

December 12, 2019

Doug McKay
Business Manager & Financial Secretary
International Brotherhood of Electrical workers, Local 258
Suite 140 – 8029 199th Street,
Langley, B.C.
V2Y 0E2

Dear Mr. McKay:

Re: Machine Operators 1 in Transmission & Barehand Premium

Effective April 1, 2020, this letter will replace the letter dated December 5, 2017 *Re: Line Truck Operators in Transmission & Barehand Premium*, and will confirm our agreement that Machine Operators 1 (MO1s) while employed in Transmission who have been qualified to support PLTs conducting barehand work on transmission voltages will also receive the monthly barehand premium, under the following conditions:

1. It is a mandatory requirement for all MO1s employed in Transmission supporting PLTs conducting barehand work to be barehand qualified.
2. Qualified Transmission MO1s will continue to be directed by a barehand certified PLT.
3. The barehand qualification requirements for MO1s will follow the criteria identified in the Barehand Manual and Procedures (e.g. Qualification for Crane Operator), which may be amended from time to time.
4. The barehand training and qualification requirements for MO1s may be made more rigorous to be in line with the applicable barehand certification qualifications that apply to PLTs identified in the Barehand Manual and Procedures.
5. The number and work locations of qualified Transmission MO1s required to perform barehand work will be determined by BC Hydro management in consultation with the IBEW.
6. The Work Methods Department will keep a detailed log of all qualified MO1s, and as applicable, may keep a detailed log of training and hours logged by each MO1.
7. The premium will be 6% of annual MO1 salary and will be paid monthly.
8. The premium will to be effective as per the above date for qualified Transmission MO1s.

Please confirm the Union's agreement by countersigning and returning a copy of the countersigned document.

Sincerely,
Jeff Marwick
Manager, Employee Relations