year term expiring December 18, 2021.
Article 6: Working Conditions	<ul style="list-style-type: none"> 6.10(a) Changed language to clarify application to all of EPCOR Technologies. 6.10 (iii) Added Drainage Services from LOU #18 6.04(e) Added language to clarify when Banked Time will be paid out.

Reference	Key Changes
Article 8: Fringe Benefits	<ul style="list-style-type: none"> • 8.01(b) Updated language to Statutory Holidays to remain consistent with legislation. Temporary employees no longer have to wait 30 days to be eligible for statutory holidays. • 8.01(c) Updated language to Statutory Holidays to remain consistent with legislation. Part-time employees will have their statutory holiday pay paid out at 5% of their normal bi-weekly earnings. • 8.02(w) Added language to clarify ability for eligible employees to request to retain an additional 40 hours in their Banked Time balance(for a maximum of 88 hours). • 8.03(c)(iii) (new) Added language to Leave Without Pay to remain consistent with legislation. Employees are eligible to apply for Job Protected Leaves. • 8.03(f)(iv) Updated language to Maternity and Parental Leave to remain consistent with legislation. Employees will be granted maternity/parental leave after 90 days of employment with EPCOR. Increased maternity leave to 16 weeks and parental leave to 62 weeks. Birth mothers are eligible to combine leaves for a period of 78 weeks consecutive. • 8.03 (f)(vi) Updated language to Maternity and Parental Leave to remain consistent with legislation. Employees must complete parental leave within 62 weeks of the date of birth or date an adopted child is placed with the parent. • 8.03(g) Updated language to Compassionate Care Leave to remain consistent with legislation. Employees will be eligible for this leave after 90 days of employment with EPCOR for a period of 27 weeks as established by a medical certificate. • 8.04(d) Added language to clarify that paper or electronic receipts will be accepted for the Protective Clothing reimbursement.
Article 11 Layoffs and Rehires	<ul style="list-style-type: none"> • 11.01 Added “EPCOR Drainage Services” to list of Companies for purposes of Layoffs and Rehires. • 11.10 (new) Added language (formerly in LOU #19) for Contracting Out provisions in EPCOR Electricity Distribution.
Article 13: Jurisdictional Seniority	<ul style="list-style-type: none"> • 13.09(a) Language amended to include WO4 for seniority of Water Plant Operators.
Article 22: Edmonton Civic Employees Charitable Assistance Fund	<ul style="list-style-type: none"> • Amended language to accurately reflect practice of payroll deduction (1/4 of 1% payroll deduction for fund).

Reference	Key Changes
Wage Appendices	<ul style="list-style-type: none"> • General Wage increases of 2.65% effective December 23, 2018, 2.75% effective December 22, 2019, 2.75% effective December 20, 2020. • Appendix I Notes: Addition of TR4 (HVAC Technician and Signal Tech – LRT) to application of Step A. • Appendix III Notes: Class Code Power Line Trades (PT) renamed to Powerline and Substations (PS), which will include all current PTF, PT4 and PT3 employees, as well as Power Electrician I, Power Electrician II and Power System Technicians in Transmission Substations (including Inside SCADA). Others currently working in the following areas will <u>not</u> be included in the new PS Class Code: <ul style="list-style-type: none"> ○ Distribution Network ○ E-Tech Substations ○ Transformer Shop ○ Drainage Shared Services • The new PSF Class Code has been amended to consolidate the Work Methods roles into Foreman, QMP & Contracts and Coordinator, Work Methods (formerly PTF). • The new PS4 Class Code will now include the role of Trades Job Planner (formerly TR4). • Class Code PSF, PS4 and PS3 will receive General Wage increases of 1.35% effective December 23, 2018, 1.40% effective December 22, 2019, 1.40% effective December 20, 2020. These Class Codes will also receive lump sum payments of 1.30% in 2019, 1.35% in 2020 and 1.35% in 2021. Transmission employees that moved to the PS class will not be eligible for the lump sum payments in 2019. • Appendix VI Notes: Job Rate at WO4 applies to Payroll #50438 & #55398 & #65038. • Appendix VII Notes: Amended to reflect that Step A applies to SS1) Meter Reader I; Utility Worker; Representative, Faulted Services Repair. • The SS5 Class Code has been amended to include Technician, Fibre Optic and Inspector, Civil Inspection. The role of Instrument Technician/Mechanic (Regina) has been removed. • The SS6 Class Code has been amended to include the role of Civil Job Planner. • Pre-GWI Pay Grade Adjustments apply to the following classifications: <ul style="list-style-type: none"> PSF PS4 PS3 WO1 WO3 WO4

Reference	Key Changes
Letter #1 Jurisdictional Disputes	<ul style="list-style-type: none"> Renewed
Letter #2 Foreman Working with Tools	<ul style="list-style-type: none"> Renewed
Letter #3 Compressed (Flexible) Hours of Work	<ul style="list-style-type: none"> Renewed
Letter #4 Out of Town Work	<ul style="list-style-type: none"> Renewed
Letter #5 Leave for Personal and Family Related Responsibilities	<ul style="list-style-type: none"> Renewed
Letter #6 Short Term Incentive	<ul style="list-style-type: none"> Renewed Expanded to include 8230 – WO3 Lead Hand, 8130 – Power System Technician, and 8132 – Power Electrician II in 5% Target under Corporate Plan
Letter #7 Working as a Retiree	<ul style="list-style-type: none"> Renewed 8.01 Updated language to Statutory Holidays to remain consistent with legislation. Retirees will have their statutory holiday pay paid out at 5% of their normal bi-weekly earnings.
Letter #8 Out of Town Travel for Goldbar Employees	<ul style="list-style-type: none"> Renewed
Letter #9 Alberta Environmental Certification	<ul style="list-style-type: none"> Renewed
Letter #10 Temporary Twenty-Four (24) Month Meter Reader	<ul style="list-style-type: none"> Renewed
Letter #11 Specialist, Network Construction (Utility Worker III) – Electricity Services Distribution – Construction and Network	<ul style="list-style-type: none"> Deleted

Reference	Key Changes
Letter #12 Other Hours of Work – Notice of Shift Change	<ul style="list-style-type: none"> • Renewed • Updated language to allow more flexibility in providing notice of shift change and minimum hours worked.
Letter #13 Safety Advocate	<ul style="list-style-type: none"> • Deleted
Letter #14 Classification Review and Class Code Descriptor Update	<ul style="list-style-type: none"> • Deleted
Letter #15 Safety Advocate - Permanent	<ul style="list-style-type: none"> • Renewed and added wage table
Letter #15 – Careers Next Generation Student Employment	<ul style="list-style-type: none"> • Renewed
Letter #16 Faulted Services – Landscaping	<ul style="list-style-type: none"> • Deleted
Letter #17 Banked Time	<ul style="list-style-type: none"> • Deleted and added to Collective Agreement (8.02)
Letter #17 Trades/Civil Job Planner	<ul style="list-style-type: none"> • Deleted and added position to Class Codes
Letter #18 Drainage Transfer	<ul style="list-style-type: none"> • Deleted and added to list of Companies in Collective Agreement (6.10) (iii)
Letter #19 Common Employer – Contracting Out	<ul style="list-style-type: none"> • Deleted and added to Collective Agreement (11.10)