

# HIGHLIGHTS

## IBEW Local 258 and BC Hydro Memorandum of Agreement

1. Term of Agreement: 3 years - April 1, 2019 – March 31, 2022
2. Wages:
  - 2% increase April 1, 2019 (retroactive to April 1, 2019)
  - 2% increase April 1, 2020
  - 2% increase April 1, 2021
3. Welfare Benefits: increases to paramedical services to one thousand five hundred and fifty dollars (\$1,550.00) per person effective April 1, 2022. Maximum death benefit increased by \$100,000. Addition of a maximum dismemberment benefit of \$200,000.
4. Helicopter Premiums: changes include significant improvement to premiums for regular members and language to increase ability to gain work for Construction Services.
5. Cooking Out Allowance: increases on April 1, 2020 to \$80.00/day; April 1, 2021 to \$85.00/day.
6. Living Out Allowance: increases to \$140.00/day effective April 1, 2020; \$150.00/day effective April 1, 2021.
7. Bulletins and Eligibility to Bid – apprentices eligible to bid will commence their 12-month time in role once they graduate and arrive at the bid location. Language includes exceptions to this provision.
8. Amendment to Article 20 (a) 1: with 72 hours notice, varying start times requires union approval.
9. Improve language around safety and well being of members in times of weather such as rain, snow, icing, severe cold or heat, and conditions of poor air quality.
10. Ability for members to select a modified work week. Includes provision for Construction Services Winders to become FTR.
11. One additional day of annual vacation in years 6, 7 and 8.
12. If a Statutory holiday falls on a Saturday or Sunday, the preceding Friday or following Monday shall be observed.
13. Parental leave will receive top up to 85% of wages for eight (8) weeks effective April 1, 2021.

14. Language changes made to the following classifications: Cable Splicer Helpers, Communications Protection and Control, Field/Storekeeper, Machine Operator and Machine Operator 1, Trades Training Instructor, Trades Training Projects Coordinator. Ability for trained Construction Service members to switch for storm restoration in emergent situations.
15. In addition to the general wage increase, wage increases and additional premiums were made for the following classifications:
  - 1% Senior Storekeepers, Senior Tool Crib Attendant, Senior Operators, Foreman, Senior Vehicle Quality and Commissioning Facilitator
  - 7% premium for Meter Tech on Measure Canada Test Console
  - 3.5% for Telecommunication Network Controllers
  - 0.35/hr for all Field Storekeepers
  - 4% afternoon shift differential for Vehicle Services
  - 0.10/hr increase to tool allowance for Vehicle Services
  - Increases to all qualification recognitions at Fort Nelson Generating Station
  - New classification Machine Operator 1 to be paid at GT1 rate of pay
16. Gainsharing memorandum to be included in the collective agreement.
17. Remote incentive measurement review to be undertaken for Ganges, Lillooet, and Ucluelet prior to May 31, 2020.
18. Increase the number of Trouble Technicians by five and updated language for the ability to select 12-hour shifts with 75% acceptance of affected members.