

ORIGINAL

**SIoux LOOKOUT HYDRO INC.
COLLECTIVE AGREEMENT**

Collective Agreement

Between

The Sioux Lookout Hydro Incorporated
(hereinafter referred to as "the Company")

and

Power Workers' Union
CUPE Local #1000

April 1, 2018 - March 31, 2021

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ARTICLE 1 - PREAMBLE AND PURPOSE

The general purpose of this agreement is to establish and maintain orderly collective bargaining relations between the Company and its employees, to make provision for prompt and equitable disposition of grievances and to establish and maintain satisfactory working conditions, hours of work and wages for all employees who are subject to the provisions of this agreement.

ARTICLE 2 - RECOGNITION

The Company recognizes the Union as the sole collective bargaining agent for all employees save and except:

- The confidential secretary/accounting clerk
- Persons above the rank of non-working foreman
- Students employed during the school vacation period
- Persons regularly employed for not more than twenty-four (24) hours per week

ARTICLE 3 - MANAGEMENT'S RIGHTS

The Union acknowledges that the Company has the exclusive right to manage its business and direct the working force, and enforce such rules and regulations as shall from time to time be required consistent with the terms of the Agreement.

ARTICLE 4 - UNION SECURITY AND CHECK-OFF

4:01 All employees who are members of the union as of the date of signing of this agreement shall, as a condition of employment, remain members of the Union during the lifetime of the Agreement.

Any employee who is hired subsequent to the date of signing of this Agreement shall become a member of the Union within thirty (30) days of his hiring and will be required to continue to be a member of the Union as a condition of his employment.

4:02 During the term of this Agreement the company shall deduct from the pay of all employees, who authorize such deductions in writing, the regular monthly union dues and shall remit same to the Financial Officer of the Union not later than the fifteenth (15) of each calendar month.

4:03 In consideration of this deduction and forwarding service by the Company, the Union agrees to indemnify and save the Company harmless against any claim or liability arising out of or resulting from the collection and forwarding of these duties.

ARTICLE 5- COMPANY SERVICE CREDIT

- 5:01 Credit for Company service shall accrue to regular employees and shall represent an employee's service with the Company subject to the conditions set out herein.
- 5:02 An employee's Company Service Credits shall be terminated if or when he:
- Terminates voluntarily
 - Is discharged
 - Retires
 - Is laid off for a period exceeding twelve (12) calendar months
 - Fails to report for work after a lay-off within ten (10) working days of recall, notice of which has been forwarded by registered mail to the last address the employee has reported to the Company
 - Is absent from work because of non-occupational illness or injury for twelve (12) months, after exhausting vacation and sick leave
 - Is absent from work because of occupational illness or injury covered by Workplace Safety & Insurance Board for twenty-four (24) months, after exhausting vacation and sick leave.
- 5:03 Company Service Credits shall not accrue to employees during periods of strike against the Company.

ARTICLE 6 - EMPLOYEE CATEGORIES

- 6:01 Temporary - Temporary employees are persons hired for a period not to exceed six (6) calendar months or such longer periods as are mutually agreed to by the parties in positions which are not likely to become part of the Company's continuing organization. Temporary employees shall not accrue Company Service Credit and they may be discharged without having recourse of the Grievance Procedure. When hiring temporary employees consideration will be given to PWU hiring hall members.
- 6:02 Probationary - Probationary employees are persons hired for a probationary period to determine their suitability for regular positions. The probationary period shall not exceed six (6) months or such longer period as may be mutually agreed to by the parties. When an employee completes his/her probationary period and attains regular status, his/her Company Service Credits will date from his/her date of hire. During an employee's probationary period he will not be entitled to the benefits accruing to regular employees and he may be discharged without having recourse to Grievance Procedure.
- 6:03 Regular - Regular employees are persons who have satisfactorily completed a probationary period and are employed in positions covered by this agreement.

ARTICLE 7 - STRIKES/LOCKOUTS

The parties to this agreement agree that no lockouts or strikes, as defined in the Ontario Labour Relations Act, shall occur during the term of this Agreement.

ARTICLE 8 - GRIEVANCE AND ARBITRATION PROCEDURE

8:01 Grievance Definition - for the purpose of this Agreement a dispute, claim or complaint which involves the interpretation, application or alleged violation of this Agreement including any difference arising from dismissal or suspension of an employee shall be considered a fit matter for grievance and shall be dealt with promptly and as specified below.

8:02 Requests and Complaints

- a) It is the policy of the Company to allow employees reasonable opportunity to present to supervisors any request or complaint which they may have concerning any aspect of their working conditions.
- b) It is recognized, however, by the Company and the Union that not every such request or complaint constitutes a grievance (as defined in 8:01 above) entitled to be handled under the Grievance Procedure hereinafter provided.
- c) Any employee having such a request or complaint is entitled to present it to his/her supervisor for consideration. Within four (4) working days of receipt of the employee's request or complaint the supervisor will inform the employee of his/her disposition on the request or complaint.

8:03 GRIEVANCE PROCEDURE

- a) The time limits set out for the processing of grievances shall be adhered to except in the case of mutual agreement by the parties to alter the time limits.
- b) Step 1 - An employee believing he has a grievance shall, within five (5) working days of the alleged grievance, present said grievance in writing to his/her immediate supervisor within four (4) working days of receipt of the grievance, the supervisor will discuss the matter with the aggrieved employee who may be accompanied by his/her steward. The supervisor shall give his/her disposition in writing within five (5) working days of such discussion.
- c) Step 2 - If the grievor (or the Union) is not satisfied with the reply at Step 1, he may, within ten (10) working days of the reply at Step 1, submit the grievance to the Manager or his/her designated representative. The Manager shall, within five (5) working days of the receipt of the grievance at this Step, convene a grievance meeting at which the employee may be accompanied by his/her Union representative. The Manager shall give his/her disposition in writing within five (5) working days of the Second Step meeting.

8:04 Arbitration

Failing settlement at Step 2, the Union may within thirty (30) calendar days of the

issuance of the disposition at Step 2 notify the company of its intention to submit the grievance to arbitration, and at the same time inform the Company of the Union nominee to an Arbitration Board which will then be processed in accordance with the Ontario Labour Relations Act.

- 8:05 No Board of Arbitration shall have the power to alter or change any of the provisions of this Agreement or to substitute any new provision for any existing provision, or to provide a decision which is inconsistent with any terms or provision of this Agreement.
- 8:06 Each party of this Agreement will bear the expenses and fee of its nominee and the parties will share equally the expenses and fee of the Chairman.

ARTICLE 9 - HOURS OF WORK AND OVERTIME

- 9:01 a) This section establishes the hours of work and the calculation and payment of overtime, but not to be construed as a guarantee of hours of work per day or week.
- b) It is acknowledged that the Company's business is of a continuing nature and that the employees may be required to work at any time during the night or day to ensure that service to the customers is maintained. The employees will co-operate with the Company in providing service and coverage on a continuing basis.
- 9:02 a) The work week for employees covered under wage Schedule A (outside employees) shall be forty (40) hours per week consisting of five (5) days of eight (8) hours per day between the hours of 0800 and 1600 including a fifteen (15) minute paid lunch period with lunch to be eaten at the job site Monday through Friday inclusive.
- b) The work week for employees covered under wage Schedule B (office employees) shall be thirty-seven and one-half (37.5) hours per week consisting of five (5) days of seven and one-half (7.5) hours per day between the hours of 0800 and 1630 with a lunch period of one (1) hour Monday through Friday inclusive.
- 9:03 All authorized work performed outside the hours of work defined in clause 9:02 will be considered overtime and paid at the appropriate overtime rate.
- 9:04 Overtime
- (a) Overtime work performed shall be paid at two hundred percent (200%) of the regular rate of pay.
- (b) When employees are required to work more than two (2) hours beyond the normal work day, they shall be compensated a reasonable amount to cover the expense incurred, and thereafter at all four (4) hour intervals.
- 9:05 (a) When an employee is called in for emergency overtime work outside of his/her normal working hours, he shall be provided with a minimum payment of four (4) hours at straight time rates, or the actual time worked at the appropriate premium rate, whichever is the greater, except when a short call follows within

one (1) hour of the completion of a previous call in which case time shall be considered continuous from the start of the previous call.

(b) There shall be no minimum payment applicable to overtime as worked as an extension of an employee's normal daily working hours.

(c) Employees entitled to compensation under 9:03 (Schedules A & B) performing work in excess of their 40 hours per week shall have the option of banking this time to be taken as days off with pay, or receiving the appropriate overtime rate of pay. Time off shall be scheduled so as not to disrupt the operation of the Company. At the time of Union Agreement expiry date, all time banked for the year be either taken or cashed out: and that employees be given the right to reconvert banked time to cash, if required. A cap on all banked-time hours to a maximum of eighty (80) hours.

9:06 On-Call

(a) All qualified employees will be required to perform on-call duty which will be rotated among them on an equitable basis. The Company shall post a roster indicating the on-call schedule.

(b) The payment for on-call duty for qualified employees shall be one (1) hour per day Monday through Friday and two (2) hours per day for Saturday and Sunday at the Journeyperson rate, per seven (7) day week. On recognized holidays the employee on-call shall receive an additional four (4) hours bank time or equivalent time off. Company to supply and maintain paging units to person on-call.

(c) In addition to the on-call allowance, payment for time worked shall be as outlined in the overtime and minimum call-out provisions of this Agreement.

(d) Employees performing on-call duties shall have the option of banking this time – equivalent of eight (8) hours to be used as days off with payor receiving the payment as outlined in Article 9:06 (b). Time off shall be scheduled so as not to disrupt the operation of the Company. At the time of Collective Agreement expiry date, all time banked for the year be either taken or cashed out and that employees be given the right to reconvert banked time to cash, if required.

9.07 Rest Time

1. Employees who are required to work overtime beyond 0100 hours, will be allowed eight (8) consecutive hours' time off immediately commencing the termination of their last overtime job. An employee will be compensated at their normal rate of pay for those eight (8) hours which fall within the employee's regularly scheduled hours.
2. An employee who is "called out" after 0100 hours, and whose last overtime job terminates after 0800 hours, but before 0930 hours, will not be required to report back to work.

3. An employee who is required to work overtime commencing after 0600 hours, but with no previous overtime, will not get time off. If there has been previous overtime, in this case after 0100, the eight (8) consecutive hours will commence at the termination of the last overtime job.

ARTICLE 10 - RECOGNIZED HOLIDAYS

10:01 The following days shall be recognized as paid holidays by the Company:

New Year's Day	Labour Day
Good Friday	Thanksgiving
Victoria Day	Remembrance Day
Civic Holiday	Dominion Day
Christmas Day	Boxing Day
The full working day before Christmas	Family Day

10:02 Regular employees of the company will be entitled to payment of regular basic wages for such holidays provided they have worked or have been on an authorized leave of absence on the normal scheduled days of work which immediately precede and follow such holidays.

10:03 Any employee who is required to work on such a holiday shall be paid for time worked at the premium rate specified in the overtime clause of this Agreement in addition to his/her holiday pay.

10:04 When any of the above-noted recognized holidays falls on a Saturday or Sunday and is not proclaimed as being observed on some other day, the preceding Friday or the following Monday as designated by the Company shall be recognized as the holiday.

ARTICLE 11 – VACATIONS

11:01 Vacation pay shall mean the regular basic wages of the employee immediately prior to the date on which vacation monies become payable. In any event and in the cases of temporary and probationary employees, vacation payment shall be made in accordance with the Employment Standards Act.

11:02 Vacations will, as far as practical, be granted at the times most desired by employees, provided their preferences are made known to the Company in sufficient time to arrange its work programs. To ensure orderly operation of its business, the Company reserves the final right to allot vacation periods. Choice of vacation dates will be given in order of seniority. Where an employee's vacation is divided into two or more periods, the aforementioned seniority shall apply to only one such divided period.

11:03 Vacations shall not be accumulative and shall be taken in the year in which they become due unless otherwise expressly provided by the Company.

- 11:04 (a) An employee shall be entitled to ten (10) working days vacation with pay after completion of one (1) year of continuous Company service.
- (b) An employee shall be entitled to fifteen (15) working days vacation with pay after completion of four (4) years of continuous Company service.
- (c) An employee shall be entitled to twenty (20) working days vacation with pay on completion of nine (9) years of continuous Company service.
- (d) An employee shall be entitled to twenty five (25) working days vacation with pay on completion of fifteen years (15) of continuous Company service.
- (e) An employee shall be entitled to thirty (30) working days vacation with pay on completion of twenty (20) years of continuous Company service.
- (f) An employee shall be entitled to thirty (30) working days vacation plus one (1) day with pay on completion of twenty five (25) years of continuous Company Service.
- (g) An employee shall be entitled to thirty (30) working days vacation plus two (2) days with pay on completion of twenty-six (26) years of continuous Company Service.
- (h) An employee shall be entitled to thirty (30) working days vacation plus three (3) days with pay on completion of twenty-seven (27) years of continuous Company Service.
- (i) An employee shall be entitled to thirty (30) working days vacation plus four (4) days with pay on completion of twenty-eight (28) years of continuous Company Service.
- (j) An employee shall be entitled to thirty-five (35) working days vacation with pay on completion of twenty-nine (29) years of continuous Company Service.
- (k) Employees taking holidays between October 1st and March 31st will be granted one (1) additional day off (banked time) for every five (5) consecutive days of vacation taken during this six (6) month period.
- 11:05 If a recognized holiday, as defined in Article 10 of this Agreement, falls or is observed during an employee's vacation period, a day off with pay will be granted for each such holiday.

ARTICLE 12 - SICK LEAVE

- 12:01 The Company's sick leave plan for regular employees was created by the Company to reduce the financial hardship that a bona fide illness can create so far as the inability to work and consequent loss of regular basic wages are concerned.
- 12:02 To qualify for payment of sick pay, an employee must:
- Have an established credit for sick pay;
 - Ensure that his/her illness is reported to the Company as soon as possible;
 - Be suffering from a bona fide illness which prevents his/her regular employment and is not compensable under W.S.I.B.;

- Submit written verification of is illness signed by a qualified doctor of medicine if requested by the Company;
 - Submit to medical examination by a doctor of medicine designated by the Company upon request;
 - Return to work as soon as possible following recovery from illness.
- 12:03 Sick pay will accrue to regular employees at the rate of one and one-half (1.5) days per month of accredited Company Service Credit to a maximum of two hundred (200) days.
- 12:04 A regular employee who retires on pension or who dies while in the Company's employ shall be entitled to receive a portion of his/her sick leave (or have such portion paid to his/her estate) equal to one-half (1/2) his/her accumulated sick leave credits, providing such an amount is not in excess of one-half (1/2) year's earnings at the rate received by him immediately prior to retirement or death.
- 12:05 A regular employee will be allowed up to three (3) days per year with full pay to attend a medical appointment with a specialist out of town further than one (1) hour in distance to be charged towards their sick leave plan.

ARTICLE 13 - GROUP INSURANCE

- 13:01 The Company agrees to pay one hundred percent (100%) of the current premiums for The MEARIE Group Benefit Plan, Extended Health Plan covering drugs as of January 1 of each year.
- 13 :02 The Company agrees to pay one hundred percent (100%) of the current premiums for the Great West Life Insurance Plan in which employees presently participate.
- 13:03 The Company agrees to pay one hundred percent (100%) of the current premiums for The MEARIE Group Dental Plan as of January 1 of each year.
- 13 :04 The Company agrees to pay one hundred percent (100%) of the current premiums for The MEARIE Group Long Term Disability Plan at a benefit level 65% - six (6) months elimination period.
- 13:05 Should the retiree enrol in the MROO retirement benefits plan and have twenty (20) or more years of service with the Employer, then the Employer will make a onetime payment of:
- \$2,800.00 for a retiree enrolling in the MROO family coverage plan; or
 - \$1,900.00 for a retiree enrolling in the MROO single coverage plan at the time the retiree enrolls in the MROO plan.
- 13:06 If the Employer contemplates a change in carriers of any of the above plans during the life of this Agreement, the Employer agrees to give notice and provide the Union with a copy of the proposed carrier's plan(s) so that the Union will be assured of equivalent coverage prior to the implementation of the proposed carrier's plan.

ARTICLE 14 - JOB POSTING AND SELECTION

- 14:01 The Company, when selecting applicants for positions within the bargaining unit, shall consider qualified applicants on the basis of merit, ability and Company service credit. When merit and ability are equal, Company service credit shall govern.
- 14:02 The Company agrees to post any vacancy within the bargaining unit for a period of ten (10) working days in order to give employees an opportunity to make application for the position.

ARTICLE 15 - LAY OFF AND RECALL

The Company, when laying off employees due to lack of work will lay off the last employee hired provided those employees left are qualified to perform the work required. When recalling employees to work after a lay-off, the last employee laid off shall be recalled first provided that those employees returning are able to perform the work required.

ARTICLE 16 - LEAVE OF ABSENCE FROM WORK

- 16:01 In the event of the death of a member of the immediate family of a regular employee, he may be granted a leave of absence with pay of up to five (5) consecutive days in order that he may arrange for and attend the funeral. The immediate family to include parent, parent-in-law, husband, wife, son, daughter, brother, sister.
- 16:02 In the event of the death of a daughter-in-law, son-in-law, grandparents, grandparents in-law, brother in-law, sister in-law, niece, nephew, aunt or uncle of a regular employee, he may be granted a leave of absence with pay up to *three (3)* days in order that he may attend the funeral.
- 16:03 An employee, desiring a leave of absence without pay, may be granted such leave on reasonable notice to the Company insofar as the regular operation of the department in which he is employed will permit. Any such leave of absence shall not exceed an amount which, in the opinion of the Company, is reasonable.
- 16:04 Should an employee be appointed as a delegate to a Union Convention, he may be granted a leave of absence without pay on giving reasonable notice to the Company insofar as the regular operation of the department in which he is employed will permit. Any such leave of absence shall not exceed an amount which, in the opinion of the Company, is reasonable.
- 16:05 The Company agrees to grant a leave of absence with pay to an employee who serves as a juror in any court. The employee shall pay to the Company the payment he receives for such jury duty excluding any payment for travelling, meals or any other expenses.
- 16:06 A regular employee who is subpoenaed as a crown witness in the district of Kenora shall be paid the difference between the pay received for such service and his/her regular basic wages.

16:07 When, in the Company's judgement the circumstances warrant such action, a leave of absence with pay of up to five (5) days per year may be granted.

This leave is based upon reasons of personal emergency such as; severe illness in the immediate family, which would necessitate remaining home until adequate arrangements could be made for outside help or being in close attendance at a hospital. Also, in cases where the employee is faced with the effects of a severe storm, fire or flood.

16:08 All employees will receive two (2) paid days off to attend to the birth or adoption of a child.

Maternity/parental/adoption leave will be granted in accordance with provincial legislation and with the following conditions to apply:

- a) A written request for leave of absence for maternity/parental/adoptive reasons will be made two (2) weeks prior to the date on which the leave is to commence. However, the employee will endeavor to provide as much advance notice as possible to assist the Employer to make necessary staffing arrangements. Such notice may be changed up to two (2) weeks prior to the leave date to an earlier or later leave date.
- b) Notification of the desire to return to work will be given in writing at the beginning of the leave of absence. Notice of any change to an earlier date shall be given four (4) weeks in advance of the proposed date or to a later date by giving four (4) weeks' notice before the leave was to end.
- c) Seniority will continue to accrue during the maternity/parental/adoptive leave.
- d) Vacation credit for time only shall accumulate during the maternity/parental/adoptive leave, while vacation pay shall be prorated on the basis of time worked.
- e) Employee benefits will continue, provided the employee continues his/her participation in the benefit plans i.e. pensions, life insurance, extended health, dental.

ARTICLE 17 - CLOTHING AND SAFETY

17:01 The Company shall supply protective clothing and specialty tools and equipment to employees requiring same for the performance of their duties. Such tools shall not include small hand tools. Protective clothing shall include rubber gloves and covers, rubber boots, leather gloves, winter mitts and liners and safety glasses. Prescription safety glasses shall be provided by the Company not more than once every two (2) years, it being understood that the employees requiring same will produce to the Company medical evidence of need. Tools, equipment and clothing required for maintenance of service shall be replaced when worn out. Replacement shall be made only on presentation of worn-out article.

17:02 The Company and the Union hereby declare their intent to conduct a safe operation. Working practices shall be governed by the regulations of the Province

of Ontario insofar as they apply and by safety practices established by the parties to this Agreement.

17:03 The Company will reimburse an employee for the cost of approved safety footwear upon proof of purchase to a maximum of two hundred and ninety dollars (\$290.00) effective April 1, 2018, three hundred and five dollars (\$305.00) effective April 1, 2019 and three hundred and twenty dollars (\$320.00) effective April 1, 2020.

ARTICLE 18 - WORKPLACE SAFETY AND INSURANCE BOARD

18:01 When a regular employee, through his/her employment by the Company, suffers a disability which is compensable under the W.S.I.B., the Company agrees to maintain the regular take-home pay of the employee involved for a period of up to six (6) months.

18:02 To be eligible for the grant outlined in Clause 18:01, the employee shall endorse all benefit cheques received by him from the W.S.I.B. and turn them over to the Company.

ARTICLE 19 - RELIEVING IN A HIGHER GRADE

19:01 An employee, temporarily assigned by the Company to a position with a higher hourly rate for a continuous period of eight (8) or more consecutive hours, will be paid the full rate of the position being relieved if, in the opinion of the Company, the employee involved performs the duties and responsibilities of the position in which he is relieving.

19:02 Lead Hand is defined as one having charge of a crew consisting of three (3) or more workers. The crew is defined as including the Lead Hand and two (2) or more workers. Such charge having been specified by the Company.

ARTICLE 20 - REST PERIODS

All employees shall be permitted a ten (10) minute rest period in the first and second halves of a shift.

ARTICLE 21 - DISTRIBUTION OF AGREEMENTS

21:01 The responsibility for printing this agreement shall rest with the Company

21:02 The Company will endeavor to have the Agreement drawn up and ready for signing as soon as possible following completion of negotiations.

ARTICLE 22 - PAYMENT OF WAGES

Employees will receive rates of pay in accordance with the wage schedules A and B below, it being understood that the Company is not obligated to hire employees in each classification.

ARTICLE 23 - DURATION

Remain in force for a period of three (3) consecutive years commencing April 1, 2018 to March 31, 2021.

ARTICLE 24 - VEHICLE DRIVERS TEST AND LICENCE

24:01 An employee of the Company who is required to drive a company vehicle, must possess a valid driver's licence.

24:02 Under Government regulations each vehicle operator and driver must be re-tested for a classified licence to operate a vehicle. Should any vehicle operator or driver fail to pass the test for the type of vehicle normally operated, such operator or driver shall not remain in that position or classification if an operator's licence can be obtained by such operator or driver. A lineman must be able to operate all vehicles within the Company.

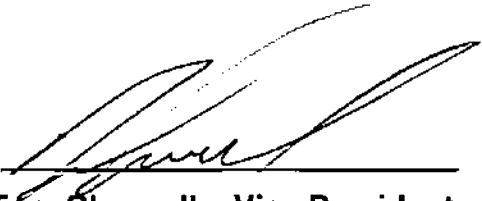
ARTICLE 25 – MEMBERSHIP FEES

The Corporation agrees to reimburse an employee the full cost of any Ontario College of Trades annual membership fee related to a compulsory/voluntary trade certification recognized by the Ontario College of Trades and Apprenticeship Act of Ontario, so long as such membership is required as a condition of employment by the Employer.

ARTICLE 26 - JOB SECURITY

Whenever it becomes necessary for the Company to contract out work regularly performed by employees covered by this agreement, such contracting out shall not result in the layoff of regular employees covered by this agreement who are regularly engaged in such work and there shall be no contracting out of such work while regular employees covered by this agreement are temporarily laid off.

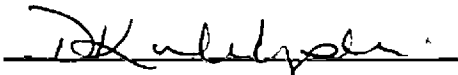
SIGNED THIS 27th DAY OF August 2018



**Tom Chessell – Vice President
Power Workers' Union**



**Doug Squires, Chair
Sioux Lookout Hydro Inc.**



**Deanne Kulchyski, President/CEO
Sioux Lookout Hydro Inc.**

APPENDIX A**WAGE SCHEDULE A - OUTSIDE
EMPLOYEES**

Classification	% of Journeyman Rate	Effective April 1 2018	Effective April 1 2019	Effective April 1 2020
Line Supervisor	115%	\$45.94	\$46.82	\$47.70
Working Foreperson	110%	\$43.95	\$44.78	\$45.63
Lead Hand	107%	\$42.75	\$43.56	\$44.38
Journeyman/Master Electrician	105%	\$41.95	\$42.75	\$43.55
Journeyman	100%	\$39.95	\$40.71	\$41.48
Apprentice Lineman (4th year)	95%	\$37.95	\$38.67	\$39.41
Apprentice Lineman (3rd year)	85%	\$33.96	\$34.60	\$35.26
Apprentice Lineman (2nd year)	80%	\$31.96	\$32.57	\$33.18
Apprentice Lineman (1st year)	75%	\$29.96	\$30.53	\$31.11
Utility Field Worker	73%	\$29.16	\$29.72	\$30.28
Groundsman	70%	\$27.97	\$28.50	\$29.04
Labourer	65%	\$25.97	\$26.46	\$26.96
Meter Reader(Step 2) after 12 months continuous service	65%	\$25.97	\$26.46	\$26.96
Meter Reader(Step 1)	60%	\$23.97	\$24.43	\$24.89

**WAGE SCHEDULE B - INSIDE
EMPLOYEES**

Classification	Effective April 1 2018	Effective April 1 2019	Effective April 1 2020
Billing Clerk (Step 3) after 24 months continuous service	\$28.53	\$29.07	\$29.62
Billing Clerk (Step 2) after 12 months continuous service	\$27.77	\$28.30	\$28.84
Billing Clerk (Step 1)	\$25.78	\$26.27	\$26.77

Letter of Agreement #1
Between
Sioux Lookout Hydro Inc.
And
The Power Workers' Union (CUPE Local 1000 – C.L.C.)

The parties agree that healthy employees' normally reduce workplace injuries and also reduce sick time occurrences.

The parties agree that employees' will be entitled to 50%, to a maximum of \$250/year, for a registered physical fitness facility/sports team/fitness classes.

Employees' must submit receipts for reimbursement.

POWER WORKERS' UNION

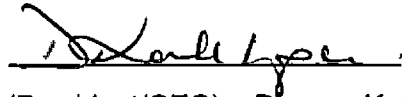


(Principal Steward) – Steve Rattai



(PWU – Staff Officer) – Steve Allan

SIoux LOOKOUT HYDRO INC.



(President/CEO) – Deanne Kulchyski