

LETTER OF UNDERSTANDING #~~XX~~ 14 #1

between

EPCOR UTILITIES INC.

(hereinafter referred to as the "Company")

Of the First Part

- and -

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1007

(hereinafter referred to as the "Union")

Of the Second Part

Application of Article 6.13 for All Employees in EPCOR Technologies

EPCOR Technologies is under significant pressure to manage costs and accept new risk from the City of Edmonton in order to meet the new parameters of the TSESA Agreement. In an effort to cost effectively manage Technologies resources with fluctuating resource demands and declining work volumes, EPCOR Technologies will apply Article 6.13 Reporting Pay to all employees working in EPCOR Technologies.

During the period of time between December 1 to May 1 (low construction season), EPCOR Technologies will make all reasonable efforts to ensure that resources are fully utilized through a combination of planned work, emerging unplanned work or backfilling for sick time and vacation. In the event that available resources exceed workload requirements, management will have the discretion to apply this article to permanent employees in Technologies. Affected individuals will be provided reasonable notification. Employees can utilize banked time, vacation time or a combination of both to satisfy the remaining hours in the work day.

The language in Article 6.13 states:

6.13 Reporting Pay

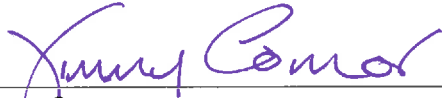
Temporary employees who either report for work and are sent home before engaging in work, or who are intermittently instructed not to report for work, shall be paid two (2) hours reporting pay in accordance with the following:

- a) Temporary employees who have been in the continuous employ of the Company for thirty (30) days shall be paid reporting pay at their regular rate of pay.
- b) The provisions of 6.13 shall not apply for any part of a layoff period anticipated to be in excess of five (5) working days.
- c) Temporary employees who work some portion of their assigned shift shall receive their regular rate of pay for actual hours worked or two (2) hours pay at the regular

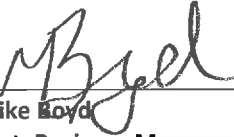
The parties agree that this Letter of Understanding will be in effect for the duration of the current collective agreement. This letter will expire at the end of the collective agreement unless there is mutual agreement to renew.

SIGNED this 30 day of April, 2019

IBEW Local 1007



Jimmy Connor
Business Manager, IBEW 1007



Mike Boyd
Asst. Business Manager, IBEW 1007

EPCOR Utilities Inc.



Aaron Miller
Senior Manager, Labour Relations



Mansur Bitar
Director, EPCOR Technologies