

Appendix "A"

LETTER OF AGREEMENT

Between

**COLUMBIA HYDRO CONSTRUCTORS LTD.
("CHC")**

And

**ALLIED HYDRO COUNCIL OF BRITISH COLUMBIA
("AHC/ the "Council")**

Re: Bridge River 1 Unit 1 – 4 Replacement

The Parties agree that the following exceptional provisions shall apply to the Bridge River 1 Units 1-4 Replacement Project:

1. Periodic Leave

"Employees, except Local Residents, will be entitled to periodic leave at least every six (6) weeks, scheduling of periodic leave will be determined by the Employer.

The Employee will be reimbursed at the CRA non-taxable per kilometre rate as designated by the Employer (from Site to the Employee's residence excluding distances travelled by ferries) to a maximum of four hundred seventy five dollars (\$475), plus the cost of ferry (driver and vehicle - ferry standard 20 feet, upon presentation of receipt) or the Employers cost of an airline ticket, whichever is less. This allowance will be paid up to every twenty-one days or at the least every six weeks as determined by the Employer and the Contractors shift rotation.

Mutual agreement of the Employer and the employee is required for the use of commercially available air transportation. Should air transportation be used, the Employer shall only pay air transportation costs for travel from the closest commercial airport to the Employee's residence and return to the closest commercial airport to the Site. The employee shall provide the Employer with the Boarding Pass if requested to do so by the Employer.

There will be no travel time paid, only travel expenses as described above."

2. Article 1.309 Employee Definition

In addition to the exclusions set out in Article 1.309, BC Hydro employees will also be excluded. BC Hydro management employees shall not perform bargaining unit work covered by the CHC/AHC bargaining certification.

In the event of any conflict between any provision in this Letter of Agreement and any provision, express or implied, of the Master Section or any Trade Section, the provisions contained within this Letter of Agreement shall take precedence,

Agreed to this 13 day of February, 2019, in Burnaby, British Columbia

**For: COLUMBIA HYDRO
CONSTRUCTORS LTD.**

**For: ALLIED HYDRO COUNCIL OF
BRITISH COLUMBIA**

Signature on file _____

Signature on file _____