

AGREEMENT

between

Bell MTS

and

**International Brotherhood
of Electrical Workers
Local 435**

February 1, 2021 - January 31, 2024

This AGREEMENT is made in duplicate this 1st day of April, **2021**.

BETWEEN

Bell MTS,

(hereinafter referred to as "the Company")

Of the First Part

AND

International Brotherhood of Electrical Workers, Local 435

(hereinafter referred to as the "the Union")

Of the Second Part

As a result of collective bargaining negotiations by and between the Company and the Union, this Agreement witnesseth that the parties hereto agree as follows:

TABLE OF CONTENTS

	Page
Article 1 – Recognition and Scope.....	1
Article 2 – Discrimination	1
Article 3 – Definitions	2
Article 4 – Grievance	3
Article 5 – Arbitration	5
Article 6 – Hours of Work.....	5
Article 7 – Differentials.....	7
Article 8 – Overtime	9
Article 9 – Holidays	11
Article 10 – Annual Vacations.....	11
Article 11 – Sick Leave Benefits	15
Article 12 – NCS/COS Seniority	17
Article 13 – Job Postings, Selection, Temporary Assignments, Appointments, and Layoffs.....	20
Article 14 – Scheduled Increments.....	24
Article 15 – Traveling and Transportation.....	25
Article 16 – Board and Lodging	25
Article 17 – General Provisions	27
Article 18 – Resignation, Dismissal and Disciplinary Action	28
Article 19 – Deduction of Union Dues.....	28
Article 20 – Pay.....	29
Article 21 – Schedules of Wages.....	29
Article 22 – Remoteness Allowance	29
Article 23 – Northern Region Transfers and Lateral Moves.....	32
Article 24 – Safety and Health	32
Article 25 – Birth and Adoption Leave	33
Article 26 – Management Rights.....	34
Article 27 – Duration of Agreement.....	34
Article 28 – Technological Change.....	35
Article 29 – Leave of Absence.....	35
Article 30 – Personal Leave Days.....	36
Article 31 – Home Dispatch Program	37
Article 32 – Standby Program.....	38
Article 33 – Northern Retention Premium	40

LETTERS OF UNDERSTANDING

Equal Employment Opportunity	41
Employee Complements	41
Transportation Reimbursement Options	41
Redeployment of Employees from Non-Craftline Classifications	41
Wiring Assistant	42
Voluntary Retirement Termination Incentive Program (VRTIP)	43
Self Identification/Voluntary Departure.....	44
Overstaff Conditions.....	44
Bell Integration	45
Certified Technician	45
Certification Committee	46
Employees in Non-Craftline Classifications Bidding on Vacancies within the Craft Classification Program.....	46
Achievement Incentive Plan	46
Operations Support Centre (OSC) Job Classification.....	47
Craftline Apprentice Program.....	48
Craftline Apprentice Program for the Redeployment of Allied Resources.....	49
Banking of Overtime/Vacation Overtime Credits.....	50
Banked Vacation Days.....	50
Transitioning to the Bell Vacation Year.....	51
Benefits.....	51
Remote Working.....	51
Greater Winnipeg Headquarters Map (for illustrations purposes only)	52

WAGE SCHEDULES

Appendix A – Wage Schedule I
Appendix B – Wage Schedule I
Appendix C – Wage Schedule II
Appendix D – Wage Schedule III

Appendix E – Wage Schedule III
Appendix F – Wage Schedule III
Appendix G – Wage Schedule III
Appendix H – Wage Schedule IV

ARTICLE 1 - RECOGNITION AND SCOPE

- 1.01** The Company recognizes the Union as the sole and exclusive collective bargaining agent for all employees employed in the Company's operations in the Province of Manitoba covered by the Canada Labour Relations Board Certificate No. 555-3948 working in the classifications listed in the Appendices attached to and forming part of this Agreement. Any new classifications created during the term of this Agreement which fall within the scope of the said Agreement shall be added to the Appendices attached to this Agreement. When changes to the job classifications set out in the Appendices of this Agreement are required, or when the jobs themselves are to be altered, the Company agrees to consult with the Union prior to these changes taking place.
- 1.02** The Union agrees that those employees coming under its jurisdiction should abide by all terms of this Agreement.
- 1.02.1** The Union and the Company recognize the Canada Labour Code and shall abide by its terms and conditions contained therein.
- 1.03** The Company recognizes the right of the Union to appoint Shop Stewards as necessary and recognizes the Steward as an official representative of the Union and the employees in their jurisdiction to the extent outlined in this Agreement.
- The Company will advise the Union of the name, address and personal telephone number of newly hired employees upon their engagement.
- The Company further agrees that when a group of new employees are hired, the Business Manager or designate shall be provided a maximum of fifteen (15) minutes during regular working hours to meet with the new employees. The meeting shall be scheduled by the Company at a time mutually acceptable to the Company and the Union. It is agreed and understood that the purpose of such a meeting shall be for the Business Manager or designate to introduce themselves and to provide the employees with a copy of the Collective Agreement. All arrangements for meetings with new employees shall be made through the **Senior Consultant Labour Relations**.
- 1.04** The Union agrees to notify the Company within thirty (30) days of any changes of personnel that take place in the Union Executive or Shop Steward positions.
- 1.05** The Union recognizes the Company's right to refuse to discuss with any person those matters which may be considered Union business, unless the Company has been officially notified of the individual's authority as a Union representative.
- 1.06** The Company shall treat all employees covered by this Agreement in a just and reasonable manner, consistent with the terms of this Agreement.

ARTICLE 2 – DISCRIMINATION

- 2.01** In compliance with Part I of the Canada Labour Code, and the applicable Human Rights legislation, the parties hereto agree that there will be no discrimination by the Company or the Union, for or against any employee covered by this Agreement.
- 2.02** An employee who considers that they have not been dealt with in a just manner, consistent with the terms of this Agreement shall have the right to grieve in accordance with the provisions of Article 4 of this Agreement.

ARTICLE 3 – DEFINITIONS

3.01 **"Employee"** – is any person employed by the Company and covered under the terms of this Agreement.

3.02 **"Regular Employee"** – is an employee who has completed the probationary period and whose employment is expected to continue indefinitely although such employment may be terminated at any time by the employee or the Company.

3.03 **"Probationary Employee"** – is a newly hired employee who, except as specified below, is engaged for a probationary period not to exceed six (6) months worked, to determine their suitability for engagement as a Regular employee.

In the case of a newly hired employee engaged for the position of General Apprentice, the probationary period shall not exceed twelve (12) months worked.

At any time during the probationary period should the Company consider that a probationary employee is not progressing satisfactorily, they shall be terminated.

Note: Should any probationary employee covered by this Agreement be found, at any time, to have submitted false information on their Application for Employment or, if through examination by a qualified physician, they are found to be physically incapable of performing their job duties, this will be sufficient cause for the Company to terminate their employment without recourse.

3.04 **"Term Employee"** is an employee:

- (a) engaged to fill a temporary vacancy in the regular staff; or
- (b) engaged for seasonal work; or
- (c) engaged for a specific project or a limited period, with the definite understanding their employment is to terminate on completion of the project or at the end of the period. The Company and the Union agree to meet and review the status of Term employees required for such projects as the need arises.

Note 1: Term employment may be terminated at any time due to a reduction of workload or completion of a project.

Note 2: Term employees will be given the opportunity to apply for Regular employment, provided a vacancy exists within the classifications covered by this Agreement and provided they meet the qualification requirements of the vacancy.

Note 3: The Company agrees to provide to the Union, on a quarterly basis at the request of the Union, a list of Term employees.

Note 4: Such temporary vacancies or temporary positions shall not exceed one (1) year, unless mutually agreed between the Union and the Company.

3.05 **"Full-Time Employee"** – is an employee (Regular, Probationary or Term), who is normally scheduled to work the basic weekly hours of work specified in this Agreement.

3.06 **"Regular Part-Time Employee"** – is an employee who normally works less than the basic hours of work on a predetermined, regular reoccurring basis, and whose employment is expected to continue indefinitely. These employees are entitled to receive the same or pro-rated benefits of a Regular Full-time employee.

3.07 **"Casual Part-Time Employee"** – is an employee who is normally required to work less than forty (40) hours in a pay period and whose hours may be unpredictable, irregular and directly

affected by daily or weekly service requirements or workload. Hours may be scheduled where practicable and are subject to change, notwithstanding the notice requirements in Articles 6.15 and 6.16.

3.08 "Headquarters Based Employee" – is an employee who has been assigned to a Headquarters to which they ordinarily report to start work each day.

3.09 "Detached Employee" – is an employee who has not been regularly assigned to a Headquarters.

3.10 "Reassigned Employee" – is a Headquarters based employee who may occasionally be reassigned to a Headquarters other than the one to which they are regularly assigned for periods up to a maximum of five (5) weeks duration. The five (5) week period may be extended by mutual agreement between the employee and the Company.

Upon completion of the five (5) week reassignment period, employees shall be assigned within their headquarter zone for a minimum of one (1) week. The one (1) week period may be waived by mutual agreement between the employee and the Company.

3.11 "Headquarters" – is the City, Town or Village to which an employee is regularly assigned and to which they normally report to commence work each day.

3.12 "Headquarters Zone" – is the recognized area associated with a Headquarters in which employees based at that Headquarters are required to work on a regular basis.

3.13 "General Apprentice" – is an employee who is engaged by the Company with the intention of pursuing the prescribed course of training leading to the status of Technician I. Any part of the apprenticeship may be waived at the discretion of the Company in recognition of previous related experience or training.

An employee who transfers to the position of General Apprentice shall serve a trial period of twelve (12) months. If at any time during this trial period it is found the employee is unable to perform the duties of a General Apprentice or their performance proves to be unsatisfactory, the employee shall return to a vacant position for which they qualify in their previous job classification at their previous rate of pay.

3.14 "Technician 1" - is an employee who has completed the necessary period of apprenticeship as prescribed in the Craft Classification Program, or who has been engaged as a Technician 1 on the basis of previous experience and qualifications.

3.15 "Tour of Duty" – the basic hours which an employee is scheduled to work on any working day.

ARTICLE 4 – GRIEVANCE

4.01 A "grievance" shall mean any difference relating to the meaning, application, or alleged violation of this Agreement.

4.02 Where a grievance is submitted in writing, it shall be on a standard grievance form agreed to by both parties.

4.03 "Working Day" for the purpose of this Article shall mean any day that is not a Saturday, Sunday or a Company holiday recognized by this Agreement.

4.04 In the event an employee chooses to grieve a discharge, suspension or selection on a Letter of Intent, the grievance must be filed within five (5) working days of the receipt of a notice of the discharge, suspension or selection on a Letter of Intent. Grievances pertaining to such matters shall commence at Step 2 of the grievance procedure.

- 4.04.1 For grievances pertaining to matters other than those specified in Article 4.04, the grievance must be filed within ten (10) working days from the time the employee became aware of the alleged violation.
- 4.05 The Union Grievance Committee shall be a standing committee composed of three (3) members of the Union plus the Union Business Manager. In any case where it is considered necessary to bring in additional assistance, the Committee may be increased by one (1) member.
- 4.06 An employee, or group of employees, who believes they have a grievance involving the meaning, application, or alleged violation of this Agreement shall have the following grievance procedure available.
- 4.06.1 **Step 1** – A grievance shall be discussed with the immediate Manager by the grievor, who may, at the grievor's option, be accompanied by a Shop Steward. The immediate Manager shall have five (5) working days from the date of this discussion in which to render a verbal decision.
- 4.06.2 **Step 2** – If a satisfactory settlement is not obtained under the previous Step a written grievance may be submitted to the applicable **Consultant Labour Relations** within five (5) working days of the decision rendered at Step 1. Within five (5) working days of receipt of the grievance, or at a time convenient to both the Union Committee and the Company, a meeting will be convened with the Union Grievance Committee, the Manager of the Department involved, and **representatives of Labour Relations** to review the grievance. The Company shall render a written decision with respect to the grievance to the Union office within five (5) working days of the said meeting.
- 4.06.3 **Step 3** – If a satisfactory settlement is not obtained under the previous step, then the grievance may be submitted to the Labour Relations department within five (5) working days of the receipt of the written decision rendered at Step 2. The Company shall within five (5) working days of the receipt of the grievance, or at a time convenient to both the Union Committee and the Company, convene a meeting with the Union Grievance Committee, the Director of the Department involved, and **representatives of Labour Relations** to further review the grievance. The Company shall render a written decision with respect to the grievance to the Union Office within seven (7) working days of the said meeting.
- 4.07 In the event that a grievance is not settled at Step 3 of the grievance procedure, the matter may be referred to Arbitration, by either party serving upon the other within seven (7) working days from the date of the decision rendered at Step 3 of the grievance procedure, written notice of its desire to submit the grievance to Arbitration.
- 4.08 Time limits specified in Steps 1 through 3 may be extended at any time by mutual agreement in writing between the Company and the Union.
- 4.09 The Company shall pay wages for the Union Grievance Committee for time spent during their normally scheduled tours of duty to attend grievance meetings. The Union shall be responsible for all transportation expenses, out-of-town travel time, and all other expenses of Union Grievance Committee members. This shall be applicable to all Steps of the grievance procedure.
- 4.10 The Shop Steward(s) will be allowed to process grievances on Company time to the extent outlined in this Article.
- 4.11 **Policy Grievance** – Any difference arising between the Company and the Union relating to the meaning, application, or alleged violation of this Agreement, including any questions as to whether a matter is arbitrable, may be dealt with as a policy grievance commencing at Step 3. The Union or the Company may, by mutual agreement, initiate a policy grievance at Step 2. Whenever a difference arises between the Union and the Company, there shall be no stoppage of work, and the parties shall confer in an effort to settle the differences.

- 4.12** If the Company has a grievance against the Union, the grievance may be submitted in writing by the Labour Relations Department to the Union Business Manager. A Step 3 meeting shall be held within ten (10) working days following the receipt of the grievance. The Union shall render a written decision within ten (10) working days of such meeting.

ARTICLE 5 – ARBITRATION

- 5.01** Where a grievance relating to the meaning, application, or alleged violation of this Agreement is still unresolved after the grievance procedure has been exhausted, there shall be no stoppage of work. The Union or the Company may initiate Arbitration proceedings as outlined herein.
- 5.02** The party referring the grievance to arbitration shall refer the matter to a single arbitrator to be selected from the list of individuals below within 15 days of the step 3 grievance response. The 15 day timeframe may be extended by mutual agreement.
- Diane Jones
 - Gavin Wood
 - Blair Graham
- 5.03** The Arbitrator shall hold the hearing and issue an award as promptly as possible. In the event the Arbitrator is not available for the matter in question to be heard, the parties agree to move to the next Arbitrator on the list in rotation.
- 5.04** The Arbitrator shall not have any power to alter or change any of the provisions of this Agreement, or to substitute any new provisions for any existing provisions thereof, and in reaching a decision the Arbitrator shall be bound by the terms and provisions of this Agreement. The decision of the Arbitrator shall be final and binding on the parties.
- 5.05** Each party shall pay one-half of the fees and expenses of the Arbitrator and the costs of their own witnesses and any other related costs.

ARTICLE 6 – HOURS OF WORK

- 6.01** Except as otherwise provided under this Article, eight (8) hours shall constitute a day's work and forty (40) hours shall normally constitute a week's work.
- 6.02** The Company shall have the right to establish the arrangement of hours and tours of duty for all employees covered by this Agreement, subject to the provisions of this Article.
- 6.03** Twenty (20) work days shall constitute two (2) consecutive bi-weekly pay periods.
- Employees reserve the right to request two (2) consecutive days of rest after having worked ten (10) consecutive calendar days (excluding overtime).
- 6.04** Normal working hours for a day time tour of duty shall be from 8:00 a.m. to 12:00 noon, and 1:00 p.m. to 5:00 p.m., but other tours may be assigned to meet service requirements, excepting that a day time tour of duty shall not be assigned to commence before 6:00 a.m., nor terminate later than 6:00 p.m.
- 6.05** Daytime tours of duty may be scheduled with a one-half (1/2) hour unpaid lunch period when requested by the Company or the Union and may be instituted at the discretion of the Company where service requirements permit, but shall not be instituted until discussed between the Company and the Union.

- 6.06** Normal working hours for an evening tour of duty shall be from 4:00 p.m. to 12 midnight.
- 6.07** Normal working hours for a night tour of duty shall be from 12 midnight to 8:00 a.m.
- 6.08** A normal work week shall consist of any assigned five (5) consecutive days commencing on any day of the week.
- 6.09** Other tours may be assigned by the Company to cover specific work situations. Such other tours shall not be assigned until discussed by the Company and the Union.
- 6.10** Assignment of tours of duty may include Saturdays and Sundays. Where work schedules and service requirements permit, the day off for working said Saturday or Sunday will be scheduled to be taken adjacent to regular days off.
- 6.11** An employee assigned a straight eight (8) hour tour of duty shall be allowed a twenty (20) minute paid meal break period within the tour. During the meal break period, the employee shall remain within the general work area and be available for work if required.
- 6.12** All employees scheduled for multiple tours of duty shall be scheduled as equally as practicable in the tours of duty rotation.
- 6.13** The Company may assign split tours of duty, but only after having discussed the assignment with the Union. A split tour of duty shall be interpreted as one covering more than nine (9) consecutive hours. For each one (1) hour between work periods on a split tour of duty, one-half (1/2) hours wages shall be paid.
- 6.14** A Compressed Work Week consisting of ten (10) or twelve (12) hour shifts may be implemented in certain work areas to cover specific work situations as arranged between the Company and the employees on a voluntary basis.
- Prior to implementing a Compressed Work Week, the Company shall notify the Union.
- 6.15** Schedules showing the regular assignment of tours of duty for all Full-time employees shall be made to cover a minimum period of twelve (12) consecutive weeks. Such schedules shall be posted at least fourteen (14) calendar days prior to their commencement.
- 6.16** When a tour of duty change is implemented by the Company with less than twenty-four (24) hours notice, overtime rates shall apply.
- 6.16.1** When a change to an employee's scheduled day(s) of rest is implemented by the Company, overtime rates shall apply for all such days worked on less than seven (7) days notice.
- 6.16.2** When a tour of duty change is requested by an employee with more than twenty-four (24) hours notice, permission to change shall not be unreasonably withheld if, in the opinion of the Company, a change can be satisfactorily arranged.
- When a tour of duty change is requested by an employee with less than twenty-four (24) hours notice, the Company may refuse.
- 6.17** An employee failing to report for duty or failing to give sufficient notice to permit a change in assignment of a tour of duty without penalty to the Company, may be required to reimburse the Company for any expense caused by such failure, as well as forfeiting normal pay for the assigned tour missed. However, each such case shall be judged on its own merits and extenuating circumstances shall be given full consideration.
- 6.18** On a change from Standard Time to Daylight Time, or vice versa, employees on assigned tours or relief tours of duty commencing at or during the time when the official change takes place, shall report for duty at the scheduled hour on the new time and shall be paid for the standard tour of duty without regard to the number of hours worked on that tour.

- 6.19** The Company shall schedule a minimum period of eight (8) hours off between tours of duty. In instances where this does not occur, overtime rates shall apply for that portion of the said period which is worked.
- 6.20** Employees shall travel to and from work on their own time and shall report for duty by the scheduled starting time, at the reporting point designated by their Manager. In the case of Headquarters based employees, such reporting point shall ordinarily be within the employee's posted Headquarters. Time spent travelling beyond this reporting point shall be considered as work time and transportation shall be supplied by the Company.
- 6.21** All time spent loading, unloading, driving or being transported in a Company-owned or hired vehicle shall be considered as work time with the exception of time spent travelling to and from the mid-tour meal. Where the Company considers it necessary to transport employees to a location where meals are available, such time shall be considered work time.
- 6.22** The nature of the work, weather conditions, service requirements and the health and safety of the employee will be given full consideration by the Manager in deciding whether or not outdoor work should be done. When a decision has been made that outside work cannot be done the Company will, wherever feasible, provide alternate work or training for an employee affected.
- 6.22.1** Employees held waiting for orders at a designated reporting point for two (2) hours or less shall be paid for two (2) hours; if held for over two (2) hours, they shall be paid for actual time plus one (1) extra hour.
- 6.22.2** Employees starting work at the usual time in the morning or afternoon who are subsequently forced to break off work due to weather conditions shall be paid for actual time worked plus one (1) hour.
- 6.22.3** Detached employees whose lodging is being paid at other than their home location and who cannot be assigned work due to inclement weather or other conditions, shall be paid at one-half (1/2) their basic wage rate for up to a maximum of three (3) consecutive scheduled working days. During that three (3) day period, should the Manager determine that outside work would be impractical for an extended period, the employees shall return to their home locations until recalled to work.

ARTICLE 7 – DIFFERENTIALS

- 7.01** A differential of one-half straight time extra shall be paid for each hour worked between midnight Saturday and midnight Sunday by an employee covered by this Agreement.
- 7.02** Evening and night differentials will be paid to an employee covered by this Agreement for time worked between the hours of 6:00 p.m. and 7:00 a.m. on the following basis:
- For all hours worked from:
- 6:00 p.m. to 12:00 midnight – **\$1.50 per hour;**
AND 12:01 midnight to 7:00 a.m. – **\$1.50 per hour.**
- 7.02.1** Evening or night differentials shall not be paid if an employee is being paid the Sunday differential for such tour of duty.
- 7.03** The differentials as shown in Sections 7.01 and 7.02 of this Article are not applicable when an employee is being paid holiday or overtime rates, nor shall such differentials be paid when an employee is working a split tour of duty as specified in Article 6 of this Agreement.

7.04 When an employee works on Christmas Eve (December 24th), and/or New Year's Eve (December 31st), they shall be paid straight time extra for all time worked between the hours of 6:00 p.m. and 12:00 midnight. Said payment will not apply in instances where the employee is being paid overtime rates. Employees receiving the Christmas Eve/New Year's Eve differential will not be eligible for differentials as provided under Section 7.01 and 7.02.

7.05 An employee assigned as a Charge Hand shall be paid a differential of one dollar and fifty cents (\$1.50) per hour above their regular rate of pay. A Charge Hand normally shall mean an employee who is assigned additional on the job leadership responsibilities beyond that expected in their regular position.

In order to provide employees with the opportunity to develop new skills, the assignment of Charge Hand duties within a location will be rotated among interested employees of the location, for a duration not to exceed twelve (12) months. Any extensions to the twelve (12) months duration, must be agreed to by the Company and the Union. To be considered for a Charge Hand assignment, interested employees must possess the necessary qualifications.

7.06 **Sub-Foreman** – An employee in charge of a **Work Centre** who reports to a Foreman in another adjacent **Work Centre**, or an employee assigned to assist a Foreman in the direction of work affected by this schedule, shall be paid a differential of one dollar and fifty-five cents (\$1.55) per hour above their Technician rate.

In order to provide employees with the opportunity to develop new skills, the assignment of Sub-Foreman duties within a location will be rotated among interested employees of the location, for a duration not to exceed twelve (12) months. Any extensions to the twelve (12) month duration, must be agreed to by the Company and the Union. To be considered for a Sub-Foreman assignment, interested employees must possess the necessary qualifications.

7.06.1 **Acting Foreman** – In the absence of a Foreman for reason of sickness, vacation etc., when an in-scope replacement is required an employee will be selected to fill, for a limited time, the regular Foreman vacancy and shall be paid a differential of one dollar and seventy cents (\$1.70) per hour above their Technician rate. This time period should not normally exceed three (3) months unless mutually agreed between the Union and the Company. On an Acting Foreman assignment that exceeds three (3) months the differential shall be increased at three (3) months to one dollar and ninety cents (\$1.90) per hour above their Technician rate.

Acting Foreman time will not be cumulative.

7.06.2 **Expeditor** – An employee assigned as an Expeditor shall be paid a differential of one dollar and fifty (\$1.50) per hour above their regular rate of pay.

7.06.3 **Training Associate** – An employee may be assigned to the Training Centre as an Instructor, for a non-supervisory assignment for a period of up to three (3) years. The period may be extended with written approval from the Union. A Training Associate shall be paid a differential of one dollar and fifty-five cents (\$1.55) per hour above their Technician rate for the first year and a differential of one dollar and sixty-five cents (\$1.65) per hour thereafter.

7.06.4 **Staff Associate** – An employee covered by this Agreement, may be temporarily assigned for a non-supervisory assignment for a period of up to three (3) years. This period may be extended with written approval from the Union. A Staff Associate shall be paid a differential of one dollar and thirty cents (\$1.30) per hour above their Technician rate.

Note: All Associate vacancies will be filled through the Letter of Intent process.

7.07 For that time worked on a bridge, tower, radio or microwave structure, or a fixture outside the perimeter of a building, at an elevation of eighty-five (85) feet or more above the point at which said structure is affixed, an employee shall be paid at double their regular hourly rate of pay. A minimum of two (2) hours paid at double time shall apply.

ARTICLE 8 – OVERTIME

- 8.01** An employee covered by this Collective Agreement is subject to being called out or required to work on a continuing basis only for emergency work at any time. Emergency work shall be defined as that which is due to disruption or threat of disruption to existing services, the provision of new services necessary for the health or safety of the public, National, Provincial or Municipal emergencies.
- 8.02** Planned and/or non-emergency continuing overtime, except as specified above, shall be on a voluntary basis.
- 8.02.1** Due consideration shall be given to the equal distribution of overtime relative to the abilities of the available personnel.
- 8.02.2** Extenuating circumstances shall be given consideration in relieving an employee of their duty when required to work overtime.

Call-Out Overtime

- 8.03**
- (a) A call-out for immediate reporting to the job will be paid for at the applicable overtime rate from the time the employee is called and shall continue after completion of the job for such period as reasonably necessary to travel home.
 - (b) A call-out for other than immediate reporting shall be paid from the time the employee arrives on the job to the time of leaving the job.
- 8.03.1** Continuing Overtime – shall be defined as work performed either immediately preceding or continuing after a normal scheduled tour of duty, or both.
- 8.03.2** Planned Overtime – shall be defined as overtime for which the employee has been given at least 24 hours notice in advance.
- 8.04** An employee who is requested to work continuing overtime shall be paid for time worked outside the normal scheduled tour of duty reported to the nearest quarter hour at applicable overtime rates.
- 8.05** Payment for all overtime will be on the basis of double time.
- A minimum of two (2) hours shall be paid for call out overtime.
- 8.06** Rest Periods - The provisions of this clause shall not apply in the case of a call-out overtime work period of less than six (6) hours duration, nor shall it apply when an employee is required to work call-out overtime on days off, unless the overtime work period is continuous with their regularly scheduled tour of duty.
- An employee who is required to work overtime for a continuous period of six (6) hours or more shall be granted a rest period of four (4) consecutive hours with no loss in their basic rate of pay in accordance with the following conditions:
- (a) When the four (4) hour rest period extends into an employee's regularly scheduled tour of duty, the employee shall then be required to report for duty at the end of the rest period for the duration of the scheduled tour.
 - (b) When, due to the demands of service, an employee is required to work the complete rest period or any portion thereof which extends into a regularly scheduled tour of duty, said employee shall be paid at two (2) times their basic hourly rate for the hours so worked in lieu of the rest period.

- 8.07 An employee who is required to work overtime in excess of two (2) hours before or continuing after their regular tour of duty, shall be allowed a meal period not to exceed twenty (20) minutes which shall be counted as time worked.
- 8.08 Banked Overtime Provisions - An employee working overtime for which they are entitled to payment at the rate of double their regular wage rate, shall elect to be paid for such overtime in accordance with the following:
- (a) Such overtime to be paid for at the overtime rate; or
 - (b) The option of receiving straight time overtime pay for each hour worked, plus the equivalent number of hours as time off; or
 - (c) The option of receiving double time off.
- 8.08.1 If the employee elects to receive time off in lieu of overtime rates they shall inform their Manager of this option prior to reporting such overtime.
- 8.08.2 The maximum amount of time an employee may bank and maintain will be equivalent to the hours an employee would normally work in a four (4) week period as defined in Article 6.
- 8.08.3 Banked overtime leave will be taken as leave at a time mutually agreeable to the employee and their Manager. Such leave will be scheduled in one half (1/2) day units or full day units during slack periods. Leave will not be granted if it would directly result in more overtime. Where the demands of service necessitate, the Company shall have the right to defer a leave request. Any scheduled leave may be cancelled on twenty-four (24) hours notice due to unforeseen circumstances. One half (1/2) day units or full day units are based on an eight (8) hour work day.
- 8.08.4 Upon adequate notice, an employee may elect to have their banked overtime paid on their regular paycheck. Such payment will only be made in increments of one half (1/2) day, one (1) day or for 100% of all banked overtime credits. One half (1/2) day units or full day units are based on an eight (8) hour work day.
- 8.08.5 An employee must receive payment in full for all outstanding Banked Overtime prior to the 30th day of April. No carry over will be allowed.

To replace current Article 8.08.5 effective January 1, 2022

- 8.08.5 An employee must receive payment in full for all outstanding Banked Overtime prior to **the end of each vacation year, on the thirty-first (31st) day of December**. No carry over will be allowed.
- 8.08.6 Payout shall be based on the employee's regular rate of pay at the time of payout.
- 8.08.7 The scheduling of annual vacations shall take precedence over banked overtime leave.
- 8.08.8 At the employees request, banked overtime provisions shall apply to a Company statutory holiday which is included as part of an employees' regular schedule.
- 8.08.9 Company service requirements will take precedence over seniority when considering requests for banked overtime leave.

ARTICLE 9 – HOLIDAYS

9.01 The following shall be recognized as Company holidays:

New Year's Day	Labour Day	Louis Riel Day
Canada Day	Good Friday	Thanksgiving Day
Boxing Day	Remembrance Day	Victoria Day
Christmas Day	Terry Fox Day	Floating Holiday

The Floating Holiday shall be arranged between the Company and the employee in accordance with the requirements of service. The Company reserves the right to deny any dates requested by employees.

Any additional holidays proclaimed by the Government of Manitoba, or the Government of Canada as a holiday for the general public shall be recognized as a Company holiday.

9.02 When any of the above holidays fall on a Saturday or a Sunday, the following working day shall be observed as the holiday.

9.03 A holiday falling on a day between Monday and Friday inclusive, shall be included in the weekly schedule for all employees for that week, but not including employees who are absent on leave without pay.

9.03.1 When a Company holiday is observed on a day which is included in the weekly schedule of an employee, the employee may be granted the day off with pay. Such employee if absent without authorization from their scheduled tour of duty on the day preceding or the day following the holiday shall not be entitled to pay for the holiday.

9.04 An employee whose weekly schedule includes a Company holiday, and who has been assigned to work on said holiday, shall be paid in addition to their regular pay, double time for all hours worked.

9.04.1 Company work schedules shall minimize, as far as is practicable, the need for employees to work on Company holidays.

9.05 Regular Part-time, Casual Part-time and Term employees will receive normal pay for all Company holidays if they have worked one hundred and twenty (120) hours in the thirty (30) days immediately preceding the holiday. If less than one hundred and twenty (120) hours are worked, payment will be on a pro-rated basis.

9.06 Regular Part-time, Casual Part-time and Term employees shall receive pay only for the Floating Holiday pursuant to Article 9.05. For pay purposes only June 30th of each calendar year shall be designated as the Floating Holiday for employees in the above noted classifications.

Regular Part-time, Casual Part-time and Term employees working on June 30th shall not receive premium holiday pay.

ARTICLE 10 – ANNUAL VACATIONS

10.01 Annual vacation credits shall be determined by the Net Credited Service of the employee as of April 30th of each year.

10.01.1 A vacation year shall be the twelve (12) months between May 1st of any calendar year and April 30th of the following year.

- 10.01.2** A vacation week shall consist of seven (7) consecutive calendar days.
- 10.01.3** An employee absent from duty with or without pay for an accumulated period exceeding eight (8) weeks, excluding vacation, maternity/parental leave and on duty accidents, during the twelve (12) months previous to May 1st shall have their vacation period reduced proportionately for each week of absence in excess of the first eight (8) weeks. Less than one-half of the working days worked in a week will constitute a week of absence for vacation credits, five (5) working days average week.
- 10.01.4** When a Company holiday is observed within an employee's annual vacation, they shall be granted one additional day of vacation or one day's pay in lieu, thereof, at the discretion of the employee's Department. The additional day must be taken as mutually arranged with the employee's Department.
- 10.02** An employee hired prior to April 15, 2015 with less than one (1) year of Net Credited Service as of April 30th shall be allowed .288 of a day as vacation with pay during the first vacation year for each week of service as of April 30th. Two and one-half (2 1/2) or more days worked in a week will constitute a completed week of service for vacation credits. When computing such vacation credits, fractions of less than one-half (1/2) shall be dropped and fractions of one-half (1/2) or more shall be considered a full day.
- 10.02.1** An employee hired prior to April 15, 2015 who has completed one (1) year of Net Credited Service as of April 30th shall be allowed three (3) weeks vacation with pay in the following vacation year and each year thereafter.
- 10.02.2** An employee hired on or after April 15, 2015 with less than two (2) years of Net Credited Service as of April 30th shall be allowed .192 of a day as vacation with pay during the first and second vacation years for each week of service as of April 30th of the respective year. Two and one-half (2 1/2) or more days worked in a week will constitute a completed week of service for vacation credits. When computing such vacation credits, fractions of less than one-half (1/2) shall be dropped and fractions of one-half (1/2) or more shall be considered a full day.
- 10.02.3** An employee hired on or after April 15, 2015 who has completed two (2) years of Net Credited Service as of April 30th shall be allowed three (3) weeks vacation with pay in the following vacation year and each year thereafter.
- 10.02.4** An employee shall, in the vacation year in which their sixth (6th) net credited service anniversary date falls and in each succeeding vacation year, be allowed four (4) weeks vacation with pay.
- 10.02.5** An employee shall, in the vacation year in which their fourteenth (14th) Net Credited Service anniversary date falls and in each succeeding vacation year, be allowed five (5) weeks vacation with pay.
- 10.02.6** An employee shall, in the vacation year in which their twenty-first (21st) Net Credited Service anniversary date falls and in each succeeding vacation year, be allowed six (6) weeks vacation with pay.
- 10.02.7** An employee hired prior to April 15, 2015 shall, in the vacation year in which their thirty-fourth (34th) Net Credited Service anniversary date falls and in each succeeding vacation year, be allowed seven (7) weeks vacation with pay.
- 10.02.8** **Vacation of three (3) consecutive weeks or more may be taken only when approved by the employee's Department. Consecutive vacation week requests will not be unreasonably withheld.**

- 10.02.9** An employee receiving Remoteness Allowance within a location having no access by road, shall be allowed seven (7) days vacation credits in addition to their regular vacation credits. These credits need not necessarily be taken adjacent to regular vacation credits. However, should the employee not leave the Remoteness Allowance area, or terminate employment, the additional week credit shall not apply.
- 10.02.10** An employee receiving Remoteness Allowance within a location having access by road, shall be allowed two (2) additional vacation credits, not necessarily taken adjacent to regular vacation credits. Employees headquartered in Gillam, Lynn Lake and Leaf Rapids shall be entitled to two (2) additional vacation credits, for a total of four (4). The credits will only be allowed if the employee qualifies for at least five (5) regular vacation credits and if the employee leaves the Remoteness Allowance area. Should the employee not leave the Remoteness Allowance area, or terminate employment, the additional days credit shall not apply.
- 10.03** Vacations will be arranged in accordance with the requirements of service. Owing to the nature of the Company's business, there are times when it is impossible to grant vacations to some classifications of employees. It follows, therefore, that in the scheduling referred to in this Article, the Company reserves the right to deny any dates requested by employees concerned.
- 10.03.1** As soon as possible in the calendar year but prior to May 1st, vacations, including three (3), four (4), five (5), six (6) or seven (7) weeks where applicable, shall be scheduled by work groups giving due consideration to the length of service of employees and employees' preference insofar as the exigencies of the service will permit. In any case of dispute, the employee's Director shall make the final decision.
- 10.03.2** **Each year's vacation must normally be taken before April 30th of that vacation year. Where exceptional circumstances arise, the Company may defer vacation, or at its sole discretion, may approve the carry-over of vacation to the following vacation year. Vacations of one (1) week or over shall normally commence on a Sunday.**
- 10.04** An employee who resigns, is laid off or dismissed shall be allowed vacation, or pay in lieu thereof, in accordance with the vacation credits they have earned but not received, including proportionate vacation for the current working year.
- 10.04.1** An employee who retires (either voluntary or disability) shall be allowed to take vacation that they earned but have not received, including a proportionate period for service in the current year, prior to the effective date of retirement, or such employee may have the option of working until the effective date of retirement and receiving pay in lieu of such earned vacation.
- Other than those employees who retire for health reasons (disability retirement) at least two (2) weeks of their notice of intent to retire must be worked.
- 10.05** In the event there is a bereavement during the term of their vacation, an employee shall, upon request, and proper notification to the employer, be considered to be on Bereavement Leave. Any vacation lost through bereavement can be taken at a time mutually agreed to by the employee and their supervisor.

To replace current Article 10 effective January 1, 2022

- 10.01** Annual vacation credits shall be determined by the Net Credited Service of the employee as of **December 31st** of each year.
- 10.01.1** **Commencing January 1, 2022, the vacation year will be calculated as the period beginning on the 1st day of January and ending the 31st day of December of the same year. Employees shall receive their full vacation entitlement effective January 1st of**

each year. Each year's vacation must normally be taken before December 31st of that vacation year.

Note: To accommodate the transition to the Bell vacation year commencing January 1, 2022, from May 1, 2021, to December 31, 2021, employees shall accrue vacation which shall be placed into a Surplus Vacation Account which must be used prior to December 31, 2024.

- 10.01.2 A vacation week shall consist of seven (7) consecutive calendar days.
- 10.01.3 An employee absent from duty with or without pay for an accumulated period exceeding eight (8) weeks, excluding vacation, maternity/parental leave and on duty accidents, during the twelve (12) months previous to **December 31st** shall have their vacation period reduced proportionately for each week of absence in excess of the first eight (8) weeks. Less than one-half of the working days worked in a week will constitute a week of absence for vacation credits, five (5) working days average week.
- 10.01.4 When a Company holiday is observed within an employee's annual vacation, they shall be granted one additional day of vacation or one day's pay in lieu, thereof, at the discretion of the employee's Department. The additional day must be taken as mutually arranged with the employee's Department.
- 10.02 **An employee with less than two (2) years of Net Credited Service as of December 31st** shall be allowed .192 of a day as vacation with pay during the first and second vacation years for each week of service as of **December 31st** of the respective year. Two and one-half (2 1/2) or more days worked in a week will constitute a completed week of service for vacation credits. When computing such vacation credits, fractions of less than one-half (1/2) shall be dropped and fractions of one-half (1/2) or more shall be considered a full day.
- 10.02.1 **An employee who has completed two (2) years of Net Credited Service as of December 31st** shall be allowed three (3) weeks vacation with pay in the following vacation year and each year thereafter.
- 10.02.2 An employee shall, in the vacation year in which their sixth (6th) net credited service anniversary date falls and in each succeeding vacation year, be allowed four (4) weeks vacation with pay.
- 10.02.3 An employee shall, in the vacation year in which their fourteenth (14th) Net Credited Service anniversary date falls and in each succeeding vacation year, be allowed five (5) weeks vacation with pay.
- 10.02.4 An employee shall, in the vacation year in which their twenty-first (21st) Net Credited Service anniversary date falls and in each succeeding vacation year, be allowed six (6) weeks vacation with pay.
- 10.02.5 An employee hired prior to April 15, 2015 shall, in the vacation year in which their thirty-fourth (34th) Net Credited Service anniversary date falls and in each succeeding vacation year, be allowed seven (7) weeks vacation with pay.
- 10.02.6 **Vacation of three (3) consecutive weeks or more may be taken only when approved by the employee's Department. Consecutive vacation week requests will not be unreasonably withheld.**
- 10.02.7 An employee receiving Remoteness Allowance within a location having no access by road, shall be allowed seven (7) days vacation credits in addition to their regular vacation credits. These credits need not necessarily be taken adjacent to regular vacation credits. However, should the employee not leave the Remoteness Allowance area, or terminate employment, the additional week credit shall not apply.

- 10.02.8** An employee receiving Remoteness Allowance within a location having access by road, shall be allowed two (2) additional vacation credits, not necessarily taken adjacent to regular vacation credits. Employees headquartered in Gillam, Lynn Lake and Leaf Rapids shall be entitled to two (2) additional vacation credits, for a total of four (4). The credits will only be allowed if the employee qualifies for at least five (5) regular vacation credits and if the employee leaves the Remoteness Allowance area. Should the employee not leave the Remoteness Allowance area, or terminate employment, the additional days credit shall not apply.
- 10.03** Vacations will be arranged in accordance with the requirements of service. Owing to the nature of the Company's business, there are times when it is impossible to grant vacations to some classifications of employees. It follows, therefore, that in the scheduling referred to in this Article, the Company reserves the right to deny any dates requested by employees concerned.
- 10.03.1** As soon as possible in the **previous** calendar year but prior to **January 1st**, vacations, including three (3), four (4), five (5), six (6) or seven (7) weeks where applicable, shall be scheduled by work groups giving due consideration to the length of service of employees and employees' preference insofar as the exigencies of the service will permit. In any case of dispute, the employee's Director shall make the final decision.
- 10.03.2** **Each year's vacation must normally be taken before December 31st of that vacation year. Where exceptional circumstances arise, the Company may defer vacation, or at its sole discretion, may approve the carryover of vacation to the following vacation year. Vacations of one (1) week or over shall normally commence on a Sunday.**
- 10.04** **An employee who resigns, is laid off or terminated will be allowed vacation, or pay in lieu thereof, in accordance with the vacation credits they have earned but not received.**
- An employee who resigns or is terminated, who used more vacation in a vacation year than was earned, shall have the vacation overpayment deducted from their final pay.**
- An employee who is laid off or who departs the Company through a VRTIP, who used more vacation in a vacation year than was earned, shall not have the vacation overpayment deducted from their final pay.**
- 10.04.1** **An employee who retires (either voluntary or disability) shall be allowed to take vacation that they have earned but have not taken prior to the effective retirement date or such employee may have the option of working until the effective date of retirement and receiving pay in lieu of such earned vacation.**
- Other than those employees who retire for health reasons (disability retirement) at least two (2) weeks of their notice of intent to retire must be worked.**
- 10.05** In the event there is a bereavement during the term of their vacation, an employee shall, upon request, and proper notification to the employer, be considered to be on Bereavement Leave. Any vacation lost through bereavement can be taken at a time mutually agreed to by the employee and their supervisor.

ARTICLE 11 – SICK LEAVE BENEFITS

- 11.01** An employee who has been absent on account of sickness and/or disability, will normally be paid sick leave benefits for authorized absences incurred from and after the end of the first three (3) months of service in accordance with their Net Credited Service. Upon request, an employee shall provide written documentation from their physician substantiating their absence.

- 11.02** The following table shows in the right hand column, the maximum number of days absence due to sickness for which the Company will, subject to the provisions of this Article, pay full wages to an employee in the year of their Net Credited Service shown in the left hand column, after first deducting any previous days for which they have, since their Net Credited Service date, received sick leave benefits from the Company:

Service	Accumulation	Total
1st 3 months	No Allowance	
Next 3 months	3 days	3 days
Next 6 months	6 days	9 days
2nd year	12 days	21 days
3rd year	12 days	33 days
4th year	12 days	45 days
5th year	21 days	66 days
6th year	22 days	88 days
7th year	22 days	110 days
8th year	22 days	132 days
9th year	22 days	154 days
10th year	22 days	176 days

Note: The "Accumulation" will be on the first day of the period for which the sick credits are granted, e.g. 1st day of the 4th year – 12 days full pay – Total = 45 days full pay.

For more than ten (10) years of service, one hundred and seventy-six (176) days full pay will be paid.

- 11.03** Paid sick leave granted to an employee during their period of service with the Company will be charged against and deducted from their accumulated credits.

An employee, on return from sick leave, shall begin to accrue on a prorated basis, up to twenty-two (22) days sick leave to be credited on the anniversary of their Net Credited Service date.

Every year thereafter, on the anniversary of their Net Credited Service date, providing there was no paid sick leave, the employee would accumulate credits up to twenty-two (22) days for each year of service, but not exceed the maximum of one hundred and seventy-six (176) days as provided above.

- 11.04** No deduction from an employee's sick leave credits shall be made in respect of absence on a statutory holiday for which the employee is entitled to be paid.

- 11.05** When an employee expects to be or is absent from work for any reason, they are expected to notify their Manager prior to the starting time for their tour of duty, indicating the reason for the absence, on:

- (a) each day of absence if date of return is unknown; or
- (b) the first day of absence if date of return is known.

If unsuccessful in reaching their Manager through live contact, they shall leave a message then follow the absence call in procedure for their designated work group.

Where reasonably practicable, the employee shall notify their Manager of their return to work the day prior to their return.

- 11.06** Unreported absence or absence without satisfactory reason shall be grounds for disqualification from benefits.
- 11.07** An employee who is unable, through job related injury, or illness to perform their normal duties shall be provided, wherever possible, with suitable alternative employment, where such exists, provided that no other employee shall thereby be deprived of their job.
- 11.08** Paid sick leave granted to employees during their period of service with the Company will be charged against and deducted from their accumulated sick credits on the basis of half days or full days. The following formula shall be used in determining the amount of sick absence to be charged:
- 0 to 2 hours – no sick absence charged;
Over 2 hours to 5 hours – half day absence charged;
Over 5 hours per day – one day absence charged.
- Sick leave, which is unpaid, will be determined on the same formula as paid sick leave.
- In cases of excess use of the less than two (2) hour time period, employees may have sick absence accumulated, such time will be accumulated in periods of one half (½) day and charged against the employee's sick leave.
- When the Company decides to accumulate such time it shall notify the employee in writing with a copy to the Union.
- 11.09** An employee who contracts any infectious or contagious disease while on duty, as a result of doing work in a place where they are instructed to carry on such work, shall be entitled to be paid their regular rate of pay for any time lost as a result thereof, if the Company is satisfied that the disease was contracted in the place in which the employee was so instructed to do their work.

ARTICLE 12 – NET CREDITED SERVICE, CONTINUITY OF SERVICE, SENIORITY

Net Credited Service (NCS)

- 12.01** An employee's Net Credited Service date is:
- (a) The original date of engagement or re-engagement as a Full-time employee, for employees having no deductible absence.
 - (b) A revised date to exclude the number of days, months or years of deductible absence.
- Net Credited Service date may be bridged to reflect deductible absence or accumulated service.
- 12.02** The Net Credited Service date will not change for reasons of absence covering the following areas:
- (a) Sick Leave – paid or non-paid.
 - (b) Parental Leave – paid or non-paid up to a maximum of thirty-seven (37) weeks.
 - (c) Union Leave.
 - (d) Layoff up to and including twelve (12) months.
 - (e) For each occurrence of an authorized non-paid Leave of Absence, up to and including thirty (30) days.

- (f) Company initiated Leave of Absence such as Educational Leave approved by the **Company**.
 - (g) Military Leave or for National Defense purposes.
- 12.03** The Net Credited Service date will be revised for reasons of absence as follows:
- (a) Periods of layoff in excess of twelve (12) months.
 - (b) Employee initiated non-paid Leave of Absence in excess of thirty (30) days.
 - (c) Each suspension of over five (5) days.
- 12.04** NCS will be considered to be broken when an employee:
- (a) Resigns, or is dismissed or released.
 - (b) Fails to return to work or fails to report inability to return to work following a leave of absence.
 - (c) Rejects an offer of work in response to a final recall notice following a layoff.
- Re-engagement following a break in service starts a new period of Net Credited Service.
- 12.05** Separate periods of service of a Regular Full-time employee may be accumulated (bridged) providing:
- (a) An employee had a period of Regular Part-time or Regular Full-time service of at least six (6) months before service was interrupted.
 - (b) An employee has completed four (4) years of continuous service since service was last broken.
 - (c) The period or periods of service being considered do not pre-date a break in service which exceeds four (4) years.
- When service is bridged, a revised Net Credited Service date will be established with the period or periods of absence being treated as deductible absence.
- 12.06** **Continuity of Service**
- Continuity of service will be considered to be broken when an employee:
- (a) Resigns, is dismissed or released.
 - (b) Has been laid off for a period of more than twelve (12) consecutive months.
 - (c) Fails to return to work or fails to report inability to return to work following a Leave of Absence or in response to a recall notice following a layoff.
 - (d) Rejects an offer of work in response to a recall notice following a layoff.
- 12.07** **Seniority**
- (a) Seniority for employees who entered a Craft occupation prior to December 2, 1983, shall be determined in accordance with Technician seniority lists approved on January 31, 1992. Subsequent to December 2, 1983, seniority for employees in Craft Classification Program shall date from the time the employee entered or re-entered said Program as a Regular Full-time employee.
 - (b) Seniority for Shopcraft Workers shall date from the time the employee entered or re-entered the Shopcraft Program as a Regular Full-time employee.

- (c) Employees other than those set out herein, or referenced in Article 12.13, shall have a seniority date established at the time the employee was engaged or re-engaged as a Regular Full-time employee.

12.08 Seniority lists shall continue to be maintained Company-wide by job classification as covered by this Agreement. Seniority lists shall be kept up-to-date annually. A copy of the lists shall be sent to the Union office.

Seniority lists shall be posted and if no protest is lodged by an employee within sixty (60) days of posting, the seniority lists shall be deemed correct.

Upon written request, the Company shall provide to the Union a list of the total number of regular hours worked by each Part-time employee from their most recent date of hire. Such requests shall be limited to two (2) times per year.

12.09 Regular Part-time, Casual Part-time and Term employees are not eligible to accrue seniority until they have obtained a Regular Full-time position. Seniority will then be established in accordance with Article 12.07.

Regular Part-time, Casual Part-time and Term employees shall have a Net Credited Service (NCS) date established when a change in status to a Regular Full-time position occurs. The NCS date will be determined on the basis of the number of regular hours worked, accumulated from the most recent date of hire.

Where an employee changes status to Regular Full-time, sick benefits and vacations will be established based on the number of regular hours worked, accumulated from the most recent date of hire.

12.10 Technicians transferring at their request from one Craft seniority list to another shall be placed on the bottom of the Craft list to which they transfer, junior to all Technicians presently in line, but senior to any Apprentices.

12.11 General Apprentices may be transferred from one Craft occupation to another as the exigencies of service require or as their aptitude and progress in training indicate.

If because of a shortage of Technicians, a General Apprentice must be used in a Technician position, they shall be paid at a minimum rate of wage step 5 of the Technician wage schedule for all time so worked from the first day of assignment without any qualifying period.

12.12 An employee assigned to a temporary position outside the scope of this Agreement may during the first twelve (12) months of such assignment, return to a vacant position in their previous job classification with no loss of seniority.

Where a temporary assignment outside the scope of this Agreement exceeds twelve (12) months, the employee may upon completion of the assignment, return to a vacant position in their previous job classification. In such instances, the employee shall be placed at the bottom of their respective seniority list, junior to all existing employees covered by said list.

12.13 A seniority list shall be established for Mechanics. Trade seniority will be the deciding factor when filling a vacancy with Mechanic (Certified) positions.

ARTICLE 13 – JOB POSTINGS, SELECTIONS, TEMPORARY ASSIGNMENTS, APPOINTMENTS AND LAYOFFS

Job Postings/Selections

13.01 An employee promoted to a position either inside or outside the scope of this Agreement shall be required to serve a trial period of up to six (6) months. At the end of the trial period the employee shall be declared on a regular basis in the new position. If during the trial period the Company or the employee finds they are unable to satisfactorily perform the duties of the new position, they shall be returned to a vacant position for which they qualify in their previous job classification at their previous rate of pay with no loss of seniority. In either event, the Union Business Manager shall be notified.

13.02 When a candidate is required for a vacant regular position covered by this Agreement, notice shall be posted electronically for a minimum of ten (10) working days. A copy of said notice shall be sent to the Union office. If there are no qualified applicants to a posted position, the Company shall be at liberty to fill the vacancy in any manner it considers appropriate.

Where it is determined by the Company not to fill a vacancy covered by this Agreement, the Union shall be notified.

13.03 The selection of a candidate to fill a posted vacant position will be based on seniority as per Article 12 of the Agreement provided the applicant meets the qualifications of the vacant position. The selection sequence for filling job vacancies covered by the Craft Classification Program will be consistent with the Craft Classification Letter of Understanding.

Subject to Section 5 of the Craft Classification Program, for the purposes of vacancy selection, regular hours worked by a Part-time or Term employee, accumulated from the most recent date of hire will be considered equivalent to seniority.

13.03.1 Selection of the successful applicant for a posted position will normally be made within twenty (20) working days of the closing date of the posting. The Union shall receive confirmation of the successful applicant. When a delay which will exceed the said twenty (20) day period is encountered or if a position posting is cancelled, the Company will notify the Union and applicants of such delay or cancellation.

13.03.2 Should additional vacancies occur in a posted position after the closing date of the posting, the Company may, with Union concurrence, fill such vacancies using applicants from the initial posting rather than posting the additional vacancies.

13.03.3 A candidate will be paid the appropriate rate of pay within two (2) weeks after official notification of appointment to the new position.

13.03.4 A candidate may, within five (5) days of official notification of appointment to a posted position which would result in the candidate relocating, decline the position. Where relocation would not result, the candidate will have twenty-four (24) hours in which to accept or decline the position. This time frame may be extended by mutual agreement.

Where a position is declined, the Company may fill the position with another candidate from the initial posting.

13.03.5

(a) An employee awarded a position within a job classification having a maximum rate of pay higher than their present rate of pay will initially be paid at the next higher rate in the wage schedule of the new job classification and shall have a new increment date established based on the day the promotion becomes effective.

- (b) An employee awarded a position within a job classification having a maximum rate of pay which is less than their present rate of pay shall be paid at the maximum rate of pay for the new position.
- (c) Notwithstanding Article 12.11, in instances where a Technician is on progression and makes an application to a posted position, they will not receive a wage increment as a result of appointment to the position.

Such employee shall remain at their existing rate until their regular increment date and then progress in the normal manner.

13.04 Wherever possible, the opportunity shall be afforded employees through training to qualify for higher positions. In the selection of employees for training, seniority will determine the right to such training as far as practicable. Training shall include the selection of employees to relieve on higher rated jobs.

13.05 When there are no applications received for a posted Mechanic (Certified) position, the junior qualified (Certified) employee from the corresponding Apprentice list will be moved to fill the posted vacancy. Employees transferred to locations north of the 53rd parallel, under this arrangement, after a period of three (3) or more years, may request in writing, a lateral transfer for a vacancy occurring south of said parallel. In cases where one (1) or more employees request the same vacancy, the seniority factor shall be based on length of service north of the 53rd parallel. Northern seniority shall take precedence over employees south of the 53rd parallel. Consistent with Company requirements, such requests for lateral moves will be given every consideration.

Temporary Assignments

13.06 An employee assigned to work for a period of one (1) or more continuous working days in a job classification having a higher wage rate than their regular job, shall be paid at a rate which is one (1) progression step above that which they would otherwise receive, for the total time that they work in the higher rated job.

13.07 An employee may be temporarily appointed to a higher job classification, however, such appointments will normally be limited to a period not to exceed three (3) consecutive months, unless mutually agreed between the Company and the Union.

Layoff

Permanent Layoff

13.08 In the event of a permanent layoff, the Company agrees to meet with the Union to discuss said layoff sixteen (16) calendar days in advance of the layoff taking effect.

The Company agrees to provide to the Union, written notice of the details pertaining to the permanent layoff, two (2) weeks prior to the expiration of the aforesaid sixteen (16) calendar day period. The first two (2) days of the notice shall fall between Monday to Thursday.

Temporary Layoff

In the event of a temporary layoff, the Company agrees to meet with the Union to discuss said layoff thirty (30) calendar days in advance of the layoff taking effect.

The Company agrees to provide to the Union, written notice of the details pertaining to the temporary layoff two (2) weeks prior to the expiration of the aforesaid thirty (30) calendar day period.

The content of any layoff notice to the Union shall include:

- (a) date of layoff;
- (b) number of employee(s);
- (c) headquarters;
- (d) job classification and names of affected employees.

Concurrent with the above written notice being provided to the Union, affected employees shall receive two (2) weeks written notice of layoff, or two (2) weeks pay in lieu thereof, or an equivalent combination of notice and pay in lieu of notice equaling two (2) weeks.

In the event of a layoff, the junior employee in each of the job classifications affected shall be the first to be laid off.

A Regular Part-time employee's regular hours worked accumulated from the most recent date of hire will be equivalent to seniority for the purposes of layoff and recall.

- 13.08.1** Where layoff is necessary in the job classifications covered by the Craft Classification Program, it is understood Term employees working in the Craft area will be terminated prior to the layoff of any Regular Craft employee.

Company-wide, in ascending order of seniority, all General Apprentices shall be laid off first, followed by Technicians within the affected job classification.

In non-Craft areas, it is understood Term employees will be terminated prior to the layoff of any Regular employee working in the same job classification.

Casual Part-time employees shall not be used while there are Regular employees on layoff, except where no Regular qualified employee is available to do the work required. Under the provisions of this Article, the Company shall not be responsible for expenses incidental to a laid off Regular employee accepting Part-time work out of their headquarters.

- 13.09** No employee covered by this Agreement will be laid off due to the implementation of bilingual services.

Recall

- 13.10** Employees laid off because of a reduction in staff, shall be recalled in order of seniority starting with the most senior and proceeding in descending order to the most junior in the job classification from which the employee was laid off.

- 13.11** Laid off employees shall have the right to be recalled for up to twelve (12) months. Employees shall be recalled in order of seniority starting with the most senior and proceeding in descending order to the most junior in the job classification from which the employee was laid off.

- 13.11.1** The right of recall for laid off employees shall expire at the end of twelve (12) months from the date of layoff, at which time the laid off employee shall be deemed to be permanently laid off, and therefore terminated.

- 13.11.2** Recall notice will be sent by either registered letter or courier to the employee's last recorded address, at any time within twelve (12) months from the date of layoff. The Union shall simultaneously receive copies of recall notices sent to affected employees.

It is the responsibility of laid off employees to keep the Company informed, in writing, of their current address and telephone number at all times.

- 13.11.3** The employee shall advise the Company within seven (7) calendar days of the date of recall as to their decision.
- 13.11.4** Employees accepting recall shall report for duty twenty-one (21) calendar days from the date of recall notice, unless otherwise agreed to.

Benefits

Eligible employees on layoff will have the option to maintain the following benefits during the 12 month recall period.

a) Medical and Dental Plans

Eligible employees will have the option of maintaining coverage under these plans providing they continue to pay their portion of the premium.

b) Basic – Life and Accident Insurances

Maintained at no cost for eligible employees.

c) Optional – Life and Accident Insurances

Eligible employees will have the option of maintaining coverage provided they continue to pay the premiums.

Employment Status

13.12 An employee will be permanently laid off and deemed terminated where:

- (a) the employee has rejected a recall; or
- (b) the employee has failed to notify the Company of their decision within seven (7) calendar days of being recalled; or
- (c) the employee has accepted but did not report for duty within fourteen (14) calendar days of acceptance or as otherwise agreed above; or
- (d) pursuant to Article 13.13, the employee elects to take severance pay prior to the expiration of the twelve (12) month recall period; or
- (e) the employee is not recalled within twelve (12) months from the date of layoff.

Severance Pay

13.13 A permanently laid off and therefore terminated employee shall receive severance pay as follows:

One week per completed net credited year of service for the first five (5) years of employment, and two (2) weeks per completed net credited year of service thereafter to a combined total of thirty-five (35) weeks maximum.

In the event of death of an employee who is eligible, severance pay shall be payable to the beneficiary of the deceased employee.

Severance pay shall be paid in addition to the regular notice to which an employee shall be entitled to receive.

Through written agreement between the Company and the employee, a laid off employee may elect to forfeit their twelve (12) month recall period and request their severance pay at any time during the recall period. In this event, the employee would be permanently laid off and terminated.

13.14 The Company cannot have contractors doing work performed by a classification covered by this Collective Agreement, while there are Regular employees in said classification on layoff, who can perform the work of the contractor.

13.14.1 No Regular employee in a classification covered by this Collective Agreement shall suffer a loss of Regular hours of work as a result of contracting out work in their classification. Regular hours of work shall be set out in Article 6.

ARTICLE 14 –SCHEDULED INCREMENTS

14.01 Scheduled increments shall be granted in accordance with the wage schedules as set forth in the Appendices annexed hereto, unless delayed or withheld for reasons as outlined in this Article.

14.01.1 Should the Company determine that an employee has not qualified for a scheduled increment due to unsatisfactory work performance, the employee and the Union shall be so advised in writing one (1) month prior to the date such increment becomes due. A scheduled increment shall not normally be withheld longer than six (6) months, except in the case of an employee whose services are unsatisfactory or who refuses to take the training necessary to qualify them for work of the class occupation for which they are being paid, or who fails to qualify for a promotional position at the end of such training. Should an employee thus advised consider that they have been discriminated against, they may take it up as a grievance. An employee who has had an increment withheld shall have a new scheduled increment date established as of the date of granting the withheld increment.

14.01.2 Employees at present on maximum hourly rate and given an increment on subsequent reclassification shall have a scheduled increment date established from date of reclassification.

14.01.3 Regular Part-time and Casual Part-time employees shall be eligible for increments based on the accumulation of nine hundred and eighty-eight (988) regular hours worked.

14.02 Increments shall be effective on the first day of the bi-weekly pay period closest to the first of the month in which the increments are due. Increments, which become due during the first half of the month, shall be due on the 1st of that month. Increments falling due during the last half of the month, shall be due on the 1st of the following month.

14.03 Persons having previous appropriate experience may be employed, initially or after a trial, at a rate to be determined by the Company commensurate with their efficiency and experience. Subsequent increments shall be in accordance with the provisions of this Article. However, the Company agrees that Technicians will not be hired in any Craftline in which Apprentices, who are qualified as Technicians and who have not refused any Technician position are being held at the maximum Apprentice rate.

14.04 An employee absent from duty with or without pay for an accumulated period of one (1) month or more (exclusive of vacation and maternity/parental/paternity leave) during one (1) yearly or two (2) consecutive half-yearly increment periods, shall have their scheduled increment date extended one month for each month's absence, calculated to the nearest whole month, provided that absence for half or less of the working days in a month will not be counted as a month and absence for more than half the working days in a month will be counted as a full month, (22 working days average month).

Where an employee would have been eligible for a scheduled increment during a maternity and/or parental leave, such increment shall be deferred and implemented effective the date of the employees' return to work.

ARTICLE 15 – TRAVELLING AND TRANSPORTATION

- 15.01** When an employee is required to travel on Company business away from their defined Headquarters, the Company shall furnish transportation including berth and meals.
- 15.01.1** Travelling time when starting or on completing a job away from an employee's Headquarters will be on Company time. If such travel extends into the employee's own time, the overtime rate will apply.
- 15.01.2** All reasonable time spent travelling to and from training courses outside an employee's scheduled normal working day and away from an employee's Headquarters, shall be paid at a rate of time and one-half providing such course is held away from the employee's normal place of domicile.
- 15.01.3** An employee authorized to use their personal vehicle for the purposes of attending Company training sessions or Company meetings shall be reimbursed at the current Company business rate for travel to initially attend, and upon returning home at the completion of such session or meeting. If the employee elects to travel home nightly or for days of rest during any such session, they shall be paid at the transportation in lieu of board and lodging rate specified in Corporate Policy 301.11.
- 15.01.4** When sleeping accommodations are provided on route, no wages shall be paid between the hours of 10:00 p.m. and 8:00 a.m. and no wages shall be paid during meal periods of one-half (1/2) hour for each meal provided on route.
- 15.02** An employee who is to be regularly employed in a new locality and is moved from one locality to another at the request of the Company shall receive transportation for themselves, their immediate family and their household effects and any additional benefits in accordance with Company policy. Where possible, notice shall be given to an employee two (2) months before they are moved.
- 15.03** An employee when being laid off will, on request, be furnished with transportation to the location at which they were engaged, if within the Province of Manitoba. In addition to transportation, an employee laid off from a location north of the 53rd parallel shall also be entitled to receive reimbursement for the transfer of household effects as defined in Corporate Policy 202.11, to the location at which they were engaged, providing such transfer is within the Province of Manitoba. Article 15.03 does not apply to employees dismissed for cause.
- 15.04** When the tour of any employee ends between the hours of 12:00 midnight and 6:00 a.m., they shall, if so desired, be provided with adequate transportation to their usual place of residence, if such residence is no more than ten (10) kilometers beyond the designated limits of the city or town in which the tour of duty was worked. The designated limit for the City of Winnipeg shall be the Perimeter Highway.

ARTICLE 16 – BOARD AND LODGING

- 16.01** A Headquarters based employee who is assigned to work outside their posted Headquarters for a period of eight (8) hours or less, shall be furnished with a board expense as provided under Article 16.02 below, provided said meal is bought outside the employee's Headquarters.
- 16.01.1** A Headquarters based employee who is assigned to work or attend a training course outside their defined Headquarters for a period in excess of eight (8) hours, shall be furnished with board and lodging as provided under Article 16.02 below.

To replace current Articles 16.01 and 16.01.1 effective January 1, 2022

16.01 A **Winnipeg** Headquartered based employee who is assigned to work outside the **Greater Winnipeg Headquarter Zone** for a period of eight (8) hours or less, shall be furnished with a board expense as provided under Article 16.02 below, provided said meal is bought outside the **Greater Winnipeg Headquarter Zone**.

A **Regional** Headquartered based employee who is assigned to work in **excess of thirty-five (35) kilometers driving distance outside their Headquarters** for a period of eight (8) hours or less, shall be furnished with a board expense as provided under Article 16.02 below, provided said meal is bought outside the employee's Headquarters. **The thirty-five (35) kilometer driving distance shall be calculated based on the most direct road access route between locations.**

16.01.1 A **Winnipeg** Headquartered based employee who is assigned to work or attend a training course outside the **Greater Winnipeg Headquarters Zone** for a period in excess of eight (8) hours, shall be furnished with board and lodging as provided under Article 16.02 below.

A **Regional** Headquartered based employee who is assigned to work or attend a training course in **excess of thirty-five (35) kilometres driving distance outside their Headquarters** for a period in excess of eight (8) hours, shall be furnished with board and lodging as provided under Article 16.02 below. **The thirty-five (35) kilometer driving distance shall be calculated based on the most direct road access route between locations.**

Note: For **Regional Headquartered based employees residing outside their headquarters**, the **thirty-five (35) kilometer restriction applies from the headquarters**. For example, an employee headquartered in **Selkirk** who resides in **Lockport**, will be eligible for a meal when they are assigned to work or attend a training course in **excess of thirty-five (35) kilometers driving distance from Selkirk**.

16.01.2 A detached employee shall be furnished with board and lodgings as provided under Article 16.02 below.

16.02 **Lodging** – The Company will pay the actual cost incurred by an employee qualifying under Article 16.01, for a standard single lodging with bath and/or shower where available.

16.02.1 **Board** – The Company will pay, without receipts, the actual cost incurred by an employee qualifying under Article 16.01, of an amount up to the following:

Breakfast.....	\$12.05
Lunch	\$17.25
Supper.....	\$25.40

Effective 2nd pay period in March 2021, March 2022 and March 2023

The **Meal Allowance (Article 16.02.1)**, shall be adjusted by the percentage increase in the "Food Purchased from Restaurants" component of the Manitoba Consumer Price Index covering the previous twelve (12) month period January to January.

When adjusting the above meal rates, they shall be adjusted to the next 5¢ increment.

16.02.2 **Incidental Expense** – An incidental expense of **eight dollars and sixty cents (\$8.60)** for each overnight stop will be granted from the first day for an employee travelling or away from their Headquarters for two or more consecutive nights. Incidental expenses are intended to cover such items as laundry, gratuities, casual parking, etc. An incidental expense is not applicable if an employee commutes daily from their regular domicile.

- 16.02.3 Reassignment Allowance** - A detached employee or Headquarters based employee temporarily reassigned to work outside of their defined Headquarters for a period of two (2) or more consecutive work days are entitled to an allowance of **two dollars and ten cents (\$2.10)** per day from the first day of assignment, provided they do not return to their normal place of domicile during such assignment.
- 16.03** Where, in high cost localities, extraordinary expenses above the allowances specified under Article 16.02 are incurred, an employee, when authorized and upon provision of receipts, will be allowed actual board and lodging expenses.
- 16.04 CDO Allowance** - When an employee is required to stay overnight in a CDO or radio shack, a subsistence allowance of **one hundred and fifty one dollars and thirty cents (\$151.30)/night** or a pro-rata portion thereof will be granted in lieu of board and lodging expense.
- 16.05** An employee who qualifies under Article 16.01 for board and/or lodging expenses, may, subject to Management approval, be allowed transportation expenses to their normal place of residence in lieu of board and lodging, provided said allowance does not exceed the cost which the Company would have otherwise incurred for board and lodging. Any such travel shall be on the employee's own time.
- 16.06** An employee employed north of the 53rd parallel and who is temporarily assigned to a location south of the 53rd parallel for more than a three (3) week duration will be granted one paid return economy air fare (discount fare) to their regular place of residence once at the end of every third week. No meal allowance will be paid and the employee will travel on their own time. This provision will also apply to employees employed south of the 53rd parallel who are temporarily assigned to locations north of the 53rd parallel.

ARTICLE 17 – GENERAL PROVISIONS

- 17.01 Labour/Management Meetings** – During the term of this Agreement, the Union and the Company shall, at the request of either party, meet, at a time and location jointly agreed to by both parties, for the purpose of discussing issues of mutual interest and concern. These meetings shall be attended by a Union Committee to be comprised of not more than five (5) members. Both parties shall submit an agenda seven (7) calendar days prior to such meetings. Minutes of all such meetings shall be taken and approved by the Company and the Union.
- Union Committee Members shall be allowed time off with pay to attend such meetings. The Union shall be responsible for all transportation, meals, accommodation and all other expenses for Union Committee Members.
- 17.02 Employees Transacting Union Business** – The Company acknowledges that from time to time it will be necessary to grant Leave of Absence without pay to a reasonable number of employees holding Union office or accredited Union delegates to conventions or conferences, for a reasonable number of days, for the purpose of attending to Union business. Leave for Union business will be subject to Company requirements existing at the time and cannot be taken unless authorized by the Company. All requests for such Leave must be made in writing at least one (1) week in advance by the Union Business Manager or their alternate to the Labour Relations Department. In granting this leave, the cost to the Company will be taken into consideration.
- 17.03** The Company agrees to consult with the Union regarding any significant change, which may alter the employee benefit package covered by Corporate Policies or Company forms identified in this Agreement.

- 17.04 The Company agrees to provide for lost wages for members of the Union's bargaining committee, with the exception of full-time officers of the Union, for the purpose of attending negotiation meetings with the Company up to the expiry date of the Collective Agreement.

ARTICLE 18 – RESIGNATION, DISMISSAL AND DISCIPLINARY ACTION

- 18.01 A Regular employee wishing to resign shall serve written notice to their Manager at least two (2) weeks before the effective date of the resignation. A Regular employee who terminates employment with the Company by resignation and who fails to give the required two (2) weeks notice, shall be subject to loss of pay for wages or for any vacation or holiday credits up to an amount required to make up the two (2) weeks notice period.
- 18.02 Excepting probationary employees, the Company shall not discipline or dismiss any employee bound by this Agreement except for just cause.
- 18.02.1 When the service of a Regular employee is dispensed with, such employee shall receive two (2) weeks notice from the Company except when dismissed for just cause. An employee, other than Regular, shall be governed by Part III of the Canada Labour Code.
- 18.03 The Company agrees to notify the Union office as soon as practicable of all cases of suspension or other disciplinary action against employees covered by this Agreement.
- 18.03.1 The Company agrees that when a written record is to be placed in an employee's file following a verbal discussion and such record indicates a warning of possible future disciplinary action, the employee will be required to read and initial the record with the understanding that the record will be retained in their personnel file. Initialing the record does not necessarily signify concurrence. The employee shall be informed by the Company of their right to have a Union representative present if desired. Any reply by the employee shall become part of their record.
- 18.03.2 An employee is entitled to examine their own complete personnel file in the Human Resources Department, upon request to their immediate Manager. Any such request shall normally be made no more than once per year. The Company shall maintain the right to schedule the number of appointments at any one time. After reviewing the file, the employee may discuss the file with the appropriate Manager(s) with a view to revising incorrect information, or to request updating or commendation where justified.
- 18.03.3 All letters or references of a disciplinary nature in an employee's file shall be destroyed after two (2) years, providing there have been no further disciplinary letters placed in their file within that two (2) year period.
- 18.04 When a Regular employee is dismissed as a result of disciplinary action, such action may be subject to grievance procedure filed in accordance with Article 4.
- 18.04.1 If it is agreed at any step in the grievance procedure or as a result of a decision by an **Arbitrator** that there was no cause for dismissal of a Regular employee as a disciplinary measure, the employee shall be reinstated in accordance with the terms and conditions agreed upon between the Company and the Union or ruled appropriate by the **Arbitrator**.

ARTICLE 19 – DEDUCTION OF UNION DUES

- 19.01 Except as otherwise herein provided, the Company shall deduct an amount equivalent to normal monthly Union dues from the wages earned by each:

- (a) Regular Full-time employee;
- (b) Probationary employee who has been employed for more than thirty (30) continuous days;
- (c) Term or Part-time employee who works more than twenty (20) hours in a four (4) week pay period.

19.01.1 The Union declares and agrees that 19.01 exhaustively lists the employees in the unit affected by this Agreement.

19.02 The Union shall inform the Company from time to time of the regular monthly Union dues payable by the employees in the unit affected by the Collective Agreement.

The Company agrees to deduct from the employees' wages on each bi-weekly payroll period, and remit to the Union, the bi-weekly Union dues except where Part I, Section 70(2) of the Canada Labour Code applies.

The Company agrees to provide to the Union, a list of employees from whom such dues deductions have been made. This list shall include employee names, and amounts so deducted. Upon written consent of the employee, all name, address and telephone number changes submitted by the employee to the Company will be forwarded to the Union office.

19.03 The Union shall indemnify and save harmless, the Company, from any losses, damages, costs, liabilities or expenses suffered or sustained by the Company as a result of any such deduction or deductions from payrolls.

ARTICLE 20 – PAY

20.01 Payday shall be every second Friday for all employees. In the event of a Company holiday falling on a payday, employees will be paid on the preceding work day.

ARTICLE 21– SCHEDULE OF WAGES

21.01 The Schedule of Wages as set forth in the Appendices hereto annexed shall form part of this Agreement.

21.02 Nothing in this Agreement shall be construed to reduce the rate of pay of any employee who, as of the effective date of this Agreement, received a higher rate of pay than that established for their wage group. Higher wages and salaries may be paid when warranted by ability and quality of service rendered.

21.03 Effective February 1, **2021** – **1.5%** General Wage Increase.

Effective February 1, **2022** – **1.5%** General Wage Increase.

Effective February 1, **2023** – **1.5%** General Wage Increase.

ARTICLE 22 – REMOTENESS ALLOWANCE

22.01 Remoteness Allowance will be paid in accordance with Company Policy as covered by Corporate Policy 204.19. Current copies of Corporate Policy 204.19 will be available for inspection in all work centers.

- 22.01.1** Remoteness Allowance will be adjusted annually effective March 1st based on the year over year increase in the January Consumer Price Index (CPI) for Manitoba.
- 22.02** The following sections of this Article are included as information only, on the general content of Corporate Policy 204.19.
- 22.03** The basic scheme allots classification points to Company work locations north of the 53rd parallel on the basis of climatology, population and accessibility.
- 22.03.1** Additional costs of heating, food and miscellaneous sundries based on the relationship between costs in Winnipeg and those experienced in each community are also applied.
- 22.03.2** The Remoteness Allowance for each location is set out in the rate table of Corporate Policy 204.19.
- 22.04** To qualify for Remoteness Allowance, an employee must reside in one of the designated work locations as listed in the current issue of Corporate Policy 204.19.
- 22.04.1** An employee who is temporarily transferred to a designated northern work location, and whose expenses for transportation, board and lodging are paid by the Company, is not eligible for Remoteness Allowance.
- 22.05** The Remoteness Allowances for the various communities, for single or dependents as indicated, represent a maximum monthly taxable allowance relative to paid employment. They are payable during paid holidays and vacations taken during continued employment and during authorized paid sickness leave. They are not payable during periods of absence without pay, nor payable at "time and a half" or other premium pay scales, nor included as part of regular weekly earnings in calculation of vacation wages on termination of employment.
- 22.06** Regular Part-time, Casual Part-time and Term employees will be paid the allowance on a pro-rated basis.
- 22.07** Remoteness Allowance Eligibility (for Northern Region employees hired or transferred prior to January 1, 1991)
- 22.07.1** Household I status will be assumed for all employees eligible for Remoteness Allowance, with the provision that only one Remoteness Allowance is payable per household unit. An employee may qualify for Household II status subject to the following:
- (a) The employee is supporting one (1) or more persons who reside with and are dependent on the employee for main and continuing support and who include:
- the husband or wife of the employee;
 - a person with whom the employee has cohabited and represented as their spouse for a period exceeding one (1) year, or less than one (1) year if the couple has a dependent child born of their union;
 - unmarried children under 21 years of age;
 - unmarried children 21 years of age or over but under 25 years of age in full-time attendance at school;
 - unmarried children 21 years of age or over with a physical or mental disability preventing such child from being self-supporting.
- (b) If both marital partners are Regular Full-time or Regular Part-time employees of the Company and they are eligible for Household II Remoteness Allowance, they may elect to have the allowance paid in either of two (2) ways, as established by the employees involved:

- the full amount to one spouse only, as the couple so designates;
- divided equally, to the nearest cent, between the two (2) spouses.

In the event that one marital partner is a Regular employee and the other partner is a Term or Casual Part-time employee, the Household II allowance will be payable only to the Regular employee.

- (c) Two (2) or more employees who share Company accommodation and who are not covered under (b) above may also qualify for Household II status.

The Household II allowance will be divided equally, to the nearest cent, between the employees affected.

In the event that one employee is a Regular employee and the other is a Term or Casual part-time employee, the Household II allowance will be payable only to the Regular employee.

(For Northern Region employees hired or transferred on or after January 1, 1991).

22.07.2 All employees are eligible for Household I status.

An employee may qualify for Household II status providing (i) there are no other employees within the same household; and (ii) they have a dependant(s) who meets at least one of the following qualifications:

- (a) the employee has a spouse whom they are legally married to, or a cohabiting partner with whom they have been involved in a marriage-like relationship for a period of at least one (1) year, who is dependent upon and resides with the employee, and whose earnings do not exceed the spousal dependent net income level as annually established by Revenue Canada;
- (b) the employee has a natural or adoptive child/children or a child/children of a cohabiting partner with whom they have been involved in a marriage-like relationship for a period of at least one (1) year, who are dependent upon and residing with the employee, whose earnings do not exceed the third and each additional dependent net income levels as annually established by Revenue Canada;
- (c) the employee has a mentally or physically infirm child/children or a mentally or physically infirm child/children of a cohabiting partner with whom they have been involved in a marriage-like relationship for a period of at least one (1) year, who are dependent upon and residing with the employee, whose earnings do not exceed the infirm dependent net income levels as annually established by Revenue Canada.

Note: When more than one (1) employee resides in the same household, the Household I rate is the maximum payable to each employee. However, qualified dependents of same may be eligible for Northern Region Transportation Allowance.

22.07.3 Application for Remoteness Allowance must be made by completing the Northern Allowance and Transportation Eligibility Claim Form (for employees covered under 22.07.1, use Form 1083, and for employees covered under 22.07.2, use Form 1320):

- when first requesting Remoteness Allowance and/or Northern Transportation;
- when a change in status occurs;
- annually prior to January 1st.

ARTICLE 23 – NORTHERN REGION TRANSFERS AND LATERAL MOVES

- 23.01** Employees covered by this Agreement regularly employed at locations north of the 53rd parallel for a period of three (3) or more years may request in writing, to a "Letter of Intent", a lateral transfer for a vacancy occurring in their Craftline south of said parallel. Such requests will be considered where the individual meets the qualifications of the position and has satisfactory performance. In cases where one or more employees currently working in the north request the same vacancy, the seniority factor shall be based on the length of unbroken service north of the 53rd parallel. Consistent with Company requirements such requests for lateral moves will be given every consideration.
- 23.02** An employee who has completed five (5) years of Northern Region service, may request through a posted Letter of Intent, a lateral transfer to a vacant Technician position within their Craftline south of the 53rd parallel. Provided such employee has satisfactory performance, and fulfilled the Northern Region service commitment outlined in the Craft Classification Program, they shall be awarded the position. In cases where there is more than one eligible Northern Region applicant, the employee with the longest current period of unbroken Northern Region service shall be awarded the position.
- 23.03** In the event no posted vacancies exist at a time when an employee meets the service commitment outlined in 23.02, the employee may request a transfer to a Technician position within their Craftline south of the 53rd parallel, provided they have satisfactory work performance. The locality to which the employee may transfer shall be determined by the Company and the employee shall be transferred within twelve (12) months of the Company receiving a written request to transfer. The twelve (12) month period may be extended by mutual agreement between the employee and the Company. Where an employee has been provided a Technician position within their Craftline south of the 53rd parallel and declines, the employee forfeits further consideration under this provision for a period of twelve (12) months from the date of the decline.
- 23.04** Northern Region Craft employees who apply to a posted vacancy within the Northern Region shall be given preference over applicants whose Headquarters are south of the 53rd parallel.

ARTICLE 24 – SAFETY AND HEALTH

- 24.01** The Company shall make provision for the safety and health of the employees during working hours and the Union may from time to time, bring to the attention of the Company any recommended suggestions in this regard. Such recommendation shall be subject to negotiations between the Company and the Union. In the event an employee identifies a Safety and Health concern, it shall be brought to the attention of the appropriate Manager and/or a Safety and Health Committee member or Safety and Health representative where practicable, who will attempt to remedy or resolve the situation.
- 24.01.1** The Company agrees that the Union may appoint Safety and Health representatives, and/or Safety and Health Committee members as per Part II of the Canada Labour Code.
- 24.01.2** The Company shall allow each member of the Workplace Health and Safety Committees, including the Policy Committee, and Health and Safety Representatives, to take Educational Leave for a period of two (2) working days each year without loss of pay or other benefits for the purposes of attending Workplace Safety and Health seminars, programs or courses of instruction.

Safety Footwear

- 24.02** Where employees covered by the Collective Agreement are required to wear approved safety footwear, the Company agrees to reimburse employees for the total cost of purchases of

Company approved safety footwear, to a maximum of one hundred and sixty-five dollars (\$165.00) per year upon production of a receipt of purchase.

Employees shall be allowed to carry over the yearly footwear allowance to a maximum of three hundred and thirty dollars (\$330.00).

Reimbursements include all applicable taxes.

- 24.02.1** Where employees covered by the Collective Agreement are required to wear approved safety footwear, the Company agrees to reimburse employees for the total cost of purchases of overshoes or Company approved steel toe rubber boots to a maximum of fifty-five dollars (\$55.00) per year upon production of a receipt of purchase.

Reimbursements include all applicable taxes and are subject to Manager approval.

Protective Clothing

- 24.03** The Company agrees to supply and maintain fire resistant coveralls for Cable Splicers involved with handling grease filled cable. The Company agrees to reimburse employees for the purchase of one set of coveralls per year, for an amount of 50% of cost up to a maximum of forty dollars (\$40.00) as approved by the Manager to be worn on the job site, payable upon proof of purchase by receipt.

- 24.03.1** The Company agrees to pay 100% of the total cost to supply and maintain coveralls or smocks for garage and building maintenance employees. The coveralls or smocks will be supplied as required to employees as approved by the Manager and are to be worn on the job site.

24.04 Dental Plan

The Company Dental Service Plan as implemented on March 1, 1981, will form part of this Collective Agreement.

- 24.05** The Company shall decide what tools are required for the work covered by this Agreement and shall supply or make them available and shall replace such tools as in the Company's judgment become obsolete or worn out. Each employee shall be responsible to the Company for all tools assigned to them.

ARTICLE 25 – BIRTH AND ADOPTION LEAVE

- 25.01** An employee shall receive Maternity, Parental or Adoption Leave without pay under the conditions of eligibility in accordance with the Canada Labour Code.
- 25.02** A Regular employee who has completed six (6) consecutive months of continuous employment with the Company and who meets the conditions of eligibility contained in the applicable Company practices shall receive a top-up enhancement allowance under the Supplemental Allowance Plan in accordance with these same practices currently in effect or amended from time to time.
- 25.03** The Company will notify the Union prior to amending any of its Company practices with respect to Maternity, Parental or Adoption Leave as collectively referenced in Articles 25.01 and 25.02.

Child Birth Leave

- 25.04.1** An employee will be granted up to a maximum of two (2) days leave with pay, to attend to needs directly related to the birth of the child. Such leave may be granted within the two (2) week period prior or two (2) week period following the birth of the child.
- .2** In a situation where, because of the death of the mother, the child's other parent leaves work to become the primary care giver for the child or the mother becomes incapacitated to the extent that she cannot care for the child, the employee shall be eligible for Maternity benefits as herein described.
- 25.05** Employees who have taken Maternity Leave and/or Parental Leave, since their last break in service, shall be eligible to receive service credit for this leave upon written request to their Consultant Labour Relations. This request must include start date or re-engagement date, and the date(s) of Maternity and/or Parental Leave.
- 25.06** If you would like to be notified of new Bell MTS postings while you are on leave, please send an email to bellcareertransition@bell.ca that includes your full name, employee PEIN, and personal email address. You will be provided instructions to access CareerZone without requiring corporate network access and you can then create a job alert in order to be notified of new internal postings.

Upon written request to their immediate manager, an employee is entitled to receive notification of training opportunities that arise during their leave which are required and related to their immediate work group.

ARTICLE 26 – MANAGEMENT RIGHTS

- 26.01** The Union recognizes that subject to section 26.02 of this Article, the Company has the sole authority to manage its affairs, and without restricting the generality of the foregoing, to make and alter from time to time rules and regulations to be observed by employees, to direct its working forces including the right to hire, classify, promote, demote, transfer, layoff, suspend and discharge any employee, and to increase or decrease the working force of the Company and to re-organize, close or disband any Department or section thereof from time to time as circumstances and necessity may require.
- 26.02** It is understood that the exercise of the foregoing Management Rights by the Company shall be subject to provisions of this Agreement and working arrangements now in effect and hereafter agreed on by current letters exchanged between the parties hereto.
- 26.03** The Company's Managers shall act in a supervisory capacity, and shall not perform any work regularly performed by Craftsmen except in cases of emergency, or when competent Regular employees are not available, or for the purpose of instructing and training employees.
- 26.04** Nothing in this Agreement shall be construed as meaning that the normal work of an employee shall not change as technological advances and service requirements warrant. When such changes are required, the Company will consult with the Union regarding the changes to take place.

ARTICLE 27 – DURATION OF AGREEMENT

- 27.01** Except for the payment of wages and overtime, which wages and overtime shall be paid as set out in the Wage Schedules hereto annexed, this Agreement shall become effective on the first day of the bi-weekly pay period immediately following the date it is executed and shall be and remain in force until the thirty-first (31st) day of January, 2024.

- 27.02** Unless either party gives to the other party written notice of termination or modification by registered mail within a period of not more than ninety (90) days or less than thirty (30) days prior to the expiration date, this Agreement shall continue in full force and effect thereafter until amended, or terminated, at any time by ninety (90) days written notice.

In the event of such notice of termination or modification being given, the parties agree to meet within fifteen (15) days of its receipt with a view to agreeing on terms and conditions for the renewal or modification of the Agreement. The terms and conditions of the existing Agreement shall remain in effect during the period of such negotiations.

- 27.03** The Company and the Union acting jointly may from time to time by Letters of Understanding in writing signed by them, amend or interpret the provisions of this Agreement and the parties shall be bound by any such amendment or interpretation.

ARTICLE 28 – TECHNOLOGICAL CHANGE

- 28.01** Where the Company proposes to effect a technological change which may result in the termination of employees falling within the scope of this Agreement, the Union shall be given written notice as early as possible and no less than one hundred and eighty (180) days prior to effecting the proposed change.
- 28.02** The Union and the Company will meet to resolve, where possible, the reassignment, relocation, transfer, reclassification or retraining as may be required to assist employees in their continued employment. The Company shall make all reasonable efforts to retrain and use existing employees rather than new hires when implementing technological change in the workplace.
- 28.03** Moving expenses will be paid by the Company in accordance with Corporate Policy 202.11, should it become necessary to relocate an employee due to technological change.

ARTICLE 29 – LEAVE OF ABSENCE

- 29.01** Application for Leave of Absence shall be made by the employee in writing and given consideration by the Company in accordance with Corporate Policy 209.11.

A Leave of Absence may be granted to the employee upon such terms and conditions as are acceptable to the Company and will not be unreasonably withheld.

- 29.02** **Compassionate Care and Critical Illness Leaves**

The Company shall grant unpaid Compassionate Care leaves of absence and unpaid leaves of absence pertaining to Critical Illness in accordance with the requirements of the Canada Labour Code, as amended from time to time.

Employees receiving such leaves of absence may be eligible for Employment Insurance benefits in accordance with the Employment Insurance Act.

- 29.03** Union Leave of Absence without pay may be granted to any designated employee for the conducting of Union business for a period not in excess of two (2) weeks at any one time. Notice to be given in writing to Labour Relations by the Union as soon as the need is identified, but with no less than a minimum of five (5) working days. Each Leave of Absence will be subject to service requirements as determined by the Company and will not be unreasonably withheld.

Where such Leave of Absence has been granted, the Company shall deduct from the Union's dues payment, one hundred percent (100%) of the wage paid to such employees during the approved

absence. The Company shall include with the normal dues cheque a list of employees on behalf of whom wages have been deducted.

29.04

Union Leave of Absence without pay may be granted to any designated employee for the conducting of Union business for a period not in excess of one (1) year. One (1) months written notice to be provided by the Union to the Labour Relations Department as soon as the need is identified. This Leave of Absence will be subject to approval by the Company and is renewable. Such employee shall have the option to participate in the **Company's Medical, Dental and Insurance Plans and including Long Term Disability plans at their expense**. The employee will have the right at any time on one (1) months written notice to return to the Company's employ to the same, or similar work in which they were engaged at the time of leaving the Company's employ.

Note: The following information regarding the Company's Corporate Policy on Bereavement Leave is strictly for reference purposes only and it is expressly understood and acknowledged by the Union that its contents do not form part of this Collective Agreement.

An employee may be granted time off with pay in the event of the death of a member of their immediate family. Immediate family shall be defined as:

- (a) The employee's spouse or common-law partner;
- (b) The employee's father and mother and the spouse or common-law partner of the father or mother;
- (c) The employee's children and the children of the employee's spouse or common-law partner;
- (d) The employee's grandchildren;
- (e) The employee's brothers, sisters, brothers-in-law and sisters-in-law;
- (f) The grandfather and grandmother of the employee;
- (g) The father and mother of the spouse or common-law partner of the employee and the spouse or common-law partner of the father or mother; and
- (h) Any relative of the employee who resides permanently with the employee or with whom the employee permanently resides.

The time off will not normally exceed three (3) days; however, where exceptional circumstances arise, the employee may be allowed a maximum of one (1) calendar week.

ARTICLE 30 - PERSONAL LEAVE DAYS

All Regular Full-time employees who are in the IBEW's jurisdiction prior to April 15, 2015 shall be credited with five (5) Personal Leave Days on January 1st of each calendar year.

All Regular Full-time employees who enter the IBEW's jurisdiction on or after April 15, 2015 shall be credited with three (3) Personal Leave Days on January 1st of each calendar year.

Employees commencing Regular Full-time employment subsequent to January 1st, and Regular part-time employees, will be credited with Personal Leave Days on a pro-rated basis.

Employees will receive their basic rate of pay for each Personal Leave Day. Personal Leave Days shall be taken in accordance with the requirements of service. The Company reserves the right to deny any dates requested by employees.

There shall be no carry over of Personal Leave Days beyond December 31st of each year, nor will there be a cash payment in lieu of unused Personal Leave Days under any circumstances.

ARTICLE 31 - HOME DISPATCH

A Home Dispatch Program shall operate within the following classifications on a voluntary basis:

- Field Service Technician
- Central Office Technician
- Line Cable Technician
- Construction Inspector
- Cable Locator

The following shall govern the terms and conditions of the Home Dispatch Program:

The Company and the Union agree that, at the discretion of the Company, employees who are regularly assigned a vehicle for use in completing their work assignments may be allowed to drive their assigned vehicles home from their last job site after completion of their shift and from home to their first job site for arrival at the beginning of their shift.

The Company and the Union agree to encourage employees to participate in the Home Dispatch Program. Participation shall be voluntary and employees shall be selected by seniority provided the employee is qualified and has satisfactory work performance.

Employees wishing to participate in the Program shall make application in writing to the Company.

The Company shall select the localities in which the Program will operate and will select employees residing in close proximity to each selected locality.

The Union Business Office shall be notified in writing of all selected locations and participating employees, as well as any changes to the Program, participants or selected locations.

An employee's participation in the Program may be terminated at any time by the Company. An employee may terminate their participation by providing ten (10) working days' notice to the Company. When an employee's participation is ended, they shall be reassigned to a Work Centre.

Employees participating in the Program will not suffer a loss of regular hours of work or wages as a result of such participation. Overtime will be administered in accordance with Article 8 of the Collective Agreement. Participants will remain on their regular shift and vacation schedule.

An employee participating in this Program will not be deemed to be on Standby unless otherwise scheduled under the provisions of the Standby Program.

Employees participating in the Home Dispatch Program are required to be on the worksite and ready to begin work at the start of their regularly scheduled shift. When applicable, employees will leave directly from the worksite at the end of their regularly scheduled shift, to return to their normal place of domicile. Travel time to and from work will be on the employee's own time up to a thirty (30) minute maximum each way. Employees shall not be entitled to overtime rates for any time traveling to and from work except when working authorized overtime at a location, which is in excess of thirty (30) minutes from their normal place of domicile. In such cases, employees shall be paid overtime rates for travel time in excess of thirty (30) minutes.

Employees on Home Dispatch must ensure the Company vehicle is plugged in for the appropriate time when the climate requires the use of a block heater. The Company shall provide a **one hundred dollar (\$100.00)** reimbursement towards the power used associated with the plugging in of the vehicle. The **one hundred dollar (\$100.00)** payment shall be processed in November of each year.

It is expressly understood the Company shall provide and insure all vehicles. Such vehicles, their contents, and all tools and equipment are to be exclusively used for Company-related business. Provided proper and reasonable care is taken, employees who are provided laptop computers are permitted to use their assigned laptops for personal use.

Where applicable, participating employees shall be provided with a local access line at the Company's expense, to enable receipt of work assignments.

The Company shall indemnify and save harmless, its employees, from all losses, costs, liability or expense suffered or sustained as a result of participation in the Home Dispatch Program, except where any losses, damages, costs, liability or expenses are due to the negligence of the participating employees or are the personal property of the employee.

It is understood between the parties that at times, home dispatch may be a temporary mandatory requirement i.e. emergencies, disasters, pandemics. The Company will consider extenuating circumstances of employees when mandating home dispatch.

The Company agrees to consult with the Union prior to the implementation of a temporary mandatory home dispatch program.

ARTICLE 32 – STANDBY PROGRAM

The purpose of the Standby Program is to provide timely responses to situations necessitating call-out for immediate reporting.

Prior to commencing a Standby Program, the Company shall provide two (2) weeks' notice to the Union. The Company reserves the right to cancel a Standby Program at any time.

For the purpose of this Article, a Standby Centre shall be defined as the location in which Technicians will be placed on Standby. Employees residing in the Standby Centres shall be responsible as necessary, for providing service within the Standby Zones.

The Winnipeg Standby Zone is defined as Winnipeg and a one hundred (100) km radius from city centre.

Standby rotations will be determined by business requirements and number of skilled Technicians available in that Standby Centre and may be adjusted accordingly. Prior to making adjustments, the Company will discuss any modifications with the Union.

In locations outside of Winnipeg and Brandon, a Technician on Standby may be required to perform duties of another Craftline Classification in accordance with the Craft Classification Program.

Standby Centres/Zones

Business Support Teams – Field Service Technician - Standby Centre - Winnipeg

PBX Avaya/Meridian

- **Rotation – 1 in every 8 weeks**

Data Level 1

- **Rotation – 1 in every 8 weeks**

OSC Mitel

- **Rotation – 1 in every 4 weeks**

OSC Avaya

- **Rotation – 1 in every 4 weeks**

OSC Cisco

- **Rotation – 1 in every 4 weeks**

Cabinet Maintenance - Standby Centre - Winnipeg

- Rotation – 1 in every 8 weeks

Line/Cable – Standby Centre - Winnipeg

- Rotation – 1 in every 8 weeks

Central Office Standby

Standby Centre – Winnipeg

- Rotation – 1 in every 8 weeks

CO Power – Winnipeg

- Rotation – 1 in every 4 weeks

Standby Centre – Brandon (Brandon and a 100 km radius from city centre)

- Rotation – 1 in every 6 weeks

Wireless Operations Control Centre - Standby Centre - Winnipeg

- Rotation – 1 in every 6 weeks

The following shall govern the terms and conditions of the Standby Program:

1. All qualified employees within the selected Standby Centres will participate in Standby duty. The Company reserves the right to determine the number of employees to be on Standby within a Standby Centre. Due consideration shall be given to the equal distribution of Standby duties among qualified employees. The Standby Call-Out process shall operate as follows:
 - The first calls will be to the employee(s) in the location of the problem. This employee may or may not be the employee on Standby.
 - The second call will normally be to the employee on Standby closest to the problem.
2. The days of work that employees are required to be on Standby will be scheduled by the Company. Standby assignments shall not be scheduled for less than two (2), or for not longer than seven (7) consecutive days.
3. An employee who is required to be on Standby on the day they are scheduled to work will be provided a minimum of twenty-four (24) hours' notice. An employee who is required to be on Standby on a day they are not scheduled to work shall be provided a minimum of seven (7) calendar days' notice. No employee will be scheduled on Standby for more than seven (7) consecutive days during the applicable rotational period. No employee shall be scheduled on Standby in excess of the rotation specified above for their particular Standby Centre.
4. Participation will be limited to Regular employees employed by **the Company**.
5. Employees assigned Standby duty will be provided with a cellular phone and will be required to be available for call out overtime.
6. Participants will remain on their regular shift and vacation schedules.
7. Employees participating in the Program will not suffer a loss of regular hours of work as a result of such participation.

8. Compensation for Standby duty shall be as follows:

- Two (2) hours pay per day for each day on Standby.

Note: A Standby day shall consist of twenty-four (24) consecutive hours.

9. An employee on Standby who is called out and works for a minimum of six (6) hours in the eight (8) hour period immediately preceding the commencement of their regular shift shall be granted a rest period of four (4) hours with no loss of their basic rate of pay in accordance with the following conditions:

- (a) When the four (4) hour rest period extends into an employee's regularly scheduled tour of duty, the employee shall then be required to report for duty at the end of the rest period for the duration of the scheduled tour.
- (b) When, due to the demands of service, an employee is required to work the complete rest period or any portion thereof which extends into a regularly scheduled tour of duty, said employee shall be paid at two (2) times their basic hourly rate for the hours so worked in lieu of the rest period.

10. The parties agree to meet as necessary to address matters of concern related to Standby and implement changes as mutually agreed.

ARTICLE 33 – NORTHERN RETENTION PREMIUM

All regular employees, regularly employed and who permanently reside north of the 53rd parallel shall be entitled to receive an annual Northern Retention Premium of 7% of regular wages (excluding overtime, differentials, etc.), subject to the following terms and conditions:

Employees who complete twelve (12) consecutive months of employment north of the 53rd parallel shall be entitled to the full 7% premium. Upon completion of each twelve (12) month period, employees shall be paid the Northern Retention Premium. The twelve (12) month period shall run from April 20th of the previous year to April 20th of the following year.

Employees who depart the North part way through the 12 month period or who are hired into the North shall be eligible to receive a prorated premium for time worked between April 20th of one year to April 20th of the following year.

Where an employee is temporarily assigned by the Company to work south of the 53rd parallel or is engaged in an out of province assignment, the Northern Retention Premium shall continue as if said employee did not leave the North.

It is understood by the parties that the Northern Retention Premium shall take the form of a lump sum payment, not be folded into the regular base rate of pay, and shall not be considered pensionable earnings.

LETTERS OF UNDERSTANDING

EQUAL EMPLOYMENT OPPORTUNITY

This will confirm our understanding of the above subject as agreed during negotiations between the IBEW Local 435 and the Company, as follows:

Both the Company and the Union agree to the principle of Equal Employment Opportunity.

EMPLOYEE COMPLEMENTS

This will confirm our understanding of the above subject as agreed during negotiations between IBEW Local 435 and the Company, as follows:

The Company agrees to provide to the Union, staff complements showing the actual number of employees in each of the classifications covered by the Collective Agreement. This information will be provided annually and shall give the above complements on a per Headquarters zone basis.

TRANSPORTATION REIMBURSEMENT OPTIONS

This will confirm our understanding of the above subject as agreed during negotiations between the IBEW Local 435 and the Company, as follows:

A Regular employee who resides in any of the Northern communities and who qualifies under Corporate Policy 204.21 may select one of the following options when claiming reimbursement for those trips for which they are eligible.

- (a) The employee may be reimbursed for the cost of travel by public transportation for themselves and their immediate family.
- (b) The employee may be reimbursed for the cost of one return trip by public transportation for themselves or one member of their immediate family, and in addition, reimbursement for one return mileage for members of their immediate family travelling by private vehicle.
- (c) The employee may be reimbursed for the cost of two (2) return trips for the employee and their immediate family travelling by private vehicle.

For purposes of this Article, the employee's "immediate family" shall mean the employee's spouse and dependent children.

All provisions of Corporate Policy 204.21 except as noted above shall apply to employees covered by this Collective Agreement.

REDEPLOYMENT OF EMPLOYEES FROM NON-CRAFTLINE CLASSIFICATIONS

This will confirm our understanding of the above subject as agreed to during negotiations between IBEW Local 435 and the Company as follows:

The Company and the Union mutually recognize the requirement to establish protocols for the purpose of redeploying employees from non-craftline classifications in an effort to maintain ongoing employment.

In consideration of the foregoing, during the life of the Collective Agreement, the Company and the Union agree to meet as required, for the purpose of establishing redeployment protocols as a possible alternative to layoffs when dealing with the following situations:

- a) Where the Company discontinues the work performed by employees in an Allied classification and chooses to offer the affected employees alternate work.
- b) Where the Company identifies a surplus of employees within an Allied classification and chooses to offer the affected employees alternate work.

The parties agree to meet within seven (7) calendar days of the Company advising the Union of the requirement to meet to develop redeployment protocols to deal with a specific situation identified by the Company. Redeployment protocols shall be mutually agreed to within seven (7) calendar days of the initial meeting between the parties.

It is understood that this Letter of Understanding does not restrict the Company's right to exercise the layoff provisions of the Collective Agreement.

WIRING ASSISTANT

This will confirm our understanding of the above subject as agreed during negotiations between IBEW Local 435 and the Company, as follows:

The parties agree that the job classification of "Wiring Assistant" may be employed in the Field Service and Equipment Installation Services areas subject to the following conditions:

Job Duties:

Under the direction of a Technician, assist a Field Service Technician or Equipment Installation Services Technician in the installation, relocation and removal of non-energized voice and data telecommunications wiring and cabling.

The incumbents:

- install, remove and re-arrange cabling and wiring in various ducts, risers, teleposts, cable runways and cross connect frames. Terminate wiring on voice and/or data jacks, cross connect frames and/or BICS termination fields and connector blocks;
- mount voice and data jacks;
- pick up materials as required;
- perform general "clean up" duties.

Rate of Pay: As per Wage Schedule III. Subject to negotiated increases.

For purposes of Article 13 of the Collective Agreement, it is understood and agreed that where a layoff is necessary in any Craft job classification, all Wiring Assistants will be terminated/laid off before any Craft employee is laid off.

For clarification, it is clearly understood that there shall be no Wiring Assistants in the Company's employ while a Craft employee is on recall pursuant to Article 13 of the Collective Agreement.

Provided there are no layoffs of any Craft employees, in the event of any vacancies in the Wiring Assistant classification, the Company must consider a non-Craft employee(s) on recall pursuant to Article 13 for this position prior to canvassing externally.

Should the Company affect a recall of a non-Craft employee to their regular classification while said employee is doing the work of a Wiring Assistant, the employee shall have the option to return to their regular classification.

VOLUNTARY RETIREMENT TERMINATION INCENTIVE PROGRAM (VRTIP)

Program Details

Category	Description	Incentive
1	Employees must be Regular Full-time or Regular Part-time* Age 55 or greater plus years of service is equal to or greater than 80	30 week lump sum payment
2	Employees must be Regular Full-time or Regular Part-time* Age 55 or greater plus 10+ years of service with age plus service less than 80	30 week lump sum payment
3	Employees must be Regular Full-time or Regular Part-time* Age less than 55 however, age plus service is equal to or greater than 80	26 week lump sum payment and a Bridging Allowance ** (up to a maximum equivalent of 52 weeks base salary) OR If age is less than 53, at the employees option, 65 week lump sum payment
4	All other Regular Full-time or Regular Part-time employees	Two (2) weeks per year completed net credited years of service up to a maximum of 65 weeks

* Lump sum payment for Regular Part-time employees shall be prorated as follows:

For severance purposes, service is represented as the sum of (i) any period or periods of Regular Full-Time employment and (ii) any period or periods of Regular Part-Time employment, pro-rated accordingly.

** Bridging Allowance to be calculated pursuant to current monthly bridging formula.

Terms & Conditions

1. This VRTIP shall be offered during the life of the renewed Collective Agreement prior to invoking Article 13 – Layoffs.
2. Under the VRTIP it shall be the Company's sole and exclusive right to determine:
 - a. In which areas and to what positions the VRTIP Program will be offered.
 - b. The number of required reductions in affected positions.

Affected areas, positions and numbers will be identified in the VRTIP brochure.

Nothing in the Letter of Understanding shall restrict the Company's right to layoff within the affected position(s) should the required reductions in the affected position(s) not be achieved through this VRTIP.

It is understood and agreed that the final approval of all applications rests solely with the Company.

3. Employees in affected positions will be provided with a thirty (30) calendar day window of opportunity to make application to the VRTIP.
4. Departure dates for approved applicants will be established by the Company based on business and operational requirements.
5. Category eligibility will be determined by the employee's approved departure date. As a result, some employees may qualify under a different category incentive at their approved date of departure as opposed to their date of application. Where the employee's departure date is delayed by the Company beyond the program departure date, the employee's incentive payout will not be reduced as a result of such delay.
6. Any employee that departs the Company under the VRTIP shall be required to execute, as a condition of receiving the Incentive, a Confidentiality and Non-Compete Agreement in a manner as prescribed by the Company. The term of the Non-Compete Agreement shall not exceed the number of weeks of the incentive, with a maximum term of fifty-two (52) weeks.
7. Upon the expiry of the Collective Agreement this VRTIP Letter of Understanding shall terminate and therefore have no effect.

SELF IDENTIFICATION/VOLUNTARY DEPARTURE

At any time during the life of the Collective Agreement, employees may apply for an incentive under the Voluntary Retirement Termination Incentive Program.

The IBEW acknowledges that the approval of such application rests solely with the Company.

OVERSTAFF CONDITIONS

This will confirm our understanding of the above subject as agreed during negotiations between IBEW Local 435 and the Company as follows:

- (1) Where the Company declares an overstaff condition, the Union shall be advised in writing. The declaration of an overstaff condition shall not cause vacancies posted at the time to be cancelled.
- (2) The Region in which the overstaff condition has been declared shall have three (3) months to resolve the overstaff situation in their Region.
- (3) After three (3) months, the overstaffed employee shall be offered the next vacant position in that Craftline within the Company.

The overstaff situation will be facilitated within the Headquarters by voluntary movement down the seniority list. If there are no volunteers, the mandatory movement of the least senior employee within the Headquarters will be implemented.

In either case, relocation expenses will be paid by the Company.

BELL INTEGRATION

This will confirm our agreement that the Company will review with the International Brotherhood of Electrical Workers (IBEW) Local 435, any decisions flowing from the Bell integration of Bell MTS that will impact the IBEW's bargaining unit. The Company will not proceed with the implementation of any integration initiatives until the IBEW is first advised.

CERTIFIED TECHNICIAN

This will confirm our understanding of the above subject as agreed during negotiations between **the Company** and the IBEW as follows:

Qualifying Technicians within the Operations Support Centre (OSC), Data Group and IP Maintenance and Provisioning (IPMP) are required to obtain a vendor certification approved by the Company from one of the following vendors:

- Mitel
- Cisco
- Microsoft
- Avaya
- CompTIA

It is recognized that the applicable vendor list may be expanded or reduced based on business requirements and the Company maintains the right to adjust the applicable vendor list as required. Qualifying Technicians in the OSC, Data Group and IPMP who possess a required certification shall progress to the maximum of the Technician-Certified Wage Steps.

Qualifying Technicians in the OSC, Data Group and IPMP shall be required to maintain a certification with an applicable vendor in order to maintain the Technician-Certified Wage Step and remain in their respective work group. It is recognized that progression to the Technician - Certified Wage Steps shall be contingent on employees acquiring and maintaining an approved certification.

Applicable vacancies within the OSC, Data Group and IPMP shall include a vendor certification as a bona fide requirement and shall be filled in accordance with Article 13.

All other Technicians within the Craft Classification Program who obtain a vendor certification approved by the Company shall receive an increment and where applicable, have a new increment date established and progress to Wage Step 15 through the normal wage progression process (Six month increments). Failure to maintain the approved vendor certification shall result in an employee at Wage Step 15 being returned to Wage Step 14. Employees not at Wage Step 15 shall have their wage frozen at their current Wage Step for an additional six months and will not be eligible to advance to Wage Step 15.

A Technician awarded a Technician - Certified vacancy may be entitled to claim transfer expenses consistent with Corporate Policy 202.11.

The parties shall have the ability to amend this Letter of Understanding. Either party may bring issues forward for consideration.

CERTIFICATION COMMITTEE

This will confirm our understanding of the above subject as agreed during negotiations between IBEW Local 435 and the Company as follows:

The Certification Committee shall be comprised of a maximum of four Union Representatives and four Management Representatives. The Union Representatives shall include the Business Manager and three Representatives appointed by the IBEW. The Management Representatives shall include three **Business Unit Representatives and a Labour Relations Representative**. All Committee meetings shall take place during regular business hours and the Company shall pay the wages of active **Union Representatives** participating on the Committee.

The Committee's mandate is to develop a framework for the purpose of identifying Technician positions requiring vendor certification by **the Company**, the customer or the vendor and to identify Technicians in those positions who upon acquiring the appropriate certification, shall progress to the Certified Technician wage steps.

The Company maintains the right to decide which Certification Committee recommendations to accept.

EMPLOYEES IN NON-CRAFTLINE CLASSIFICATIONS BIDDING ON VACANCIES WITHIN THE CRAFT CLASSIFICATION PROGRAM

This will serve to confirm that under the revised procedures for filling Technician vacancies within the Craft Classification program, Regular Full-time non-Craftline applicants shall be considered as per the Craftline Selection Sequence outlined in the Craft Classification Program.

Regular Full-time non-Craftline applicants may be awarded a Craftline position where the applicant does not meet all the required qualifications of the Craftline position and where additional training may be required. The Company commits to providing opportunities to such applicants on an ongoing basis. In this event, the non-Craftline applicant must successfully complete all Craftline training and safety requirements. Non-Craftline applicants who fail to complete all Craftline training and safety requirements shall be returned to their former non-Craftline position. Those individuals who successfully complete all required Craftline training and safety requirements shall be required to serve a 6 month trial period in the Craftline position.

ACHIEVEMENT INCENTIVE PLAN

The following will confirm the understanding and agreement between the parties regarding the Achievement Incentive Plan for employees within the IBEW's jurisdiction as follows:

IBEW members are eligible to participate in the AIP and receive a Target bonus of up to 1% based on regular wages, payable in the following calendar year. AIP payments are pensionable for Defined Contribution Pension Plan members only.

It is understood and agreed that it shall be the Company's sole and exclusive right to design the AIP. Further, IBEW agrees that the Company shall have the sole and exclusive right to redesign the AIP in subsequent years. When the AIP is redesigned, the Company shall provide a copy of the AIP to the IBEW for information purposes.

It is understood and agreed that it shall be the sole and exclusive function of the BCE Board of Directors to determine whether the financial and other performance measures of the AIP have been met and shall be final.

It is agreed and understood that this Letter of Understanding is not subject to any term or condition of the Collective Agreement, including Article 4 – Grievances and Article 5 – Arbitration. This notwithstanding, an employee can grieve their AIP entitlement based on their personal performance.

Employees commencing employment in the IBEW's jurisdiction during a calendar year will be eligible to participate in the AIP effective the beginning of the next calendar year.

OPERATIONS SUPPORT CENTRE (OSC) JOB CLASSIFICATION

The parties recognize that with the evolution of new technology, OSC Technicians are required to acquire more advanced skills and an increased amount of vendor certification.

It is also recognized that there is a high demand for individuals with these advanced skills both internally and externally.

Based on the above, it is also recognized that the pay scale for OSC Technicians should reflect the level of required skills.

Given this, the parties agree to implement a pay structure for Technicians in the OSC.

It is recognized that the required OSC certifications may change based on business requirements and **the Company** maintains the right to adjust the required certifications accordingly. Qualifying Technicians in the OSC who meet the required certification levels shall progress to the maximum of the OSC Technician classification in six month intervals.

The OSC Letters of Intent shall include the certification requirements and shall be filled in accordance with Article 13 of the Bell MTS – IBEW collective agreement.

All IBEW members are eligible to apply for posted vacancies within the OSC. Applicants from within the IBEW's jurisdiction shall be given first consideration for positions within the OSC.

Applicants selected for an interview will be required to successfully complete an aptitude test administered by the Company during the selection process. It is recognized that applicants may, at Management's discretion, be awarded a Technician position in the OSC where they do not meet all the required qualifications of the position on the understanding that they will obtain the required qualifications/certifications. Successful applicants will have a maximum of six (6) months from the time they assume their OSC role to obtain their first certification subject to the exam schedule. This time frame may be extended by mutual agreement.

Successful applicants who are not yet certified will be placed at Step 14 of the Technician wage scale. Applicants having previous related experience may be placed at a higher wage step commensurate with their experience.

OSC Technicians will be required to recertify and/or maintain the required certifications in order to remain on the OSC Technician wage schedule and in the OSC.

Successful applicants from any craftline shall remain on their current craftline seniority list.

The parties shall have the ability to amend this Letter of Understanding by mutual consent. Either party may bring issues forward for consideration.

CRAFTLINE APPRENTICE PROGRAM

The parties recognize the need to build Craftline talent pools to ensure sufficient skills and knowledge are available and retained to meet Company demands.

Given this, the parties agree to maintain a Craftline Apprentice Program designed to meet these objectives. The Company can, upon providing the IBEW with 60 days notice, cease hiring new Craftline Apprentices. In this event, existing Craftline Apprentices shall continue through the Program.

The Craftline Apprentice Program shall operate as follows:

1. At the Company's discretion, a maximum of four (4) new Craftline Apprentice positions may be established per year in each Craftline.
2. Craftline Apprenticeship opportunities shall be posted internally and filled in accordance with the Collective Agreement.
3. If there are no qualified internal applicants, the Company shall be at liberty to fill Craftline Apprentice vacancies in any manner it considers appropriate.
4. The starting wage for Craftline Apprentices shall be the Technician Wage Step 1.
5. Craftline Apprentices shall be headquartered based employees whose terms and conditions of employment shall be governed by the Collective Agreement. Where the terms of this Letter of Understanding conflict with the terms of the Collective Agreement, this Letter of Understanding shall take precedence.
6. Craftline Apprentices shall be placed on the applicable Craftline seniority list and identified as Craftline Apprentices.
7. Newly hired Craftline Apprentices shall serve a probationary period of twelve months.
8. A formalized training and development plan shall be established for Craftline Apprentices.
9. Craftline Apprentices shall work with Craftline Technicians and assist them with their workload for the first 24 months or less as determined by the Company and signed off by the Apprentice, Senior Technician and the Manager.
10. Within the first 24 months or less, Apprentices shall rotate through their Craftline disciplines.
11. At the completion of 36 months, Craftline Apprentices must be successful on a Letter of Intent in order to establish their Craftline headquarters. Craftline Apprentices who do not successfully bid on a Technician vacancy shall have their hourly wage capped at Wage Step 13.
12. Craftline Apprentices shall be considered in steps (v) and (vi) of the Craftline selection sequence outlined in the Craft Classification Program.
13. The Company shall have the right to appoint the Craftline Technicians to work with the Craftline Apprentice(s). This notwithstanding, the Company shall seek volunteers for consideration.
14. At the request of either party, the parties shall meet during the life of the Collective Agreement to deal with issues arising from this Letter of Understanding.

Applicable to Craftline Apprentices Employed Prior to the Date of Ratification

At the completion of 36 months, subject to acceptable performance, Craftline Apprentices shall become Craftline Technicians and their Craftline headquarters shall be established in their current headquarters. Those Craftline Apprentices that have not met the required performance criteria to become a Craftline Technician, shall have their hourly wage capped at Wage Step 13 until such time as they have met all performance criteria.

CRAFTLINE APPRENTICE PROGRAM FOR THE REDEPLOYMENT OF ALLIED RESOURCES

The Craftline Apprentice Program shall operate as follows:

1. The Company may establish Craftline Apprentice positions for the purpose of redeploying surplus IBEW members within the Allied classifications.
2. The Company shall determine the suitability for Allied resources to move into Craftline positions and shall determine the appropriate Craftlines.
3. Surplus Allied resources shall be paid at the next higher rate in the wage schedule of the new job classification and shall have a new increment date established based on the day the redeployment becomes effective.
4. Craftline Apprentices shall be headquartered based employees whose terms and conditions of employment shall be governed by the Collective Agreement. Where the terms of this Letter of Understanding conflict with the terms of the Collective Agreement, this Letter of Understanding shall take precedence.
5. Craftline Apprentices shall lose their Allied seniority and be placed on the appropriate Technician seniority list and identified as Apprentices.
6. Craftline Apprentices shall serve a trial period of six months.
7. A formalized training and development plan shall be established for Craftline Apprentices.
8. Craftline Apprentices shall work with Craftline Technicians and assist them with their workload for the first 24 months or less as determined by the Company and signed off by the Apprentice, Senior Technician and Manager.
9. Within the first 24 months or less, Craftline Apprentices may rotate through the applicable disciplines within the Craftline.
10. At the completion of 36 months, Craftline Apprentices must be successful on a Letter of Intent in order to establish their Craftline headquarters. Craftline Apprentices who do not successfully bid on a Technician vacancy shall have their hourly wage capped at Wage Step 13.
11. Apprentices shall be considered in steps (v) and (vi) of the Craftline selection sequence outlined in the Craft Classification Program.
12. The Company shall have the right to appoint the Craftline Technicians to work with the Craftline Apprentices. This notwithstanding, the Company shall seek volunteers for consideration.
13. At the request of either party, the parties shall meet during the life of the Collective Agreement to deal with issues arising from this Letter of Understanding.

Applicable to Craftline Apprentices Employed prior to Date of Ratification

At the completion of 36 months, subject to acceptable performance, Craftline Apprentices shall become Craftline Technicians and their Craftline headquarters shall be established in their current headquarters. Those Craftline Apprentices that have not met the required performance criteria to become a Craftline Technician, shall have their hourly wage capped at Wage Step 13 until such time as they have met all performance criteria.

BANKING OF VACATION/VACATION OVERTIME CREDITS

This will serve to confirm our agreement during negotiations in regards to the banking of vacation credits and the banking of vacation overtime credits as follows:

Between February 1, 2022 and April 30, 2022, all employees will have one last opportunity to bank up to ten (10) days of vacation credits/vacation overtime credits, subject to paragraph 2, into their respective Vacation Bank for pension purposes.

The maximum combined total of vacation/vacation overtime credits any employee can have in their Vacation Bank is fifty (50) days.

Effective January 1, 2022, employees will transition from the May 1 to April 30 vacation year (the "Bell MTS Vacation Year") to a January 1 to December 31 vacation year (the "Bell Vacation Year").

Between May 1, 2021 and December 31, 2021, employees will accrue vacation credits in the normal course. Effective January 1, 2022, all vacation credits accrued during this period will be placed into a new Surplus Vacation Account.

Between February 1, 2022 and April 30, 2022, employees may also transfer as many days as they wish from their Surplus Vacation Account to their Vacation Bank for pension purposes (subject to the fifty (50) day maximum).

Employees wishing to exercise this transfer option must (details to be provided prior to February 1, 2022) by no later than April 30, 2022.

Effective May 1, 2022 employees will no longer be able to add to their respective Vacation Banks for pension purposes.

Employees with days remaining in their Surplus Vacation Account after April 30, 2022 must use the remaining days by December 31, 2024. Surplus Vacation days shall be scheduled as determined by the Company, consistent generally, with the provisions of Article 10 of the Collective Agreement. Surplus Vacation Days remaining after December 31, 2024 will be lost providing employees were given the opportunity to schedule their Surplus Vacation Days.

This Letter of Understanding shall terminate on January 1, 2025 and have no further effect.

BANKED VACATION DAYS

The following will confirm the understanding and agreement between the parties concerning Banked Vacation Days.

All Banked Vacation Days an employee has accumulated as of May 1, 2022 will remain banked and will be paid out upon the employee leaving the Company.

For employees participating in the Bell MTS DB Pension Plan, the payout will be recognized as pensionable earnings.

There is no expiration date on Banked Vacation Days.

TRANSITIONING TO THE BELL VACATION YEAR

The following will confirm the understanding and agreement between the parties concerning IBEW members transitioning to the Bell vacation year.

This Letter of Understanding shall come into effect upon ratification of the revised collective agreement and shall expire concurrently with the collective agreement in accordance with the Canada Labour Code.

IBEW members who have an NCS date between January 1 and April 30, who are in a milestone year and entitled to an additional weeks' vacation, will receive the additional week January 1 of the year in which their NCS date falls under the Bell vacation policy rather than May 1 of the previous vacation year under the former Bell MTS vacation policy.

The Company shall provide a list to the IBEW annually, by September 1, of IBEW members impacted by this change and shall add five vacation days to the vacation entitlement for the affected employees.

This shall be effective January 1, 2022 for those employees with a milestone date between January 1 – April 30, 2023.

BENEFITS

The Company agrees to review with the Union prior to implementation, any changes to the level of benefits provided to employees covered by the Collective Agreement under the following:

- **The Pension Plans (Defined Benefit and Defined Contribution);**
- **The Health, Life and Accident Insurance coverage; and**
- **The Disability Plans.**

REMOTE WORKING

Participation in remote working shall be voluntary.

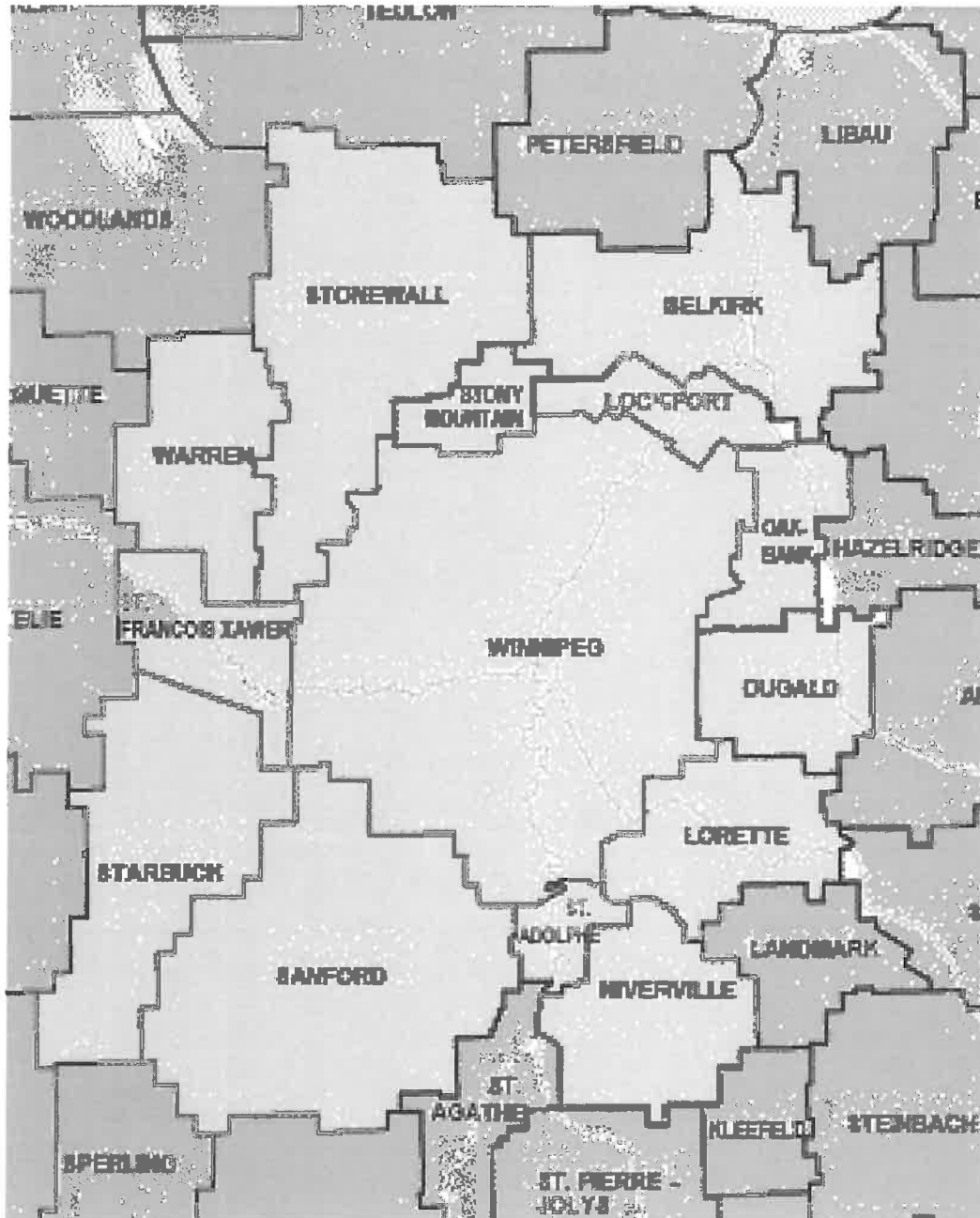
The Union will be provided with the names, job titles, addresses and published phone numbers of employees working remotely.

It is understood between the parties that at times, remote working may be a temporary mandatory requirement i.e. emergencies, disasters, pandemics. The Company will consider extenuating circumstances of employees i.e. costs, space requirements, etc. when mandating remote working.

The Company agrees to consult with the Union prior to the implementation of a temporary mandatory remote working initiative.

Greater Winnipeg Headquarters Map

Stonewall, Stoney Mountain, Selkirk, Lockport, Oakbank, Dugald, Lorette, St Adolphe, Niverville, Sanford, Starbuck, St Francois Xavier, Warren, Winnipeg



IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives the 1st day of April 2021.

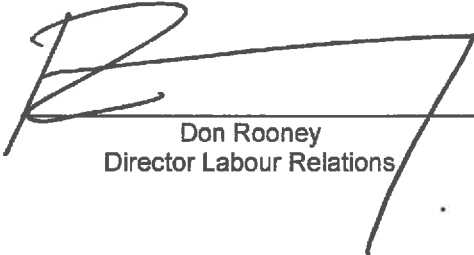
FOR Bell MTS



Elly Barnabe Difino
Senior Manager Field Operations



Jeannine Robert
Senior Consultant Labour Relations



Don Rooney
Director Labour Relations

**FOR THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS LOCAL 435**




Joe Breland
Business Manager



Bruce Krause
Assistant Business Manager



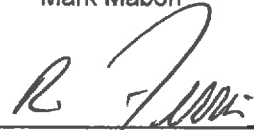
Ben St. Hilaire
President



Don Senkow



Mark Mabon



Richard Ferris

Craft Classification Program

February 1, 2021 – January 31, 2024

CRAFT CLASSIFICATION PROGRAM

A joint Union/Management Committee comprised of up to four (4) representatives from the Union and up to four (4) representatives from the Company shall, semi-annually, or at the request of either party, meet for the purpose of discussing issues of mutual interest and concern related to the Craft Classification Program. Both parties shall submit an agenda seven (7) calendar days prior to such meetings. Minutes of all said meetings shall be taken and approved by the Company and the Union.

Union committee members shall be allowed time off with pay to attend such meetings. The Union shall be responsible for all transportation, meals, accommodation and all other expenses for Union committee members.

1. SCOPE

1.01 Employees included in the Craft Classification Program are those in the following Craftline job classifications:

- Line/Cable Technician;
- Field Service Technician;
- Central Office Technician;
- Equipment Installation Services Technician.

As well as those in the entry level Apprentice classification of:

- General Apprentice, Craftline Apprentice

1.02 Seniority lists for each of the above job classifications shall be established and maintained in accordance with Article 12 of the Collective Agreement.

1.03 The Line/Cable Technician and Field Service Technician Craftline classifications shall be considered one classification for the purpose of assigning work, and hereinafter shall be referred to as "Work Group 1".

The Central Office Technician and Equipment Installation Services Technician Craftline classifications shall also be considered as one classification for the purpose of assigning work and hereinafter shall be referred to as "Work Group 2".

Technicians in each of the above Work Groups are required to perform all the duties within their respective Craftline and such duties of the other Craftline within their Work Group as assigned by the Company.

Technicians may also be assigned to perform duties outside of their respective Work Group as set out below:

Work Group 1 (Field Service & Line Cable Technicians)

Performing the Duties Within

Work Group 2 (Central Office & Equipment Installation Services Technicians)

- Installation/repair/swap out of customer premise special services equipment
- Running jumpers/fibre patch cords
- Changing cards
- Maintenance/installation of subscriber carriers
- Maintenance/repair of next generation subscriber field equipment
- Circuit testing
- Repair/installation customer portion of video/broadcast loops
- Span line testing/repair
- Wireless (FleetNet, Cellular, Paging) maintenance and repair under the direction of the Wireless Operations Centre

Work Group 2 (Central Office & Equipment Installation Services Technicians)
Performing the Duties Within
Work Group 1 (Field Service & Line Cable Technicians)

- Installation/repair/swap out of customer premise/special services equipment
- 1R/1B Broadband installation and repair
- Repair complex customer premise equipment under direction of Technical Support Group
- Cable locating
- Buried cable placement
- Business wiring
- Splicing small cable (up to 25 pair)
- ADSL/HDSL/VDSL maintenance and repair

Where volunteers are readily available and can be released, they will be assigned to do the work in the other Craftline within their Work Group or between the Work Groups as outlined above prior to assigning a non-volunteer. Where volunteers are not readily available, where practicable, the most junior readily available non-volunteer(s) shall be assigned.

Technicians shall remain on their respective Craftline classification seniority list.

Employees who are assigned to work outside their respective Craftline classification shall, as determined by the Company, be provided with the necessary training. Such training shall be at the Company's expense.

For those employees who are assigned to work outside their respective Craftline classification, the Company shall:

1. Provide the necessary tools; and
2. Provide corporate clothing to employees who are required to deal with customers on a day to day basis.

In the event of a layoff within a Craftline Classification, it is understood that cross crafting into that specific Craftline Classification in Winnipeg and Brandon shall cease during the recall period except in emergency circumstances. This does not preclude technicians from Craftline Classifications outside of Central Office from running jumpers in said locations even though a layoff may be in effect in the Central Office Craftline Classification.

Employees employed in Winnipeg and Brandon shall not cross craft outside of these locations into a Craftline Classification in which a layoff is in effect except in emergency circumstances.

In any event, Cross Crafting by regionally employed Technicians in all areas outside of Winnipeg and Brandon may continue during any layoff within the Craft Classification program.

The Joint Union/Management Committee referred to above shall be convened at the request of either party to monitor and/or review issues relating to this provision.

- 1.04** In instances where circumstances, such as remoteness warrant, "Combination", multi-discipline, Technician positions may be established. The Company agrees to consult with the Union prior to establishing any such position.
- 1.05** The classification of Lineman, which is not part of the Craft Classification Program, is responsible for placement, removal, rearrangement and maintenance (not to include splicing or troubleshooting) of all aerial cable, along with associated attachments and facilities including poles. Linemen are included in Wage Schedule III and may perform the duties of lower rated jobs in Wage Schedule III (Appendix D).
- 1.06** The Company agrees to provide to the Union, staff complements showing the actual number of employees in each of the classifications covered by the Collective Agreement. This information will be provided annually and shall give the above complements on a per Headquarters zone basis.

2. GENERAL APPRENTICE

2.01 A candidate seeking Regular Full-time employment in the Craft Program of the Company may begin as a General Apprentice.

2.02 When there is a requirement, each Region will offer the opportunity for employees to qualify for General Apprentice positions by means of an annual posting as detailed in Section 5. Successful applicants will remain in their job classification and be placed on a Regional eligibility list from which they will be placed as General Apprentices as vacancies occur within that Region.

Vacancies at other times may be filled without posting from external sources.

2.03 Screening and final selection of candidates to fill General Apprentice vacancies is carried out by a selection team comprised of Operations Managers and Human Resource Representatives.

2.04 (i) A newly hired employee engaged for the position of General Apprentice serves a probationary period of twelve (12) months. If at any time during this period, the Company considers that the employee is not progressing satisfactorily, their employment shall be terminated.

(ii) A Regular Full-time employee who transfers to the position of General Apprentice serves a trial period of twelve (12) months. If at any time during this period, the Company considers that the employee is not progressing satisfactorily, they shall return to a vacant position in their previous job classification at their previous rate of pay.

(iii) After twelve (12) months, if, in the opinion of the Company, the employee has made satisfactory progress, a Probationary General Apprentice shall be classified as a Regular General Apprentice.

2.05 During the first eighteen (18) months of Apprenticeship, all General Apprentices will participate in an orientation/work experience program of approximately three (3) months duration which will serve as an introduction to the four (4) major Craft disciplines (Construction, Field Service, CO/EIS).

2.06 (i) General Apprentices may be transferred from one Craft occupation to another as the exigencies of service require, for the purposes of training, or as their aptitudes and progress indicate.

(ii) General Apprentices may be transferred from one Headquarters to another within the Region in which they are employed, (as detached employees) as service needs dictate.

2.07 In order for a General Apprentice to move into the Technician job classification, a vacancy must be posted and filled in accordance with Section 5.

2.08 A General Apprentice who has not been successful in obtaining a Technician position after twenty-four (24) months, will remain at pay step 4 (General Apprentice Holding Rate).

3. TECHNICIAN

3.01 A General Apprentice selected for a posted Technician position shall serve a trial period of six (6) months. If at any time during this trial period, the Company or the employee finds they are unable to satisfactorily perform the duties of that Craft occupation, they shall return to a vacant position as a General Apprentice at the rate of pay they were previously earning and with the increment date they previously held as a General Apprentice. Such employee shall not be eligible for future postings in the same Craftline unless approved by the Company.

3.02 A General Apprentice awarded a Technician position shall receive a minimum of pay step 5 from the date the promotion becomes effective and shall have a new increment date established based on the day the promotion became effective.

- 3.03** A Technician will normally receive a wage increment every six (6) months until reaching pay step 14, the maximum of the Technician classification.
- 3.04** It is agreed and understood that employees will be afforded the opportunity to take the training and to gain the practical experience necessary to perform the duties within their respective craftline classification.
- 3.05** Wage progression shall be based on satisfactory work performance and attendance.
- 3.06** It is agreed that there shall be no restrictions on the nature of the duties a Technician may perform within their respective Craftline.
- 3.07** Technicians shall not change status from "Detached" to "Headquartered" or from "Headquartered" to "Detached", solely as a result of such progression.

4. MOVEMENT BETWEEN POSITIONS

- 4.01** For purposes of the Letter of Intent job posting procedure, all movement between "Technician" positions shall be considered to be lateral moves. An employee engaged in the Regular position of "Technician" and appointed to a further "Technician" position shall retain their existing wage rate and increment date.
- 4.02** With the exception of moves into, out of, and within the Northern Region as provided for below, a Technician, making application to a vacant "Technician" position in another Headquarters, shall assume all expenses associated with any resulting relocation.
- 4.03** The Company shall assume any relocation costs in accordance with Corporate Policy 202.11 in instances where:
- Technicians are appointed to Staff Associate positions;
 - General Apprentices are appointed to Technician positions;
 - A Technician awarded a Technician Certified vacancy;
 - All moves into, out of, or within the Northern Region provided the requirements of Section 4.04 below have been met;
 - Moves initiated by the Company to resolve a declared overstaff situation.
- 4.04** A minimum commitment of thirty-six (36) months service within the Region will be required of any employee appointed to a Northern Region vacancy via the Letter of Intent procedure before that employee may be considered for a lateral move out of the Region. If, during their Northern Region service, such employee applies and is appointed to a further Northern Region vacancy, (with the exception of Garden Hill/Island Lake, Churchill, Norway House), this commitment shall be renewed for an additional twenty-four (24) months from the date of that appointment.

5. PROCEDURE FOR FILLING VACANCIES IN THE CRAFT CLASSIFICATION PROGRAM

General Apprentice Vacancies

- 5.01** When there is a requirement to fill General Apprentice positions, employees will be offered the opportunity to fill such positions by means of an annual posting for each Region (NorWest, East and Winnipeg). Successful applicants, selected in accordance with Article 13 of the Collective Agreement, will remain in their job classification placed on a Regional eligibility list from which they will be placed, in descending order of seniority in General Apprentice vacancies within the Region as they occur. Such eligibility lists expire twelve (12) months from the date the posting closed. General Apprentice vacancies at other times may be filled from external sources.

Technician Vacancies

5.02 Where it is determined that a position in the Craft area, other than that of General Apprentice, is to be filled, a Technician position in the appropriate Craftline shall be posted Company-wide via the Letter of Intent process and filled in accordance with Article 13 of the Collective Agreement. The selection sequence for filling such vacancies shall be as follows:

- (i) A Northern Region employee from within the posted Craftline who qualifies under Article 23.01 or 23.02 of the Collective Agreement.
- (ii) The most senior Regular Full-time applicant from within the posted Craftline who meets the qualifications of the position.
- (iii) The most senior Regular Full-time applicant from another Craftline who meets the qualifications of the position.
- (iv) The most senior Regular Full-time non-Craftline applicant who meets the qualifications of the position.
- (v) The most senior Apprentice applicant from within the Region (NorWest, East, Winnipeg), in which the posted position exists.
- (vi) The most senior Apprentice applicant from a Region other than the one in which the posted position exists.
- (vii) The most senior Term or Part-time applicant from within the posted Craftline who meets the qualifications of the position.
- (viii) The most senior Term or Part-time applicant from another Craftline who meets the qualifications of the position.
- (ix) The most senior Term or Part-time non-Craftline applicant who meets the qualifications of the position.

"Craftline" refers to the classifications of Field Service Technician, Line Cable Technician, Equipment Installation Services Technician and Central Office Technician.

5.03 If, due to a lack of applicants, a posted position cannot be filled through the method outlined above, the Company may elect to offer the position to Apprentices within the Region (NorWest, East or Winnipeg), in which the vacancy exists, in descending order of seniority. If there are no volunteers, the Company may then elect to assign the position to the most junior Apprentice within that Region.

Agreed this 1st day of April 2021.

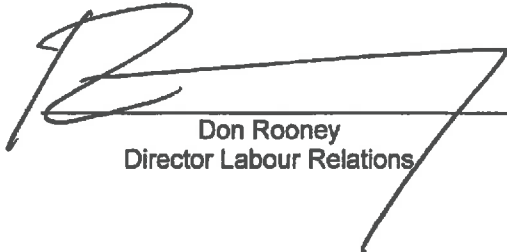
FOR Bell MTS



Elly Barnabe Difino
Senior Manager Field Operations



Jeannine Robert
Senior Consultant Labour Relations



Don Rooney
Director Labour Relations

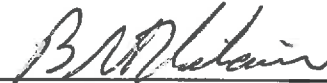
**FOR THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS LOCAL 435**



Joe Breland
Business Manager



Bruce Krause
Assistant Business Manager



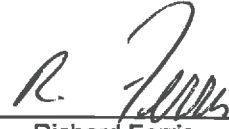
Ben St. Hilaire
President



Don Senkow



Mark Mabon



Richard Ferris

WAGE SCHEDULE I
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2021

GENERAL APPRENTICE		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.1632	1,504.3112
2	20.5335	1,611.8798
3	21.6500	1,699.5250
4	22.6954	1781.5889

TECHNICIAN (Line/Cable, Central Office, Equipment Installer, Field Service)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.1632	1,504.3112
2	20.5335	1,611.8798
3	21.6500	1,699.5250
4	22.6954	1,781.5889
5	23.8627	1,873.2220
6	25.1720	1,976.0020
7	26.4712	2,077.9892
8	27.7907	2,181.5700
9	29.3437	2,303.4805
10	30.6733	2,407.8541
11	32.0131	2,513.0284
12	33.4747	2,627.7640
13#	34.8247	2,733.7390
14	36.1239	2,835.7262

TECHNICIAN - CERTIFIED (Line/Cable, Central Office, Equipment Installer, Field Service)		
15	37.5855	2,950.4618
16	39.0877	3,068.3845

TECHNICIAN - OPERATION SUPPORT CENTRE (Line/Cable, Central Office, Equipment Installer, Field Service)		
14	36.1239	2,835.7262
15	37.5855	2,950.4618
16	39.0877	3,068.3845
17	40.6406	3,190.2871
18	42.2748	3,318.5718
19	43.9495	3,450.0358

Maximum for Lineman Class A, Craftline Apprentice, Central Office Apprentice

Note:

1. The time interval for each step of Wage Schedule I shall normally be six (6) months.

WAGE SCHEDULE II
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2021

SHOP CRAFT III (NOTE 2)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	18.6050	1,460.4925
2	19.3358	1,517.8603
3	19.9549	1,566.4597
4	20.5233	1,611.0791
5	21.2947	1,671.6340
6	22.0255	1,729.0018
7	22.7360	1,784.7760
8	23.7713	1,866.0471
9	24.6747	1,936.9640
10	25.4461	1,997.5189

SHOPCRAFT II		
Wage Step	Hourly Rate	Bi-weekly Rate
1	26.6945	2,095.5183
2	27.9734	2,195.9119
3	29.3538	2,304.2733
4	30.6733	2,407.8541
5	32.0131	2,513.0284
6	33.4747	2,627.7640

SHOPCRAFT I		
Wage Step	Hourly Rate	Bi-weekly Rate
1	32.0131	2,513.0284
2	33.4747	2,627.7640
3	34.8247	2,733.7390
4	36.1239	2,835.7262

Note:

1. The time interval for each step of Wage Schedule II shall normally be six (6) months
2. Employees in the classification of Shopcraft III are not eligible for a Charge Hand Differential due to the direction of other employees being an integral part of the job.

**PLANT DIVISION
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY
Effective: February 1, 2021**

LABOURER		
Wage Step	Hourly Rate	Bi-weekly Rate
1	20.4320	1,603.9120
2	21.6297	1,697.9315
3	21.8834	1,717.8469
4	22.3097	1,751.3115

FACILITIES WORKER/MACHINE OPERATOR HEAVY DUTY TRUCK DRIVER		
Wage Step	Hourly Rate	Bi-weekly Rate
1	23.1319	1,815.8542
2	23.8627	1,873.2220
3	24.6341	1,933.7769
4	25.3852	1,992.7382

CABLE LOCATOR		
Wage Step	Hourly Rate	Bi-weekly Rate
1	24.0860	1,890.7510
2	24.9386	1,957.6801
3	25.8521	2,029.3899
4	26.7757	2,101.8925
5	27.7704	2,179.9764
6	28.7347	2,255.6740
7	29.7395	2,334.5508
8	30.6733	2,407.8541

CONSTRUCTION INSPECTOR		
Wage Step	Hourly Rate	Bi-weekly Rate
1	27.7704	2,179.9764
2	28.7347	2,255.6740
3	30.6733	2,407.8541
4	32.0131	2,513.0284
5	33.4747	2,627.7640

LINEMAN		
Wage Step	Hourly Rate	Bi-weekly Rate
1	27.7704	2,179.9764
2	28.7347	2,255.6740
3	30.6733	2,407.8541
4	32.0131	2,513.0284
5	33.4747	2,627.7640

WIRING ASSISTANT		
Wage Step	Hourly Rate	Bi-weekly Rate
1	18.1381	1,423.8409
2	18.8993	1,483.5951
3	19.5388	1,533.7958
4	20.1173	1,579.2081
5	20.9090	1,641.3565

Note:

1. The time interval for each step of Wage Schedule III shall normally be six (6) months.

**BUILDING MAINTENANCE
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY**

Effective: February 1, 2021

CARETAKER I		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.3561	1,519.4539
2	19.9752	1,568.0532
3	20.5741	1,615.0669
4	21.3252	1,674.0282
5	22.0661	1,732.1889

BUILDING MAINTENANCE MECHANIC		
Wage Step	Hourly Rate	Bi-weekly Rate
1	25.3953	1,993.5311
2	26.1972	2,056.4802
3	27.0396	2,122.6086
4	27.7704	2,179.9764
5	28.7347	2,255.6740

BUILDING EQUIPMENT WORKER (NOTE 2)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	30.6733	2,407.8541
2	32.0131	2,513.0284
3	33.4747	2,627.7640
4	34.8247	2,733.7390

BUILDING EQUIPMENT WORKER II (NOTE 2)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	30.6733	2,407.8541
2	32.0131	2,513.0284
3	33.4747	2,627.7640
4	34.8247	2,733.7390
5	36.1239	2,835.7262

BUILDING UTILITY WORKER		
Wage Step	Hourly Rate	Bi-weekly Rate
1	22.0661	1,732.1889
2	22.8680	1,795.1380
3	23.6597	1,857.2865
4	24.4818	1,921.8213
5	25.4359	1,996.7182

Note:

1. The time interval for each step shall normally be six (6) months.
2. Employees in the classification of Building Equipment Worker, Building Equipment Worker II, are not eligible for a Charge Hand Differential due to the direction of other employees being an integral part of the job.

**GARAGE DIVISION
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY**

Effective: February 1, 2021

GARAGE STOREKEEPER		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	22.4721	1,764.0599
2	23.1928	1,820.6348
3	24.0352	1,886.7632
4	24.8371	1,949.7124
5	25.6491	2,013.4544
6	26.5727	2,085.9570

GARAGE ATTENDANT		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	\$18.8080	1,476.4280
2	\$19.3561	1,519.4539
3	\$19.9752	1,568.0532
4	\$20.5741	1,615.0669
5	\$21.3252	1,674.0282
6	\$22.0661	1,732.1889

AUTOMOTIVE UTILITY WORKER		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	22.0661	1,732.1889
2	22.7665	1,787.1703
3	23.6089	1,853.2987

FLEET SERVICE WRITER / COORDINATOR		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	22.4721	1,764.0599
2	23.1928	1,820.6348
3	24.0352	1,886.7632
4	24.8371	1,949.7124
5	25.6491	2,013.4544
6	26.5727	2,085.9570

Note:

1. The time interval for each step shall normally be six (6) months.

**GARAGE DIVISION
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY**

Effective: February 1, 2021

APPRENTICE MECHANIC		
Wage Step	Hourly Rate	Bi-weekly Rate
1	18.9602	1,488.3757
2	19.5388	1,533.7958
3	20.2188	1,587.1758
4	21.0004	1,648.5314
5	21.7109	1,704.3057
6	22.4518	1,762.4663
7	23.2740	1,827.0090
8	24.0555	1,888.3568
9	24.8168	1,948.1188

MECHANIC (CERTIFIED) (AUTOMOTIVE, HYDRAULIC)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	27.0498	2,123.4093
2	27.8618	2,187.1513
3	28.7347	2,255.6740
4	29.5670	2,321.0095
5	30.4906	2,393.5121
6	31.3635	2,462.0348
7	32.3075	2,536.1388

MECHANIC (CERTIFIED) (AUTOMOTIVE, HYDRAULIC, DIESEL)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	29.7091	2,332.1644
2	30.5414	2,397.4999
3	31.3838	2,463.6283
4	32.3379	2,538.5252
5	33.3022	2,614.2227
6	34.2664	2,689.9124
7	35.2916	2,770.3906

Note:

1. The time interval for each step shall normally be six (6) months.

**WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY**

Effective: February 1, 2021

WAREHOUSE WORKER		
Wage Step	Hourly Rate	Weekly Rate
1	19.8433	1,557.6991
2	20.4320	1,603.9120
3	21.1526	1,660.4791
4	21.7515	1,707.4928
5	22.4721	1,764.0599
6	23.1928	1,820.6348

STOREKEEPER II		
Wage Step	Hourly Rate	Weekly Rate
1	22.4721	1,764.0599
2	23.1928	1,820.6348
3	24.0352	1,886.7632
4	24.8371	1,949.7124
5	25.6491	2,013.4544
6	26.5727	2,085.9570

Note:

1. The time interval for each step shall normally be six (6) months.

WAGE SCHEDULE IV
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2021

STEEL FABRICATOR/MACHINIST		
Wage Step	Hourly Rate	Weekly Rate
1	26.6945	2,095.5183
2	27.9734	2,195.9119
3	29.3538	2,304.2733
4	30.6733	2,407.8541
5	32.0131	2,513.0284
6	33.4747	2,627.7640

Note:

1. The time interval for each wage step of Wage Schedule IV shall normally be six (6) months.

WAGE SCHEDULE I
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2021

FIRST LEVEL SUPPORT TECHNICIAN		
Wage Step	Hourly Rate	Weekly Rate
1	20.7466	1,628.6081
2	22.1169	1,736.1767
3	23.2334	1,823.8219
4	24.2788	1,905.8858
5	25.4461	1,997.5189
6	26.7554	2,100.2989
7	28.0546	2,202.2861
8	29.3741	2,305.8669
9	30.9271	2,427.7774
10	32.2567	2,532.1510
11	33.5965	2,637.3253
12	35.0581	2,752.0609
13	36.4081	2,858.0359
14	37.7073	2,960.0231
15*	39.1689	3,074.7587

Note:

1. The time interval for each step of Wage Schedule I shall normally be six (6) months.

* If holds an approved vendor certification.

WAGE SCHEDULE I
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2022

GENERAL APPRENTICE		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.4506	1,526.8721
2	20.8415	1,636.0578
3	21.9748	1,725.0218
4	23.0358	1808.3103

TECHNICIAN (Line/Cable, Central Office, Equipment Installer, Field Service)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.4506	1,526.8721
2	20.8415	1,636.0578
3	21.9748	1,725.0218
4	23.0358	1,808.3103
5	24.2206	1,901.3171
6	25.5496	2,005.6436
7	26.8683	2,109.1616
8	28.2076	2,214.2966
9	29.7839	2,338.0362
10	31.1334	2,443.9719
11	32.4933	2,550.7241
12	33.9768	2,667.1788
13#	35.3471	2,774.7474
14	36.6658	2,878.2653

TECHNICIAN - CERTIFIED (Line/Cable, Central Office, Equipment Installer, Field Service)		
15	38.1493	2,994.7201
16	39.6740	3,114.4090

TECHNICIAN - OPERATION SUPPORT CENTRE (Line/Cable, Central Office, Equipment Installer, Field Service)		
14	36.6658	2,878.2653
15	38.1493	2,994.7201
16	39.6740	3,114.4090
17	41.2502	3,238.1407
18	42.9089	3,368.3487
19	44.6087	3,501.7830

Maximum for Lineman Class A, Craftline Apprentice, Central Office Apprentice

Note:

1. The time interval for each step of Wage Schedule I shall normally be six (6) months.

WAGE SCHEDULE II
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2022

SHOP CRAFT III (NOTE 2)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	18.8841	1,482.4019
2	19.6258	1,540.6253
3	20.2542	1,589.9547
4	20.8311	1,635.2414
5	21.6141	1,696.7069
6	22.3559	1,754.9382
7	23.0770	1,811.5445
8	24.1279	1,894.0402
9	25.0448	1,966.0168
10	25.8278	2,027.4823

SHOPCRAFT II		
Wage Step	Hourly Rate	Bi-weekly Rate
1	27.0949	2,126.9497
2	28.3930	2,228.8505
3	29.7941	2,338.8369
4	31.1334	2,443.9719
5	32.4933	2,550.7241
6	33.9768	2,667.1788

SHOPCRAFT I		
Wage Step	Hourly Rate	Bi-weekly Rate
1	32.4933	2,550.7241
2	33.9768	2,667.1788
3	35.3471	2,774.7474
4	36.6658	2,878.2653

Note:

1. The time interval for each step of Wage Schedule II shall normally be six (6) months
2. Employees in the classification of Shopcraft III are not eligible for a Charge Hand Differential due to the direction of other employees being an integral part of the job.

**PLANT DIVISION
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY
Effective: February 1, 2022**

LABOURER		
Wage Step	Hourly Rate	Bi-weekly Rate
1	20.7385	1,627.9723
2	21.9541	1,723.3969
3	22.2117	1,743.6185
4	22.6443	1,777.5776

FACILITIES WORKER/MACHINE OPERATOR HEAVY DUTY TRUCK DRIVER		
Wage Step	Hourly Rate	Bi-weekly Rate
1	23.4789	1,843.0937
2	24.2206	1,901.3171
3	25.0036	1,962.7826
4	25.7660	2,022.6310

CABLE LOCATOR		
Wage Step	Hourly Rate	Bi-weekly Rate
1	24.4473	1,919.1131
2	25.3127	1,987.0470
3	26.2399	2,059.8322
4	27.1773	2,133.4181
5	28.1870	2,212.6795
6	29.1657	2,289.5075
7	30.1856	2,369.5696
8	31.1334	2,443.9719

CONSTRUCTION INSPECTOR		
Wage Step	Hourly Rate	Bi-weekly Rate
1	28.1870	2,212.6795
2	29.1657	2,289.5075
3	31.1334	2,443.9719
4	32.4933	2,550.7241
5	33.9768	2,667.1788

LINEMAN		
Wage Step	Hourly Rate	Bi-weekly Rate
1	28.1870	2,212.6795
2	29.1657	2,289.5075
3	31.1334	2,443.9719
4	32.4933	2,550.7241
5	33.9768	2,667.1788

WIRING ASSISTANT		
Wage Step	Hourly Rate	Bi-weekly Rate
1	18.4102	1,445.2007
2	19.1828	1,505.8498
3	19.8319	1,556.8042
4	20.4191	1,602.8994
5	21.2226	1,665.9741

Note:

1. The time interval for each step of Wage Schedule III shall normally be six (6) months.

**BUILDING MAINTENANCE
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY**

Effective: February 1, 2022

CARETAKER I		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.6464	1,542.2424
2	20.2748	1,591.5718
3	20.8827	1,639.2920
4	21.6451	1,699.1404
5	22.3971	1,758.1724

BUILDING MAINTENANCE MECHANIC		
Wage Step	Hourly Rate	Bi-weekly Rate
1	25.7762	2,023.4317
2	26.5902	2,087.3307
3	27.4452	2,154.4482
4	28.1870	2,212.6795
5	29.1657	2,289.5075

BUILDING EQUIPMENT WORKER (NOTE 2)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	31.1334	2,443.9719
2	32.4933	2,550.7241
3	33.9768	2,667.1788
4	35.3471	2,774.7474

BUILDING EQUIPMENT WORKER II (NOTE 2)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	31.1334	2,443.9719
2	32.4933	2,550.7241
3	33.9768	2,667.1788
4	35.3471	2,774.7474
5	36.6658	2,878.2653

BUILDING UTILITY WORKER		
Wage Step	Hourly Rate	Bi-weekly Rate
1	22.3971	1,758.1724
2	23.2110	1,822.0635
3	24.0146	1,885.1461
4	24.8490	1,950.6465
5	25.8174	2,026.6659

Note:

1. The time interval for each step shall normally be six (6) months.
2. Employees in the classification of Building Equipment Worker, Building Equipment Worker II, are not eligible for a Charge Hand Differential due to the direction of other employees being an integral part of the job.

**GARAGE DIVISION
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY**

Effective: February 1, 2022

GARAGE STOREKEEPER		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	22.8092	1,790.5222
2	23.5407	1,847.9450
3	24.3957	1,915.0625
4	25.2097	1,978.9615
5	26.0338	2,043.6533
6	26.9713	2,117.2471

GARAGE ATTENDANT		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	19.0901	1,498.5729
2	19.6464	1,542.2424
3	20.2748	1,591.5718
4	20.8827	1,639.2920
5	21.6451	1,699.1404
6	22.3971	1,758.1724

AUTOMOTIVE UTILITY WORKER		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	22.3971	1,758.1724
2	23.1080	1,813.9780
3	23.9630	1,881.0955

FLEET SERVICE WRITER / COORDINATOR		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	22.8092	1,790.5222
2	23.5407	1,847.9450
3	24.3957	1,915.0625
4	25.2097	1,978.9615
5	26.0338	2,043.6533
6	26.9713	2,117.2471

Note:

1. The time interval for each step shall normally be six (6) months.

**GARAGE DIVISION
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY**

Effective: February 1, 2022

APPRENTICE MECHANIC		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.2446	1,510.7011
2	19.8319	1,556.8042
3	20.5221	1,610.9849
4	21.3154	1,673.2589
5	22.0366	1,729.8731
6	22.7886	1,788.9051
7	23.6231	1,854.4134
8	24.4163	1,916.6796
9	25.1891	1,977.3444

MECHANIC (CERTIFIED) (AUTOMOTIVE, HYDRAULIC)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	27.4555	2,155.2568
2	28.2797	2,219.9565
3	29.1657	2,289.5075
4	30.0105	2,355.8243
5	30.9480	2,429.4180
6	31.8340	2,498.9690
7	32.7921	2,574.1799

MECHANIC (CERTIFIED) (AUTOMOTIVE, HYDRAULIC, DIESEL)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	30.1547	2,367.1440
2	30.9995	2,433.4608
3	31.8546	2,500.5861
4	32.8230	2,576.6055
5	33.8017	2,653.4335
6	34.7804	2,730.2614
7	35.8210	2,811.9485

Note:

1. The time interval for each step shall normally be six (6) months.

WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2022

WAREHOUSE WORKER		
Wage Step	Hourly Rate	Weekly Rate
1	20.1409	1,581.0607
2	20.7385	1,627.9723
3	21.4699	1,685.3872
4	22.0778	1,733.1073
5	22.8092	1,790.5222
6	23.5407	1,847.9450

STOREKEEPER II		
Wage Step	Hourly Rate	Weekly Rate
1	22.8092	1,790.5222
2	23.5407	1,847.9450
3	24.3957	1,915.0625
4	25.2097	1,978.9615
5	26.0338	2,043.6533
6	26.9713	2,117.2471

Note:

1. The time interval for each step shall normally be six (6) months.

WAGE SCHEDULE IV
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2022

STEEL FABRICATOR/MACHINIST		
Wage Step	Hourly Rate	Weekly Rate
1	27.0949	2,126.9497
2	28.3930	2,228.8505
3	29.7941	2,338.8369
4	31.1334	2,443.9719
5	32.4933	2,550.7241
6	33.9768	2,667.1788

Note:

1. The time interval for each wage step of Wage Schedule IV shall normally be six (6) months.

WAGE SCHEDULE I
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2022

FIRST LEVEL SUPPORT TECHNICIAN		
Wage Step	Hourly Rate	Weekly Rate
1	21.0578	1,653.0373
2	22.4487	1,762.2230
3	23.5819	1,851.1792
4	24.6430	1,934.4755
5	25.8278	2,027.4823
6	27.1567	2,131.8010
7	28.4754	2,235.3189
8	29.8147	2,340.4540
9	31.3910	2,464.1935
10	32.7406	2,570.1371
11	34.1004	2,676.8814
12	35.5840	2,793.3440
13	36.9542	2,900.9047
14	38.2729	3,004.4227
15*	39.7564	3,120.8774

Note:

1. The time interval for each step of Wage Schedule I shall normally be six (6) months.

* If holds an approved vendor certification.

WAGE SCHEDULE I
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2023

GENERAL APPRENTICE		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.7424	1,549.7784
2	21.1541	1,660.5969
3	22.3044	1,750.8954
4	23.3813	1835.4321

TECHNICIAN (Line/Cable, Central Office, Equipment Installer, Field Service)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.7424	1,549.7784
2	21.1541	1,660.5969
3	22.3044	1,750.8954
4	23.3813	1,835.4321
5	24.5839	1,929.8362
6	25.9328	2,035.7248
7	27.2713	2,140.7971
8	28.6307	2,247.5100
9	30.2307	2,373.1100
10	31.6004	2,480.6314
11	32.9807	2,588.9850
12	34.4865	2,707.1903
13#	35.8773	2,816.3681
14	37.2158	2,921.4403

TECHNICIAN - CERTIFIED (Line/Cable, Central Office, Equipment Installer, Field Service)		
15	38.7215	3,039.6378
16	40.2691	3,161.1244

TECHNICIAN - OPERATION SUPPORT CENTRE (Line/Cable, Central Office, Equipment Installer, Field Service)		
14	37.2158	2,921.4403
15	38.7215	3,039.6378
16	40.2691	3,161.1244
17	41.8690	3,286.7165
18	43.5525	3,418.8713
19	45.2778	3,554.3073

Maximum for Lineman Class A, Craftline Apprentice, Central Office Apprentice

Note:

1. The time interval for each step of Wage Schedule I shall normally be six (6) months.

WAGE SCHEDULE II
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2023

SHOP CRAFT III (NOTE 2)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.1674	1,504.6409
2	19.9202	1,563.7357
3	20.5580	1,613.8030
4	21.1436	1,659.7726
5	21.9383	1,722.1566
6	22.6912	1,781.2592
7	23.4232	1,838.7212
8	24.4898	1,922.4493
9	25.4205	1,995.5093
10	26.2152	2,057.8932

SHOPCRAFT II		
Wage Step	Hourly Rate	Bi-weekly Rate
1	27.5013	2,158.8521
2	28.8189	2,262.2837
3	30.2410	2,373.9185
4	31.6004	2,480.6314
5	32.9807	2,588.9850
6	34.4865	2,707.1903

SHOPCRAFT I		
Wage Step	Hourly Rate	Bi-weekly Rate
1	32.9807	2,588.9850
2	34.4865	2,707.1903
3	35.8773	2,816.3681
4	37.2158	2,921.4403

Note:

1. The time interval for each step of Wage Schedule II shall normally be six (6) months
2. Employees in the classification of Shopcraft III are not eligible for a Charge Hand Differential due to the direction of other employees being an integral part of the job.

**PLANT DIVISION
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY
Effective: February 1, 2023**

LABOURER		
Wage Step	Hourly Rate	Bi-weekly Rate
1	21.0496	1,652.3936
2	22.2834	1,749.2469
3	22.5449	1,769.7747
4	22.9840	1,804.2440

FACILITIES WORKER/MACHINE OPERATOR HEAVY DUTY TRUCK DRIVER		
Wage Step	Hourly Rate	Bi-weekly Rate
1	23.8311	1,870.7414
2	24.5839	1,929.8362
3	25.3787	1,992.2280
4	26.1525	2,052.9713

CABLE LOCATOR		
Wage Step	Hourly Rate	Bi-weekly Rate
1	24.8140	1,947.8990
2	25.6924	2,016.8534
3	26.6335	2,090.7298
4	27.5850	2,165.4225
5	28.6098	2,245.8693
6	29.6032	2,323.8512
7	30.6384	2,405.1144
8	31.6004	2,480.6314

CONSTRUCTION INSPECTOR		
Wage Step	Hourly Rate	Bi-weekly Rate
1	28.6098	2,245.8693
2	29.6032	2,323.8512
3	31.6004	2,480.6314
4	32.9807	2,588.9850
5	34.4865	2,707.1903

LINEMAN		
Wage Step	Hourly Rate	Bi-weekly Rate
1	28.6098	2,245.8693
2	29.6032	2,323.8512
3	31.6004	2,480.6314
4	32.9807	2,588.9850
5	34.4865	2,707.1903

WIRING ASSISTANT		
Wage Step	Hourly Rate	Bi-weekly Rate
1	18.6864	1,466.8824
2	19.4705	1,528.4343
3	20.1294	1,580.1579
4	20.7254	1,626.9439
5	21.5409	1,690.9607

Note:

1. The time interval for each step of Wage Schedule III shall normally be six (6) months.

**BUILDING MAINTENANCE
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY**

Effective: February 1, 2023

CARETAKER I		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.9411	1,565.3764
2	20.5789	1,615.4437
3	21.1959	1,663.8782
4	21.9698	1,724.6293
5	22.7331	1,784.5484

BUILDING MAINTENANCE MECHANIC		
Wage Step	Hourly Rate	Bi-weekly Rate
1	26.1628	2,053.7798
2	26.9891	2,118.6444
3	27.8569	2,186.7667
4	28.6098	2,245.8693
5	29.6032	2,323.8512

BUILDING EQUIPMENT WORKER (NOTE 2)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	31.6004	2,480.6314
2	32.9807	2,588.9850
3	34.4865	2,707.1903
4	35.8773	2,816.3681

BUILDING EQUIPMENT WORKER II (NOTE 2)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	31.6004	2,480.6314
2	32.9807	2,588.9850
3	34.4865	2,707.1903
4	35.8773	2,816.3681
5	37.2158	2,921.4403

BUILDING UTILITY WORKER		
Wage Step	Hourly Rate	Bi-weekly Rate
1	22.7331	1,784.5484
2	23.5592	1,849.3972
3	24.3748	1,913.4218
4	25.2217	1,979.9035
5	26.2047	2,057.0690

Note:

1. The time interval for each step shall normally be six (6) months.
2. Employees in the classification of Building Equipment Worker, Building Equipment Worker II, are not eligible for a Charge Hand Differential due to the direction of other employees being an integral part of the job.

**GARAGE DIVISION
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY**

Effective: February 1, 2023

GARAGE STOREKEEPER		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	23.1513	1,817.3771
2	23.8938	1,875.6633
3	24.7616	1,943.7856
4	25.5878	2,008.6423
5	26.4243	2,074.3076
6	27.3759	2,149.0082

GARAGE ATTENDANT		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	19.3765	1,521.0553
2	19.9411	1,565.3764
3	20.5789	1,615.4437
4	21.1959	1,663.8782
5	21.9698	1,724.6293
6	22.7331	1,784.5484

AUTOMOTIVE UTILITY WORKER		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	22.7331	1,784.5484
2	23.4546	1,841.1861
3	24.3224	1,909.3084

FLEET SERVICE WRITER / COORDINATOR		
Wage Step	Hourly Rate	Bi-Weekly Rate
1	23.1513	1,817.3771
2	23.8938	1,875.6633
3	24.7616	1,943.7856
4	25.5878	2,008.6423
5	26.4243	2,074.3076
6	27.3759	2,149.0082

Note:

1. The time interval for each step shall normally be six (6) months.

**GARAGE DIVISION
WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY**

Effective: February 1, 2023

APPRENTICE MECHANIC		
Wage Step	Hourly Rate	Bi-weekly Rate
1	19.5333	1,533.3641
2	20.1294	1,580.1579
3	20.8299	1,635.1472
4	21.6351	1,698.3554
5	22.3671	1,755.8174
6	23.1304	1,815.7364
7	23.9774	1,882.2259
8	24.7825	1,945.4263
9	25.5669	2,007.0017

MECHANIC (CERTIFIED) (AUTOMOTIVE, HYDRAULIC)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	27.8673	2,187.5831
2	28.7039	2,253.2562
3	29.6032	2,323.8512
4	30.4607	2,391.1650
5	31.4122	2,465.8577
6	32.3115	2,536.4528
7	33.2840	2,612.7940

MECHANIC (CERTIFIED) (AUTOMOTIVE, HYDRAULIC, DIESEL)		
Wage Step	Hourly Rate	Bi-weekly Rate
1	30.6070	2,402.6495
2	31.4645	2,469.9633
3	32.3324	2,538.0934
4	33.3153	2,615.2511
5	34.3087	2,693.2330
6	35.3021	2,771.2149
7	36.3583	2,854.1266

Note:

1. The time interval for each step shall normally be six (6) months.

WAGE SCHEDULE III
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2023

WAREHOUSE WORKER		
Wage Step	Hourly Rate	Weekly Rate
1	20.4430	1,604.7755
2	21.0496	1,652.3936
3	21.7919	1,710.6642
4	22.4090	1,759.1065
5	23.1513	1,817.3771
6	23.8938	1,875.6633

STOREKEEPER II		
Wage Step	Hourly Rate	Weekly Rate
1	23.1513	1,817.3771
2	23.8938	1,875.6633
3	24.7616	1,943.7856
4	25.5878	2,008.6423
5	26.4243	2,074.3076
6	27.3759	2,149.0082

Note:

1. The time interval for each step shall normally be six (6) months.

WAGE SCHEDULE IV
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2023

STEEL FABRICATOR/MACHINIST		
Wage Step	Hourly Rate	Weekly Rate
1	27.5013	2,158.8521
2	28.8189	2,262.2837
3	30.2410	2,373.9185
4	31.6004	2,480.6314
5	32.9807	2,588.9850
6	34.4865	2,707.1903

Note:

1. The time interval for each wage step of Wage Schedule IV shall normally be six (6) months.

WAGE SCHEDULE I
39.23 HOURS PER WEEK/78.5 HOURS BI-WEEKLY

Effective: February 1, 2023

FIRST LEVEL SUPPORT TECHNICIAN		
Wage Step	Hourly Rate	Weekly Rate
1	21.3737	1,677.8355
2	22.7854	1,788.6539
3	23.9356	1,878.9446
4	25.0126	1,963.4891
5	26.2152	2,057.8932
6	27.5641	2,163.7819
7	28.9025	2,268.8463
8	30.2619	2,375.5592
9	31.8619	2,501.1592
10	33.2317	2,608.6885
11	34.6119	2,717.0342
12	36.1178	2,835.2473
13	37.5085	2,944.4173
14	38.8470	3,049.4895
15*	40.3527	3,167.6870

Note:

1. The time interval for each step of Wage Schedule I shall normally be six (6) months.

* If holds an approved vendor certification.

Bell MTS

and

**The International Brotherhood
Of Electrical Workers, Local 435**

**Craft Seniority Lists
as of February 1, 2021**



Joe Breland
Business Manager



Bernard St. Hilaire
Seniority Committee Chairman

INDEX

Central Office Technician	Page 3
Field Service Technician	Page 6
Equipment Installation Technician	Page 13
Line Cable Technician	Page 14
Lineman Class A	Page 16

CENTRAL OFFICE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
1	Bell, BL	79-11-19	79-05-28
2	Stubbs, MW	82-04-19	82-04-19
3	Hartry, DL	82-06-21	82-06-21
4	Lelay, PJ	83-07-11	83-07-11
5	Armstrong, WM	84-04-30	83-07-11
6	Olsen, RJ	84-04-30	84-03-12
7	Cunningham, MG	85-04-22	84-07-03
8	Fazio, JS	85-10-12	85-03-04
9	Gebauer, BG	85-10-12	85-06-03
10	Lee, KJ	86-12-06	86-05-12
11	Deslauriers, GJ	88-12-19	88-12-19
12	Rounds, JD	89-03-13	89-03-13
13	Kuzmiak, DM	89-05-01	89-05-01
14	Pryzlak, JA	89-06-28	89-06-28
15	Burdeniuk, M	89-06-28	89-06-28
16	Haight, CW	89-09-11	87-06-08
17	Mabon, MA	90-04-02	89-05-23
18	Carmichael, SF	99-09-13	99-09-13
19	Melsted, LW	00-10-30	88-09-14
20	Gladys, RW	01-02-03	87-08-04
21	Boychuk, PR	01-02-03	88-10-31
22	Szwarc, MJ	01-02-03	89-06-28
23	Smith, TG	01-02-03	89-06-28
24	Slobodian, DR	01-02-03	89-10-10
25	Kozak, AM	01-02-03	89-10-10
26	Capri, D	01-06-25	01-06-25
27	Urban, TG	01-08-07	93-02-22
28	Taronno, DA	01-09-10	01-05-07
29	Threinen, JA	01-10-09	99-09-13
30	Asmundsson, SH	01-12-01	01-04-16
31	Toutant, MP	01-12-01	01-08-27
32	Honke, KD	02-11-13	95-01-02
33	Bartlett, TE	05-08-06	86-05-12
34	Machum, CD	05-08-15	87-10-17
35	Palmer, DJ	05-09-30	86-05-20
36	Rotzien, BG	05-10-17	05-10-17
37	Hawthorne, EJ	07-08-24	85-05-17
38	Knights, A	07-09-26	07-06-11
39	Collette, DM	08-06-13	86-03-10
40	Macasaet, SP	08-07-28	87-11-03

CENTRAL OFFICE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
41	Jarvis, P	08-08-11	08-08-11
42	Oduro, M	08-10-06	02-06-29
43	Campbell, RA	08-10-06	06-09-29
44	Davis, DA	09-06-01	90-02-12
45	Prokopowich, NJ	09-06-08	09-06-08
46	Garcia, RG	10-12-06	10-12-06
47	Nami, QAB	10-08-23	08-08-19
48	Fernando, L	11-04-04	86-08-05
49	Williams, C	11-06-19	09-01-23
50	Durrant, B	11-08-02	11-03-01
51	Mullin, B	11-08-29	11-08-29
52	Boux, R	12-01-03	12-01-03
53	Hutchings, CW	12-01-30	06-01-29
54	De Aza, G	12-03-05	12-03-05
55	Reico, G	12-05-07	12-05-07
56	Perks, J	12-05-14	12-05-14
57	Selga, CH	12-05-22	12-05-22
58	Ouellette, R	12-06-04	12-06-04
59	Cockerill, C	12-06-11	12-06-11
60	Reiche, D	12-06-18	11-06-13
61	Magnaye, M	12-06-19	07-07-23
62	Parfan, SC	12-06-19	07-07-23
63	Page, S	12-06-22	11-02-25
64	Cole, KM	12-07-30	11-07-04
65	Delorme, DC	12-07-30	11-03-11
66	Deperas, RA	12-08-13	09-03-28
67	Sewell, J	12-11-03	10-02-09
68	Fehr, R	12-12-15	12-12-15
69	Wiebe, DR	14-02-21	10-07-12
70	McAdam, K	14-02-22	09-11-17
71	Rakhra, A	14-04-21	12-04-02
72	Graham, BD	14-05-20	09-11-07
73	Pelletier, MC	14-05-31	00-06-14
74	Critchley, KD	14-06-02	10-06-01
75	Witwicki, S	14-06-16	11-05-19
76	Berrios Echeverria, RA	14-07-21	14-07-21
77	MacLaine, GP	14-07-23	01-08-07
78	Yanke, D	14-08-23	12-05-14
79	Steeves, M	14-09-01	07-06-25
80	Garin, K	14-09-09	14-09-09

CENTRAL OFFICE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
81	Dava, J	14-11-03	14-11-03
82	Singh, H	14-11-03	14-11-03
83	Hafeez, O	14-12-15	14-12-15
84	Dumaua, J	14-12-15	08-05-24
85	Terrado, PB	14-12-15	10-01-20
86	Thiessen, BS	14-12-29	09-02-23
87	Tirschmann, K	15-02-02	15-02-02
88	Carlson, T	15-03-27	06-11-24
89	Santos, RR	15-03-27	01-06-05
90	Kozar, J	15-04-06	15-04-06
91	Mirabel, S	15-04-06	15-04-06
92	Pasahol, M	15-04-06	15-04-06
93	Delos Reyes, R	15-04-06	15-04-06
94	Acklom, H	15-04-06	15-04-06
95	Fabregas, J	15-04-06	15-04-06
96	Hoddinott, M	15-04-06	15-04-06
97	Tam, J	15-04-06	15-04-06
98	Bettencourt, C	15-04-06	15-04-06
99	MacDougall, K	17-02-06	09-10-29
100	Capri, T	17-05-29	08-07-29
101	Costa, W.R.	17-07-04	10-03-11
102	Falconer, L	18-04-24	13-10-16
103	Gemmell, R	20-06-18	84-06-14
104	*Tirk, J	15-10-26	15-06-01
105	*MacDonald, M	16-05-09	16-05-09
106	*Broadhead, T.W.	18-07-09	88-03-28
107	*Mintuck, V.R.	18-07-09	89-05-15
108	*Busch, N	18-07-09	00-06-08
109	*Raccio, T	18-07-09	03-01-01
110	*Demianiw, S	18-07-09	03-01-20
111	*Ming, T	18-07-09	14-01-27
112	*Morrison Sousa, S	18-07-09	14-05-20

* Apprentice

FIELD SERVICE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
1	Hucko, G	73-01-02	72-08-21
2	Hanslip, RA	74-05-21	74-05-21
3	Meakin, KW	74-08-12	74-08-12
4	Holmes, MA	77-09-12	77-09-12
5	Sager, BG	79-10-30	79-04-30
6	Landry, JA	80-01-07	79-07-29
7	Borton, DC	80-01-07	79-08-22
8	Conway, GJ	81-08-04	81-08-04
9	Anderson, RG	82-05-31	81-04-13
10	Maitland, JC	82-07-05	82-07-05
11	Fedora, JA	84-08-18	81-10-27
12	Francis, PRJ	84-08-18	83-07-25
13	Ehnes, TN	85-09-03	85-09-03
14	Taylor, MW	85-10-12	85-03-18
15	Pelepuk, RM	85-10-12	85-03-18
16	Gordon, JB	85-10-12	85-07-08
17	Duddridge, AT	85-10-12	85-08-12
18	Singer, RA	85-10-12	85-08-28
19	Turner, BW	85-10-12	85-09-03
20	Friesen, DB	85-12-07	85-09-26
21	Smalley, RJ	86-03-01	85-12-06
22	Keller, RMP	86-03-10	86-03-10
23	Biedler, WE	86-03-10	86-03-10
24	McIntosh, GV	86-07-19	85-09-18
25	Gilman, SM	86-12-06	85-08-26
26	McFetridge, WE	86-12-06	85-09-03
27	Yanchycki, CB	86-12-06	85-09-10
28	Olsen, DW	86-12-06	85-10-21
29	Prokopowich, CM	86-12-06	85-10-21
30	Morgan, CG	87-03-02	87-03-02
31	Williamson, KJ	87-04-25	85-11-18
32	Fredborg, CK	87-04-25	86-08-13
33	Onsowich, GN	87-04-25	86-10-14
34	Hutton, M	87-05-04	87-05-04
35	Riach, AT	87-06-10	87-06-10
36	Tabak, DS	87-07-20	87-07-20
37	Bezditny, RP	87-12-07	86-06-02
38	Peacock, BD	87-12-07	87-05-19
39	Spuzak, DR	87-12-16	87-12-16
40	Ursel, WA	88-02-13	85-11-04

FIELD SERVICE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
41	Ewashko, KR	88-08-15	88-08-15
42	Bobrowski, DW	88-08-22	88-05-11
43	Hrechkosy, DJ	88-12-06	86-05-05
44	Anseeuw, AK	88-12-06	86-10-14
45	Riel, C	88-12-15	88-06-05
46	Reles, DJ	88-12-17	87-11-09
47	Lukey, DS	88-12-19	88-12-19
48	McIvor, GA	89-01-28	88-05-24
49	Paulley, RL	89-02-13	89-01-23
50	Braun, KF	89-02-13	89-02-13
51	Baker, CT	89-02-13	89-02-13
52	Januska, BM	89-02-13	89-02-13
53	Breland, JT	89-03-06	88-04-04
54	Madden, K	89-03-13	89-03-13
55	Gryba, RF	89-04-11	89-04-11
56	Downey, RA	89-04-24	89-04-24
57	Klyzub, WM	89-04-24	89-04-24
58	Lyons, BJ	89-06-19	89-06-19
59	Lawrence, MN	89-06-28	89-06-28
60	Garrioch, MO	89-07-31	88-11-21
61	Monkman, RN	89-10-10	89-10-10
62	Lofto, JA	90-03-24	89-09-25
63	Spence, WA	90-05-07	90-05-07
64	Capek, RD	90-05-07	90-05-07
65	Erickson, LE	90-06-25	90-05-07
66	Jeebe, D	90-06-25	90-06-25
67	Procyshyn, PJ	90-11-17	88-02-29
68	Killen, DA	90-12-03	90-06-04
69	Starr, A	00-09-05	99-12-12
70	Renaud, DH	00-12-02	85-06-03
71	Waterfield, DH	00-12-02	89-01-23
72	Squires, G	00-12-02	99-12-13
73	Kilburn, JA	00-12-02	89-08-29
74	Rousseau, RG	01-03-21	87-03-03
75	McLeod, VE	01-04-02	01-04-02
76	Hoes, JA	01-04-02	01-04-02
77	Corley, LM	01-04-02	01-04-02
78	Beaudoin, DJ	01-04-16	01-04-16
79	Butterill, JR	01-04-16	01-04-16
80	Duke, JW	01-04-16	01-04-16

FIELD SERVICE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
81	Myskiw, AP	01-04-16	01-04-16
82	Runolfson, IJ	01-04-16	01-04-16
83	Tighe, MS	01-04-16	01-04-16
84	Phillips, KW	01-06-07	00-09-18
85	Drake, JD	02-04-01	01-09-05
86	Sluis, S	02-04-01	01-10-16
87	McMurrich, BR	02-04-01	01-10-26
88	Vallis, S	03-06-28	02-10-08
89	Murray, K	03-10-04	03-06-09
90	Kissock, MG	03-10-04	03-06-09
91	Heidinger, A	03-10-04	03-06-09
92	Borse, MS	03-10-04	03-06-23
93	Chapel, T	03-10-04	03-06-23
94	Leost, RG	05-06-27	01-05-14
95	McIntyre, M	05-10-12	83-11-28
96	Moffat, RA	05-10-12	03-06-26
97	O'Sullivan, P	05-10-12	03-07-02
98	Brandt, K	05-10-12	03-07-15
99	Ross, DK	05-10-12	03-07-30
100	Cockle, T	05-10-12	03-09-10
101	Skryba, T	06-08-05	04-03-22
102	Ferris, RA	06-10-07	06-05-01
103	Garrecht, E	07-01-06	03-09-10
104	McConnell, B	07-01-06	03-10-17
105	Dixon, T	07-01-06	03-10-17
106	Wooldrage, MD	07-01-06	03-10-24
107	Lawson, D	07-01-06	04-02-09
108	Kozun, KW	07-05-22	07-05-22
109	Little, JA	07-07-07	07-04-16
110	Brunger, L	07-08-20	07-05-15
111	Radeka, R	07-08-20	07-05-18
112	Janzen, ME	07-08-20	07-07-03
113	Labossiere, M	07-08-20	07-07-03
114	Tosovic, Z	07-09-17	07-09-17
115	Collins, DR	07-09-17	07-09-17
116	Takahashi, MS	07-09-17	07-09-17
117	Bruyere, BE	07-09-26	07-05-14
118	Wery, K	07-11-05	07-11-05
119	Pauls, H	07-10-01	07-10-01
120	Sawatzky, D	07-10-01	07-10-01

FIELD SERVICE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
121	Dueck, BL	07-10-01	07-10-01
122	McLaughlin, EG	08-03-07	89-05-08
123	Bernard, LG	08-03-07	08-03-07
124	Hiebert, CJ	08-03-07	08-03-07
125	Walton, BJ	08-03-07	08-03-07
126	Sparkes, SA	08-03-19	08-03-19
127	Anderson, JD	08-03-19	08-03-19
128	Abraham, R	08-03-19	08-03-19
129	Keena, JK	08-03-31	08-03-31
130	Ehnes, GC	08-04-21	08-04-21
131	Penaranda, D	08-04-21	08-04-21
132	Kooting, DJ	08-04-21	08-04-21
133	Dailey, DR	08-04-21	08-04-21
134	Wahl, S	08-05-12	08-05-12
135	Bousquet, C	08-05-12	08-05-12
136	Sterk, JS	08-05-12	08-05-12
137	Dick, B	08-05-12	08-05-12
138	Richard, BG	08-10-15	08-10-15
139	Bomhoff, JB	08-11-17	85-11-04
140	Dineen, K	08-11-17	08-04-28
141	Flores, EB	09-01-09	09-01-09
142	Burnett, DA	09-01-23	09-01-23
143	Hopper, JR	09-01-23	09-01-23
144	Caballero, FD	09-03-13	09-03-13
145	Kotelko, MF	09-03-13	09-03-13
146	Martynenko, V	09-03-13	09-03-13
147	Tyrrell, TV	09-04-13	09-04-13
148	Hacault, D	09-04-27	04-02-02
149	Bromley, JM	09-04-27	08-03-22
150	Woloshyn, KC	09-06-22	08-09-29
151	Mutcher, KJ	09-06-22	09-06-22
152	Hampson, D	09-07-20	09-07-20
153	Cunningham, JD	09-10-05	09-10-05
154	Cyr, CT	09-11-28	09-07-22
155	Barker, CAR	09-12-02	09-12-02
156	McCartney, BD	09-12-02	09-12-02
157	Anderson, WG	09-12-14	09-12-14
158	Stetina, GA	09-12-14	09-12-14
159	Glenham, C	10-02-09	10-02-09
160	Newton, R	10-02-09	10-02-09

FIELD SERVICE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
161	Brokke, D	10-02-09	10-02-09
162	Mantie, CE	10-03-12	10-03-12
163	Conklin, BGB	10-03-12	10-03-12
164	Nesbitt, MG	10-03-12	10-03-12
165	Flynn, MS	10-03-12	10-03-12
166	Egey-Samu, AZV	10-03-12	10-03-12
167	Reimer, CB	10-09-25	09-09-21
168	Delaurier, EA	10-10-25	10-10-25
169	Frost, RL	11-01-04	11-01-04
170	Fontaine, KAC	11-02-09	10-07-12
171	Neveux, R	11-02-10	11-02-10
172	MacQuarrie, JM	11-02-10	11-02-10
173	Hopfner, B	11-02-10	11-02-10
174	Smith, S	11-02-10	11-02-10
175	Fenner, C	11-02-28	11-02-18
176	Beaudin, RK	11-03-01	09-07-07
177	Palicte, R	11-03-01	11-03-01
178	Acuna, J	11-03-01	11-03-01
179	Campbell, TJ	11-03-01	11-03-01
180	Bousquet, JT	11-03-14	11-03-14
181	Nowell, S	11-04-11	11-04-11
182	Bettger, RW	11-05-02	11-05-02
183	McIntyre, I	11-05-30	08-09-08
184	Mijovic, V	11-06-20	11-04-13
185	Esslemont, EJ	11-06-30	89-09-18
186	LaFreniere, JP	11-06-30	11-04-11
187	Zajac, DB	11-07-25	10-01-04
188	Harris, J	11-09-23	11-03-14
189	Sager, DJR	11-09-23	11-09-23
190	Gray, MR	11-09-23	11-09-23
191	Toussaint, KA	11-09-23	11-09-23
192	Badiger, VN	11-11-28	11-11-28
193	Lavilla, JM	11-11-28	11-11-28
194	Giesbrecht, TJ	12-02-27	11-07-04
195	McLeod, R	12-02-27	12-02-27
196	Moar, D	12-02-27	12-02-27
197	Waldner, MC	12-02-27	12-02-27
198	Bergen, T	12-02-27	12-02-27
199	Dela Cruz, RV	12-02-27	12-02-27
200	De Leon, B	12-06-25	12-06-25

FIELD SERVICE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
201	Labra, D	12-06-25	12-06-25
202	McInnes, T	12-07-03	12-07-03
203	Unrau, BP	12-08-13	11-07-25
204	Boyd, CW	12-09-10	11-05-24
205	Pinkos, K	12-10-08	12-04-02
206	Merchant, B	12-10-29	12-10-29
207	Ducharme, FJ	12-10-29	12-06-27
208	Barr, S	14-05-05	14-05-05
209	Penwarden, O	14-05-05	14-05-05
210	Leeson, B	14-05-05	14-05-05
211	Sesak, B	14-05-05	14-05-05
212	Malenfant, J	14-05-26	11-05-24
213	Collen, RK	14-05-26	14-05-26
214	Brossart, T	14-06-09	14-06-09
215	Meilleur, L	14-06-09	14-06-09
216	Steede, T	14-06-09	14-06-09
217	Roehl, K	14-06-09	14-06-09
218	Bellisle, GJ	14-08-25	14-08-25
219	Vigfusson, C	14-09-15	14-09-15
220	Gage, J	14-10-27	14-10-27
221	Ranson, C	14-10-27	14-10-27
222	Wisniewski, N	14-10-27	14-10-27
223	Gipich, A	14-11-17	14-11-17
224	Doucette, G	14-11-17	14-11-17
225	Russell, A	14-11-17	14-11-17
226	Nagle, D	14-11-17	14-11-17
227	Baker, T	14-11-17	14-11-17
228	Monchamp, M	15-01-26	12-10-23
229	Perez, J	15-01-26	14-06-03
230	Hansey, E	15-01-26	15-01-26
231	Fraser, A	15-01-26	15-01-26
232	Darvill, M	15-01-26	15-01-26
233	Sinclair, DW	15-02-09	15-02-09
234	Kerwin, R	15-02-09	15-02-09
235	Wheaton, J	15-02-10	15-02-10
236	Heinrichs, C	15-02-10	15-02-10
237	Philipow, T	15-02-10	15-02-10
238	Pereira, D	15-04-27	15-04-27
239	Rhodes, B	15-04-27	15-04-27
240	Burnett, J	16-11-04	14-09-29

FIELD SERVICE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
241	Appleyard, N	16-12-05	16-04-25
242	Klassen, T	16-12-05	16-04-25
243	Flett, T	17-06-01	17-06-01
244	Alton, K	17-08-09	17-08-09
245	Fiebelkorn, B	17-08-09	17-08-09
246	McDonald, J	17-08-09	17-08-09
247	Varndell, M	19-02-11	19-02-11

EQUIPMENT INSTALLATION TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
1	Lamb, DC	82-05-10	82-05-10
2	Rempel, DE	84-04-30	83-10-24
3	Bates, RG	87-02-02	86-07-28
4	Arcand, GR	01-02-12	86-09-24
5	Atanacio, EL	01-02-26	01-02-26
6	Visarra, HL	01-02-26	01-02-26
7	Magnusson, DG	01-04-02	01-04-02
8	Caines, CG	01-04-02	01-04-02
9	Hanson, R	10-08-30	07-06-18
10	Lopes, JCB	12-08-11	10-03-12
11	Burdett, BA	14-09-02	07-07-03
12	Kropla, AW	14-09-02	07-08-27
13	Klopick, C	15-01-05	10-06-01
14	Johnston, CB	15-02-02	07-08-27
15	Herman, W	15-02-02	09-01-23

LINE CABLE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
1	Stroet, JA	77-09-12	77-08-08
2	Johnston, GD	77-11-14	77-11-14
3	Croteau, PP	79-12-10	79-09-10
4	Wark, TF	88-05-07	76-06-28
5	Thiessen, MG	84-04-30	83-05-02
6	Neudorf, ML	84-05-28	84-05-28
7	Rispler, R	84-06-13	84-06-13
8	Gayowsky, GP	84-07-09	83-06-13
9	Pruden, MJ	84-07-09	84-07-09
10	Varndell, WJ	84-07-09	84-07-09
11	Bossuyt, JJ	84-08-18	83-09-27
12	Wilson, SB	85-04-01	85-04-01
13	St. Hilaire, BG	85-04-22	85-01-22
14	Dorozynski, MP	85-05-27	85-05-27
15	Oliver, DI	85-09-16	85-05-17
16	Cole, DG	85-11-16	85-05-21
17	Armstrong, TM	86-01-20	86-01-20
18	Holod, RA	86-01-20	86-01-20
19	Derksen Sobering, K	86-05-20	86-02-10
20	Lindley, DR	86-05-20	86-05-20
21	Doan, TW	86-09-29	86-09-29
22	Morden, DT	86-10-06	86-10-06
23	Lyon, SA	86-12-06	85-09-03
24	Bodz, DW	86-12-06	85-09-20
25	Bell, DJ	86-12-06	85-11-25
26	Babiuk, GP	86-12-06	85-12-30
27	Johnson, VB	86-12-06	85-10-20
28	Murdoch, BA	86-12-06	86-07-02
29	Anderson, JB	87-02-09	87-02-09
30	Crockatt, DM	87-12-14	86-03-17
31	North, G	88-04-05	86-05-20
32	Brownlee, DC	88-08-02	88-07-04
33	Wilson, KL	88-08-22	88-05-12
34	Stralow, RJ	88-11-05	88-10-31
35	Bell, TJ	89-03-06	87-05-19
36	Erlendson, SC	90-04-02	90-04-02
37	Mealy, I	00-09-05	87-02-23
38	Bergson, R	05-08-15	03-07-14
39	Ausborn, CM	05-08-15	04-05-31
40	Firth, BG	08-09-22	07-08-20

LINE CABLE TECHNICIAN

	Name	Seniority Date	Net Credited Service Date
41	Filipchuk, K	08-09-29	08-09-29
42	Anderson, S	09-09-08	08-03-24
43	Manansala, R	09-09-08	09-09-08
44	del Rosario, C	09-09-08	09-09-08
45	Miller, GE	10-05-17	10-05-17
46	Lancaster, TJ	11-05-23	09-04-13
47	Marshall, JE	11-12-05	10-05-31
48	Hammond, M	12-04-16	08-05-05
49	Dryden, KA	12-04-16	11-04-11
50	Bell, D	12-04-16	12-02-27
51	Oliver, RT	12-08-13	11-07-04
52	George, BW	12-10-02	11-07-04
53	Howse, CR	14-07-13	84-05-14
54	Tyrrell, DP	14-07-14	08-05-12
55	Burnett, GD	14-09-02	01-05-07
56	Ricard, A	14-09-02	14-09-02
57	Hawthorne, T	14-09-08	14-09-08
58	Melsted, J	14-09-15	14-04-30
59	Levandoski, M	14-09-22	14-09-22
60	Johnson, WG	14-11-01	07-06-11
61	Wark, CF	14-11-01	12-02-27
62	Hoeppner, JS	16-07-11	09-12-02
63	Irvine, RT	16-09-06	13-04-29
64	Bezditny, N	16-11-12	16-04-25
65	Anderson, O	17-05-04	14-04-30
66	Young, B	17-09-05	14-04-30
67	Scott, H	17-11-06	17-04-27
68	Clearwater, C	18-01-02	05-11-28
69	Wallace, KR	20-04-06	11-07-04
70	McNeill, K	20-05-19	12-04-02
71	Wenger, B	20-12-04	14-06-09
72	Ingham, T	18-07-02	14-11-29
73	Conrad, S	21-01-11	08-03-31
74	McLaughlin, S	21-02-01	16-04-18
75	*Sydorchuk, S	18-07-02	09-06-01

* Apprentice

LINEMAN CLASS A

	Name	Seniority Date	Net Credited Service Date
1	Milne, J	08-11-18	06-04-17
2	Sinclair, DC	11-09-23	09-09-28
3	Beer, RJ	12-06-18	85-09-03
4	McBride, JAS	12-06-18	11-07-07
5	Maruca, G	14-08-23	12-07-18
6	Young, K	17-09-05	14-09-02
7	Weidmann, M	17-10-23	17-10-23
8	Stimpson, J	18-04-02	18-04-02

EQUIPMENT INSTALLER WIRELESS

SHOPCRAFT I

SHOPCRAFT II

SHOPCRAFT III

Bell MTS

and

**The International Brotherhood
Of Electrical Workers, Local 435**

**Allied Seniority Lists
as of February 1, 2021**



Joe Breland
Business Manager



Bernard St. Hilaire
Seniority Committee Chairman

PLANT DIVISION

Name	Seniority Date	Net Credited Service Date
-------------	---------------------------	--------------------------------------

LABOURER

FACILITIES WORKER/MACHINE OPERATOR

CABLE LOCATOR/CONSTRUCTION INSPECTOR

1	Broughton, C.M.	87/05/11	87/05/11
2	Bradley, J.G.	88/05/09	88/05/09
3	Forgie, D.C.	89/01/23	89/01/23
4	Romanetz, T	08/04/14	08/02/11

LINEMAN

WIRING ASSISTANT

FLEET SERVICE WRITER/COORDINATOR

BUILDING MAINTENANCE

Name	Seniority Date	Net Credited Service Date
-------------	---------------------------	--------------------------------------

CARETAKER I

1	Tervoot, D.F.	00/09/25	01/03/30
---	---------------	----------	----------

CARETAKER I - FIREMAN'S CERTIFICATE

CARETAKER II

CLEANER

TRADES HELPER - FIREMAN'S CERTIFICATE

PAINTER/DECORATOR

BUILDING MAINTENANCE MECHANIC

BUILDING EQUIPMENT WORKER I

BUILDING EQUIPMENT WORKER II

BUILDING UTILITY WORKER

GARAGE DIVISION

Name	Seniority Date	Net Credited Service Date
-------------	---------------------------	--------------------------------------

AUTOMOTIVE UTILITY WORKER

1	Yeo, M.A.	87/10/05	87/10/05
---	-----------	----------	----------

APPRENTICE MECHANIC**MECHANIC (CERTIFIED) AUTO, DIESEL HYDRAULIC**

1	Sobczak, C.F.	74/07/15	74/07/15
2	Senkow, D.	76/10/18	76/10/18
3	Cerkow, M.C.	89/01/16	89/01/16
4	Vergara, F.E.	09/10/26	09/10/26
5	Machado, B	10/08/03	10/08/03
6	Loeppky, K	18/03/19	18/03/19
7	Williams, M.	19/11/25	19/11/25

MECHANIC (CERTIFIED) AUTO, DIESEL HYDRAULIC (NR)**WAREHOUSE****WAREHOUSE WORKER****STOREKEEPER I****STOREKEEPER II****EQUIPMENT INSTALLATION STOREKEEPER****OTHER**

Name	Seniority Date	Net Credited Service Date
-------------	---------------------------	--------------------------------------

STEEL FABRICATOR / MACHINIST

1	Duncan, I.S.	92/01/02	92/01/02
---	--------------	----------	----------