COLLECTIVE AGREEMENT
BETWEEN
THE WHITBY HYDRO ENERGY CORPORATION
- AND -
POWER WORKERS UNION, C.U.P.E. LOCAL 1000
(OUTSIDE)

JULY 1ST, 2015—JUNE 30TH, 2019

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ARTICLE 1

COVERAGE / PURPOSE

1.01 The purpose of this Agreement is to maintain a harmonious relationship between the Corporation, the Power Worker's Union - C.U.P.E. Local 1000 and the employees and to provide an amicable method of settling any difference which might arise.

1.02 Whenever the singular or masculine is used in this Agreement it shall be considered as if the plural or feminine has been used where the context of this Agreement so indicates.

1.03 The Corporation, the employees and the Power Workers' Union - C.U.P.E. Local 1000 have agreed to work together to improve relationships and organizational effectiveness through co-operation and a commitment to excellence. In this way employees can influence the decision making process in matters concerning our future. In working together we will demonstrate fair and equitable treatment to all employees.

We will adhere to the following Guiding Principles:

* Foster an open, honest forum of information exchange
* Encourage and respect differing opinion.
* Actively promote decisions formed by consensus.
* Respect rights and privileges of all parties.
* Focus on decisions that are good for people and good for business.
* Focus on our future rather than our past.
* Supply customers with services of the highest possible quality.
ARTICLE 2
UNION RECOGNITION

2.01 The Corporation recognizes the Power Workers’ Union - C.U.P.E. Local 1000 as the sole collective bargaining agent for all employees of the Corporation save and except Management Personnel, any employees in the inside bargaining unit, persons regularly employed for not more than twenty-four (24) hours per week, students employed during the school vacation period, students employed on a cooperative training period and persons employed on a government-sponsored program. The Corporation will provide to the Principal Steward on a monthly basis a list of part time employees and the work being performed and how many hours per week part time employees are working. This shall be done on a monthly basis or when new part time employees are hired.

2.02 The parties agree that all present employees and new employees as set out in Article 2.01 shall as a condition of employment become members of the Union. An employee shall have satisfied the requirements of this Article as long as the employee pays their normal weekly dues.

2.03 The Corporation shall deduct from each pay from each employee Union dues as may from time to time be authorized by the Union and shall remit same prior to the end of every month to the Financial Officer of the Union. In consideration of this deduction and forwarding service by the Corporation the Union agrees to indemnify and save the Corporation harmless against any claim or liability arising out of or resulting from the collection and forwarding of these dues.

2.04 The Union shall notify the Corporation thirty (30) days prior to any change in the dues before such change becomes effective.

2.05 The Union shall notify the Corporation in writing within ten (10) working days of any change in Union Steward(s).

2.06 The Corporation shall notify the Principal Steward in writing of all job postings, hiring, discharges, terminations, retirements, promotions, transfers and letters of discipline.
ARTICLE 3

MANAGEMENT RIGHTS CLAUSE

3.01 Nothing in this Agreement shall be interpreted as limiting the employer in the exercising of all its lawful rights, powers, authority and regular and customary functions of management and without limiting the generality of the foregoing, these lawful rights to introduce technical improvements and methods of operations, the right to hire, promote, demote, transfer and layoff employees, the right to suspend, discharge or otherwise discipline employees for just cause subject to the right of any employee to lodge a grievance in the manner and to the extent herein provided.
ARTICLE 4

GRIEVANCE PROCEDURE

4.01 Any difference of opinion regarding the interpretation, application, or administration of the terms of this Agreement shall be considered a fit matter for the grievance procedure. Grievances shall be in writing and must cite the specific provision(s) of the Agreement which is claimed to have been violated and the redress sought. Grievances must be filed within fifteen (15) working days of the alleged violation and shall be dealt with in the following manner:

The parties acknowledge that in the interests of promoting good working relationships the above mentioned difference(s) should be dealt with and settled at the earliest possible stage. Generally the aggrieved employee who may be assisted by a steward will seek to resolve the issue with their supervisor prior to filing a grievance.

Step 1

The employee and the steward shall first take the matter up with the Director of Operations. The Director of Operations shall respond within five (5) working days. Failing settlement at this stage the employee may immediately proceed to Step 2 within an additional five (5) working days.

Step 2

A steward and/or a representative of the Union may take the matter up with the President/Chief Executive Officer. The President/Chief Executive Officer shall respond within ten (10) working days. Failing settlement at this stage the matter may then be referred at any time within an additional ten (10) working days to arbitration as set out in Article 5.

4.02 Time limits herein set out must be adhered to by both parties unless mutually extended by the parties.

4.03 The Corporation agrees that there shall be no loss of normal straight time pay for reasonable time spent by the Union Committee investigating grievances or in grievance meetings under Article 4. Such time spent will be arranged through consultation with the appropriate supervisor and will not normally be withheld.

4.04 A policy or group grievance pertaining to the interpretation, administration or application of this Agreement may be initiated at Step 2 as applicable.

4.05 Letters of discipline are to be removed from an employee's file after two (2) years.
ARTICLE 5

ARBITRATION

5.01 It is agreed that all differences of opinion relating to the interpretation, application or administration of this Agreement which cannot be settled after exhausting the grievance procedure will be settled by arbitration as defined in the appropriate section of the Ontario Labour Relations Act.

5.02 An Arbitration Board or Arbitrator shall not have the power to add to or subtract from or change the provisions of this Agreement or to deal with any matter not covered by this Agreement and not contained in the statement of grievance filed by the party referring the matter to arbitration.

5.03 The Union and the Corporation shall each pay one-half of the expenses and remuneration of the Chairperson of the Board and shall each bear the expenses and remuneration of their own appointee to the Board and any other expenses incurred in presenting their case.
ARTICLE 6

NO STRIKES/LOCKOUTS

6.01 During the term of this Agreement the Corporation and its representatives shall not cause any lockouts and the Union agrees that neither it nor its representatives shall cause or sanction any strikes.

6.02 Employees of the Corporation will not involve the employer with any dispute or strike involving outside parties and the Union and employees agree to make every reasonable effort to perform their duties in the event of secondary picketing.
ARTICLE 7

SENIORITY

7.01 A seniority list will be established for all employees covered by this Agreement who have completed their probationary period based upon each employee's last date of hiring. It is agreed that such seniority list shall be revised during January of each year and a copy filed with the Union. This list will include the name of the employee, their classification and the respective date of hire (Seniority refers to the Corporation's service credit, not Department).

7.02 Seniority rights and an employee's employment shall be terminated if the employee:

(a) resigns.

(b) is discharged for just cause and such discharge is not reversed through the grievance procedure.

(c) is laid off for a continuous period of more than one (1) year.

(d) is absent for more than five (5) working days without notifying the Corporation or without securing prior leave of absence. Reinstatement in such cases shall be dependent upon the employee giving a satisfactory reason to the President/Chief Executive Officer for their absence.

(e) has been laid off and fails to return within ten (10) working days after the employee has been notified to do so by the Corporation through registered mail addressed to the last address on record with the Corporation. Note: It is the employee's responsibility at all times to keep the Corporation and the Union informed of their correct home address and telephone number.

(f) retires.

(g) is disabled for a period in excess of two (2) years and is placed on a Long Term Disability Plan.

(h) is declared permanently disabled by the Workplace Safety and Insurance Board and is unable to perform any available work for the Corporation.

(i) is absent for a period in excess of eighteen (18) months at the direction of their Doctor and is not placed on a Long Term Disability Plan or is not declared permanently disabled by the Workplace
Safety and Insurance Board and is unable or unwilling to perform any available work for the Corporation. Depending on the circumstances an extended time frame may be granted to those employees appealing their case to the Workplace Safety and Insurance Board or Long Term Disability carrier. As per Article 7.02 (g) (h), payment of benefits will be carried on for a period of two (2) years from the date of initial disablement and the Group Life Insurance coverage will be continued on under the terms of the contract between this Corporation and the Carrier. If an employee returns to work after twenty-four (24) months having been disabled their service credits shall continue to accumulate up to and including the first twenty-four (24) months of their disability.

7.03 If an employee accepts a promotion outside of the bargaining unit and returns to the bargaining unit after twelve (12) months of the date of the promotion seniority within the bargaining unit will be lost for purposes of layoff only. If the employee returns on/or before twelve (12) months their seniority will continue to accrue from the date of promotion.

7.04 An employee who applies for and who is selected to a Union or Management position shall be given a trial period of two (2) months. In the event the employee proves unsatisfactory during the trial period or if the employee expresses a desire to return to their former position the employee shall have the right to return without loss of seniority.

JOB POSTING

7.05 Promotions to higher paid jobs and transfers to any job within the bargaining unit or appointments to newly created positions within the bargaining unit will be based on the skill, ability, physical fitness, experience and qualification of the employee(s) concerned, but as between two or more qualified persons of approximately equal standing based upon the above factors, seniority shall govern. The Employer reserves the right to administer tests that would assist in determining whether two or more qualified persons are of approximately equal standing.

7.06 In the event that the Corporation decides that new positions are required and/or that a vacancy needs to be filled, the Corporation will post such new positions or vacancies for a period of fifteen (15) working days in order to allow bargaining unit employees the opportunity to apply before new employees are hired. The postings shall include a job description and wages for the position. In the interest of work production nothing in this section will prohibit the Corporation from temporarily filling for a period
not exceeding six (6) months a vacancy or new position in the bargaining unit with a member of the bargaining unit.

7.07 When new positions are created or current positions re-classified within the bargaining unit the Corporation will advise the Union in advance of the nature of the position and proposed wage or salary rate. The rate of pay shall be negotiated between the Corporation and the Union. Any such change shall be by way of a Mid-Term Agreement to the existing Agreement.

7.08 The Corporation and Union have agreed that employees from either the inside or outside bargaining unit can make application for any union position within the organization as per each bargaining units Collective Agreement.

**RETOGREGRESSION POLICY**

7.09 The parties agree to jointly explore ways of accommodating individuals who can no longer perform in their current job.

After the parties mutually agree to the reassignment of an employee to a lower rated position within the bargaining unit and/or the parties mutually agree to the creation of a new position with a lower rating that the employee would be assigned to the following will apply:

Where "retrgrogression" applies it refers to a gradual reduction in pay from the employee's existing rate of pay to the lower rating of pay that the employee has now been assigned to.

(a) The reduction in rate from the employee's existing rate of pay will take place in four (4) steps at six (6) month intervals, recognizing that the employee will reach his or her new classification rate in no more than a two (2) year period. The first step shall occur six (6) months after the employee has been transferred to his or her new position. The reduction in pay will be evenly spread out over each step within the two (2) year period. However, if there is a wage rate increase during this two-year adjustment period, the employee will receive the same money increase that is given to the classification to which the employee is being reassigned.

(b) While retrogression is in process and after retrogression is completed increases in pay that occur will be applied only to the straight time rate for their new position and the retrogressed employee will only receive a benefit when the straight time rate for their new position exceeds the employee's adjusted rate.
LAYOFFS

7.10.1 A layoff of employees shall be made on the basis of the seniority list as it pertains to the particular work unit that requires downsizing. The employees designated for a layoff are entitled to displace other employees with less seniority within their bargaining unit if they are qualified and willing to do the work of the employees they desire to displace.

7.10.2 The employee designated for a layoff shall have five (5) working days after receiving written notification of their layoff as to their intent to displace other employees of less seniority.

7.10.3 After receiving written notice from the employees designated for a layoff that it is their desire to displace employees of less seniority, the Corporation and the Union will meet to determine, in each case, whether the employees designated for layoff are qualified to perform the duties of other employees with less seniority within their bargaining unit and thus displace these employees with less seniority.

7.10.4 When recalling employees to work after a layoff the last employee laid off shall be recalled first providing that those employees returning are qualified to perform the work required.

7.11 The Corporation will not replace/layoff regular employees with temporary, part-time or contract workers. If however for other reasons a layoff to the workforce becomes necessary the Corporation will have meaningful consultation with the Union prior to implementation.
ARTICLE 8

PROBATIONARY/TEMPORARY AND SEASONAL EMPLOYEES

8.01 Probationary employees are persons hired on a trial basis of six (6) months in order to determine their suitability for employment as regular employees. After successful completion of the probationary period written confirmation of regular status will be given to the probationary employee and the last date of hiring shall be established as the employment commencement date. During this period of probation the probationary employee shall not be considered as having regular status. A probationary employee who is discharged, when in the opinion of the President/Chief Executive Officer the employee’s performance is unsatisfactory, may have such discharge grieved. The President/Chief Executive Officer will have meaningful consultation with the Union/Management Action Committee prior to implementing the discharge of any probationary employee.

8.02 The Corporation may hire temporary help as required to perform functions normally associated with duties assigned to the union positions. It is to be understood that persons hired for such work will be advised when employed that they are engaged on a temporary basis only not to exceed twelve (12) months. If the temporary assignment exceeds twelve (12) consecutive months the position shall be posted or may be extended by mutual agreement of both parties.

8.03 Temporary/contract employees will not be used as a means of eliminating a vacancy in any classification within the bargaining unit or as a means of avoiding the creation of new positions.

8.04 Any employee engaged on a temporary basis will be covered only by the wage section of this agreement for the first twelve (12) months.

8.05 Probationary, temporary or seasonal employees shall be entitled to statutory holidays and vacations with pay in accordance with the Employment Standards Act.

8.06 The Union shall be notified in advance of all seasonal and temporary employees hired, their assigned duties, their rate of pay and their anticipated length of employment.

8.07 The Corporation shall not be required to post positions for seasonal or temporary employees.
ARTICLE 9

LEAVE OF ABSENCE

9.01 The Corporation agrees that there should be no loss of normal straight time pay for:

(a) A maximum of two employees for up to forty-eight (48) hours of contract negotiations with the Corporation's representatives.

(b) Should a meeting extend beyond normal working hours such time will not be paid.

9.02 Employees at the discretion of the Corporation may be granted up to twelve (12) months leave of absence. Leave of absence of less than three (3) months will be without loss of seniority. For leaves of absence greater than three (3) months but less than twelve (12) months seniority will not accrue nor will previous seniority be lost.

The employee is hereby given the option of paying any or all of the benefits prior to going on leave of absence.

9.03 For the purpose of attending a funeral or making arrangements for such an employee will be allowed up to five (5) days off with normal straight time pay when a death occurs for the following family members: Spouse (including common law partner), children and step-children, parents and step-parents of the employee or their spouse.

For the purpose of attending a funeral or making arrangements for such an employee will be allowed up to three (3) days off with normal straight time pay when a death occurs for the following family members: Son/Daughter In-Law, Siblings, step-siblings, grandparents, grandchildren of the employee or their spouse.

For the purpose of attending a funeral or making arrangements for such an employee will be allowed one (1) day off with normal straight time pay when a death occurs for the following family members: aunts, uncles, nieces and nephews, Brother/Sister In-Law, of the employee or their spouse.

9.04 Normal straight time pay will be maintained when an employee is called for jury duty or is subpoenaed to appear in court as a witness.

9.05 The Corporation acknowledges that the Union may require the release of employees from time to time for Union business. Such release(s) will be allowed insofar as the effective operation of the department will permit. When the time of employees on Union business is payable by the Union
such time will be charged at normal straight time rates of pay plus payroll burden of forty (40) percent.

FAMILY CRISIS LEAVE

9.06.1 When in the President/CEO's judgment the circumstances warrant a leave of absence with pay will be granted to a maximum of three (3) days per year of the Agreement (July 1 - June 30) in cases where an employee's residence is affected by a severe storm, fire or flood.

9.06.2 Employees will be allowed three (3) emergency family leave days per year of the Agreement (July 1 - June 30) and may be used in minimum of one-half day increments that will be deducted from their sick leave credit. This leave will be based upon reasons of personal emergency such as severe illness in the immediate family which would necessitate remaining home or being in close attendance at a hospital until adequate arrangements could be made for outside help. Within five (5) working days of taking emergency family leave the employee is to issue a written note to the President/C.E.O. documenting the purpose/days off.

9.06.3 As it pertains to Article 9.06.1 the President/CEO's decision will be considered final and the affected employee's/union will not have recourse to Article 4 of the Collective Agreement.

PARENTAL LEAVE

9.07.1 GENERAL

Employees who have been employed by the Corporation for a period of at least 13 weeks by the date on which the child is born or comes into the custody, care and control of the parent for the first time are eligible for an unpaid parental leave. A parent includes a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as his or her own.

9.07.2 DURATION OF LEAVE

Employees eligible for parental leave may take this leave beginning not later than 52 weeks of the child being born or coming into care. Unless otherwise mutually agreed females on pregnancy leave wishing to take a parental leave must commence parental leave immediately following the end of the pregnancy leave unless the child has not come into custody,
care and control of the parent for the first time. The duration of this leave is up to 35 weeks.

Employees who wish to take this leave must give the Corporation two weeks' notice in writing prior to the date the leave would begin and four weeks' notice of the date the leave will end if they wish to terminate the leave prior to 35 weeks following the date the leave commenced.
ARTICLE 10

BENEFITS

10.01 Upon entering the services of the Corporation each probationary employee shall be granted sick pay on the basis of one half day per month. Regular employees shall be granted sick pay on the basis of 1 ½ days per month and shall be accumulative to 300 days.

10.02 The Corporation's sick pay plan was created to reduce the financial hardship that bonafide illness can create insofar as inability to work and the consequent loss of normal wages are concerned. To qualify for payment for sick pay an employee must:

(a) Have an established credit for sick pay.

(b) Be suffering from a bonafide illness or injury which prevents his useful employment and is not compensable under the Workplace Safety and Insurance Board.

(c) When requested by Management to produce a Doctor's Certificate after illness or injury. The Corporation will reimburse the employee for any Doctor's fee associated with obtaining such a Certificate upon presentation of the associated bill or receipt. Failure to produce said Certificate may result in the loss of sick leave benefit for the specific illness or injury.

(d) Submit to medical examination by a Doctor of Medicine of the employee's choice if requested by Management.

(e) Return to work as soon as possible following recovery from illness or injury.

(f) Do everything possible to speed their recovery.

If an employee is on sick leave for more than ten (10) days in a calendar month the employee will not receive the sick leave accumulation credit for that month.

10.03 Employees will notify their immediate supervisor of illness requiring absence prior to the beginning of a shift.
10.04 The Corporation agrees to contribute for all regular employees the following:

(a) 100% of the Employer Health Tax.

(b) 100% of the premium cost of the Long Term Disability Plan. (Coverage 66-2/3% - $5,000.00/month max) until age 65.

(c) 100% of the premium cost of the Green Shield Canada Health Plan Group #6156 or its equivalent while employed until age 70 including:

(i) Prescription Drug Plan will consist of (i) Coverage for generic drugs unless "no substitute" prescribed by physician. (ii) Payment of the dispensing fee to a maximum of $10.00 per prescription. (Employees will be responsible for any dispensing fee cost above the maximum)

(ii) Health Services - Ambulance, Accidental Dental Benefits, Hospital Accommodation, Medical Items, Maximum of $525.00 [$550 effective July 1st, 2018] per Paramedical Service per calendar year (Please review services listed in Carrier Booklet) Vision care plan of $400.00 every twenty-four (24) months per dependent and subscriber. Vision care benefit amount can be used toward laser eye surgery. One (1) eye examination every twenty-four (24) months to a maximum of $85.00 per subscriber and dependent that is not covered by OHIP. Audio – Hearing Aids. Orthotic Inserts - $500.00 every 2 calendar years. Orthotic Shoes - 1 pair per calendar year.

(iii) Dental – Basic Services Current ODA Fee Schedule effective January 1st each year of the contract to a maximum of $2,000.00 annually (12 month period) including (9) month dental recall and scaling to a maximum of 12 units per year Comprehensive Basic Services, Major Restorative Dental 50% co-payment to a maximum of $1,000.00 annually (12 month period) per employee and dependent for - Caps, Crowns.

(iv) Travel Benefits - Outside Canada Emergency Coverage - 60 days for active employees

(d) Orthodontic Coverage - 50% co-payment to a maximum of $2,900.00 (effective July 1, 2012 - $3,000.00 effective July 1, 2013 and $3,100.00 effective July 1, 2014) lifetime per employee and dependent for Orthodontics.
(e) Bridge Coverage 50% co-payment to a maximum of $1,250.00 lifetime per employee and dependent for Bridges.

The Corporation shall be liable for payments of these plans as detailed above only while the employee is in receipt of normal straight time pay from the Corporation including Workplace Safety and Insurance Board and Long Term Disability as outlined in Item 7.02 (g) (h) or is on authorized Leave of Absence without pay for a period not exceeding thirty (30) days. It is understood and agreed by both parties that the Corporation may provide equivalent coverage through another Carrier for any of the above listed plans.

RETIREE BENEFITS

10.05 (a) The Corporation will extend benefits to retirees and early retirees with ten (10) years of Corporation service based on 50%/50% employer/employee co-payment of premiums.

The Corporation will extend benefits to retirees and early retirees with fifteen (15) years of Corporation service based on 70%/30% employer/employee co-payment of premiums.

The Corporation will extend benefits to retirees and early retirees with twenty five (25) years of Corporation service based on 80%/20% employer/employee co-payment of premiums.

The Corporation will be accountable for paying the Health Benefit Carrier(s) 100% of Drug coverage, Extended Health Care, Semi-Private Hospitalization, Vision and Audio coverage (excluding dental coverage and out of country coverage) and will invoice the retiree for their share of the respective premium as per above.

10.05 (b) Notwithstanding Article 10.05 (a) above, new employees hired by the Corporation on or after May 23, 2013 will only be eligible to receive the retiree benefits outlined in Article 10.05 (a) until they reach age 65.

PENSION

10.06 The Corporation and employees agree to continue in the Ontario Municipal Employees Retirement System Plan that is integrated with the Canada Pension Plan.
INSURANCE

10.07 The Corporation agrees to continue paying the premium cost of the existing MEARIE Life Insurance Plan in accordance with the regulations of this plan.

10.08 In recognition of the sick leave plan benefits provided by the Corporation the employees agree to make no claim to any rebates arising from the Employment Insurance Corporation rebates.
ARTICLE 11

VACATIONS / HOLIDAYS WITH PAY

11.01 Employees shall earn vacations with pay on the following basis:

- After one (1) years' service: 2 weeks (10 working days pay)
- After three (3) years' service: 3 weeks (15 working days pay)
- After nine (9) years' service: 4 weeks (20 working days pay)
- After 15 years' service: 5 weeks (25 working days pay)
- After 21 years' service: 5 weeks plus one day (26 working days pay)
- After 22 years' service: 5 weeks plus 2 days (27 working days pay)
- After 23 years' service: 5 weeks plus three days
- After 24 years' service: 5 weeks plus four days
- After 25 years' service: 6 weeks (30 working days pay)

11.02 With the approval of management an employee may carry over up to one (1) weeks' vacation (5 days) to the next year. The approved carry over is to be used prior to May 31st.

11.03 Vacations will be granted on the dates requested by the employees insofar as the effective operation of the department will permit.

11.04 The following shall be recognized holidays with pay and shall be paid for at straight time rates as per the Employment Standards Act:

- New Year's Day
- Family Day
- Good Friday
- Easter Monday
- Victoria Day
- Canada Day
- Civic Holiday
- Labour Day
- Thanksgiving Day
- Christmas Day
- Boxing Day
• Plus one-half day each before Christmas and New Year's Day (which at Management's discretion may be combined to become a full day holiday during the Christmas season).

• Plus a floating holiday to be mutually agreed between the employee and the employer with ten (10) working days' notice to be given by the employee.

• Plus any holiday proclaimed by the Federal or Provincial Government and any holiday proclaimed by the Mayor of the Town of Whitby.

11.05 Probationary employees shall be entitled to the above recognized holidays in accordance with the Employment Standards Act and shall only be entitled to the floating holiday noted above after successful completion of their probationary term.

11.06 In the event an employee who is not on call is required to work on any of these recognized holidays the employee shall be paid at the rate of double time for the actual time worked in addition to their normal day's pay.

11.07 Vacation entitlement is based on years of service continuous with the Corporation. In order to qualify for full vacation pay entitlement the employee must have been in attendance at work seventy-five (75%) percent of the normal working days available during the period in which vacation credits are earned. Available working days do not include vacations or holidays. An employee who does not fulfill these requirements will have their vacation pay reduced proportionately.

11.08 Those employees on call shall receive:

(a) straight time pay for call-out work performed (minimum 2 hours) during normal working hours on a recognized holiday. This is in addition to their normal day's holiday pay.

(b) a lieu day will be credited to each member who was on-call on the actual calendar day on which the recognized holiday occurred. This lieu day may be carried to the next calendar year with it being mandatory that this lieu time is to be taken as paid time off or paid out in that calendar year.
ARTICLE 12

HOURS OF WORK

12.01 It is recognized that the Corporation is responsible for the safety, health, comfort and general welfare of the citizens. Therefore the employees recognize that they may be required at any time during the day or night to assist in carrying out the services of the Corporation.

12.02 Employees reporting late within the first half hour after starting time will not be paid for the half hour and any further deductions for lateness shall be made on the basis of half hour increments. An employee reporting late must provide their own transportation to the job.

12.03 The normal work week for all employees (outside day shift) shall be 40 hours per week consisting of five days of eight hours each. The eight (8) hours of work will be between 7:00 A.M. and 4:00 P.M. (first Monday in November to the last Friday in April), Monday through Friday, with an additional one-half hour for lunch. Hours of work and the lunch break will be scheduled by Management. From the first Monday in May to the last Friday in October the eight (8) hours of work will be between 7:00 A.M. and 3:00 P.M. with a twenty (20) minutes paid lunch period. Work hours will not be changed without five (5) working days' notice unless there is mutual agreement between employees and the supervisor to change the hours.

12.04 If in the judgment of the operations staff it is in the best interests of the Corporation and its customers for the employee to continue with their regular work duties during their entitled one half hour lunch break the employee will be permitted to end their day shift one half hour earlier than scheduled. This practice will be permitted based on the following:

- employee could not reasonably schedule their lunch break to a later time frame
- employee advises an Operations Supervisor of the situation prior to the normally scheduled half hour lunch break or as soon as possible thereafter

The President/Chief Executive Officer solely reserves the right to cancel this practice if one or more employees fails to exercise good judgment or refuses to notify an Operations Supervisor when working through their regularly scheduled lunch break.

12.05 For the efficient operation of the Control Room there will be a day shift and an afternoon shift that shall be forty 40 hours per week consisting of five days of eight hours each. The hours of work will be between 7:30 A.M. and 3:30 P.M. Monday through Friday with a paid lunch break to be taken
OVERTIME

12.06 All work performed outside of the normal hours shall be paid for at the rate of two (2) times the basic rate of pay.

12.07 When an employee is called out at other than normal hours they shall receive a minimum of two hours at double time (four (4) hours) or the actual time worked at the appropriate premium rate whichever is greater.

12.08 Overtime which is contiguous with normal working time does not constitute a call-out but when an employee has left the premises of the Corporation and is called back such constitutes a call-out.

12.09 An employee shall be released from the job by Management when regular crews come into work and the work load so warrants.

12.10 Time spent for meals is not to be considered as a break in the continuity of work.

BANKED OVERTIME

12.11 Banked time provisions will apply to all employees (excluding probationary, temporary and seasonal employees) of the Corporation.

Employees who work overtime shall be entitled to bank up to a maximum of eighty (80) hours of overtime per calendar year. The employee has the following options:

- Being paid the overtime hours at the appropriate premium rates
- Bank the entire entitlement to be taken as paid time off at a mutually agreeable time
- Banking a portion of the overtime at the appropriate premium rates to be taken as paid time off at a mutually agreeable time.

If at the end of the calendar year there is any banked time still accrued from that year employees will be allowed to carry over the balance to the next calendar year with it being mandatory that the carryover must be
taken as paid time off at a mutually agreeable time in that calendar year. This carryover will be considered over and above the existing provisions outlined in 11.02.

REST PERIODS

12.12 (a) Where an employee is required to work four (4) or more consecutive or accumulative overtime hours (from portal to portal) between the hours of 11:30 P.M. and 07:30 A.M. (11:00 P.M. and 7:00 A.M. for summer work hours) the employee shall be entitled to a rest period, commencing at the start of the employee's normal working hours, on the following basis:

For four (4) hours but less than five (5) Four (4) hour rest period
hours
For five (5) hours but less than six (6) Five (5) hour rest period
hours
For six (6) hours but less than seven Six (6) hour rest period
(7) hours
For seven (7) or more hours The balance of the workday at
the employee's regular rate of pay

The employee will be paid at their regular rate of pay for the entitled rest period that occurs during the employee's normal working hours.

12.12 (b) Should an employee work continuously for more than sixteen (16) hours or should an employee accumulate sixteen (16) hours of working time (from portal to portal), in a twenty four (24) hour period without a minimum four (4) hour continuous break, the employee shall be entitled to an eight (8) hour rest period when the employee is released from the job. Should any portion of the rest period extend into the employee's normal working hours the employee will be paid at their regular rate of pay for such time.

If the employee's entitled rest period extends to 2:00 P.M. the employee will be permitted to be absent for the balance of the work day and will be paid at their regular rate of pay.
MEAL ALLOWANCE

12.13 An employee is entitled to a half-hour meal break after working continuously for two (2) hours beyond the end of their normal shift and every four (4) hours thereafter. In the case of call-outs they are entitled to a meal break after four (4) hours of continuous work and every four (4) hours thereafter. Furthermore employees are entitled to a meal break and breakfast allowance of $15.00 when the employee is called out to work and the work is contiguous with the commencement of their regularly-scheduled shift.

12.14 Should an employee with the concurrence of their supervisor choose to forego a meal break(s) (other than a meal break which is contiguous with the beginning of their normal shift) they will be entitled to claim $15.00 in lieu and will further be credited with an additional half hour pay at double time each meal break missed. No more than a total of four meal breaks may be skipped in any continuous period of work.

ON CALL DUTY

12.15 On Call duty is defined as that duty performed by qualified employees who are required by the Corporation to be ready and able to respond within thirty minutes to the normal work headquarters for service at other than normal working hours. New employees will not be assigned On Call duty until they have completed their probationary period unless otherwise directed by the President & Chief Executive Officer after meaningful consultation with the Union/Management Action Committee.

12.16 (a) In the Line Department there shall be two employees on call for one week from Tuesday at normal start time to the following Tuesday at normal start time at a standby rate per hour of 6% of the Journeyman Lineman rate for all hours of on-call duty outside of normal working hours.

(b) In the event that an on-call employee is unable to cover their callouts the employee and/or immediate supervisor will attempt to arrange for a substitute. In the event that a substitute is not available then the employee scheduled for the next call period (within the same capacity of Lead or Lag On call position) will relieve for the employee that is unable to cover the call outs.

(c) In the Control Room there shall be one employee on call for one week from Tuesday at normal start time to the following Tuesday at normal start time at a standby rate per hour of 6% of the Journeyman System Operator rate for all hours of on-call duty outside of the two (2) scheduled shifts.
12.17 It is the duty of the person on call to arrange for their own substitute and notify their respective supervisor and the Answering Service of any change. Those on duty shall contact the Answering Service upon arrival at the trouble call location and prior to leaving the Whitby Hydro Service Centre or trouble call location after a call-out.

12.18 An on-call vehicle will be provided to each of the two Lineman on-call and cellular phones will be supplied to both members of the on-call Line crew and the on-call System Operator. The designated vehicles/cellular phones are to be used for business purposes only with the exception of using the cellular phones to make personal calls to home when necessary.

**EMPLOYEE EXPENSES**

12.19 The Corporation agrees to pay all reasonable expenses incurred by employees related to travel, meals (up to $20.00 for breakfast, $25.00 for lunch and $30.00 for dinner), lodging or other business activities upon the employees' remittance of receipts of proof of incurred expenses. The Corporation will make every best effort to reimburse employees within 10 business days following remittance of receipts.
ARTICLE 13

RELIEVING IN OTHER POSITIONS

13.01 When an employee is assigned by their supervisor to relieve in a position of higher rating within the bargaining unit, the employee shall receive the rate of the position in which they are relieving for the full period of the relief. It is the duty of the supervisor to designate this person.

13.02 When an employee in the bargaining unit is placed in the position of supervisor outside of the bargaining unit the person that relieves shall receive after four (4) hours 10% above their normal rate of pay for the full period of the relief. It is the duty of the supervisor to designate this person.

13.03 When an employee is assigned to relieve in a position of lower rating for any period the employee shall maintain their regular rate of pay.

13.04 When an employee of lower rating, in the bargaining unit, is assigned by their supervisor to relieve in the position of Stockman/Buyer, Senior Substation Technician, Senior Meter Technician for four hours or more the employee shall receive 10% above their normal rate of pay for the full period of the relief. It is the duty of the supervisor to designate this person.

13.05 After being in a relief position for more than one (1) month, the employee will be paid at the higher rate of pay for subsequent Statutory Holidays while in the relief position.
ARTICLE 14

OCCUPATIONAL HEALTH AND SAFETY

14.01 The parties are vitally interested in maintaining a healthy and safe working environment for the employees. Therefore, the parties agree to maintain the Joint Health and Safety Policy and to abide by the requirements of the Occupational Health and Safety Act.

14.02 The Corporation agrees to carry out all standard rules and regulations with regard to safety practices and further agrees to continue to maintain an adequate supply of safety equipment. This equipment is supplied on the understanding that each employee shall make the best use of such equipment for their own safety and the protection of others while on hazardous work. Each employee shall report any defects in tools or safety equipment to their immediate supervisor.

SAFETY FOOT WEAR

14.03 The Corporation and the Union have agreed that on an annual basis, the Corporation will agree to contribute up to $185.00 effective July 1st, 2012, $190.00 effective July 1st, 2013, $200.00 effective July 1st, 2014 per year towards the cost of safety foot wear, only after the original receipt of purchase, specifying a green patch and omega symbol has been submitted. It is a condition of employment that safety boots or shoes be worn during working hours.

HIGH VISIBILITY CLOTHING

14.04 The Corporation will provide high visibility flame retardant clothing for those employees required to wear it on the following basis. Replacement, as required, will be dependent on Supervisors approval.
1) Operations Department (Meter, Substation, Inspector and Line Dept.)

2) The following compliment of ARC/FR clothing will be supplied to all staff members of the Operations Department and will be replaced as required.

<table>
<thead>
<tr>
<th></th>
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<th>Substation</th>
<th>Inspector</th>
<th>Meter Dept.</th>
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<tr>
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</tr>
<tr>
<td>Summer Bib Overalls</td>
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<td>2</td>
<td>2</td>
<td>0</td>
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</table>

HEALTH AND SAFETY COMMITTEE

14.05 The Joint Health and Safety Committee (referred to hereafter as "the Joint Committee") shall consist of four (4) members: one (1) member selected by the Corporation; three (3) members selected by the Power Workers' Union two (2) from the outside unit and one (1) from the inside unit. Alternates may be allowed, however they shall only be used with the approval of the Co-Chairperson of the group who the alternate represents. Each party will supply a listing of up to two (2) alternates.

The Joint Committee shall meet on a regular established schedule predetermined and approved by the Joint Committee as per the Committee's Terms of Reference. Any changes to the meeting schedule must be approved by both the Co-Chairpersons.
ARTICLE 15
CERTIFICATION/TRAINING

15.01 The Corporation in recognizing the need for updating employee qualifications will provide the opportunity for employees to attend training courses. An employee on a training course shall be paid on the basis of their normal day's pay while at the course. No compensation shall be given for time outside of normal working hours.

15.02 The Corporation will assist tradespeople who have successfully completed an Electrical Distribution Association (EDA) Training Program and the Schedule "A" progression sequence or who have valid qualifications from other out-of-province jurisdictions in obtaining an Ontario Certificate of Qualifications for their trade by paying the provincial examination fee and allowing time off work without loss of normal straight-time wages to write the examination.

15.03 The Corporation will register applicable trades apprentices with the Ministry of Colleges and Universities Apprenticeship Branch.

15.04 Only qualified tradespeople or apprentice tradespeople will perform work for which they are qualified.

15.05 As a condition of employment the Corporation requires that all persons that may be called upon to drive Corporation vehicles from time to time must be acceptable under the existing Corporation Vehicle Insurance Policy.

15.06 Where duties require an employee to obtain and/or retain a Driver's License of a Class higher than G the Corporation agrees to pay for any additional associated costs incurred by the employee in obtaining or retaining such a driver's license.

15.07 Any mandatory license required by The Ontario College of Trades will be paid for by the Corporation.
ARTICLE 16

UNION/MANAGEMENT COMMITTEE

16.01 The outside staff will have two (2) representatives on the Joint Union/Management Action Committee plus one (1) alternate representative.
ARTICLE 17

WORKING EQUIPMENT

17.01 The Corporation shall continue to supply to the bargaining unit employees without expense all the necessary tools and equipment to perform their duties in a safe and efficient manner. These tools will remain the property of the Corporation. The Corporation will be responsible for the replacement of these tools when they become worn out or broken and returned.

17.02 Employees will be required to give the Storekeeper a receipt for any personal equipment issued to them. Any unreasonable loss or damage to such personal equipment shall be charged against the employee.
ARTICLE 18

INCLEMENT WEATHER

18.01 The Corporation shall continue to provide alternate work for regular employees who usually work outside when in the opinion of Management inclement weather exists.
ARTICLE 19

METER RELATED AFTER HOURS CALLS

19.01 Meter related calls received after hours by the lead-call Lineman will be forwarded on an equitable basis to a member of the Meter Department who will respond to the call. If a member of the Meter Department is unable to respond only one on-call Linemen will respond to these calls.
ARTICLE 20

WAGE RATES AND CLASSIFICATIONS

20.01 The wage rates and classifications shall be as set out in Schedule "A" attached to and forming part of this Agreement. This shall not be construed that all classifications listed must be filled.

20.02 As determined by the respective Management Supervisor progression from one level to the next in any given classification is dependent upon adequate progress being made in the employee's on-the-job performance during the specified period as set out in Schedule 'A' as well as successful completion of any training courses which may be a prerequisite for that level.

PAY SYSTEM

20.03 The Corporation will maintain a weekly pay system. All regular employees are obligated to participate in a direct deposit plan.

EMPLOYEE INITIATED JOB CHALLENGES

20.04 Employees will be entitled to bring forward "Employee Initiated Job Challenges" to the President/Chief Executive Officer for review if there has been "substantive changes" to their job duties. The President/Chief Executive Officer in consultation with the immediate supervisor will review the job and subject to union approval make changes in wage rates where appropriate. A Mid-Term Agreement will be completed documenting the change in wage rates where applicable.
ARTICLE 21

TERM OF AGREEMENT

21.01 This Agreement shall take effect July 1st, 2015 and remain in effect and full force until June 30th, 2019 and thereafter from year to year unless terminated or amended by notice in writing from either party within a period of not more than ninety (90) days and not less than thirty (30) days prior to the termination date in any year.

21.02 During the discussions or negotiations of any proposed renewal or revision of the Agreement, the Agreement in the form in which it may be at the commencement of such negotiations shall remain in full force and effect until completion of negotiations as provided for in the Ontario Labour Relations Act.

21.03 The parties agree that this Collective Agreement applies to all successor companies of the Whitby Hydro Energy Corporation including all companies created to comply with Bill 35 (the Energy Competition Act) or related regulations.

MID-TERM AGREEMENTS

21.04 Any modification to this Agreement shall be subject to agreement by the Corporation and the Union's Executive. Unless specifically referred to in a Mid-Term Agreement the pertinent provisions of this Agreement shall apply.

NOTE: A Mid-Term Agreement is a modification of the Collective Agreement executed by the parties on the prescribed form (a specimen of which is shown below) during the term of the Collective Agreement.

Mid-Term Agreement

Title

Number  Date

It is jointly agreed that the following Mid-Term Agreement shall form part of the Collective Agreement between the parties.

SAMPLE

Whitby Hydro Energy Corporation    Power Workers' Union
ARTICLE 22

Amalgamation/Mergers/Sale

Should the Corporation merge, amalgamate, sell or combine any of its operations or functions with another Company or Companies, the Corporation agrees to give the Power Workers' Union, C.U.P.E. 1000 as much notice as practically possible prior to implementing such change.

In the event there is a merger with another Company or Companies in which the covered employees therein are represented by another Union, the representation rights and Collective Agreement and the status quo of C.U.P.E. 1000 Power Workers' Union members shall be maintained in respect of those members until a final determination is made under the Labour Relations Act of Ontario or any successor organization as to the proper representation of the combined group.
ARTICLE 23

COST OF LIVING ALLOWANCE - ESCALATOR CLAUSE

For the time frame May 1st, 2016 to April 30th, 2019 apply the following Cost of Living Allowance.

The provisions of the Escalator Clause will terminate as of April 30th, 2019.

Increases will be based on the Ontario Consumer Price Index (CPI) (All items 2002 = 100) figure published for April 2016. A 3% increase in the CPI over that published for April 2016 will activate the Escalator Clause.

Increases will be made based on the following:

For each 1/2 % increase above the activation point a 1/2 % increase in all Schedule “A” rates will be implemented to a maximum of two (2) percent. Any increases will be applied in the first payroll period of the month following the month of the trigger point (not compounded).
### SCHEDULE “A”

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#### OUTSIDE EMPLOYEES

| **LINE SUBFOREMAN**   |       |       |       |       |
| 1/15  | 46.30  | 47.23  | 48.17  | 49.25  |

*(115% Journeyman Lineman Rate)*

#### JOURNEYMAN LINEMAN

| **Full Competency (100%)** |       |       |       |       |
| 40.26  | 41.07  | 41.89  | 42.83  |
| 36.23  | 36.96  | 37.70  | 38.55  |
| 32.21  | 32.86  | 33.51  | 34.26  |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **4th Year (90% of J.L. Rate)** |       |       |       |       |
| 36.23  | 36.96  | 37.70  | 38.55  |
| 32.21  | 32.86  | 33.51  | 34.26  |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **3rd Year (80% of J.L. Rate)** |       |       |       |       |
| 32.21  | 32.86  | 33.51  | 34.26  |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **2nd Year (70% of J.L. Rate)** |       |       |       |       |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **1st Year (60% of J.L. Rate)** |       |       |       |       |
| 24.16  | 24.64  | 25.13  | 25.70  |

#### SENIOR SYSTEM OPERATOR

| **Full Competency (100%)** |       |       |       |       |
| 47.33  | 48.28  | 49.25  | 50.36  |

| **4th Year (90% of J.O. Rate)** |       |       |       |       |
| 36.23  | 36.96  | 37.70  | 38.55  |
| 32.21  | 32.86  | 33.51  | 34.26  |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **3rd Year (80% of J.O. Rate)** |       |       |       |       |
| 32.21  | 32.86  | 33.51  | 34.26  |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **2nd Year (70% of J.O. Rate)** |       |       |       |       |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **1st Year (60% of J.O. Rate)** |       |       |       |       |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **Relief Rate (110% of normal rate)** |       |       |       |       |
| 44.29  | 45.18  | 46.08  | 47.11  |

#### SENIOR SUBSTATION TECHNICIAN

| **Full Competency (100%)** |       |       |       |       |
| 47.33  | 48.28  | 49.25  | 50.36  |

| **4th Year (90% of S.T. Rate)** |       |       |       |       |
| 36.23  | 36.96  | 37.70  | 38.55  |
| 32.21  | 32.86  | 33.51  | 34.26  |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **3rd Year (80% of S.T. Rate)** |       |       |       |       |
| 32.21  | 32.86  | 33.51  | 34.26  |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **2nd Year (70% of S.T. Rate)** |       |       |       |       |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **1st Year (60% of S.T. Rate)** |       |       |       |       |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **Relief Rate (110% of normal rate)** |       |       |       |       |
| 44.29  | 45.18  | 46.08  | 47.11  |

#### SENIOR METER TECHNICIAN

| **Full Competency (100%)** |       |       |       |       |
| 47.33  | 48.28  | 49.25  | 50.36  |

| **4th Year (90% of J.M.T. Rate)** |       |       |       |       |
| 36.23  | 36.96  | 37.70  | 38.55  |
| 32.21  | 32.86  | 33.51  | 34.26  |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **3rd Year (80% of J.M.T. Rate)** |       |       |       |       |
| 32.21  | 32.86  | 33.51  | 34.26  |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **2nd Year (70% of J.M.T. Rate)** |       |       |       |       |
| 28.18  | 28.75  | 29.32  | 29.98  |
| 24.16  | 24.64  | 25.13  | 25.70  |

| **1st Year (60% of J.M.T. Rate)** |       |       |       |       |
| 24.16  | 24.64  | 25.13  | 25.70  |

<p>| <strong>Relief Rate (110% of normal rate)</strong> |       |       |       |       |
| 44.29  | 45.18  | 46.08  | 47.11  |</p>
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<td>4th Year (90% of J.L. Rate)</td>
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<td>28.95</td>
<td>29.53</td>
<td>30.12</td>
<td>30.80</td>
</tr>
<tr>
<td>2nd Year (90% of Stockman Rate)</td>
<td>26.06</td>
<td>26.58</td>
<td>27.11</td>
<td>27.72</td>
</tr>
<tr>
<td>1st Year (80% of Stockman Rate)</td>
<td>23.16</td>
<td>23.62</td>
<td>24.10</td>
<td>24.64</td>
</tr>
<tr>
<td>Relief Rate (110% of normal rate)</td>
<td>31.85</td>
<td>32.48</td>
<td>33.13</td>
<td>33.88</td>
</tr>
<tr>
<td><strong>Other Rates</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Article 12.16 (a) - On Call Duty</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Standby Line Department (6% of the Journeyman Lineman Rate)</td>
<td>2.42</td>
<td>2.46</td>
<td>2.51</td>
<td>2.57</td>
</tr>
<tr>
<td>Standby Control Room (6% of the Journeyman System Operator Rate)</td>
<td>2.42</td>
<td>2.46</td>
<td>2.51</td>
<td>2.57</td>
</tr>
<tr>
<td>Shift Premium (4% of the Journeyman System Operator Rate)</td>
<td>1.61</td>
<td>1.64</td>
<td>1.68</td>
<td>1.71</td>
</tr>
</tbody>
</table>
LETTER OF UNDERSTANDING

BETWEEN

POWER WORKERS' UNION

-and-

WHITBY HYDRO INC.

RE: Voluntary Buyout of Post 65 Retiree Benefits

It is jointly agreed that the following LOU shall form part of the Collective Agreement between the parties.

Upon ratification of the Whitby Hydro Collective Agreement, the employees with at least 10 years of seniority eligible for lifetime benefits upon retirement may exercise the following option:

1. Voluntary.

2. Cash payment upon retirement:

   $30,000 if election exercised on or before June 30th, 2016. This election, if made, is irrevocable regardless of when the employee subsequently retires, whether before or after June 30th, 2016.

3. No payments will be made at time of election.

4. Payment received at retirement may be treated as retirement allowance and therefore receive favourable tax treatment.

5. Employees accepting the voluntary buyout forfeit lifetime retiree benefits (post 65).

6. Employees electing the voluntary buyout are not eligible for the retiree benefits under the post-retirement benefit plan set out in Article 10.05 in the Collective Agreement.

7. All retirements to be in accordance with OMERS requirements.

POWER WORKERS' UNION

WHITBY HYDRO

DATE: June 14, 2016

DATE: July 4, 2016
Signing Page

Dated at **Whitby** this **30** Day of June 2016

**Whitby Hydro Energy Corporation**

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Mike Chase

Sarah Fugnitto

Kevin Whitehead

Stacia Boss

John Sanderson

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Dated at **Whitby** this **30** day of June 2016

**Power Workers Union -- Canadian Union of Public Employees -- Local 1000**

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Reg Clarke

Roy Simard

Mél Hyatt
Overtime shall be allotted among the employees as equitably as practicable among the employees. The Employer shall maintain overtime records and the Principal Stewards shall have access to the record. When an employee is permitted by the Employer to decline overtime, the employee shall be recorded as having had the opportunity.