

International Brotherhood of Electrical Workers

Local 993 – AFL – CIO, CLC

Proudly Serving Its' Members Since November 1, 1947

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January 15, 2020

To: Whom it May Concern

Mills Memorial Hospital Project

Project to be done under the Inside Section Agreement except as modified here. As per Enabling Clause Article 16:01 Inside Section Agreement or Policy of IBEW 993.

- 1) IBEW LU 993 will allow Houle to name request 50% (1:1) of the Bargaining Unit Workforce from the Local Union "out of work" list with no maximum for duration of the project. Existing Houle IBEW 993 Member Employees may be requested or transferred outside of the above ratios.
- 2) If and when the Local Union cannot supply employees from the Local Union "out of work" list, the Union will modify the LOU "Inter-Local Mobility" to 50% (1:1) part (b).
- 3) The Company and Union will actively recruit and retain Indigenous, women and underrepresented persons and residents of the local (North Coast) area for this project.
- 4) The Apprentice to Journey ratio maximum will be raised to 1:1 from 2:1 for the duration of the Mills Memorial Project.
- 5) As per Article 402, Houle may bring in an "A" Chargehand for each major section of the project. For example, high voltage, low voltage/security. "B" Chargehand clause remains the same. Other Chargehands may be added with mutual consent.
- 6) Article 304 (f) (2) Alternate Shift Schedules will be modified to read "after 10 hours 1.75x instead of 2x (double time)".
- 7) IBEW LU 993 supports the Project Transportation Plan. Air transportation to be provided from Vancouver and Kamloops by PCL Charter. Air transportation from Prince George is to be provided by Houle. This will be a commercial carrier. No travel allowances up to 180 km from flight hubs will be paid. CRA rates will apply after that. (\$0.59 as of January 2021). "Travel Time" does not apply to initial/terminal or turn around allowances. Others not able or practical to use flights provided will use provisions in the Inside Section Agreement for initial/terminal and turn around.
- 8) Airport parking and site parking will need to be addressed at a date before commencement of work, individually and collectively.

- 9) This job will be "No Strike", "No Lockout". The Union and Company will ensure completion of project and will proceed without delay due to any labour dispute on or off the project.
- 10) Local daily travel of 40-80 km does not incur travel time, all other travel provisions covered in the "Inside Section Agreement".

Sincerely,

Glen Hilton
Business Manager/Financial Secretary
Norther BC and The Yukon

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