



File: 103.4

December 19, 2022

## LOCAL 258

INTERNATIONAL  
BROTHERHOOD OF  
ELECTRICAL  
WORKERS  
AFFILIATED WITH THE  
CLC, AFL-CIO

SUITE 140  
8029 199TH STREET  
LANGLEY, BC  
V2Y 0E2

PHONE:  
604-520-3305  
TOLL FREE:  
1-877-520-3305  
FAX:  
604-522-3371

EMAIL:  
INFO@IBEW258.BC.CA  
WEBSITE:  
WWW.IBEW258.BC.CA



## Summary of Tentative Agreement:

### Term:

- Three (3) year term April 2022 to April 2025

### General Wage Increases:

- Effective April 1, 2022: Flat rate increase of \$0.25 per hour and then a 3.24% increase
- Effective April 1, 2023: Minimum of 5.5% to a maximum of 6.75% (COLA)
- Effective April 1, 2024: Minimum of 2.0% to a maximum of 3.0% (COLA)

### Additional Wage Increases:

#### **Wage Adjustments:**

Upon ratification the following classifications will receive the following in addition to the general wage increase:

- Increase Foreman rate by 2%.
- Increase Senior Storekeeper and Senior Tool Crib Attendant by 2%.
- Increase Senior Automotive and Heavy Vehicle Partsperson rate by 2% when supervising employees other than Tradespersons.
- Field Storekeeper rate of pay will increase to \$32.80.
- TNO rate of pay will increase to \$55.96 (a result of decoupling).
- Fleet Safety Trainer rate of pay will increase to \$51.08.

#### **Targeted Wage Increase LOU:**

Effective the date of ratification the following classifications will receive a one-time two (2) percent increase in addition to the general wage increase:

- Communication, Protection and Control Technologist.
- Trades Training Instructor (2% increase is for decoupling).
- Area Planner Scheduler (2% increase is for decoupling).
- Generation Plant Operator.
- Truck and Transport Vehicle Tradesperson.
- Utility Truck and Transport Vehicle Tradesperson.

LOCAL 258 OF THE IBEW IS PROUDLY DEDICATED TO SERVING OUR MEMBERS WHO WORK  
IN THESE INDUSTRIES IN BRITISH COLUMBIA AND THE YUKON TERRITORY:  
ELECTRIC UTILITY • PRIVATE POWER LINE • ELECTRICAL MANUFACTURING • UTILITY ARBORIST • TRAFFIC CONTROL



- Mobile Truck and Transport Vehicle Tradesperson.
- Vehicle Technical Advisor.
- Utility Vehicle Quality and Commissioning Facilitator.

### **Health and Welfare Benefits:**

- If an absence due to sickness exceeds ~~three~~ **five (5)** consecutive working days or if ~~five~~ **four (4)** separate absences occur during a 12 month period, a medical certificate from the employee's personal physician may be required by Hydro. Employees shall be reimbursed for charges levied by the physician for producing the medical certificate.

#### **Effective January 1, 2023:**

- Increase paramedical services to an annual maximum of one thousand seven hundred and fifty dollars (\$1,750.00) per person per calendar year.
- Increase eye exam reimbursement to \$200 per family in any 24-month period.
- Increase orthodontics lifetime maximum to three thousand dollars (\$3,000.00) per person.
- Increase mental health benefit to two thousand seven hundred and fifty dollars (\$2,750.00) per person per calendar year.

#### **Effective January 1, 2025:**

- Increase paramedical services to an annual maximum of two thousand dollars (\$2,000.00) per person per calendar year.

### **Meals and Allowances:**

- Increase Cookout Allowance from \$75.00 to \$78.00. Beginning April 1, 2023, this allowance shall be increased by general wage increase percentages.
- Increase Living Out Allowance from \$130.00 to \$153.00
- Beginning April 1, 2023, Living Out Allowance shall be increased by the general wage increase percentages.
- Effective April 1, 2024, increase Living Out Allowance an additional \$5.00 then the applicable percentage of the general wage increase will be applied.
- Beginning April 1, 2023, overtime meals limits (\$42 and \$26) shall be increased by the general wage increases. New Language: *In Lieu of claiming a receipted overtime meal, employees entitled to an overtime meal may opt to claim the applicable meal per diem pursuant to the Employer's expense policy.*
- Increase tool allowance from \$0.40 to \$0.60
- Article 48 (a): Increased from \$0.75 to \$1.50 effective April 1, 2024.

### **Maternity and Parental Leave:**

- Employees on maternity leave may be eligible for a “top-up” of their employment insurance payment for the first seventeen (17) weeks of leave. The top up allowance is equal to the difference between the employee’s gross employment insurance payment (based on the standard parental EI benefit rate) and eighty-five percent (85%) of the employee’s pre-leave weekly base salary.
- Employees on parental leave may be eligible for a “top-up” of their employment insurance payment for the first eight (8) weeks of leave. The “top-up” allowance is equal to the difference between the employee’s gross employment insurance payment (based on the standard parental EI benefit rate) and eighty-five percent (85%) of the employee’s pre-leave weekly base salary.

### **Mica Creek MOU #8:**

- Increase remote incentive from 16% to 20%.

### **Bridge River MOU #36:**

- Increase food allowance from \$57.50 to \$59.80. Beginning April 1, 2023, this food allowance shall be increased by the general wage increase percentages.
- Increase remote incentive from 16% to 20%.
- The \$38.46 bi-weekly compensation for a lack of facilities has been removed.

### **Construction Services and Temporary Employees:**

- Amended Article 34 to allow Construction Services to perform switching to facilitate storm restoration, and to expedite service response in emergent situations when regular operations personnel are not readily available.
- Amended Article 25 (c) to allow temporary employees to take a leave of absence.

### **Apprentices:**

- Apprentices and grads in holding applying for positions will not be eligible to compete for bulletined vacancies for a period of twelve months from the start date of the new position.
- Increase Living Out Allowance for Apprentices attending training (MOU #13).

### **Human External Transport:**

- Article 13 (p): HETS
  - (iii) Human External Transport (HET) - An employee who during the course of a day is assigned to work suspended outside the helicopter (e.g. hoisting, Class “D”, platform, “touch and go”) shall be paid a premium equal to seventy-five percent (75%) of their straight-time wages for the time so worked or a minimum of four (4) hours, whichever is greater.
  - (iv) Nothing contained in (i), (ii), or (iii) above shall be construed or interpreted in such manner as will entitle an employee in any one day in respect of the use of a helicopter to

claim a premium exceeding an amount equal to seventy-five percent (75%) of their straight-time wages for any hour worked during that day.

- Article 49: HETS (Construction Services)
  - 4. Human External Transport (HET) - An employee who during the course of a day is assigned to work suspended outside the helicopter (e.g. hoisting, Class "D", platform, "touch and go") shall be paid a premium equal to seventy-five percent (75%) of their straight-time wages for the time so worked or a minimum of four (4) hours, whichever is greater.
  - 5. Nothing contained in 1., 2., 3, and 4. herein shall be construed or interpreted in such manner as will entitle an employee in any one day in respect of the use of a helicopter to claim a premium exceeding an amount equal to seventy-five percent (75%) of their straight-time wages for any hours worked during that day.

### **Job Classifications, Descriptions and Selections:**

- Cable Splicer name change to Power Cable Technician.
- A Field Storekeeper, where applicable and necessary, will arrange for the maintenance of tools, and perform minor repairs. Wage rate will be adjusted to match Construction Tool and Material Handler.
- Created Machine Operator 1 position. Increased wage to GT1 wage rate.
- Expanded trades training instructor job description to include assessments and evaluations
- Expanded PLT job description to include installation and maintenance of distribution automation equipment (eg. Battery replacement, modem replacement and power resets). **CPC Tech's retain jurisdiction for this work.**
- Changed Cable Splicer Helper name to Power Cable Support Technician.
- Preference for Power Cable Support Technicians will be given to Power Line Technicians however, should no Power Line Technician apply, Electricians may be selected for these positions in accordance with Article 18(e). Electricians working in this role will be paid the Power Line Technician wage rate.
- Added area planner/scheduler, machine operator 1, mobile truck and transport vehicle tradesperson and mobile utility truck and transport vehicle tradesperson selections to be based upon merit, efficiency and seniority.
- Added Mobile Truck and Transport Vehicle Tradesperson classification.
- Added Mobile Utility Truck and Transport Vehicle Tradesperson classification.

### **Compassionate Leave:**

- Defined immediate family as: *Immediate family shall include: spouse, common-law spouse, children, step-children or foster children, parents, step-parents or foster parents, siblings or step siblings, grandparents, grandchildren, parents-in-law, and children-in-law.*

### **Housekeeping:**

- Gender neutral language.
- Clarified pole hauling language.

- Incorporate Regional Foreman LOU into collective agreement as an MOU.
- Incorporate Winders LOU into collective agreement as an MOU.
- Modernized language around wildfires. No change in practice.
- Deleted various redundant and outdated language.

### **New MOUs:**

- New MOU for Trades Training Instructors that allows for rotation in the field for trade skill retention. Allows for up to two months for every two years.
- New MOU Indigenous Cultural Leave that allows up to two (2) days leave with pay per calendar year to participate in traditional indigenous activities.
- The Parties agree to place the present Gainsharing MOUs into the collective agreement.

### **Surrey Central Stores:**

- New Language: *The Employer may schedule the unpaid meal period for by no more than one-half (1/2) hour in either direction.*

### **Appendix B Apprentice and Trades Training Committee:**

- Language changes around non-red seal trades.
- ITA sets minimum program time requirements for red seal trades.
- \$10,000 penalty increased to \$25,000.
- Apprentices Starting an apprenticeship must complete and graduate from that apprenticeship before they can bulletin into another apprenticeship.

### **Appendix C**

- The Parties agree Hydro will review the remote location measurement system prior to 31 December 2024 and will utilize Runzheimer International or another similar firm to do the data collection.

### **Appendix G Trouble Technicians:**

- Deleted Trouble Electricians.

The Local 258 IBEW Bargaining Committee unanimously recommends acceptance of this Memorandum of Agreement.