

MEMORANDUM OF AGREEMENT

BETWEEN

BRITISH COLUMBIA HYDRO AND POWER AUTHORITY (BC HYDRO)

(The "Employer")

AND

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 258 (IBEW 258)**

(The "Union")

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1. The Parties agree that the attached terms and conditions form a Memorandum of Agreement, subject to ratification by the Employer's principals. A ratification vote will not be required by the Union.
 2. It is further agreed that the Employer will unanimously recommend acceptance to its principals.
 3. Unless specifically stated otherwise, all items contained in this Memorandum will become effective on the date of ratification by the Employer.
 4. Except as specifically amended below, all terms and conditions of the Collective Agreement effective from April 1, 2015 through March 31, 2019, including Letters or Memoranda of Understanding, shall remain in full force and effect for the renewed term of the Collective Agreement, unless subsequently amended by mutual agreement of the Parties.
 5. All items discussed by the Parties during the negotiations and not addressed herein will be considered withdrawn on a without prejudice basis.

Agreed to this 10th day of February, 2020, at Langley, British Columbia.

For IBEW 258:

Ald McKay

For BC Hydro:

[Signature]

1. TERM OF COLLECTIVE AGREEMENT (3 Years)

Amend Article 4 to read as follows:

"Term of Agreement

The wage schedule and working conditions contained in this Agreement shall be in force and shall be binding on the parties until March 31, 2022-2019 or thereafter until a new or revised Agreement is signed.

Either party to the Agreement may, at any time within four months immediately preceding the date of expiry of the Agreement, by written notice require the other party to the Agreement to commence collective bargaining.

The operation of Section 50(2) of the Labour Code of British Columbia (R.S.B.C. Chapter 122) as amended is hereby excluded pursuant to Section 50(3) of the said Code."

2. GENERAL WAGE INCREASES – ARTICLE 44

Replace the opening paragraphs of Article 44 - Wage Schedules language to read as follows:

"The April 1, 2019 wage rates are derived by adding 2% to the wage rates in effect March 31, 2019.

The April 1, 2020 wage rates are derived by adding 2% to the wage rates in effect March 31, 2020."

The April 1, 2021 wage rates are derived by adding 2% to the wage rates in effect March 31, 2021."

Delete all references to and including: *Appendix "A" – Letter of Agreement Re: Economic Stability Dividend.*

JBM
RLJ
February 10/2020