

AGREEMENT entered into this 23rd day of November, 2015 (to take effect January 1, 2016)

Between

GREAT LAKES POWER TRANSMISSION LP (GLPT)

(hereinafter called the "Company")

- and -

**POWER WORKERS' UNION
CUPE LOCAL 1000**

(hereinafter called the "Union")

Article 1

RECOGNITION

1.1 The Company recognizes the Power Workers' Union – CUPE Local 1000 as the bargaining agent for all office, clerical, and technical employees of Great Lakes Power Transmission LP employed in or out of the City of Sault Ste. Marie save and except supervisors and persons above the rank of supervisor, engineers, engineers-in-training, the right of way coordinator, and persons for whom any trade union holds bargaining rights. The Company shall bargain with the regular committees as established by this agreement.

Article 2

RELATIONSHIP

2.1 It is recognized that the business of the Company is continuous and that the employees must be prepared to assist in maintaining service at all hours of the day or night, if available.

2.2 No employee shall be discriminated against by the Company or by the Union because he/she is or is not a member of the Union, because of Union activities or because of exercising his/her right provided by law or by this agreement.

2.3 The Company recognizes the need to keep employees informed of planned technological changes that would impact significantly on jobs. The Company also recognizes the need to consider re-deployment and retraining as preferred alternatives when introducing new technology.

2.4 Senior employees are expected to give assistance in training junior employees.

2.5 The Company and the employees covenant that they will co-operate to the fullest extent in carrying out the terms of this agreement. This will be accomplished by the process outlined in Article 17.

Article 3

MANAGEMENT RIGHTS

3.1 The Company has and shall retain the exclusive right and power to manage its business and direct its working force including, but without limiting the generality of the foregoing, the right to hire, suspend, discharge for just cause, promote, demote and discipline any employee, subject to the terms of this agreement.

Article 4

UNION SECURITY

4.1 All employees, as a condition of employment, who have completed thirty (30) days employment, will be required to authorize deductions from pay in an amount equal to the current monthly union dues as determined by the Union.

4.2 During the term of this agreement, the Company agrees to deduct regular union dues from the wages of each employee in the bargaining unit. The current monthly dues will be deducted in equal amounts from each pay received in the calendar month, and shall be remitted to the Financial Officer of the Union within ten (10) working days of the final monthly deduction.

4.3 Notwithstanding Clause 4.2, in consideration of deductions of dues by the Company, the Union agrees to indemnify and save harmless the Company against any claim or liability arising out of or resulting from the collection of these dues.

4.4 Employees excluded from the bargaining unit, with the exceptions of students, shall not perform work normally done by employees within the bargaining unit unless: (i) in an emergency situation and regular employees are not at work. In an emergency situation after hours regular employees will be offered the opportunity to do the work. (ii) for training and instruction purposes. For clarity, students may perform bargaining unit work provided it does not directly result in the lay-off of a bargaining unit employee.

4.5 When the Company schedules a meeting with an employee to discuss work performance, the employee has the right to request a Union representative to attend.

4.6 Annually, the supervisor will review the employee file for letters of reprimand that have been in the file for more than three (3) years and the supervisor will determine whether the current behaviour warrants removal of the letter. If the removal of the letter is not warranted, a meeting will be arranged where the employee may have a Union representative in attendance and a plan shall be established with the employee's co-operation which, if followed, will ultimately result in removal of the letter.

Article 5

EMPLOYEE CATEGORIES

5.1 Definition of Employees

Temporary Employee: is an employee who is hired for a specific purpose and for a limited duration (up to twelve (12) months). An extension of a maximum of an additional six (6) months will be by mutual consent of the Company and the Union. The Company may terminate his/her employment at any time by giving at least two (2) weeks' notice.

It is understood and agreed that only Article 4, Article 7, Article 8 and Article 21 and those benefits required by law shall apply to temporary employees.

Temporary employees will be hired at a job class which reflects the job to be done and the required skills/knowledge of the individual hired. A temporary employee may, at the Company's discretion, be put into a job class category up to Class B in any Power Workers' Union – CUPE Local 1000 job class as outlined in this Collective Agreement.

At twelve (12) months when a temporary job is to continue as per Article 5.1 or the Company's decision in other cases, the following will occur:

- (a) The incumbent of a temporary position will be offered health benefit coverage equivalent to Blue Choice Hospital Health Plan. The Company will pay ninety per cent (90%) of the premium.

(b) Seniority will be established and will accumulate as from the date of hire i.e. in the event a temporary employee is hired into a regular job in the Company, he/she will bring seniority equivalent to the number of months of continuous service as a temporary employee prior to accepting the regular posting.

The Principal Steward will be notified prior to temporary employees being hired detailing the work they will be performing and the duration of the assignment.

5.1.1 Temporary - Part-time Employee: is an employee who normally works between 1 and 24 hours per week and is employed on a temporary bases. It is understood and agreed that only Article 4, Article 7, Article 8, and Article 21 and those benefits required by law shall apply to temporary - part-time employees.

- Temporary part-time employees must be hired into an existing job classification.
- There shall be no more than one (1) part-time employee per job classification.
- At no time can a regular job classification be split into two (2) part time positions.

5.1.2 Probationary Employee: is an employee who is hired to determine his/her suitability for employment. An employee shall be considered probationary for six (6) continuous calendar months. If the employee is retained, his/her seniority shall commence from his/her original date of employment.

5.1.3 Regular Employee: is an employee of the Company who has successfully completed the probationary period.

5.1.4 Regular - Part-time Employee: is an employee who normally works between 1 and 24 hours per week.

- Regular part-time employees must be hired into an existing job classification.
- There shall be no more than one (1) part-time employee per job classification.
- At no time can a job classification be split into two (2) part time positions.
- All benefits associated with regular employees will be pro-rated for regular part-time employees.
- The Company will only classify employees in the regular - part time employees' classifications when it is mutually agree by the PWU and the Company.

5.2 Seniority shall be defined as the length of service a regular employee has established with the Company from the day the employee last entered the employ of the Company. An employee shall lose seniority rating under any of the following conditions:

- (1) the employee resigns and is not rehired within ten (10) working days;
- (2) the employee is discharged and not reinstated;
- (3) the employee is laid off for a period exceeding eighteen (18) calendar months;
- (4) The employee fails to return to work after layoff within fourteen (14) calendar days after being notified by registered mail to do so. If such failure to return is caused by sickness certified by a duly qualified medical practitioner, the time for return while prevented by illness shall be extended for a further period not to exceed a maximum of six (6) calendar months;
- (5) The employee retires.

5.3 When an employee is placed on LTD his/her vacation and recognized holiday pay shall be prorated on the basis of time worked thereafter.

An employee, receiving benefits from the Workers' Safety and Insurance Board for illness or injury arising out of the duties of their job, shall also receive an additional payment from the Company which will be the lesser of ten per cent (10%) of the employee's normal wage or the amount necessary

that, when combined with the pre-tax equivalent of the compensation payments, will bring the total equivalent gross payments from the two sources to one hundred per cent (100%) of the employee's normal wage. The Union will work with the Company and the injured worker to achieve the earliest reasonable return to work for the injured worker.

When an employee is receiving WSIB benefits for a period greater than one (1) year, his/her vacation and recognized holiday pay shall be prorated on the basis of time worked thereafter.

Article 6

STRIKES AND LOCKOUTS

6.1 There shall be no lockout by the Company and no interruption, work stoppage, strike, sit-down, or picketing of the operation of the Company's system by an employee or employees during the life of this agreement.

6.2 The Company agrees that hourly rated employees will not be required to cross picket lines except to perform duties required for the operation of the Company's system and the maintenance of machinery and equipment within the Company's system and under no circumstances will an individual employee or group of employees be required to use force in the crossing of a picket line.

Article 7

GRIEVANCE AND ARBITRATION PROCEDURE

7.1 Disagreements relating to the interpretation, application, administration or alleged violations of this agreement shall be considered fit matter for grievance and shall be promptly dealt with in the following manner.

All grievances and replies to grievances must be set out in writing in all steps and shall be addressed through normal line management.

Step 1

The alleged grievance must be submitted in writing to the supervisor responsible for his/her area and department within fifteen (15) working days of the event which gave rise to the grievance or, in the case of a monetary item, within fifteen (15) working days of receipt of the employee's pay. Within five (5) working days of submitting the alleged grievance, the employee, assisted by a steward, shall take up the matter with the supervisor responsible for his/her area. Failing settlement within five (5) working days of Step 1, the grievance may be processed within the next ten (10) working days to Step 2. Step 1 may be eliminated with reference to any grievance for discharge or suspension.

Step 2

Within ten (10) working days of notifying the Vice-President/Operations of the Company or his/her alternate of invoking Step 2, the grievance committee of the Union shall meet with the Vice- President/ Operations or his/her alternate. The reply of the Company to the grievance at Step 2 will be made to the grievor and the Principle Steward or his/her alternate within ten (10) working days of the meeting. Failing settlement at Step 2, within thirty (30) calendar days from the date of the reply of the Vice-President/ Operations, or his/her alternate, the grievance may be processed to arbitration as defined in the current Labour Relations Act of Ontario.

7.2 Permission will be granted to stewards to deal with grievances arising in their own work areas. Time spent by the steward investigating and settling such grievances will be without loss of normal earnings. A steward will not absent himself/herself from his/her normal work area without permission of the supervisor in charge.

7.3 The Company shall grant leave without loss of normal earnings to employees who are members of a grievance committee acting under Step 2 of the grievance procedure and to employees when attending a meeting called by the Company. When a steward who is working away from his/her normal work area attends a meeting called by the Company or attends a meeting under this procedure, the Company will provide transportation, if available, or will pay mileage in order for the said steward to attend such meetings.

7.4 Grievances affecting more than one employee, or any grievance brought forward by the Company, or where differences arise between the Company and the Union concerning the interpretation or general application of this agreement which may be considered as policy matters, shall be submitted in writing by either party within seven (7) working days of the alleged occurrence and shall be dealt with in the manner provided in the grievance procedure commencing at Step 2. It is the intention of the parties that the filing of policy grievances by an employee or employees shall not be used to bypass the regular grievance procedure.

7.5 Local Union officers, stewards, and committee members who are employees of the Company, shall have the right to originate a grievance for an employee on behalf of employees concerned, in the manner prescribed in the grievance procedure. The grievors involved shall be listed on the grievance form.

7.6 The parties agree that all grievances shall be submitted to single panel arbitration. The arbitrator shall be selected from a pool of arbitrators that are mutually agreed to by the parties. It is agreed by the parties that the arbitrator shall not have the power to alter or to change any of the provisions of this agreement, or to substitute any new provisions for any existing provisions or to provide a decision which is inconsistent with the terms of this agreement, providing that they are not in conflict with any legislation affecting the parties.

7.7 The Union shall have the right at any time to have the assistance of representatives of the Power Workers' Union – CUPE Local 1000 when dealing or negotiating with the Company.

Article 8

**WORK SCHEDULES AND WAGE
PROVISIONS RELATING THERETO**

8.1 Hours of Work

(a) Normal Hours of Work

To work seven and a half (7.5) hours per day, five (5) days per week, Monday through Friday, so as to work thirty seven and a half (37.5) hours per week, 0800 to 1630 hours, with one (1) hour allowance for lunch between 1200 hours and 1300 hours but can be adjusted through department consensus and Company approval. When an adjustment is in effect, the Company reserves the right to return to normal hours, providing they give seven (7) calendar days' notice. Failure to give the appropriate notice to the employee's will require the applicable premium rate to be paid for all regular hours worked until such seven (7) days has elapsed after the original notice has been given.

Exceptions to Normal Hours of Work for Information Technology (IT) Employee

(b) Monday to Friday change to normal hours of work; upon mutual agreement, the hours of work for IT employees may change to start no earlier than 0700 and end no later than 1800. The change would remain in effect for five (5) day increments.

(c) Monday to Saturday afternoon shift; upon 30 days' notice, the Company may change the hours of work for five (5) consecutive days for an individual IT employee to start at 1300 hours and end at 2100 hours, for a total of forty (40) regular hours of work for the week. Each IT employee can only be put on the

afternoon shift three (3) times per calendar year. The Company reserves the right to return to normal hours, providing they give seven (7) calendar days' notice. Failure to give the appropriate notice to the employee will require the appropriate premium rate of pay for all regular hours worked until seven (7) calendar days have elapsed since the original notice has been given.

Employees will be entitled to two (2) fifteen (15) minute breaks per shift. The first break will be taken between the hours of 1400 hours to 1500 hours. The second break will be taken between 1830 hours to 1930 hours. A paid meal period will be taken in a minimum amount of time between 1600 hours to 1700 hours.

8.1.1 Employees will be entitled to two (2) fifteen (15) minute paid breaks per day. The morning break is to be taken between 0930 and 1030 hours and the afternoon break is to be taken between 1430 and 1530 hours. Employees are to utilize their break periods when scheduled: breaks shall not be worked through and taken at alternate times.

8.2 Overtime

All Company approved overtime will be paid as follows. The first four (4) hours after normal quitting time or preceding normal start time Monday to Friday will be paid at one and a half (1.5) times their hourly rate. No more than four (4) hours a day, from Monday to Friday, can be paid at time and a half (1.5). All overtime performed outside of the first four (4) hours Monday to Friday will be paid at two (2) times the employee's hourly rate.

All overtime performed on Saturday, Sundays and Statutory holidays will be paid at two (2) times the employees regular hourly rate.

Overtime will be offered to Regular Employees before Temporary Employees, Temporary Part-Time Employees, Regular Part-Time Employees or contract workers unless the work is a continuation of the original assignment and the Regular Employees are qualified to do the work.

8.2.1 Rest Time

Employees should come to work adequately rested so they can perform their duties effectively and safely.

Day workers who work more than four (4) hours during the period between 2300 hours and the next regular scheduled shift shall be allowed a rest period of five (5) hours with compensation at the basic hourly rate. Double time rates will apply until a rest period is taken.

An employee who is required to work continuously for more than sixteen (16) hours, or an employee who accumulates sixteen (16) hours of working time in any twenty-four (24) hour period without a minimum five (5) hour continuous break between 2300 hours and 0700 hours, shall be entitled to an eight (8) hour rest period.

Employees may use vacation, or unpaid leave for the remainder of the regular scheduled shift subject to supervisory approval.

8.3 Minimum Call-Out

Employees called out to work other than their normal hours shall be paid at the applicable premium rate with a minimum of three (3) hours pay.

Article 9

RECOGNIZED HOLIDAYS

9.1 Statutory holidays for Temporary/Temporary Part-Time Employees, Regular Part-Time Employees and employees serving a probationary period will be prorated based on regular hours worked in the four (4) weeks preceding the statutory holiday. After the completion of a three (3) months' probationary period employees will be paid for the following holidays, or if the day falls on a Sunday, for the day observed as the holiday, unless off on an approved leave of absence: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, Easter Monday and Family Day.

9.2 All time worked on any of the above named holidays will be paid at the rate of double-time in addition to the normal day's pay for all employees.

9.3 When a statutory holiday falls on a scheduled day off, with mutual agreement the employee may take the scheduled day of work prior or after the statutory holiday without pay.

9.4 The Company reserves the right to determine and schedule employees necessary to work any statutory holidays. Forty-eight (48) hours' notice will be given to the employees that are scheduled to work statutory holidays.

Article 10

VACATIONS

10.1 The reference year for vacation purposes is January 1 to December 31. Vacation entitlement is accrued monthly and is pro-rated for an employee who is hired or who leaves the Company during the year. An employee may use their vacation days once they are earned. An employee may make a request in writing, for approval, to their supervisor to use vacation days that have not yet been earned. However, the total vacation entitlement used in the current year must not exceed the employee's entitlement for that year.

Employees who achieve the number of years of service required to move to the next level of vacation entitlement during a given year will be granted vacations on a prorated basis based on their anniversary date.

All employees will receive vacation with pay on the following schedule

After one (1) years' employment	- 3 weeks
After seven (7) years' employment	- 4 weeks
After eleven (11) years' employment	- 4 weeks plus one day
After twelve (12) years' employment	- 4 weeks plus two days
After thirteen (13) years' employment	- 4 weeks plus three days
After fourteen (14) years' employment	- 4 weeks plus four days
After fifteen (15) years' employment	- 5 weeks

10.2 Vacations are not to be taken in periods of more than two (2) weeks at one time unless special arrangements are made. When booking vacation, vacation is to be booked in a minimum of one (1) day intervals. With Company approval and subject to changes to a posted vacation schedule, vacation may be taken in one-half (1/2) day increments.

10.3 Employees will have the month of January in each year to submit suggested vacations. Within two (2) weeks, the Company will post a vacation schedule for those employees covered by this agreement. Every effort will be made to allow employees to have at least two (2) weeks' vacation between June 1st and September 1st. The Company will attempt to grant preference of remaining

vacation time as requested by the employees but the final decision regarding vacation schedules rests with the Company.

10.4 It is recognized that employees will not carry over vacations from one calendar year to the next. However, employees who are entitled to three (3) or more weeks' vacation, may be allowed to carry over one or two weeks' vacation respectively, when a special excursion is planned and approved by the Company. This privilege will not be extended to any employee more frequently than once every five (5) years.

10.5 An employee who becomes ill while on vacation shall not be placed on sick leave until after termination of the vacation. Under exceptional circumstances in case of very serious illness, accident, or injury; sick leave may be granted if the employee submits with his/her application for sick benefit a certificate of a qualified doctor certifying to his/her illness and approved by insurance carrier. The employee would then be entitled to the unused portion of his/her vacation after recovery from illness.

Article 11

SICK LEAVE

11.1 The Company agrees to pay eighty five percent (85%) of an employee's normal earnings for the first three (3) days of sick leave providing, if requested by his/her immediate supervisor, the employee submits with his/her application for sick benefit a certificate of a qualified doctor certifying to his/her illness.

Absences related to illness that extend beyond three (3) days, or absences related to injury shall be paid as outlined in the existing Group Insurance benefits as set out in the GLPT Group Plan 162565 with the Great-West Life Assurance Company and in the GLPT Group Plan 0048956-001 with RBC Insurance Company.

11.2 If an employee is absent and requires a Doctor's certificate the Company will reimburse the employee for the cost of the Doctor's certificate upon proof of payment.

Article 12

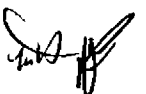
PENSION AND INSURANCE

12.1 The existing Defined Contribution Pension Plan for Salaried Employees of Great Lakes Power Transmission LP (GLPT Pension Registration No. 1240423), revised in accordance with changes negotiated for this agreement, shall continue in effect.

12.2 The existing Group Insurance benefits as set out in the GLPT Group Plan 162565 with the Great-West Life Assurance Company and in the GLPT Group Plan 0048956-001 with RBC Insurance Company revised in accordance with changes negotiated for this agreement, shall continue in effect.

12.2.1 Under the above noted insurance plan or similar plan (equivalent or better), the following basic benefits will be provided:

- (1) Life Insurance
- (2) Weekly Indemnity
- (3) Long Term Disability
- (4) Vision Care
- (5) Dental Plan



(6) Extended Health Care and Drug Plan

LTD eligibility is as defined in the Group Plan with the RBC Insurance Company.

12.3 The Company agrees to pay one hundred per cent (100%) of the premium costs of the benefits plans listed in 12.2.1 above and one hundred per cent (100%) of the Employer Health Tax.

12.4 After thirty-six (36) months on long term disability, if the employee is unable to return to work he/she shall lose seniority and be removed from the payroll. At this time, continuation of healthguard coverage shall be made available at the Company's expense.

12.5 It is acknowledged and agreed that additional benefits granted by the Company in this agreement satisfy the requirements of the refund provisions of the rebate section of the Employment Insurance Premium Reduction Program.

12.6 The Company agrees to top up the employees maternity leave benefits from EI to the difference of 80% of the employee's base rate for 26 weeks.

Article 13

JOB POSTING AND SELECTION

13.1 In the event that the Company must select between more than one (1) employee in making reductions, additions, or replacements to the work force, or in making promotions or demotions, seniority, ability and proficiency will be the governing factors, but where ability and proficiency are relatively equal, seniority with the Company from the last date of hire will govern. All such vacancies or additions, except for vacation relief, casual work or emergency work, or approved leaves shall be posted on the bulletin boards within fifteen (15) working days of becoming vacant for at least ten (10) working days, with such vacancies being posted in all areas on the same day. No applications for the positions posted will be accepted after the ten (10) day posting. If there are no successful applicants within the Company, the Company may fill the vacancy externally.

An employee may decline promotion at any time without affecting his/her seniority or promotional rights.

13.1.1 Subject to all the provisions of this article, any employee who will be absent for more than seven (7) calendar days on an approved leave of absence of thirty (30) days or less may lodge in writing with his/her immediate Company supervisor a request to be considered for specified vacancies that arise during his/her period of absence. This request will constitute sufficient reason for him/her to be considered as any other applicant.

13.1.2 The names of the successful applicants shall be posted on the bulletin board for at least five (5) calendar days within fifteen (15) working days following the last day of posting on the bulletin board.

13.2 The Company shall notify the Union of all persons so promoted or transferred.

13.3 Where an applicant does not receive a position applied for, he/she shall, upon request to his/her supervisor, be counselled in writing as to what steps should be taken to be more likely to succeed in future applications.

Article 14

LAYOFF AND RECALL

14.1 In the event of a layoff, employees in the bargaining unit shall be laid off in the reverse order of their seniority, provided the Company can retain a staff qualified to perform the work available. Employees shall be recalled on the basis of their seniority, provided they are qualified to do the work available.

14.2 Notice Period

The Company will notify the Union at least sixty (60) days prior to the effective date of layoff of designated employees. The Company and the Union will meet and discuss alternatives.

The Company will give the employees who are to be laid off as much advance notice as possible and in no case less than six (6) weeks.

Article 15

LEAVE OF ABSENCE

15.1 General

15.1.1 All employees are required to give as much notice as possible to their immediate supervisor when, due to illness or otherwise, they are unable to report for work. Any employee absenting himself/herself from work without providing reasonable cause shall be subject to disciplinary action.

Any employee absenting himself/herself from work without providing reasonable cause, for more than two (2) consecutive work days, may be subject to dismissal.

15.1.2 If the Union requires a Union representative to be released from their normal duties to perform Union business, the Union will compensate the Company in the following manner:

- (i) absences less than or equal to five (5) days - the employee's normal rate of pay;
- (ii) all absences after five (5) days - normal rate of pay plus benefits totaling forty-two per cent (42%) will be reimbursed.

On giving sixteen (16) days' notice to the Company such absences will be accommodated insofar as the regular operation of the department in which he/she is employed will permit.

Normally absences for the Principal Steward will not exceed fifteen (15) days' per year and eight (8) days per year to the Stewards.

Where delegates have incurred expenses in order to attend a Union Convention and, because of a Company emergency, are unable to attend the Convention, the Company shall reimburse the two (2) delegates for non-recoverable expenses.

15.1.3 An employee of the Company who is elected or selected for a position with the Union or anybody with which the Union is affiliated or who is elected to public office, must make application for a leave of absence in writing at least three (3) weeks in advance of such leave. Approval will not be unjustly withheld; however, only one employee at any one time will be granted a leave of absence under this paragraph.

15.1.4 With the mutual consent of the employee and his/her supervisor, employees will be allowed thirty seven and a half (37.5) hours leave of absence annually at their request for additional time off. It is understood that such requests for leave of absence will normally be granted. Such time off will be without pay and may be used at the employee's discretion with a minimum of one-half (1/2) of a shift off.

15.1.5 Employees called to Her Majesty's service or enlisting during a period when Canada is at war, shall be reinstated upon their return with all privileges and seniority ratings they had when leaving the service of the Company.

15.1.6 When in the Company's judgment the circumstances warrant such action a leave of absence with pay will be granted to a maximum of three (3) days per calendar year.

This leave is based upon reasons of personal emergency, such as severe illness in the immediate family which would necessitate remaining away from work until adequate arrangements could be made for outside help or in cases where an employee is faced with the effects of a severe storm, fire or flood.

15.2 Bereavement Leave

15.2.1 Whenever a death occurs to a member of the immediate family of an employee, the Company will compensate the employee for any time lost from work up to a maximum of four (4) consecutive work days which include the day of the funeral. The Company agrees to consider the granting of up to two (2) additional days with pay for traveling time, provided cause is shown for the need of this time. Compensation shall be at the regular hourly rate of the employee for a normal work day. The term "immediate family", for the purpose of this paragraph, to be considered to include only the following:

- (i) the spouse, parents, sister, brother, child, grandchildren, mother-in-law or father-in-law, son-in-law, daughter-in-law or grandparents of the employee; and
- (ii) a relative or foster children residing in the household of the employee.

15.2.2 Whenever a death occurs to a member of the family who is not considered as immediate family, the Company will compensate the employee for one (1) day of lost time in order to attend the funeral. The Company agrees to consider the granting of up to two (2) additional days with pay for traveling time, provided cause is shown for the need of this time. For purposes of this clause, family other than immediate shall be interpreted to mean: brother-in-law, sister-in-law, spouses' grandparents, aunt or uncle, niece or nephew.

15.3 Jury and/or Witness Duty

The difference in wages between an employee's straight time wage, excluding premium pay, and the fee allowed will be paid by the Company to any employee required to serve on a jury or to be a court witness in the District of Algoma. Exceptions to this case shall be taken to the Company for consideration.

Article 16

ALLOWANCES

16.1 Travel

16.1.1 The Company will supply transportation, at its own discretion either in Company vehicles or by public transportation, for employees carrying out their normal duties when travelling between work centres. Time spent in travelling will be paid for at the applicable rate when an employee is required to travel between work centres. Employees will travel from their work centres to and from the job on the Company's time. The words "work centre" shall, for the purpose of this clause, be where the employee is normally reporting for work.

16.1.2 Employees working away from their regular work centre during the week will be allowed to return to that centre on Company time for the weekend, unless they are required for weekend work

16.1.3 Except in the case of an emergency, when employees are required to be away from home overnight, every effort will be made to give at least forty-eight (48) hours' notice of such requirement.

16.1.4 Any employee covered by this agreement whose work requires him/her to be away overnight from where he/she normally resides, will be provided with a room, reimbursement at the appropriate kilometer rate as per the Company policy if the employee utilizes their personal vehicle and reimbursement of meal expenses subject to the limits outlined in 16.1.5. At all times the use of a personal vehicle for business purposes is to be preapproved by the Company.

16.1.5 Employees will be reimbursed for actual meal expenses, not including alcoholic beverages, upon provision of an itemized receipt. The maximum reimbursable expenses, including tip, are as follows:

- (i) a breakfast allowance of twenty dollars (\$20.00)
- (ii) a lunch allowance of twenty five dollars (\$25.00), and
- (iii) a dinner allowance of forty dollars (\$40.00)

On the first day away from their normal work center the meal expense will be prorated to include lunch and dinner and on the day the employee returns home to include breakfast and lunch unless the employee works past 1800 hours, in which case the dinner allowance would apply.

16.1.6 In all cases, where the Company requires the employee to travel for training, the Company will pay for the course, course materials, meals and accommodations.

16.1.7 Travel time, for the purpose of training, which is conducted outside of an employee's scheduled working time, will not be compensated.

16.2 Employees forced to transfer within the Company will be reimbursed for their moving expenses to a maximum of five thousand dollars (\$5,000).

Article 17

WORKING RELATIONS COMMITTEES

The Company and the Power Workers' Union – CUPE 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 opinions
- 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

17.1 Stewards: The Company will recognize two (2) stewards.

17.2 Grievance Committee: The Company will recognize a Committee of not more than two (2) employees.

17.3 Negotiating Committee: The Company will recognize a Negotiating Committee of not more than two (2) employees as well as a representative(s) of the Power Workers' Union and an executive member of the Union.

The two (2) employees on the Negotiating Committee will be paid their regular hourly rate for time spent in negotiating a collective agreement during normal working hours up to a maximum of thirty seven and a half (37.5) hours per employee.

It is understood that negotiation means time up to but not including conciliation and mediation.

17.4 The Working Relation Committee shall be kept informed of the names and addresses of all officers, stewards and committee members of the Union. The Company will advise the Principal Steward of the Union of the names of the Company personnel to be notified with reference to the grievance procedure.

17.5 Senior Company representatives (2) and utility representatives (2) will constitute a working group which will meet regularly so that issues that do occur are resolved quickly and a positive relationship is established to minimize future issues. The working group will act as a sounding board for Company policies which might affect Union members. This will not circumvent the normal supervisory role in solving day-to-day issues.

Article 18

SAFETY RELATED CLAUSES

The parties are committed to the health and safety of all employees as demonstrated in the Company Joint Health and Safety Policies and Safety Work Management Systems.

18.1 Time will be scheduled during regular working hours for all employees to maintain their Company mandated safety training. Those employees not on duty will be paid applicable premium rates when instructed by the Company to attend such training sessions.

18.2 The Union and the Company agree to observe the provincial health and safety regulations and the safety regulations prescribed and published by the Company from time-to-time. The Union will cooperate with the Company in encouraging employees to observe the safety regulations, and to work in a safe manner. The Company agrees to discuss and review safety concerns as they occur with the union safety representatives. The union safety representatives shall assist, make recommendations to and cooperate with the Company to ensure the Safety Procedures and Programs are implemented. The Company will involve union health and safety representatives and/or other union members as required in System Safety Accident Investigations.

18.3 The Company will consult with the Union and supply safety clothing when, in the opinion of the Company, such is needed.

Article 19

CONTRACTING OUT

19.1 The Company agrees that during the term of the current agreement with Power Workers' Union-CUPE Local 1000 no regular employee of the Company shall be laid off or demoted as a result of the contracting out of work by the Company.

Article 20

GENERAL

20.1 Certification/Training

The Company in recognizing the need for updating employee qualifications will provide the opportunity at their discretion 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.

20.2 Payment of Professional Fees

Where an employee is required by the Company to maintain a professional accreditation to establish a particular level of competency, and there is a professional fee associated with doing so, the Company will reimburse each such individual so required the amount of the fee upon presentation of appropriate proof of payment to his/her department head.

Article 21

WAGES AND CLASSIFICATIONS

21.1 Wage rates shall be paid as they appear in the following sections of the agreement and shall be for pay purposes only.

21.2 EMPLOYEE CLASSIFICATIONS

Job Classes

	Accounting Clerk	Admin. Assistant	Service Desk Technician	Operations/ Engineering Technician	Contract Specialist	Technical Analyst	Management Accountant	System Analyst
2016								
Class D (80%)	19.77	19.56	18.98	23.15	26.00	28.73	30.98	35.24
Class C (85%)	21.00	20.78	20.17	24.60	27.63	30.52	32.91	37.44
Class B (90%)	22.24	22.01	21.36	26.05	29.25	32.32	34.85	39.65
Class A (100%)	24.71	24.45	23.73	28.94	32.50	35.91	38.72	44.05
2017 2.6%								
Class D (80%)	20.28	20.07	19.48	23.75	26.68	29.47	31.78	36.16
Class C (85%)	21.55	21.33	20.70	25.24	28.35	31.31	33.77	38.42
Class B (90%)	22.82	22.58	21.92	26.72	30.02	33.16	35.76	40.68
Class A (100%)	25.35	25.09	24.35	29.69	33.35	36.84	39.73	45.20
2018 2.65%								
Class D (80%)	20.82	20.60	20.00	24.38	27.38	30.26	32.62	37.12
Class C (85%)	22.12	21.89	21.25	25.91	29.10	32.15	34.66	39.44
Class B (90%)	23.42	23.18	22.50	27.43	30.81	34.04	36.70	41.76
Class A (100%)	26.02	25.75	25.00	30.48	34.23	37.82	40.78	46.40

21.3 Cost of Living Adjustment

If the average monthly CPI for Ontario for the twelve (12) months ending December 31, 2017 is greater than the average monthly CPI for Ontario for the twelve (12) months ending December 31, 2016, a onetime lump sum payment will be made prior to March 31, 2018 based on the following table:

PERCENTAGE CHANGE IN CPI	PAYMENT AS A PER CENT OF GROSS EARNINGS
<3.00	0.00
>=3.00<3.50	0.50
>=3.50<4.00	1.00
>=4.00<4.50	1.50
>=4.50	2.00

Similarly, if the average monthly CPI for Ontario for the twelve (12) months ending December 31, 2018 is greater than the average monthly CPI for Ontario for the twelve (12) months ending December 31, 2017, a onetime lump sum payment will be made prior to March 31, 2019 based on the following table:

PERCENTAGE CHANGE IN CPI	PAYMENT AS A PER CENT OF GROSS EARNINGS
<3.00	0.00
>=3.00<3.50	0.50
>=3.50<4.00	1.00
>=4.00<4.50	1.50
>=4.50	2.00

21.4 All employees covered by this agreement will be paid every second Thursday by 1500 hours by direct deposit to a bank account, but in the event the Thursday on which payday falls is a holiday, employees shall receive their pay the previous day. Cheque stubs will be forwarded to the employee's Work Centre.

21.5 When major changes are proposed to be made in any classification, or new classifications are requested by the Company, during the term of this agreement, wage rates and hours of work for the change shall be subject to negotiation.

Article 22 CLASSIFICATION CHANGES AND PROGRESSIONS

22.1 The wage rates, progression schedules, classifications and categories of employees covered by this agreement shall be those shown in Article 21.

22.1.1 All employees moving through an annual progression grid will have their performance monitored on an ongoing basis and documented at least annually by the employee's supervisor. Where an employee's performance is not satisfactory he/she shall be informed of the areas of work that are deficient. Progression will be based on the recommendation of the employee's supervisor. When progression is withheld, the Company shall meet with the employee, who may request the presence of his/her steward, or another Union representative, and shall give the employee the reason for withholding progression. Two (2) months thereafter his/her general performance will be reviewed and if found satisfactory, the employee shall be granted the progression.

22.1.2 If his/her progress and general performance are still unsatisfactory, the employee shall:

- (1) in the case of a new employee in the step in the classification in which they started , be terminated;
- (2) in the case of an employee above the starting classification in any category, remain in such class for at least one (1) year and then may again request a reclassification and recommendation from his/her supervisor;
- (3) in the case of an employee who was previously transferred from another category, revert to his/her former job if it is available. If it is not available, he/she may be transferred to other available work providing he/she is qualified. Failing this, his/her employment may be terminated.

Article 23 DURATION OF AGREEMENT

23.1 This agreement shall remain in effect from January 1, 2016 to December 31, 2018 and from year to year thereafter unless either party gives notice in writing to the other party not more than ninety (90) days and not less than thirty (30) days prior to December 31st in any year of their desire to alter same.

23.2 Working conditions during the term of this Agreement shall be outlined in this Agreement and any Mid-Term Agreement.

A Mid-Term is a modification of the Collective Agreement executed by the parties in the following format during the term of the Collective Agreement.

Mid-Term Agreement

Title _____

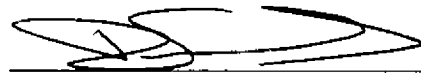
Number _____

Date _____

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

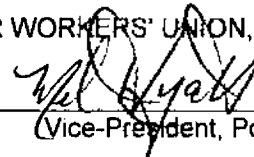
SIGNED ON BEHALF OF:

GREAT LAKES POWER TRANSMISSION LP



Vice-President, Operations

POWER WORKERS' UNION, CUPE LOCAL 1000



Vice-President, Power Workers' Union

Principal Steward

Steward

