

**THE KENORA HYDRO ELECTRIC CORPORATION LTD.
COLLECTIVE AGREEMENT**

BETWEEN

**The Kenora Hydro Electric Corporation Ltd.,
(Hereinafter known and designated as the “Corporation” of the first part)**

AND

**Power Workers' Union
CUPE – Local #1000**

April 1, 2013 – March 31, 2016

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ARTICLE 1 – PREAMBLE AND PURPOSE

- 1.01** In the interest of the efficient conduct and administration of the Corporation's affairs, it is desirable that there be harmonious relations between the Corporation and its employees and fair and reasonable remuneration for their work – having regard to the responsibilities of such work, the nature of duties performed and the manner of their discharge, seniority and promotion in the service, and security of tenure of office.

ARTICLE 2 – RECOGNITION

- 2.01** The Corporation recognizes the Power Workers' Union – CUPE Local 1000 as the sole bargaining agent for all employees in the classifications listed in Article 23 of the Agreement and any new classification which may be created or established during the term of this Agreement, excluding persons regularly employed for not more than 24 hours per week, with respect to wages, hours of work and conditions of employment.
- 2.02** All references made to the masculine shall also refer to the feminine.

ARTICLE 3 – RIGHTS OF THE PARTIES

- 3.01** The Union acknowledges that the Corporation has the exclusive right to manage its business and direct the working force, make, amend and enforce such rules and regulations as shall from time to time be required consistent with the terms of the Agreement. The above rights may only be modified by the terms of this Agreement or as agreed to by the parties of this Agreement.
- 3.02** The Union has all rights which are specified in the subsequent provisions of this Agreement.

ARTICLE 4 – UNION SECURITY AND CHECKOFF

- 4.01** As a condition of employment, all new employees coming within the scope of the bargaining unit shall after one (1) month's employment become members of the Union.
- 4.02** Upon receipt of authorization cards duly signed by the employee, regular monthly dues shall be deducted from the pay of each employee and forwarded to the Financial Officer of the Union before the tenth (10th) of the following month accompanied by a list of employees on whose behalf the deductions were made.
- 4.03** In consideration of this deduction and forwarding service by Management, the Union agrees to indemnify and save Management harmless against any claim or liability arising out of or resulting from the collection and forwarding of these dues.

ARTICLE 5 – EMPLOYEE CATEGORIES

5.01 Temporary Employees

Temporary employees are persons hired for periods not to exceed six (6) months or such longer periods as are mutually agreed to by the parties. Temporary employees will not accrue seniority or be involved in job progression and are subject to lay-off or termination at the sole discretion of Management. Management shall advise a designated Union Officer or representative of its intent to hire temporary employees.

5.02 Probationary Employees

Probationary employees are persons hired to determine their suitability for continuing employment in regular positions. An employee shall be considered probationary for six (6) calendar months at the discretion of Management. At the end of his probationary period, his date of hiring will be established as his most recent date of commencement of employment. During this probationary period employees will not accumulate seniority or be involved in job progression and are subject to lay-off or termination at the sole discretion of Management.

5.03 Regular Employees

Regular employees are persons who have successfully completed a probationary period and are working in positions covered by this Agreement.

ARTICLE 6 – CORPORATION SERVICE CREDIT WHICH INCLUDES PREVIOUS PUBLIC UTILITY SERVICE

Corporation Service Credit shall be defined as the length of continuous service an employee has established with the Corporation from the most recent date the employee entered the employ of the Corporation.

An employee shall lose his Corporation Service Credit and shall cease to be an employee of the Corporation if he:

- i. terminates voluntarily;
- ii. is discharged and not reinstated;
- iii. retires or reaches normal retirement age;
- iv. is absent from work for five (5) days or more without leave;
- v. fails to report to work after a lay-off within ten (10) working days of recall notice of which has been sent by registered mail to the last address of which the employee has notified Management.
- vi. is absent from work because of non-occupational illness or injury for thirty-six (36) months.

ARTICLE 7 – GRIEVANCE AND ARBITRATION PROCEDURE

7.01 Any differences arising between the parties bound by this Agreement concerning its interpretation, application, operation or any alleged violation thereof including any differences

arising from the dismissal or suspension of an employee shall be finally and conclusively settled without stoppage of work as hereinafter provided.

7.02 Either party may initiate a policy grievance within fifteen (15) days of the alleged occurrence of the grievance and shall be dealt with in the manner provided in the grievance procedure commencing at step three (3).

7.03 The grievance procedure shall be as follows:

Stage 1 – The grieving employee (s), preferably with the Shop Steward, will first take up the matter with his (their) foreman or immediate supervisor directly in charge of the work providing the matter has been raised within five (5) working days of the occurrence which has given rise to the alleged grievance.

Stage 2 – Failing a satisfactory resolution at Stage 1, representatives of the Union will within three (3) working days meet and discuss the grievance with the Superintendent and, if possible settle the matter.

Stage 3 – Failing a satisfactory resolution at Stage 2 (within three (3) working days) the grievance shall be set out in writing by the grieving party and referred to the Manager of the Kenora Hydro Electric Corporation.

Stage 4 – Failing a satisfactory resolution at Stage 3 the grievance shall within three (3) working days be referred to the Kenora Hydro Electric Corporation. The representatives shall meet and hear the grievance within seven (7) working days after it has been filed and shall give their decision in writing within the ten (10) working days after the conclusion of the hearing.

7.04 Union representatives/ members required to attend grievance meetings at Stage 2 through Stage 4 will receive their regular rate of pay.

7.05 Arbitration Procedure

(a) If the grieving party is not satisfied with the decision of the Kenora Hydro Electric Corporation, the grievance may, within thirty (30) days of receipt of the decision, be submitted to arbitration as set forth in the Arbitration Act.

(b) The decision of the Corporation shall be final and binding upon both parties it being understood that the Corporation shall not have authority to add to or subtract from or modify and extend any of the terms of this Agreement or to deal with any matter not covered in the original statement of grievance except as provided for in the current Ontario Labour Relations Act.

7.06 Each party shall bear the expenses of its nominee to an Arbitration Board and the expenses of the Chairman shall be shared equally.

7.07 Any of the time limits provided in this Article may be extended only by mutual agreement between the parties.

ARTICLE 8 – STRIKES AND LOCKOUTS

No strikes or lockouts shall occur during the life of this Agreement.

ARTICLE 9 – HOURS OF WORK

Eight (8) hours shall constitute one (1) day. The said eight (8) hours shall be between 0730 and 1630 hours with one half (1/2) hour for lunch Monday to Friday inclusive making a total work week of forty (40) hours. Alteration for summer hours schedule shall be between the first (1st) Monday in March and the last Friday in October with hours of work being 0730 to 1600.

ARTICLE 10 – OVERTIME PAY – CALL OUTS

10.01 Regular Day Workers

(a) Double time shall be paid for all overtime worked outside of Article 9

10.02 Minimum Call Outs

A minimum of four (4) hours' straight time shall be paid for all call outs.

10.03 General Overtime Note

The employee will have the option of selecting payment for overtime at the appropriate premium rate or the equivalent time off at the appropriate premium calculation to be taken at a time jointly agreed to within the three (3) months following the overtime being performed. Any time off that is not taken within the three (3) months following the overtime worked will be automatically paid out at the appropriate premium rate at which the overtime was incurred. The maximum amount of time an employee may maintain will be equivalent to fifty-six (56) hours.

10.04 Rotary Call Out System

- i) A rotary call out system shall be used for calling qualified employees for overtime and trouble call work.
- ii) A qualified employee designated to be on call for emergency work outside of regular working hours shall be available from normal quitting time on Wednesday until the normal quitting time the following Wednesday. The compensation for standby shall be one (1) hour per day Monday through Friday and one and one half (1 ½) hours per day for Saturday and Sunday standby. On recognized holidays the employee on-call shall receive an additional four (4) hour per recognized holiday.
- iii) The employee on standby shall be supplied with a communication device at no cost to the employee.
- iv) Banking time off in lieu of pay will only be allowed in four (4) hour allotments.

10.05 Rest Time

An employee who, because of a call-out, has not had six (6) consecutive clock hours rest in the eight (8) consecutive clock hour period prior to his normal working hours, shall be granted either time off without loss of pay equivalent to his normal working day minus his actual rest time or, with prior approval, may continue to work these hours at twice his basic rate of pay for the amount of time that his rest period overlaps his normal working hours, after which he shall revert to his basic rate of pay.

10.06 Travel Time

Travel time outside all regular working hours to attend meetings and training that is requested by the employer shall be paid for at the employees regular straight time rate. The employer will have the option of selecting payment for travel time or the equivalent time off. Traveling time shall be the actual time spent traveling from point A to point B including waiting periods beyond the employee's control. A maximum of five (5) hours shall be paid per direction. At the request of the employer, travel arrangements will be scheduled in the most effective manner. Regular meal per diems in accordance to company policy shall apply.

This provision will not apply to mandatory apprenticeship training.

ARTICLE 11 – RECOGNIZED HOLIDAYS

11.01	New Year's Day	Labour Day
	Good Friday	Thanksgiving Day
	Easter Monday	Remembrance Day
	Victoria Day	Christmas Day
	Canada Day	Boxing Day
	Civic Holiday	All Proclaimed Holidays
	Family Day	

11.02 Employees of the Corporation who have thirty (30) days' continuous service will be paid for such holidays provided they have been at work or on authorized leave of absence during the scheduled days of work which immediately precede and follow such holidays.

11.03 If any of the above days fall on an employee's usual weekly day off, he will be given time off with pay at a time mutually agreed upon between him and his supervisor.

11.04 The last regularly scheduled four (4) hour work period prior to Christmas and New Year's will be considered as a recognized holiday except as it pertains to 10.04 Rotary Call-Out System.

ARTICLE 12 – VACATIONS WITH PAY

12.01 All employees shall be granted annual vacations with pay including the weekly day or days off on the following basis:

- Less than one (1) year's continuous service – four percent (4%) vacation pay
- After one (1) years' continuous service – two (2) weeks' vacation with pay
- After three (3) years' continuous service – three (3) weeks' vacation with pay
- After nine (9) years' continuous service – four (4) weeks' vacation with pay
- After fifteen (15) years' continuous service – five (5) weeks' vacation with pay
- After twenty-one (21) years' continuous service – six (6) weeks' vacation with pay
- After twenty-four (24) years' continuous service – six (6) weeks' plus one (1) day vacation with pay
- After twenty-five (25) years' continuous service – six (6) weeks' plus two (2) days vacation with pay
- After twenty-six (26) years' continuous service – six (6) weeks' plus three (3) days vacation with pay
- After twenty-seven (27) years' continuous service – six (6) weeks' plus four (4) days vacation with pay
- After twenty-eight (28) years' continuous service – seven (7) weeks' vacation with pay

12.02 Employees taking holidays between October 1st and March 31st will be granted one (1) additional day off (banked time) for every five (5) days of vacation taken during this six (6) month period.

ARTICLE 13 – SICK LEAVE WITH PAY

13.01 (a) Regular employees shall be entitled to eighteen (18) days' sick leave per year, accumulated on the basis of one and one-half (1 1/2) days per month to a total of one hundred and sixty (160) days.

(b) When a probationary employee attains regular status his total continuous service with the Corporation shall be used to calculate his sick leave entitlement.

(c) Such sick leave is for one-half (1/2) calendar day or more.

13.02 Management may require that a Doctor's or Chiropractor's certificate at no cost to the employee accompany any claim for sick pay. Sick leave shall be based on the calendar year.

ARTICLE 14 – HEALTH BENEFITS

The Corporation shall not change carriers without notifying the union. If the Corporation changes carrier, coverage will be equal to or better than the current plan.

14.01 The Corporation also agrees to pay one hundred percent (100%) of the cost of the premium of Blue Cross or equivalent semi-private ward coverage on behalf of each employee participating in the plan.

14.02 The Corporation agrees to pay one hundred percent (100%) of the cost of the premium for the Great West Life Health Extended Health Care Plan. This plan includes the following:

- 10.00 deductible single
- \$20.00 deductible family
- a) Formulary 2 drug plan including mandatory generic drugs, maximum dispensing fee of eight (\$8.00) dollars, drug card (direct pay).
- b) Semi private room
- c) Paramedical services
- d) Extending the dependant coverage to age 25
- e) Vision care to a maximum of three hundred dollars (\$300), three hundred twenty-five dollars (\$325.00) effective April 2015 in a 24 month period.

14.03 The Corporation agrees to pay one hundred percent (100%) of the cost of the premiums as quoted by Blue Cross or equivalent for the Dental Plan #9 and Rider #3 at the following Ontario Dental Association fee schedule. Rider #3 will be at 50% reimbursement.

Effective January 1st of every year, Ontario Dental Association fee guide applies to the current ODA.

14.04 For those members who retire at age fifty-five (55) after April 1, 1999, with a minimum of twenty-five (25) years continuous employment with Kenora Hydro Electric Corporation shall be entitled to receive the following benefits in accordance with the terms and conditions of the current benefits plan until age sixty-five (65) or until his/hers death, whichever comes first.

- i.) Semi-private hospitalization
- ii.) Extended Health Plan (10/20 deductible)
- iii.) Dental Plan #9 – ODA current year
- iv.) Vision care

ARTICLE 15 – PENSION AND INSURANCE

15.01 It is agreed that the Corporation and the employees will take part in the OMERS Basic Pension Plan. The employees contribution towards this plan will be on a 50/50 shared basis.

15.02 Employees shall participate in a Group Life and Accidental Death and Dismemberment Insurance Policy with the employees contributing by payroll deduction an amount not to exceed thirty (30) cents per thousand dollars (\$1,000.00) per month towards the plan. Such plan to provide coverage equal to two (2) times base annual salary to a maximum of the plan coverage of two hundred and fifty thousand dollars (\$250,000).

15.03 The Corporation agrees to pay one hundred percent (100%) of the cost of the premiums, as quoted for the cost of a long term disability plan with benefit level of seventy-five percent (75%) of earnings and an elimination period of one hundred and twenty (120) days.

When an employee is absent and receiving L.T.D. Benefits the Corporation agrees to continue to pay its portion of contributions to the Pension Plan (unless paid by the plan), Group Insurance, Blue Cross E.H.C., Dental Plan, and L.T.D. on behalf of the employee for a period of eighteen (18) months.

ARTICLE 16 – SENIORITY, JOB POSTING AND SELECTION

- 16.01** When vacancies occur or new positions are created in any department not less than five (5) working days, notice thereof outlining the position and grade and minimum rate applicable shall be forwarded by the department head to all departments of the Corporation and to the Recording Secretary of the Union.
- 16.02** In selecting a candidate to fill a vacancy in the bargaining unit, Management shall consider skill ability and qualifications to perform the duties of the job. When these factors are relatively equal among the candidates then preference will be given to the employee with the greatest seniority. In filling such vacancies or new positions consideration shall be given firstly to regular employees of the department affected.
- 16.03** Notice of the appointment of any employee to such position shall be given to the Union.
- 16.04** Any employee accepting such appointment shall be given a trial period of not less than thirty (30) days and not more than sixty (60) days at the end of which time he may continue in the position, if services are satisfactory, or return to his former position without loss of standing, if such exists.
- 16.05** In the event of a layoff employees will be laid off in the reverse order of their seniority (last on first off) provided the employees retained can perform the work required. Employees will be re-employed in the reverse order of their layoff (last off first on) provided they can perform the work available.

ARTICLE 17 – LEAVE OF ABSENCE

17.01 Bereavement

Time off with pay shall be granted to any employee at the time of death to attend the funeral of such employee's father, mother, father-in-law, mother-in-law, brother, sister, spouse, child, step parent, step brother, step sister, step son or step daughter provided that the maximum time off allowable for such death shall be three (3) days; if the funeral arrangements are outside of the District of Kenora you will be allowed two (2) additional days.

Three (3) days off with pay will be granted in the event of the death of an employees brother-in-law, sister-in-law, grandfather or grandmother.

One-half (1/2) day off with pay will be granted when an employee has been called upon to act as a pallbearer.

17.02 Jury Duty

An employee who is summoned and reports for jury duty as described by applicable law, or who is a subpoenaed witness in a court proceeding (except a proceeding in which he is a defendant) shall be granted a leave of absence for such jury duty service or court testimony and be paid by the Corporation an amount equal to the difference between the amount of wages (excluding shift premium) the employee otherwise would have earned by working during straight time only for the

Corporation and the daily fee or witness fee received by the employee. In order to receive payment under this Article, an employee must:

- i.) give the Corporation prior notice of his call to jury duty or subpoena, and
- ii.) present proper evidence that such service was performed or testimony given.

No compensation will be paid under this section for any time which the employee would otherwise not have been scheduled to work.

17.03 Leave of Absence without Pay

(a) Any employee desiring leave of absence without pay shall be granted such leave on reasonable notice to the Corporation 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 Corporation, is reasonable.

(b) Should any member of the Union be appointed a delegate to attend any Union convention, he shall be granted sufficient leave of absence without pay to attend such convention provided work schedules permit. Permission will not be unreasonably withheld.

17.04 Leave of Absence – General

(a) Service credits of regular employees will continue to accumulate during leaves of absence of up to sixty (60) working days or such longer period as may be mutually agreed by the parties to this Agreement.

(b) In the case of leave of absence without pay which exceeds thirty (30) days or such longer period as may be mutually agreed by the parties to this Agreement service credits of regular employees which were attained prior to the leave of absence will be frozen for the duration of the leave of absence. In this case all costs (employee and employer costs) of the normal indemnities will be payable by the employee for any period in excess of thirty (30) days or such longer period as may be mutually agreed by the parties of this Agreement.

ARTICLE 18 – ALLOWANCES

18.01 Clothing

(a) Safety – The Corporation shall supply the employees with all necessary rubber gloves and covers, rubber boots for lineman, spurs, belts, safety sunglasses, prescription safety glasses, leather gloves, winter mitts with liners, and all equipment necessary for the handling of live apparatus and for the performance of line work and the Corporation shall replace such of the said equipment or supplies as it becomes necessary to replace them due to ordinary wear. All such equipment and supplies shall be supplied without cost to all employees.

(b) The Corporation will also subsidize all employees except the meter reader with the purchase of approved safety boots and/or safety clothing that meets arc flash requirements, consistent with IHSA standards to an annual amount of one thousand dollars (\$1000).

18.02 Personal Tools

Personal Tools – Personal tools shall be replaced at no cost to the employee when worn out or damaged through normal use. Replacement shall be made only on presentation of the worn out article. Climbing irons and safety belts are not considered small tools.

18.03 Employees required to work more than one and one-half (1 ½) hours beyond their regular workday will be provided with a meal by the Corporation and at each four (4) hour intervals thereafter. Employees will be paid one-half (1/2) hour at the appropriate premium rate for the purpose of eating the meal.

18.04 Relief Pay

- (a) Foreman rate will be paid to an employee who has been assigned by the company having charge of a crew consisting of three (3) or more workers and the Foreman is considered to be one of those workers.
- (b) When any employee covered under this Agreement is required to fill a non-union supervisory position on a temporary basis due to an employee being sick or on vacation, etc., the employee filling his job shall be paid 105% of the Foreman Rate.
- (c) There will be no relief back fill for the Lead Hand position

18.05 Worker's Compensation

- (a) When an employee through his employment with Kenora Hydro suffers a disability which is compensable under the Workers' Compensation Act, he shall receive payment in accordance to the Workers' Compensation act.
- (b) When an employee is absent and receiving Workers' Compensation Benefits the Corporation agrees to continue to pay its portion of contributions to the Pension Plan (unless paid by the plan), Group Insurance, Blue Cross Extended Health Care, Dental Plan, and Long Term Disability on behalf of the employee for the period the employee is covered.
- (c) Employees will continue to accrue seniority for the period they are receiving Workers' Compensation Benefits in the same way as if they were working; however, an employee, if employed by another employer at any time after one year on Workers' Compensation his seniority will cease to accrue.

Note: The Corporation will provide continuity of normal take-home pay to the employee by way of advance until payments from WCB are received. The employee will reimburse the Corporation all pay advances.

ARTICLE 19 – COMMITTEES

19.01 Labour Management Meetings

Both parties agree to meet from time to time to discuss matters of mutual interest.

The matters will include joint discussions on the accommodation of employees returning from LTD or a workplace accident.

As a result of these discussions the parties agree that articles in the Collective Agreement may be amended by the parties by the signing of "letters of intent".

19.02 Safety Meetings

The parties are committed to safety; this commitment is demonstrated by having monthly joint safety meetings, joint monthly audits and by jointly addressing specific safety issues immediately.

ARTICLE 20 – MISCELLANEOUS PROVISIONS

20.01 Line Work

When line work is being done on high-voltage wires of five hundred and fifty (550) volts or over, two (2) journeyman linemen or one (1) journeyman lineman and one (1) apprentice with no less than two (2) years' experience and deemed qualified by Management shall be assigned to such work.

In the event of emergency situations (potentially life threatening), isolation of apparatus can be performed by one (1) journeyman.

20.02 Assignment of Work

(a) The Corporation undertakes to assign the work covered by this Agreement to its employees on the basis of recognized trade practices established in the utility industry.

(b) The Corporation also undertakes to ensure that all work falling within the scope of this Agreement is performed by properly qualified personnel on the basis of recognized trade practices established in the utility industry.

20.03 Purchased Services

The parties agree that when contracting out options are under consideration, the Corporation shall meet with the Union Representative(s) to discuss the requirement and rationale for such action.

20.04 Miscellaneous Provisions

There will be no involuntary layoffs during the term of this Collective Agreement.

ARTICLE 21 – WAGE RATES AND CLASSIFICATIONS

21.01 All progressions listed in the wage schedule are subject to satisfactory performance and successful completion of prescribed courses where applicable.

21.02 Journeyman "B" Classification

Any employee classed as a journeyman but for reasons of health, physical limitations, or job restrictions does not actively participate in all duties of a lineman, including climbing, may be reclassified to a Journeyman "B" or such job classification commensurate with his ability to do the available work, and paid at the rate agreed to by the parties to this Agreement and so designated under the current rate schedule.

ARTICLE 22 – DURATION OF AGREEMENT

22.01 This Agreement shall come into force and take effect as of April 1, 2013 and shall continue in full force and effect until March 31, 2016 and thereafter from year to year unless notice of termination, amendment, or alteration by either party to the other in writing is given at least sixty (60) days prior to the expiration of the said Agreement term of any subsequent yearly period.

ARTICLE 23 – WAGE RATES

Effective April 1, 2013, apply a general wage increase of 2.5% to all bargaining-unit employees.
 Effective April 1, 2014, apply a general wage increase of 2.7% to all bargaining-unit employees.
 Effective April 1, 2015, apply a general wage increase of 2.75% to all bargaining-unit employees.

Classification	Effective April 1, 2013	Effective April 1, 2014	Effective April 1, 2015
Line Foreman	\$39.71	\$40.78	\$41.90
Lead Hand 105% of "A"	\$37.91	\$38.92	\$39.99
Journeyman "A" 100 %	\$36.10	\$37.07	\$38.09

Apprentices

Year	1 st 6 Months- 70%	2 nd 6 Months- 75%	2 nd Year- 80%	3 rd Year- 85%	4 th Year- 90%
2013	\$25.27	\$27.08	\$28.88	\$30.69	\$32.49
2014	\$25.95	\$27.80	\$29.66	\$31.51	\$33.36
2015	\$26.66	\$28.57	\$30.47	\$32.38	\$34.28

Journeyman "B" 95% of "A"	\$34.30	\$35.22	\$36.19
Meter Technician	\$33.69	\$34.60	\$35.55

Finance Assistant

Year	0-6 months- 80%	6-12 months- 85%	12-18 months- 90%	18-24 months- 95%	24 months- 100%
2013	\$21.52	\$22.87	\$24.21	\$25.56	\$26.90
2014	\$22.10	\$23.49	\$24.87	\$26.25	\$27.63
2015	\$22.71	\$24.13	\$25.55	\$26.97	\$28.39

Billing Clerk

Year	0-6 months- 80%	6-12 months- 85%	12-18 months- 90%	18-24 months- 95%	24 months- 100%
2013	\$20.62	\$21.90	\$23.19	\$24.48	\$25.77
2014	\$21.18	\$22.50	\$23.82	\$25.15	\$26.47
2015	\$21.76	\$23.12	\$24.48	\$25.84	\$27.20

Meter Reader	\$28.12	\$28.88	\$29.67
Equipment Operator	\$28.12	\$28.88	\$29.67
Labourer	\$22.84	\$23.46	\$24.11
Groundman: 1 st 6 months	\$22.84	\$23.46	\$24.11
After 6 months	\$24.64	\$25.31	\$26.01

DATED THIS 9th day of OCTOBER, 2013.



**Mel Hyatt – Vice President
Power Workers' Union**



**Dave Sinclair, President/CEO
The Kenora Hydro Electric Corporation Ltd.**