



**IBEW**



**LOCAL 993**

**Business Manager  
Financial Secretary  
Jim Bicknell**

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**873 Desmond St  
Kamloops BC, V2B 5K3**

February 4, 2025

To: Whom it May Concern

**Kamloops Cancer Center**

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 (Kamloops) 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 Kamloops Cancer Center.
- 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) 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.
- 7) Local daily travel of 40-80 km does not incur travel time, all other travel provisions covered in the "Inside Section Agreement".

Sincerely,

A handwritten signature in blue ink.

James Bicknell  
Business Manager/Financial Secretary  
Norther BC and The Yukon

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