PROJECT LABOUR AGREEMENT

for the

NORTH COAST TRANSMISSION LINE – SUB STATIONS WORK

PROJECT LABOUR AGREEMENT

ENTERED INTO THIS 22 DAY OF OCTOBER, 2026

BY AND BETWEEN:

Construction Labour Relations Association of BC ("CLR")
On its own behalf and on behalf of any Employer who performs work covered under the Scope clause of this PLA and signs a copy of the letter of adherence attached to this PLA

And:

Bargaining Council of British Columbia Building Trade Unions
Pursuant to bargaining authorizations granted individually by each of the Unions signatory to this Agreement

(the "Bargaining Council")

WHEREAS BC Hydro (the "Owner") is constructing the Sub Stations for the North Coast Transmission Line Project (the "Project");.

AND WHEREAS the Employers are bidding to undertake work required to construct and upgrade these Sub Stations;

AND WHEREAS the opportunity to work on the Project requires the demonstration of an execution strategy that will ensure the uninterrupted supply of quality tradespeople for the duration of the Project, bridging any local union collective agreement negotiations or legal strikes which may take place in the general construction industry;

AND WHEREAS the Unions are key stakeholders in the overall success of the Project and, further, that Unions with strong and reliable international affiliations can offer critical support in ensuring uninterrupted supply of quality trades people for the duration of the Project;

AND WHEREAS the success of the Project will be facilitated by providing a forum through which key stakeholders including Employers and Unions may address issues of mutual concern;

AND WHEREAS the success of the Project will be better ensured through an agreement that benefits all stakeholders in terms of enhancing ongoing communications and working relationships;

AND WHEREAS it is the express intention of all of the Parties hereto that the execution of this Agreement in no way detracts from nor adds to the bargaining authority of any of the Employers or of the Unions, nor does it in any way act as a surrender of any bargaining authority that any such group may hold;

NOW THEREFORE IT IS AGREED by the Parties that the following terms and conditions of employment shall apply to the Project with respect to any and all awarded work within the scope of this Agreement.

A. BASIC AGREEMENTS

1.00 Scope and Definitions

1.01 In this Agreement, the following terms shall be defined as set out below whether used

in the singular or plural forms:

(a) "Agreement" means this Project Labour Agreement operating for the duration of Phase 1 and 2 of the North Coast Transmission Line – Sub Stations Project both as an addendum to the Standard Provincial Agreements and, in the event of a labour dispute affecting one or more of those agreements, operating as an independent and ongoing Voluntary Recognition Agreement confined to the Project.

(b) "Bargaining Council" means the Bargaining Council of British Columbia Building Trades Unions.

(c) "Camp Rules and Regulations" means the policies, rules and regulations established from time to time by the operator of the camps established by the Owner or other accommodation facilities provided for Employees who are not Local Residents.

(d) "Capital Works" means the general construction work for the Sub Stations related to Phase 1 and 2 of the Northwest Transmission Line Project.

(e) "CLR" means the Construction Labour Relations Association of British Columbia.

(f) "Contractor" shall have the same meaning as Employer.

(g) "Employee" means a person engaged on the Project by an Employer in accordance with the terms of this Agreement.

(h) "Employer" means any contractor directly employing members of a Union in accordance with this Agreement.

(i) "Indigenous" means any member of the following nations: Nadleh Whut'en, Stellat'en, Saik'uz, Nazko, Lheidli T'enneh, Ts'il Kaz Koh, Witset First Nation, Nee-Tahi-Buhn, Wet'suwet'en First Nation, Skin Tyee, Kitselas, Kitsumkalum, Lax Kw'alaams, Metlakatla and Wet'suwet'en House Group: Anaskaski, Cas Yex, DjakanYex, G'inehklai Yex, KaiYex, Tsa K'ex Yex, Kwen Bea Yex, Tsai Yex and any nation added from time to time by notification from the Owner.

(j) "JA plan" means the Jurisdictional Assignment Plan of the British Columbia Construction Industry and any amendments thereto.

(k) "Northern Region" includes the Regional Districts of Fraser-Fort George, Bulkley-Nechako and Kitimat-Stikine.

(l) "Local Resident" means an Employee who lives within one hundred kilometres (100 KM) of the area on the Site where they are working.

(m) "North Coast Transmission Line Project" means Phase 1 and 2 of the construction of the North Coast transmission line from Prince George to Terrace.

(n) "Owner" means BC Hydro.

(o) "Parties" means CLR, the Employer, the Bargaining Council, and the individual

Unions.

(p) "Project" or "North Coast Transmission Line – Sub Stations Project" means any work performed on Site for:

- Glennannan, Palling, Saranovich, Skeena, Telkwa (New) Walcott and Williston substations Upgrades and expansion of Glenannan. Palling, Saranovich and Williston substations and three capacitor stations, to accommodate one or two new 500kV line positions
- New and expanded upgrades for electrical protection, control and telecommunications
- New and expanded control buildings for Skeena and Telkwa substations
- Capacitor stations with new series capacitors, Saranovich Palling and Wallcott substations
- New line reactors for some substations

This work does not include any work performed directly by BC Hydro, any work related to the ongoing maintenance and operation of these sub stations, any work performed for site preparation and early works, including Site access and clearing and any work related to the camps.

(q) "Site" means the capacitor and sub stations located at the Glennannan, Palling, Saranovich, Skeena, Telkwa (New), Walcott and Williston sites.

(r) "Standard Provincial Agreement" means the collective agreement which is applicable to the general sector of the construction industry in British Columbia negotiated between the appropriate Union and CLR. For Employers signatory to the non-BCBCBTU Collective Agreement between Boilermakers Lodge 359 and CLR the "Standard Provincial Agreement" means that agreement.

(s) "Union" means any local union that is a member of the Bargaining Council and is therefore subject to this Agreement and "Unions" means any combination of one or more Union. Where appropriate to the context, "Union" also refers to the International Union Affiliate of a Union.

(t) "Voluntary Recognition Agreement" means this Agreement and/or Agreement-Based Letters of Understanding provided for under this Agreement, that are deemed to come into effect pursuant to Article 3.00 and replace Standard Provincial Agreements in the event of a labour dispute interrupting the application of a Standard Provincial Agreement.

1.02 The Standard Provincial Agreements shall govern the relationship of the Parties with respect to the Project, except as modified by this Agreement.

(a) This Agreement shall govern and displace the terms and conditions of the Standard Provincial Agreements wherever and to the extent that there are inconsistencies between them.

(b) This Agreement shall only apply to Employers that undertake the performance of

the Capital Works described herein.

1.03 This Agreement is limited to Capital Works undertaken as part of the Project. This Agreement does not apply to work which is not "general construction" work (which is work not normally performed in British Columbia pursuant to a Standard Provincial Agreement) or work which is performed to construct access works or perform preparatory work such as tree clearing and ground leveling. This Agreement also has no application to the construction of the transmission lines associated with the North Coast Transmission Line Project. The Capital Works conclude when the Owner has assumed possession of such work or component portion.

1.04 This Agreement and any Agreement-Based LOUs shall be deemed to be attached to and form part of each of the Standard Provincial Agreements for the duration of the Project.

1.05 The Parties agree that this Agreement is final and binding for the duration of the Project and is only subject to amendment by mutual written consent.

2.00 Purposes

The Parties to this Agreement recognize and understand the specific labour relations needs of the Project and, accordingly, have entered into this Agreement for the purpose of ensuring those needs are met. The Parties understand that the special and peculiar needs of the Project include:

(a) The need to ensure that construction of the North Coast Transmission Line Project shall proceed safely, efficiently, economically, and without interruption;

(b) The need to increase the level of safety in the construction industry and during this Project.

(c) The need to recognize that the socio-economic commitments of the North Coast Transmission Line Project are to:

(i) carry out construction in a way that enhances the positive socio-economic effects and reduces the negative effects, while maintaining economics and the ability to execute the Project;

(ii) provide direct and indirect opportunities to Indigenous individuals, the people of the Northern Region, British Columbians, and other Canadians; and,

(iii) ensure that individuals, communities and businesses in the region have full and fair opportunity to participate in the benefits of the Project.

(d) The need to ensure that all Employees understand and respect the unique culture of those peoples who reside in British Columbia and, particularly, the Northern Region;

(e) The need to ensure that all Project participants respect the rights and preferences of local communities;

(f) The need to enhance the early participation on the Project and the work experience of

the qualified trades people and construction workers that are resident in the Northern Region;

(g) The need to recognize that the execution of the Project will present unique and unusual challenges regarding the ability of the Parties to meet demands for the supply of skilled labour in a timely manner; and that the Parties must develop creative solutions and work cooperatively to meet these challenges;

(h) The need to establish and maintain harmony between the negotiation and administration pursuant to this Agreement and the collective bargaining and relevant Standard Provincial Agreement administration pursuant to bargaining authorizations in the balance of the construction industry in British Columbia;

(i) The need to maintain harmonious relations between the North Coast Transmission Line Project's construction workforces, other workforces in other construction and other activities related to the construction of the North Coast Transmission Line, so that the effectiveness of all of the work forces is enhanced;

(j) The need to foster work practices which will yield consistency across all trades, cost effectiveness and high quality results, and fair compensation for all participants for productive and quality workmanship;

(k) The need to establish and preserve stability and harmony in the labour management relationships among the Parties, employers and Employees engaged on the Project, so that differences and problems are resolved expeditiously and so that inefficiencies, interruptions, and confrontations are prevented; and,

(l) The need to ensure that the Project will be unaffected by any disruptions (e.g. strikes) that may result from collective bargaining in the general, and specialty sectors of the construction industry, and the presence of non-union workers on the Site.

3.00 Relationship to Standard Provincial Agreements

3.01 It is the overarching intention of the Parties that the work encompassed by this Agreement shall continue without abatement due to strike, lock-out, work slowdowns, or any other job action designed to or having the effect of interfering with or otherwise restricting the progress of construction of the Project. Any such activities are strictly prohibited as set out in Article 5 below.

3.02 Notwithstanding Article 1.03, this Agreement, and any Agreement-Based Letter Of Understanding (LOU), shall continue in force through to the conclusion of the Project and this Agreement and any Agreement-Based LOUs may continue after the expiry of one or more Standard Provincial Agreement(s) and strikes related to the renegotiation of the Standard Provincial Agreement(s). Where the renewal, negotiation or re-negotiation of such Standard Provincial Agreements result in changes to wages, benefits or required employer contributions or Employee deductions, such wage, benefit, contribution, or deduction changes shall be adopted herein on the date on which they become effective in the Standard Provincial Agreement(s).

3.03 The Parties to this Agreement and the parties to any Agreement-Based LOUs agree that,

in the event of a strike or lockout in respect of any Standard Provincial Agreement(s), the terms of this Agreement and any Agreement-Based LOUs will, automatically and without interruption, transform into stand-alone voluntary recognition agreements whereby the Agreement and Agreement-Based LOUs will each incorporate the provisions of the affected Standard Provincial Agreement(s) in existence immediately prior to the strike or lockout ("Voluntary Recognition Agreement(s)"), save and except for any provisions of the Standard Provincial Agreement inconsistent with the terms of this Agreement or an Agreement-Based LOU.

3.04 Any such Voluntary Recognition Agreement will be deemed to include a provision agreeing to implement wage and benefit increases equivalent to any wage and benefit increases put in place under the relevant renewal Standard Provincial Agreement. Any applicable changes will be effective on the same date agreed to in the Standard Provincial Agreement.

3.05 The Parties to this Agreement and the parties to any Agreement-Based LOUs agree that the operation of Article 3.03 will create stand-alone voluntary recognition bargaining relationships that exist completely independent of, and separate and apart from, the bargaining relationships underlying the Standard Provincial Agreement(s) until such time as the renewal of the Standard Provincial Agreement(s) or the completion of the Project, whichever comes first, at which time they shall cease to have any, continuing, independent effect.

3.06 (a) No Union, nor anyone acting on behalf of any Union, will bring an application of any kind, in any forum, seeking an order that could involve the work of the Project, or Employees employed on the Project under a Voluntary Recognition Agreement, in any bargaining dispute relating to a Standard Provincial Agreement.

(b) Without limiting the generality of the foregoing, no Union, nor anyone acting on behalf of a Union, shall bring an application under sections 35 (successorship), 38 (common employer), 65 (picketing), or 68 (replacement workers) of the Labour Relations Code seeking any order that would involve the work of the Project, or Employees employed on the Project under a Voluntary Recognition Agreement, in any bargaining dispute relating to a Standard Provincial Agreement.

(c) It is agreed that filing of any such application will constitute improper conduct for purposes of justifying a refusal of the order sought pursuant to section 133 of the Labour Relations Code.

4.00 Site Stability

4.01 The Parties acknowledge this Agreement is designed to achieve labour relations stability on the Site. It is a violation of this Agreement for any of the Parties to do anything to harm, delay, or otherwise impede construction of the North Coast Transmission Line Project including a failure to adequately understand and follow safety rules and procedures applicable to the Site. Any individual acting in violation of this Article may be subject to immediate removal from the Site if there is an emergent safety or emergency situation arising from such behaviour. Any removal from the Site is subject to the grievance procedure contained in this Agreement.

4.02 The Unions agree that Employees will not engage in any form of violence, harassment, intimidation, bullying, or any other disparaging or demeaning conduct directed by an Employee to another Employee for any reason including based on any union affiliation or lack of union affiliation, including any verbal or written communications, or gestures. The Employer will have a policy that prevents discrimination on the Project on the basis of prohibited grounds as outlined in applicable human rights legislation and Workers Compensation Act of BC.

4.03 The Employer may establish uniform and consistent rules and policies including rules and policies with respect to accommodation, health and safety, security, workplace conduct and access for the Project. All Employees and Union representatives attending at the Project Site will be required to undergo orientations and agree to such rules and policies as the Owner and/or Employer may reasonably establish from time to time.

5.00 Work Stoppages and Lockouts

5.01 During the term of this Agreement, there shall be no strikes, lockouts, work stoppages, work slowdowns or other disruptive activity, for any reason, by any Party, Union, Employee, or Employer, which in any way interferes with or otherwise restricts the progress of construction of the Project. In the event of any such disruptive activity, the Parties, Unions and Employers all undertake to act immediately and instruct their members and/or Employees to cease the disruptive activity.

(a) For the purposes of this Agreement, it is understood that a suspension of work, shutdown or termination of any or all of the Project ordered by the Employer for any reason will not constitute a strike or a lockout of Employees.

5.02 Should a third party dispute be threatened or take place on property near or adjacent to the Project, or on or near the access route to the Project, the Employer will consult with the Unions regarding any common-site picketing issues and, if necessary, make a joint application to the Labour Relations Board seeking an order that will enable Project Employees to report to work without crossing picket lines relating to the third party dispute.

5.03 The Parties agree that in the event of an actual or threatened lockout by any Employer or an actual or threatened strike, walkout, suspension of work, study session, slowdown or work stoppage of any kind on the part of any Union, any Employee or any group of Employees, complaints will be pursued through to resolution on an expedited basis.

5.04 The Parties agree that:

(a) a time and date for hearing the complaint may be set by the Labour Relations Board for the earliest possible hearing opportunity, and without consideration of the calendars of counsel or the parties;

(b) a complaint falling within the scope of this provision has the potential to cause irreparable harm and should, if at all possible, be resolved, whether by interim order or final decision, within 24 hours of filing of the complaint; and

(c) a complaint falling with the scope of this provision is a matter appropriate for

hearing by means of telephone conference.

6.00 No Bargaining Relationship and No Organizing or Raiding

6.01 It is agreed that no bargaining relationship is created with the Owner, the Employer, or any of their subsidiaries and affiliates or their successors, or any sub-contractor with the Unions, by voluntary recognition or by action of law pursuant to the *Labour Relations Code*.

6.02 Similarly, where the Owner, Employers, or sub-contractors have participated in any way in the processes and administrative matters contemplated in this Agreement, it is only for the purposes of this Agreement and the enhancement of the Project and in no way can be construed to be creating a bargaining relationship, extending a voluntary recognition or taking actions which, by action of law, would bind the Owner, Employers, or sub-contractors to any collective agreement with any union or organization of unions.

6.03 Where the Owner or Employer is mentioned in this document, the terms shall be taken to mean the person or persons designated by the Owner or Employer, if any, in respect to participation in the administration of portions of this Agreement, wherever that context is appropriate.

6.04 There will be no union organizing on the Site during any working hours and no disruption of or interference with the other parts of the Site as a result of exercising any rights under the Labour Relations Code. In the event of any organizing drive or other actions occurring as a result of a Union exercising its' rights under the *Labour Relations Code*, the Parties will ensure there is no interference with any work on the Site.

6.05 Union membership evidence obtained for the purpose of employing any Employee on the Project shall not be considered in any application for certification or assertion of voluntary recognition of a Union under the *Labour Relations Code* with respect to an Employer working under the terms of this Agreement.

7.00 Jurisdiction Disputes - Jurisdictional Assignment Plan ("JA plan") of the BC Construction Industry

7.01 There shall be a pre-job conference and mark-up in respect of work to be assigned by the Employer.

7.02 It is the responsibility of the Employer to notify the Unions of all work assignments that come within the scope of the Agreement.

7.03 The processes and considerations to be followed by the Employers working under this Agreement in the assignment of work on the Project shall be in accordance with the JA plan in British Columbia.

7.04 A jurisdictional dispute is a difference between the Employer and one or more Unions, or between two or more Unions, respecting the assignment of work.

7.05 All jurisdictional disputes shall be resolved in accordance with the JA plan.

7.06 The Employers, the Unions and the Employees shall comply with the decision and awards of the Umpire of Work Assignment as defined and established pursuant to the JA plan.

7.07 Jurisdictional assignments/disputes shall not, at any time, cause a strike, walkout, suspension of work, study session, slowdown, refusal to perform tasks, or a work stoppage of any kind on the part of any Union, any Employee or any group of Employees. In the event of a jurisdictional dispute, the assignment of work given by the Employer shall be followed until the jurisdictional dispute has been resolved in accordance with the JA plan.

8.00 Expedited Grievance Process

8.01 This procedure shall apply to all differences arising between an Employer and a Union relating to the discipline or dismissal of an Employee, or to the interpretation, application, operation or alleged violation of this Agreement, any Agreement-Based LOU, or any Standard Provincial Agreement as it relates to this Agreement, to an Agreement-Based LOU or to the Project, including any question as to whether this procedure applies and whether a matter is arbitral. Grievances relating to jurisdictional disputes (including wages/benefits) under the JA plan are not arbitral.

(a) Any Union or Employer may initiate a grievance.

(b) The parties will use their best efforts to settle the matter informally.

8.02 It is agreed that the spirit and intent of this Agreement is to resolve grievances promptly. All grievances must be initiated within ten (10) working days of occurrence of the alleged grievance or the date on which the person initiating the grievance ought to have known of the occurrence of the alleged grievance. It is understood the ten (10) working day timeframe shall not apply to differences concerning a failure to remit to Trust Funds set out in the Standard Provincial Agreement; such a failure to remit Trust Funds may be brought at any time up to six (6) months following the termination of this Agreement, or six (6) months after the final completion of the Employer's work on the Project Site whichever occurs first.

Time limits may be extended only by written mutual agreement of the parties. The arbitrator does not have the authority to extend the time limits herein.

8.03 By written mutual agreement of the parties, the processing of any grievance may begin at any stage in the grievance procedure, including submission to arbitration.

8.04 Stage I – Informal Discussion

(a) The relevant Union representatives and Employer's on-site Labour Relations Representative and superintendent shall first seek to settle the grievance by discussion.

(b) Resolutions reached under this process will not be used as evidence of past practice for purposes of interpretation.

(c) If the matter is not resolved by Stage I discussion, the particulars of the grievance must be reduced to writing by the advancing party and provided to the other party within fourteen (14) calendar days of the discussion.

8.05 Stage II – Formal Discussion

Failing resolution at Stage I, the matter may be referred to Stage II no later than fourteen (14) calendar days following the meeting at Stage I. To advance a matter to Stage II the grievance must be set out in writing by the grieving party and referred to the other party. Once a matter is advanced to Stage II, the Parties will meet and discuss the matter and the respondent to the grievance shall respond in writing.

8.06 Stage III – Arbitration

(a) Either party may, within ten (10) working days of the written response at Stage II provide the other with written notice of intent to submit the grievance to arbitration.

(b) Unless the Parties agree otherwise, the dispute shall be submitted to arbitration by a single arbitrator.

(c) In the event the Parties are unable to agree on an arbitrator to hear the matter either party may apply to the Collective Agreement Arbitration Bureau for the appointment of an arbitrator.

(d) The arbitrator shall be requested to hear the grievance and render an award as soon as possible. The Parties will use their best efforts to ensure that the hearing is scheduled and carried out as expeditiously as possible. The Arbitrator shall have the power to peremptorily set a hearing date in the appropriate case where the timeliness of the case could impact the processing of the work on the Project.

(e) The arbitrator shall have any and all powers of an arbitrator specified under the Labour Relations Code. They shall render their decision in writing within ten (10) working days of conclusion of the hearing unless the Parties to the dispute agree otherwise to extend the time for consideration of the matter.

(f) Each party to the dispute shall bear its own costs of counsel and all hearing related costs. The fees and disbursements of the arbitrator shall be equally shared between the Parties to the dispute.

B. HARMONY PROVISIONS

The Parties agree that in order to achieve appropriate working relationships amongst the various Unions working on any work to which this Agreement applies, the following conditions shall apply to all. If any conflict exists between these conditions and the terms of the various Standard Provincial Agreements and this Agreement, it is the terms of this Agreement that shall prevail:

9.00 Hours of Work and Scheduling

9.01 The hours of work shall be as set out in the Standard Provincial Agreement with forty

(40) hours being the regular work week. However, to provide consistency on the Project, the following hours of work and scheduling provisions shall apply to all:

(a) The following Articles are intended to identify regular hours of work, shift hours, and overtime hours and are not to be construed as a guarantee of hours of work per day, per week, or with respect to days of work in any week.

(b) When ten (10) hour days are worked, the break and lunch periods shall be those that are set out in the Standard Provincial Agreements or, on a trial basis , in lieu of the break and lunch periods specified in the respective Standard Provincial Agreements, there shall be two paid breaks of one half hour (i.e. thirty minutes) each, approximately equally spaced in the ten hour shift. In the event an Employee is not able to take a break, the Employee shall be paid at applicable overtime rates for the missed break.

(c) The workday shall be ten (10) hours with all hours paid at one point three-three times (1.33X) the otherwise applicable Straight Time Hourly Rate. Work outside of these hours, including on Statutory Holidays, shall be paid at two times (2X) the otherwise applicable Straight Time Hourly Rate. For clarity, this one point three-three times (1.33X) multiplier will also apply to any employer contributions which are paid on Hours Earned under the Standard Provincial Agreement.

(d) A shift premium as per the appropriate Bargaining Council affiliate industry standard agreement will be paid for afternoon/night shifts.

(e) Employees who are not Local Residents shall work a shift cycle of 10 days on, 4 days off; 14 days on, 7 days off or 21 days on, 7 days off. The appropriate shift schedule will be selected by the Employer. See Schedule “A” for details of shift schedules .Employees on fly-in fly-out shifts will not be entitled to initial or terminal travel provisions, turn-around provisions, mileage, or parking, under the respective Standard Provincial Agreements.

(f) At the Employers discretion, local residents may be provided the option of a different shift schedule which meets the local residents and the Employers needs.

(g) A day shift may be scheduled to start any time between 6:00 a.m. and 9:00 a.m. In addition, the Employer may schedule shifts for which the start times are between 12:00 noon and 4:00 a.m. To be classified as shift work, rather than as overtime, such shifts must be scheduled for at least three (3) consecutive shifts. In no event shall the hourly rate be greater than the applicable overtime rate plus shift premium.

9.02 Reporting for Work

The Parties are committed to delivering value for paid time. Accordingly,

(a) Unless some other reporting location is designated by the Employer, Employees shall be in attendance at their morning safety meeting and prepared to commence work at the scheduled starting time for their respective work-day.

(b) Employees shall be diligent in respecting start times, completion times, lunch periods and rest break periods.

9.03 Variances

The Parties recognize that variations in the scheduling of the work week, reporting for work or returning from work, rest breaks, meal breaks and start and finish times may be appropriate from time to time, and that it may be appropriate that such variations affect all or only a portion of the Project.

9.04 Shift Cycles

Other shift cycles, and the premium pay in respect to such shift cycles, may be established by the Parties, and will become effective when approved by the Employer.

9.05 Site Closures

The Employer may require that periods are scheduled during which construction activity on the Project Site will be suspended during such periods as Christmas/New Year's. During such closures, the continuance of the activities of certain Employees or groups of Employees whose presence on the Project Site is necessary during such periods may also be required and scheduled as determined by the Employer.

9.06 Furloughs

The shift rotation provides for periods of rest, called "furloughs". All workers will check out of camp at the end of their assigned work schedule.

9.07 Vacations

Employees will be granted up to three (3) weeks unpaid vacation annually upon reasonable notice requesting such vacation. No more than twenty-five percent (25%) of the members of a crew may be on vacation at any given time.

10.00 Payment of Wages

(a) Wages, benefits, remittances and any other payments to be made by Employers shall be paid in accordance with the wage schedules and calculations contained within the applicable Standard Provincial Agreements or as is provided for in this Agreement. Such payments shall be at the rate in effect at that time and adopt any changes to the Standard Provincial Agreements. For members of the IBEW the Enabled Industrial rates will apply to this project.

(b) At the Employer's discretion the wages will be paid via direct deposit, and pay stubs (pay notices) shall be provided electronically.

11.00 Transportation and Travel

11.01 Initial and Terminal Travel

(a) For Employees who are not local residents, the Employer will provide flights from

the airport closest to the Employee's home to/from appropriate airport for the accommodation location.

(b) For employees of the Northern Region where flights are not appropriate, the Employer will pay initial and terminal travel in accordance with the terms of the Standard Provincial Agreement.

11.02 Furlough Travel

(a) For Employees who are not local residents, the Employer will provide flights to/from the airport closest to the Employee's home including appropriate ground transportation from the airport to/from the camp.

(b) For Employees who receive initial and Terminal Travel in accordance with Article 11.01(b) the Employer will provide Periodic Leave compensation in accordance with the Standard Provincial Agreement.

11.03 Local Residents

Local Residents, are those Employees who reside within one hundred (100) kilometres of the specific location within the Site where they are assigned to work.

11.04 Transportation for Terminated Workers

Employees who are not Local Residents who are laid off will be provided with terminal travel in accordance with Article 11.01 at the earliest practical opportunity following lay-off.

To qualify for travel allowance to an out of town job, the Employee must be on the job for a minimum of fifteen (15) calendar days and thirty (30) calendar days to qualify for return travel allowance or until layoff or until job completion, whichever time is less. An Employee who is discharged for just cause or self-terminates their employment before qualifying for travel allowance shall forfeit such travel allowance. In such instance, the Employer may deduct any travel allowance paid from wages due to the Employee, and if these are not sufficient to reimburse the Employer, the Employee shall pay any balance due to the Employer.

11.05 Process for Determining Residency

Where a question arises as to whether a candidate for employment qualified as a Local Resident, the designated representatives of the Employer and the Union shall determine the individual's acceptability as to residency. It is understood that former residents of the Northern Region returning to the Region will be granted Local Residents status for the purpose of this Agreement. To be considered a Local Resident a person must be able to demonstrate that they were a resident or former resident of the Northern region at least 6 months prior to being hired for the Project.

Guidelines for determining 'Real Residency'

In making the determination as to a person's residency for the purposes of the

Agreement, the following factors will be taken into consideration:

- the dwelling place of the person's spouse and dependents;
- personal property and social ties to the community;
- residential ties elsewhere;
- performance and purpose of residence in a particular community;
- documentation of:
  (i) property tax and rent receipts, telephone, gas or other utility receipts;
  (ii) driver's license;
  (iii) vehicle registration or pink card;
  (iv) income tax;
  (v) employment insurance documents;
  (vi) voters list registration;
  (vii) Employee benefit fund administration registrations; and/or;
  (viii) registration of school age children.

12.00 Statutory Holidays

12.01 Statutory Holidays shall be observed in accordance with the Standard Provincial Agreements.

12.02 In order to achieve uniformity in application for all trades under the scope of this Agreement the observance of a Statutory Holiday will be dealt with in a manner consistent with Article 12.03.

12.03 Statutory Holidays will be observed as follows:

(a) A Statutory Holiday that falls on a day that, but for the Statutory Holiday, is a day that would have been scheduled for work, the Statutory Holiday will be observed on that date. That day will become a day off or, if worked, compensated at double time.

(b) A Statutory Holiday that falls during a "vacation", or during a "furlough" (being one or more weeks off following a work cycle of consecutive weeks), will be deemed to have been observed on the day on which it falls, and will not affect the date of the return to a work cycle nor the rate of pay for that date.

13.00 Reflection of the Local Community

The early and continued participation of local residents, members of Indigenous communities, and women; and the development of an overall Project workforce that is reflective of the local community, are desirable; accordingly, the Parties agree to optimize employment and training opportunities for such qualified local residents, members of local Indigenous communities, women, and others as required to reflect the local community under this Agreement.

The Parties further recognize that the Owner may impose targets on the Employer with respect to the reflection of the local community including minimum contracting, employment and training opportunities for identified Indigenous groups. In the event the Employer is having difficulty meeting the targets the Parties agree to establish a joint committee to explore

avenues to ensure that the targets are met.

14.00 Apprentice Ratio

The Parties agree developing a well-trained workforce is a key component of this Agreement; therefore, they are committed to cooperating in attaining the optimal training and deployment of apprentices on the Project. Any Standard Provincial Agreement that contains an apprentice or trainee ratio of less than twenty-five percent (25%) shall be amended to reflect a twenty-five percent (25%) apprentice or trainee ratio.

15.00 Geographical Priority of Workers

The Parties are committed to working co-operatively to identify, recruit and employ people in the following geographical order of priority in the employment of workers on the Project: 1. Northern Region; 2. British Columbia; 3. Canada, and 4. North America and then beyond North America. The Parties recognize that "front-end" work will be required among them to maximize the use of North American workers.

16.00 Hiring

16.01 The Parties agree that creating a sustainable and flexible workforce will benefit the Bargaining Council, the Unions and the Employer and ensure that there is a significant workforce from other parts of Canada to support Project construction.

16.02 The Parties agree to adhere to the following hiring procedure.

(a) There will be no barriers to the hiring of Indigenous workers, regardless of their Union status at time of hire, including hiring out of regular dispatch order if required to ensure they are provided employment opportunities. The following two exceptions apply to this provision.

(i) The Union retains the right to decline membership to an individual previously not in good standing with the Union.

(ii) This Article will not allow a new hire who is not a member of the Union to bypass an Indigenous member of the Union who is on the Union's dispatch list.

(b) The Employer may name hire or select all forepersons and general forepersons first from the local Union's out-of-work list. If the local Union can't supply a sufficient number of qualified forepersons or general forepersons within forty-eight (48) hours then the Employer may hire individuals from other sources.

(c) All workers name hired, selected or referred shall be from the appropriate local Union's out-of-work list.

(d) Except as otherwise provided in this Article, all hires shall be dispatched on a fifty/fifty (50/50) basis with the Employer selecting the first worker and the local Union referring the next and so on thereafter. In order to facilitate an effective use of this name request process, the local Union will, upon request from the Employer, provide copies of documents which may validate the skills and experience of any/all

Employees on the local Unions Out-of-work list, prior to dispatch.

(e) All hiring will be done through the local Union office, and no one will be employed unless they are in possession of a referral slip from the local Union office, which must be presented prior to commencing work unless provided otherwise in this Agreement.

16.03 (a) The Parties agree that it is fundamental to the success of the Project to have highly qualified and trained Employees, and accordingly agree to the following:

(i) Workers will be selected or name hired by the Employer and/or referred by the Union from a group of workers that have received pre-employment multi-faceted orientation and training, including Site and collective agreement orientation, safety, environment, cultural and gender sensitivity, respectful workplace and productivity, as is set out above in Article 16.03(a), so that such Employees have the skills and tools to succeed; and

(ii) In the event that no qualified workers described in paragraph (i) above are available, workers may be selected or name hired from a group that have not received the pre-employment orientation and training. In which case, such workers shall receive the orientation and training prior to commencing work on the Site.

16.04 If the Union is unable to supply the workers required within forty-eight (48) hours or such other time as may be agreed by the Employer and Union from the date requested, exclusive of Saturdays, Sundays and holidays, the Employer may hire from other sources. Each worker hired from other sources will be governed by the terms and conditions of this Agreement and shall be represented by the Union and pay initiation fees, dues and other assessments upon and after hiring as required by this Agreement. If necessary to ensure a suitable supply of qualified workers, the Unions will support a group Labour Market Impact Assessment ("LMIA") to allow Temporary Foreign Workers ("TFWs") access to the Project. To the extent possible, the Unions will facilitate arrangements with their International Union Affiliates to identify and expedite the provision of skilled trades-people from other jurisdictions such as the United States of America.

16.05 The Employer may require a criminal record check of any Employee hired to work on the Project where such check is related to the employment or intended employment of a person. Where a criminal record check is required the Employer will be responsible for any costs associated with the check and it will be done in accordance with the policy agreed between the Parties.

16.06 Any workers hired pursuant to this Article shall follow the principles of priority hiring for Indigenous people and equity groups.

16.07 Indigenous Employees who are not a member of the Union at time of hire will be exempt from paying initiation fees.

17.00 Productivity Enhancement

17.01 In the interests of maximizing the efficiency of materials handling and movement on the

Project Site, the Unions have agreed that, subject to Article 23 of this Agreement and the first drop principle, all materials handling that can be done without requiring any trade related rigging procedures or practices from the first drop point at the Project Site to the laydown, warehouse or location of installation, as determined by the Employer, will be done by members of any union, subject to consultation with the affected unions. Once the material has been delivered to the aforementioned locations, each respective trade will work, install and move material under their jurisdiction.

If specialized skills from a member of a specific trade are required to identify or test specific materials, as determined by the Employer, a member from the appropriate trade will be sent to the lay-down area, warehouse or installation location to perform the required additional testing or identification.

Should a problem arise related to material handling defined herein, then the affected unions and site management will meet and make every reasonable effort to resolve the issue.

Should the problem not be resolved by the affected union and site management, then a meeting with the Business Managers, CLR and the Employer will be convened within ten (10) days and the parties will make every reasonable effort to resolve the problem.

If, after making every reasonable effort as set out, the parties are unable to resolve the problem, traditional jurisdictional practices will resolve the problem.

This material handling process shall be non-precedential and non-citable and cannot be used against either Party in any future disputes.

18.00 Legislation

This agreement shall be governed by the laws of British Columbia and applicable federal legislation. The minimum requirements for toilet facilities on the Project will be those required by the *Workers Compensation Act* and Occupational Health and Safety Guidelines in effect as of October 1, 2024.

19.00 Camp

19.01 The Owner will provide and maintain a camp facility or, if providing a camp is not practical, will provide an employer supplied room plus provide the meal allowance contained in the Standard Provincial Agreement. Employees who are not Local Residents are required to live in the provided accommodations and abide by the Camp Rules and Regulations. There will be no Living Out Allowance provided on this Project. The BC Construction Camp Rules and Regulations shall not apply to this camp; however, the camp will comply with the Industrial Camp Regulation and any other applicable British Columbia health and safety rules and regulations.

19.02 Subject to available space in the camp and previous approval from the Employer Business Managers or their designates may stay in the camp for the purpose of representing their members. When they do so they are subject to all of the Camp Rules and Regulations. If any site indoctrination is required to access the camp location that indoctrination must be completed prior to checking in to the camp.

19.03 No walking time from the accommodation up to 2,500 feet from the work site will be paid. Beyond two thousand five hundred (2,500) feet up to thirty (30) minutes travel each way, the Employer shall supply transportation. Travel time will be paid at prevailing rates for time in excess of thirty (30) minutes each way.

20.00 Management Rights

20.01 Subject to the terms of this Agreement, to the extent of the scope of their contracts on the Project, Employers retain full and exclusive authority for the management of their businesses and to exercise such rights, subject to the provisions of this Agreement. In addition to the rights of the Employer set forth in this Agreement, the Employers shall retain all rights of management.

20.02 Without restricting the generality of the foregoing, it is agreed that it is the exclusive function of the Employer:

(a) to determine qualifications, skills, abilities and competency of Employees; including requesting particulars of work history;

(b) to determine workforce requirements, including the required number of Employees;

(c) to hire, transfer, select, assign work, monitor and manage productivity, promote, demote, lay off, discipline and discharge Employees for just cause and to increase or decrease the workforce from time to time;

(d) to determine job content, materials to be used, design of products, facilities and equipment required, to prescribe tools, methods of performing work and the location of equipment, the location work is to occur and the scheduling of work; and

(e) to establish, implement, monitor and enforce policies, procedures, rules, regulations and standards to be observed by Employees, and non-compliance may involve discipline, including dismissal, which discipline or dismissal is subject to the grievance and arbitration process under this Agreement.

20.03 It is understood that supplies, materials, pre-assembled units, and pre-cast units, and/or large modularized components may be sourced for the Project from any worldwide source regardless of their source, or the union or non-union status of persons involved in the manufacture, assembly or delivery, and it is agreed that they will be installed in accordance with plans and specifications provided. Where practicable, where a situation arises with respect to onsite work that foreseeably could create controversy, the Employer will contact the affected Union(s) to discuss.

20.04 No Union and no Employee shall refuse to handle or refuse to install any materials, equipment or components regardless of their source or the union or non-union status of persons involved in the manufacture, assembly or delivery of such material, equipment or components, and no Union or Employee shall honour hot or unfair cargo declarations. The Unions and the Employees shall respect the “first drop principle” in cases of supply or delivery of goods to the Project. It is understood that supplies,

materials, pre-assembled units, and pre-cast units, and/or large modularized components may be sourced from any worldwide source for the Project and it is agreed that they will be installed in accordance with plans and specifications provided.

20.05 No Union and no Employee shall refuse to perform work on the basis that other work is being performed on the Site or in support of the Project by persons who are not members of a particular union, who are not associated with a particular union, or have no union affiliation whatsoever.

20.06 The Parties agree to support and participate in value-added programs such as Behavioural Based Safety and productivity enhancement programs.

20.07 The Employer shall not be restricted in the selection of materials, supplies or equipment. It is recognized that the use of any technology, equipment, machinery, tools, energy and/or labour saving devices and methods of performing work (such as semi-automatic and automatic welding technologies) may be initiated by Employers from time to time during the Project. The Parties agree that there will be no restriction on such devices or work methods.

20.08 In the event of any conflict between this provision and any clause in a Standard Provincial Agreement, the terms of this Article shall prevail.

21.00 Union Security

21.01 The Employer shall not discriminate against any Employee by reason of membership in a Union. Every Employee must be or become a member of a Union and every Employee who is a member or becomes a member of a Union shall maintain their membership in the Union as a condition of employment.

21.02 The Employer shall remit to the Union all Union Dues (including Field Dues) and other remittances required by the Standard Provincial Agreement in accordance with the terms of that Standard Provincial Agreement.

21.03 Duly Authorized representatives of the Union shall have access to the Project Site at all times, provided that they do not unnecessarily interfere with the progress of the work and comply with the safety and security regulations. They shall notify the proper representative of the Employer prior to proceeding on the Project.

21.04 Where the Union chooses to appoint Job Stewards the appointment shall be as is provided for in the Standard Provincial Agreement.

21.05 Any and all other union security provisions in the Standard Provincial Agreement which are not otherwise in conflict with this Article are adopted herein for the appropriate Local Union.

22.00 Substance Abuse Testing and Employee and Family Assistance Program

It is acknowledged by the Parties that substance abuse and its effects have a detrimental effect on Employees' health and safety, quality of construction and to the general public. Therefore, the Parties agree to be bound by the Construction Industry of British Columbia Substance

Abuse Testing and Treatment Program Policy.

23.00 Access & Deliveries to Site

23.01 Except as otherwise provided herein, vehicles transporting or delivering equipment, materials, modules, goods and supplies to and from the Site, which are not operated by members of a union affiliate of the Bargaining Council shall be permitted to make one drop or pick up on the Site.

Any module, or materials transported to the Site requiring specialized delivery equipment may be delivered from its point of disembarkation to its point of installation by personnel who are not members of a union affiliate of the Bargaining Council.

23.02 In order to maintain the validity of a factory warranty, and where it is not practicable to have bargaining unit Employees perform the work on any equipment on Site, then the work may be performed by qualified person(s) who are not members of a union affiliate of the Bargaining Council including vendor representatives where a second or more worker(s) is required they shall be from the bargaining unit.

23.03 Work on any equipment on Site where bargaining unit Employees do not have the skill, expertise or equipment to perform such work efficiently, the Employer, in consultation with the Union, may have the work performed by persons who are not members of a union affiliate of the Bargaining Council, with the assistance of the bargaining unit members.

24.00 Term

This Agreement has been declared to be effective on the 22 day of October, 2026 and shall remain in effect until the conclusion of the Project.

Signed on behalf of:	Signed on behalf of:
Signature on file	Signature on file
CLR	The Bargaining Council of British Columbia Building Trades Unions
Signature on file	Signature on file
CLR	International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers & Helpers Lodge 359

Signature on file

International Union of Bricklayers and Allied Crafts, Local 2 BC

Signature on file

Construction Maintenance and Allied Workers

Signature on file

Operative Plasterers and Cement Masons International .Association, Local 919

Signature on file

International Brotherhood of Electrical Workers, Local 993

Signature on file

Heat and Frost Insulators, Local 118

Signature on file

Local 97 of the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers

Signature on file

Construction and Specialized Workers' Union Local 1611

Signature on file

Millwrights, Machine Erectors and Maintenance Union, Local 2736

Signature on file

International Union of Operating Engineers Local 115

Signature on file

International Union of Painters & Allied Trades District Council #38

Signature on file

United Association of Plumbers and Pipefitters, of the United States and Canada, Local 170

Signature on file

United Brotherhood of Carpenters and Joiners of America

Signature on file

International Association of Sheet Metal, Air, Rail and Transportation Workers, Local 280

Signature on file

International Brotherhood of Teamsters, Local 213

Schedule A

Alternate Work Cycles Cycle

(1) A work cycle will consist of 10 days on, 4 days off; 14 days on, 7 days off or 21 days on, 7 days off based on the identified number of ten (10) hour shifts followed by the identified number of days off.

Note: It is understood and agreed by the parties that the last day on is also the travel day off site. Based on travel requirements Employees may be required to work less than a full day in which case they will be compensated in accordance with the Standard Provincial Agreements.

(2) Each hour worked on a scheduled ten-hour shift will be paid at one point three-three times (1.33X) the otherwise applicable Straight Time Hourly Rate.

(3) Work performed outside of the ten scheduled hours of work in a day will be paid at two times (2X) the otherwise applicable Straight Time Hourly Rate.

(4) The days off shall be considered a “furlough”. The Employer may choose to schedule Employees such that all Employees have furlough on the same days. If the Employer chooses to schedule in this manner it shall not be considered a Work Stoppage for the purpose of Article 5.00.

(5) A worker who is transferred to a work cycle with a different start day must be provided with a minimum of two scheduled work days’ notice. If the worker has requested the transfer then overtime rates will not apply for days worked in the scheduled days of rest under their previous schedule. If the transfer is not as a result of a worker request, the worker shall be given a minimum of the scheduled seven day furlough, or overtime provisions will apply for days worked, as a result of such transfer, during the scheduled furlough the worker would have been entitled to under their previous schedule.

(6) Work performed on a statutory holiday (or the day the day designated for the observance of the statutory holiday) shall be paid at paid at double time (2X) the rates.

(7) At the Employers discretion, local residents may be provided the option of a different shift schedule which meets the local residents and the Employers needs.

LETTER OF ADHERENCE

BY AND BETWEEN

_____

(the "Employer")

AND

Bargaining Council of British Columbia Building Trade Unions

(the "Bargaining Council")

(collectively the "Parties")

Re: PLA for the North Coast Transmission Line – Sub Stations

The Parties have agreed to enter into this Letter of Adherence ("LOA") to govern work which is to be performed by the Employer under the Project Labour Agreement for the North Coast Transmission Line – Sub Stations (the "PLA") on the North Coast Transmission Line – Substations project (the "Work").

A. Right to Tender

A copy of this LOA shall be executed by any employer prior to performing work covered by the Scope of the PLA unless the employer is already a member of the Construction Labour Relations Association of BC ("CLR").

B. Terms and Conditions

1. The terms of the PLA shall govern all Work performed pursuant to this LOA.

2. The Employer shall be entitled to access the services of CLR in the same manner as any CLR member with respect to Work performed under this LOA.

C. Employer Contact Information

Include the name of the employer and the primary contact(s) for the employer as well as their contact phone number and email address:

_____

_____

D. Signature of Employer

Dated this ____ day of _____, 202_.

Signed on behalf of:

_____

Employer