

# MEMORANDUM OF AGREEMENT

between

**FortisBC Inc.**  
("the Company")

-and-

**International Brotherhood of Electrical Workers, Local 213**  
("the Union")

The Union's Bargaining Committee and the Company's Bargaining Representatives have reached this tentative agreement to renew the Collective Agreement between the Union and the Company. This tentative agreement is subject to ratification by the members of the Union and by the executive of the Company. If ratified by both the Union and the Company, this document will form part of their Collective Agreement pending the incorporation of the substantive terms of this agreement into the Collective Agreement.

In addition to incorporating the substantive terms of this tentative agreement into the Collective Agreement, the Union and the Company will review the Collective Agreement and make any housekeeping changes they both agree should be made including updating the Collective Agreement to make it inclusive and non-binary:

- "his" changed to "their" or "the employee's",
- "he" changed to "they" or "the employee", and
- "him" changed to "them" or "the employee".

## **Substantive Terms**

### **1. Term and General Wage Increases**

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#### **Article 3.01 Term of Agreement:**

- Two year term February 1, 2021 to January 31, 2023

#### **General Wage Increase:**

- 2.00% paid back to February 1, 2021
- 2.25% on February 1, 2022

### **2. The following sentences of Appendix A will be modified as indicated:**

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#### **APPENDIX "A" BENEFITS**

The following subsidies and benefits with respect to the medical plan, sickness and accident plan, long-term disability, group life insurance, helicopter insurance, dental plan and vision care shall be in effect during the term of this Agreement and the Company shall, upon request, provide the Union with copies of any relevant insurance or plan description.

#### **2. Sickness and Accident Protection**

The Plan will be carried by a commercial insurer per the terms outlined in the collective agreement.

### 3. Long Term Disability

The Plan will be carried by a commercial insurer per the terms outlined in the collective agreement.

### 4. Group Life Insurance

The Plan will be carried by a commercial insurer per the terms outlined in the collective agreement.

### 6. Dental Plan

The Plan will be carried by a commercial insurer per the terms outlined in the collective agreement.

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The Bargaining Representatives of the Company and the members of the Union's Bargaining Committee agree to recommend ratification of this tentative Memorandum of Agreement to their respective principals. The Union will not be required to release the result of their ratification vote unless and until the Employer has ratified this tentative Memorandum of Agreement and advised the Union in writing of its acceptance.

SIGNED this 16<sup>th</sup> day of February, 2021

Bargaining Representatives of:

Bargaining Committee of:

#### The Company

#### The Union

E-SIGNED by Craig Cornell  
on 2021-02-16 11:36:59 PST

E-SIGNED by Jeff Self  
on 2021-02-16 15:30:08 PST

Craig Cornell

Jeff Self

E-SIGNED by Andrea Cadogan  
on 2021-02-16 11:53:08 PST

E-SIGNED by Graham Menzies  
on 2021-02-16 13:45:40 PST

Andrea Cadogan

Graham Menzies

E-SIGNED by Marko Aaltomaa  
on 2021-02-16 11:48:13 PST

E-SIGNED by Kurt Thygesen  
on 2021-02-16 15:34:46 PST

Marko Aaltomaa

Kurt Thygesen

E-SIGNED by Arlette La Freniere  
on 2021-02-16 11:50:46 PST

E-SIGNED by Albert Bortolussi  
on 2021-02-16 13:35:05 PST

Arlette La Freniere

Albert Bortolussi

E-SIGNED by Paul Matteucci  
on 2021-02-16 14:43:09 PST

Paul Matteucci

E-SIGNED by Steven Byrnell  
on 2021-02-16 14:04:32 PST

Steven Byrnell