

AGREEMENT
BETWEEN
NEW BRUNSWICK POWER GENERATION CORPORATION
AND
LOCAL 37
OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS
A.F. OF L., C.I.O. – C.L.C.
GENERATION OPERATIONAL GROUP
JANUARY 1, 2005 – DECEMBER 31, 2006



12848(02)

MEMORANDUM OF AGREEMENT

Pursuant to the tentative agreement reached on October 21, 2004 between the **I.B.E.W.**, Local **37** and **NB Power**, the Parties agreed that there is a mutual interest in entering into an agreement to extend the Generation Operational Group collective agreement under the following terms:

1. The collective agreement between NB Power and the **I.B.E.W.**, Local **37**, Generation Operational Group will be extended and shall be in effect for the term of January **1, 2005** to and including December **31, 2006**. This Agreement shall be automatically renewed thereafter for successive periods of twelve (12) months unless either Party requires the other Party to commence collective bargaining by written notice before the Agreement ceases to operate in accordance with the provisions of the *Public Service Labour Relations Act*;
2. Except for the terms of this agreement (including letters of agreement attached to this agreement), all of the other provisions of the current collective agreement continue in effect, subject to any future agreements of the parties;
3. The parties agree that, for the period of the extension, the hourly rates set out in Appendix "A" and "A1" of the Generation Operational Group agreement (revised appendices attached) will be adjusted (with the appropriate deductions for the Union Education Fund), to reflect the following increases:

January 1, 2005	2.5%
January 1, 2006	2.5%

4. The parties agree that Article XVI – Vacation in the Generation Operational Group collective agreement, January 1, 2001 to December 31, 2004, will be deleted and replaced with the following language, effective January 1, 2005.

16.01 a) Entitlement for Employees

All employees shall receive the following annual vacation with pay after reaching the level of continuous service shown below. The week or day referred to below is the normal work day or week for the employee (i.e., either 8 hours per day resulting in a 40 hour week or 7.25 hours per day resulting in a 36.25 hour week). Employees working alternative hours of work will have to make the appropriate adjustment (i.e., an employee working a 40 hour week in four, 10 hour days, will need a full week of vacation to cover a four day absence).

<u>Vacation</u>	<u>Continuous Service</u>
three (3) weeks	six (6) months
four (4) weeks	eight (8) years
four (4) weeks + two (2) days	sixteen (16) years
four (4) weeks + four (4) days	eighteen (18) years
five (5) weeks	twenty (20) years
five (5) weeks + two (2) days	twenty-two (22) years
five (5) weeks + four (4) days	twenty-four (24) years
six (6) weeks	twenty-five (25) years

16.01 b) Vacation entitlement for the calendar year in which an employee's service reaches a new level of entitlement will be pro-rated according to the employee's vacation entitlement date.

16.02 Vacation Carryover

Vacation carryover will be administered as per Corporate Policy (as may be amended from time to time). At the date of signing of this agreement, employees were able to carry over vacation entitlement that was not used in one calendar year until March 31st of the following calendar year.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their duly authorized representatives this 21st day of December, 2004.

NEW BRUNSWICK POWER GENERATION CORPORATION



DAVID HAY
PRESIDENT & CHIEF EXECUTIVE OFFICER



Lynn Walsworth
ASSOCIATE CORPORATE SECRETARY

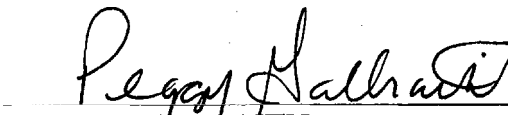
LOCAL 37, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AF OF L, CIO, CLC



B. WADE GREENLAW
BUSINESS MANAGER



STEVE HAYES
PRESIDENT



PEGGY GALBRAITH
RECORDING SECRETARY

Appendix "A"

		A	B	C	D	E
Shift Supervisor	Old	26.03	27.66	29.29	30.92	32.55
	01-Jan-01 Gen Inc	26.56	28.22	29.88	31.54	33.20
	28-Sep-01 Flexibility	26.98	28.66	30.34	32.02	33.70
	01-Jan-02 Gen Inc	27.49	29.21	30.93	32.65	34.37
	01-Apr-02 Flexibility	28.08	29.84	31.60	33.36	35.12
	01-Jan-03 Gen Inc	28.66	30.45	32.24	34.03	35.82
	01-Apr-03 Flexibility	28.87	30.67	32.47	34.27	36.07
	01-Jan-04 Gen Inc	29.43	31.27	33.11	34.95	36.79
	01-Jan-05 Gen Inc	30.15	32.04	33.93	35.82	37.71
	01-Jan-06 Gen Inc	30.93	32.86	34.79	36.72	38.65

Shifts Supervisor - Hydro	Old	23.81	25.30	26.79	28.28	29.77
	01-Jan-01 Gen Inc	24.29	25.81	27.33	28.85	30.37
	28-Sep-01 Flexibility	24.71	26.25	27.79	29.33	30.87
	01-Jan-02 Gen Inc	25.21	26.78	28.35	29.92	31.49
	01-Apr-02 Flexibility	25.80	27.41	29.02	30.63	32.24
	01-Jan-03 Gen Inc	26.33	27.97	29.61	31.25	32.89
	01-Apr-03 Flexibility	26.50	28.16	29.82	31.48	33.14
	01-Jan-04 Gen Inc	27.04	28.73	30.42	32.11	33.80
	01-Jan-05 Gen Inc	27.73	29.46	31.19	32.92	34.65
	01-Jan-06 Gen Inc	28.40	30.18	31.96	33.74	35.52

L/H River Control Operator	Old					25.97
	01-Jan-01 Gen Inc	21.19	22.52	23.84	25.17	26.49
Senior Thermal Operators	Old					25.75
	01-Jan-01 Gen Inc	21.02	22.33	23.64	24.96	26.27
Senior Operator (L/H RCO and STO)	01-Apr-01 New Max	21.21	22.53	23.85	25.17	26.49
	28-Sep-01 Flexibility	21.59	22.94	24.29	25.64	26.99
	01-Jan-02 Gen Inc	22.01	23.39	24.77	26.15	27.53
	01-Apr-02 Flexibility	22.64	24.05	25.46	26.87	28.28
	01-Jan-03 Gen Inc	23.09	24.53	25.97	27.41	28.85
	01-Apr-03 Adjustmen	23.61	25.08	26.55	28.02	29.49
	01-Apr-03 Flexibility	23.78	25.27	26.76	28.25	29.74
	01-Jan-04 Gen Inc	24.26	25.78	27.30	28.82	30.34
	Oldan-05 Gen Inc	24.90	26.45	28.00	29.55	31.10
	01-Jan-06 Gen Inc	25.52	27.11	28.70	30.29	31.88

Appendix "A"

A B C D E

Turbine Engineer
Thermal Engineer
River Control Operators
Operator (Turbine Eng and Thermal Eng (Merge RCO April 1, 2003)

Old					22.90
01-Jan-01	Gen Inc	18.69	19.86	21.02	22.19 23.36
Old					22.24
01-Jan-01	Gen Inc	18.15	19.29	20.42	21.56 22.69
Old					24.05
01-Jan-01	Gen Inc	19.62	20.85	22.08	23.30 24.53
28-Sep-01	Flexibility	20.03	21.28	22.53	23.78 25.03
01-Jan-02	Gen Inc	20.41	21.69	22.97	24.25 25.53
01-Apr-02	Flexibility	21.04	22.35	23.66	24.97 26.28
01-Jan-03	Gen Inc	21.45	22.79	24.13	25.47 26.81
01-Apr-01	New Max	19.09	20.28	21.47	22.66 23.85
28-Sep-01	Flexibility	19.47	20.69	21.91	23.13 24.35
01-Jan-02	Gen Inc	19.88	21.12	22.36	23.60 24.84
01-Apr-02	Flexibility	20.47	21.75	23.03	24.31 25.59
01-Jan-03	Gen Inc	20.90	22.20	23.50	24.80 26.10
01-Apr-03	Adjustmen	21.45	22.79	24.13	25.47 26.81
01-Apr-03	Flexibility	21.66	23.01	24.36	25.71 27.06
01-Jan-04	Gen Inc	22.08	23.46	24.84	26.22 27.60
01-Jan-05	Gen Inc	22.65	24.06	25.47	26.88 28.29
01-Jan-06	Gen Inc	23.20	24.65	26.10	27.55 29.00

Technical Operator

Old		18.45	19.69	21.00	22.42 23.54
01-Jan-01	Gen Inc	18.82	20.08	21.42	22.87 24.01
28-Sep-01	Flexibility	19.59	20.82	22.05	23.28 24.51
01-Jan-02	Gen Inc	20.00	21.25	22.50	23.75 25.00
01-Apr-02	Flexibility	20.59	21.88	23.17	24.46 25.75
01-Jan-03	Gen Inc	21.03	22.34	23.65	24.96 26.27
01-Apr-03	Flexibility	21.20	22.53	23.86	25.19 26.52
01-Jan-04	Gen Inc	21.65	23.00	24.35	25.70 27.05
01-Jan-05	Gen Inc	22.17	23.56	24.95	26.34 27.73
01-Jan-06	Gen Inc	22.74	24.16	25.58	27.00 28.42

Hydro Operators

Old					22.90
Oldan-01	Gen Inc	18.69	19.86	21.02	22.19 23.36
28-Sep-01	Flexibility	19.10	20.29	21.48	22.67 23.86
01-Jan-02	Gen Inc	19.46	20.68	21.90	23.12 24.34
01-Apr-02	Flexibility	20.09	21.34	22.59	23.84 25.09
01-Jan-03	Gen Inc	20.47	21.75	23.03	24.31 25.59
01-Apr-03	Flexibility	20.68	21.97	23.26	24.55 25.84
01-Jan-04	Gen Inc	21.08	22.40	23.72	25.04 26.36
01-Jan-05	Gen Inc	21.62	22.97	24.32	25.67 27.02
01-Jan-06	Gen Inc	22.18	23.56	24.94	26.32 27.70

Appendix "A"

		A	B	C	D	E
Hydro Maintenance Supervisor	Old	26.03	27.66	29.29	30.92	32.55
	01-Jan-01 Gen Inc	26.56	28.22	29.88	31.54	33.20
	28-Sep-01 Flexibility	26.98	28.66	30.34	32.02	33.70
	01-Jan-02 Gen Inc	27.49	29.21	30.93	32.65	34.37
	01-Apr-02 Flexibility	28.08	29.84	31.60	33.36	35.12
	01-Jan-03 Gen Inc	28.66	30.45	32.24	34.03	35.82
	01-Apr-03 Flexibility	28.87	30.67	32.47	34.27	36.07
	01-Jan-04 Gen Inc	29.43	31.27	33.11	34.95	36.79
	01-Jan-05 Gen Inc	30.15	32.04	33.93	35.82	37.71
01-Jan-06 Gen Inc	30.93	32.86	34.79	36.72	38.65	
Supervisors Mechanical Maintenance Electrical Instrument and Controls Chemical Control	Old	23.81	25.30	26.79	28.28	29.77
	01-Jan-01 Gen Inc	24.29	25.81	27.33	28.85	30.37
	28-Sep-01 Flexibility	24.71	26.25	27.79	29.33	30.87
	01-Jan-02 Gen Inc	25.21	26.78	28.35	29.92	31.49
	01-Apr-02 Flexibility	25.80	27.41	29.02	30.63	32.24
	01-Jan-03 Gen Inc	26.33	27.97	29.61	31.25	32.89
	01-Apr-03 Flexibility	26.50	28.16	29.82	31.48	33.14
	01-Jan-04 Gen Inc	27.04	28.73	30.42	32.11	33.80
	01-Jan-05 Gen Inc	27.73	29.46	31.19	32.92	34.65
01-Jan-06 Gen Inc	28.40	30.18	31.96	33.74	35.52	
Planning Supervisor	Old	23.81	25.30	26.79	28.28	29.77
	01-Jan-01 Gen Inc	24.29	25.81	27.33	28.85	30.37
	28-Sep-01 Flexibility	24.71	26.25	27.79	29.33	30.87
	01-Jan-02 Gen Inc	25.21	26.78	28.35	29.92	31.49
	01-Apr-02 Flexibility	25.80	27.41	29.02	30.63	32.24
	01-Jan-03 Gen Inc	26.33	27.97	29.61	31.25	32.89
	01-Apr-03 Flexibility	26.50	28.16	29.82	31.48	33.14
	01-Jan-04 Gen Inc	27.04	28.73	30.42	32.11	33.80
	01-Jan-05 Gen Inc	27.73	29.46	31.19	32.92	34.65
01-Jan-06 Gen Inc	28.40	30.18	31.96	33.74	35.52	
Stores Supervisor	Old	21.87	23.24	24.60	25.97	27.34
	01-Jan-01 Gen Inc	22.30	23.70	25.10	26.49	27.89
	28-Sep-01 Flexibility	22.71	24.13	25.55	26.97	28.39
	01-Jan-02 Gen Inc	23.16	24.61	26.06	27.51	28.96
	01-Apr-02 Flexibility	23.75	25.24	26.73	28.22	29.71
	01-Jan-03 Gen Inc	24.26	25.77	27.28	28.79	30.30
	01-Apr-03 Flexibility	24.43	25.96	27.49	29.02	30.55
	01-Jan-04 Gen Inc	24.92	26.48	28.04	29.60	31.16
	01-Jan-05 Gen Inc	25.54	27.14	28.74	30.34	31.94
01-Jan-06 Gen Inc	26.18	27.82	29.46	31.10	32.74	

Appendix "A"

		A	B	C	D	E
General Maintenance Supervisor	Old	20.18	21.44	22.70	23.97	25.23
	01-Jan-01 Gen Inc	20.58	21.87	23.16	24.45	25.73
	28-Sep-01 Flexibility	20.99	22.30	23.61	24.92	26.23
	01-Jan-02 Gen Inc	21.40	22.74	24.08	25.42	26.76
	01-Apr-02 Flexibility	21.99	23.37	24.75	26.13	27.51
	01-Jan-03 Gen Inc	22.46	23.86	25.26	26.66	28.06
	01-Apr-03 Flexibility	22.63	24.05	25.47	26.89	28.31
	01-Jan-04 Gen Inc	23.12	24.56	26.00	27.44	28.88
	01-Jan-05 Gen Inc	23.68	25.16	26.64	28.12	29.60
	01-Jan-06 Gen Inc	24.26	25.78	27.30	28.82	30.34
Materials Handling Foreman (Formerly Coal Foreman)	Old	17.43	18.52	19.61	20.71	21.80
	01-Jan-01 Gen Inc	17.78	18.89	20.01	21.12	22.23
	01-Apr-01 New Max					25.73
	28-Sep-01 Flexibility	20.99	22.30	23.61	24.92	26.23
	Oldan-02 Gen Inc	21.40	22.74	24.08	25.42	26.76
	01-Apr-02 Flexibility	21.99	23.37	24.75	26.13	27.51
	01-Jan-03 Gen Inc	22.46	23.86	25.26	26.66	28.06
	01-Apr-03 Flexibility	22.63	24.05	25.47	26.89	28.31
	01-Jan-04 Gen Inc	23.12	24.56	26.00	27.44	28.88
	01-Jan-05 Gen Inc	23.68	25.16	26.64	28.12	29.60
01-Jan-06 Gen Inc	24.26	25.78	27.30	28.82	30.34	
Senior Technicians	2000	21.38	23.00	24.70	25.94	27.29
	Oldan-01 Gen Inc	21.81	23.46	25.19	26.46	27.84
	28-Sep-01 Flexibility	22.66	24.08	25.50	26.92	28.34
	01-Jan-02 Gen Inc	23.11	24.56	26.01	27.46	28.91
	01-Apr-02 Flexibility	23.74	25.22	26.70	28.18	29.66
	01-Jan-03 Gen Inc	24.21	25.72	27.23	28.74	30.25
	01-Apr-03 Flexibility	24.42	25.94	27.46	28.98	30.50
	01-Jan-04 Gen Inc	24.87	26.43	27.99	29.55	31.11
	01-Jan-05 Gen Inc	25.53	27.12	28.71	30.30	31.89
	01-Jan-06 Gen Inc	26.17	27.80	29.43	31.06	32.69
Tech I	Old	14.46	16.13	18.00	20.09	22.42
	01-Jan-01 Gen Inc	14.75	16.45	18.36	20.49	22.87
	28-Sep-01 Flexibility	18.69	19.86	21.03	22.20	23.37
	01-Jan-02 Gen Inc	19.08	20.27	21.46	22.65	23.84
	01-Apr-02 Flexibility	19.67	20.90	22.13	23.36	24.59
	01-Jan-03 Gen Inc	20.08	21.33	22.58	23.83	25.08
	01-Apr-03 Flexibility	20.25	21.52	22.79	24.06	25.33
	01-Jan-04 Gen Inc	20.68	21.97	23.26	24.55	25.84
	01-Jan-05 Gen Inc	21.21	22.53	23.85	25.17	26.49
	01-Jan-06 Gen Inc	21.71	23.07	24.43	25.79	27.15

Appendix "A"

		A	B	C	D	E
Tech II	Old	19.40	21.38	22.42	23.54	24.70
	01-Jan-01 Gen Inc	19.79	21.81	22.87	24.01	25.19
	28-Sep-01 Flexibility	20.57	21.85	23.13	24.41	25.69
	01-Jan-02 Gen Inc	20.96	22.27	23.58	24.89	26.20
	01-Apr-02 Flexibility	21.55	22.90	24.25	25.60	26.95
	01-Jan-03 Gen Inc	22.01	23.38	24.75	26.12	27.49
	01-Apr-03 Flexibility	22.18	23.57	24.96	26.35	27.74
	01-Jan-04 Gen Inc	22.66	24.07	25.48	26.89	28.30
	01-Jan-05 Gen Inc	23.21	24.66	26.11	27.56	29.01
	01-Jan-06 Gen Inc	23.78	25.27	26.76	28.25	29.74
Planner Analyst Predictive Maintenance	Old	19.40	21.38	22.42	23.54	24.70
	01-Jan-01 Gen Inc	19.79	21.81	22.87	24.01	25.19
	28-Sep-01 Flexibility	20.57	21.85	23.13	24.41	25.69
	01-Jan-02 Gen Inc	20.96	22.27	23.58	24.89	26.20
	01-Apr-02 Flexibility	21.55	22.90	24.25	25.60	26.95
	01-Jan-03 Gen Inc	22.01	23.38	24.75	26.12	27.49
	01-Apr-03 Flexibility	22.18	23.57	24.96	26.35	27.74
	01-Jan-04 Gen Inc	22.66	24.07	25.48	26.89	28.30
	Oldan-05 Gen Inc	23.21	24.66	26.11	27.56	29.01
	Oldan-06 Gen Inc	23.78	25.27	26.76	28.25	29.74
Senior Maintenance Tradeworker	Old					
	01-Jan-01 Gen Inc					
	20-Sep-01 New Max	19.36	20.57	21.78	22.99	24.20
	28-Sep-01 Flexibility	19.78	21.01	22.24	23.47	24.70
	01-Jan-02 Gen Inc	20.15	21.41	22.67	23.93	25.19
	01-Apr-02 Flexibility	20.74	22.04	23.34	24.64	25.94
	01-Jan-03 Gen Inc	21.18	22.50	23.82	25.14	26.46
	01-Apr-03 Adjustmen	22.07	23.45	24.83	26.21	27.59
	01-Apr-03 Flexibility	22.28	23.67	25.06	26.45	27.84
	01-Jan-04 Gen Inc	22.72	24.14	25.56	26.98	28.40
01-Jan-05 Gen Inc	23.27	24.73	26.19	27.65	29.11	
01-Jan-06 Gen Inc	23.88	25.37	26.86	28.35	29.84	

Appendix "A"

A B C D E

Maintenance Planner

Fitter Welder

Fitters

Welders

Electricians

Maintenance Tradeworker
(Inc: Fitters, Welders, Electricians)

Merge Maintenance Planner and
Fitter-Welder Classifications on
September 28, 2001 Freeze until
April 1 2002

	Old						22.54
01-Jan-01	Gen Inc	18.39	19.54	20.69	21.84	22.99	
28-Sep-01	Flexibility	18.81	19.98	21.15	22.32	23.49	
01-Jan-02	Frozen	18.81	19.98	21.15	22.32	23.49	
	Old						22.50
01-Jan-01	Gen Inc	18.36	19.51	20.66	21.80	22.95	
28-Sep-01	Flexibility	18.77	19.94	21.11	22.28	23.45	
01-Jan-02	Frozen	18.77	19.94	21.11	22.28	23.45	
	Old						20.89
01-Jan-01	Gen Inc	17.05	18.11	19.18	20.24	21.31	
	Old						20.89
01-Jan-01	Gen Inc	17.05	18.11	19.18	20.24	21.31	
	Old						20.89
01-Jan-01	Gen Inc	17.05	18.11	19.18	20.24	21.31	
01-Apr-01	New Max	17.60	18.70	19.80	20.90	22.00	
28-Sep-01	Flexibility	18.02	19.14	20.26	21.38	22.50	
01-Jan-02	Gen Inc	18.35	19.50	20.65	21.80	22.95	
01-Apr-02	Flexibility	18.98	20.16	21.34	22.52	23.70	
01-Jan-03	Gen Inc	19.33	20.54	21.75	22.96	24.17	
01-Apr-03	Adjustmen	20.08	21.33	22.58	23.83	25.08	Tech I
01-Apr-03	Flexibility	20.25	21.52	22.79	24.06	25.33	Rate
01-Jan-04	Gen Inc	20.68	21.97	23.26	24.55	25.84	
01-Jan-05	Gen Inc	21.21	22.53	23.85	25.17	26.49	
01-Jan-06	Gen Inc	21.71	23.07	24.43	25.79	27.15	
	Old						20.89
Oldan-01	Gen Inc	17.05	18.11	19.18	20.24	21.31	
28-Sep-01	Flexibility	17.45	18.54	19.63	20.72	21.81	
01-Jan-02	Gen Inc	17.81	18.92	20.03	21.14	22.25	
01-Apr-02	Flexibility	18.40	19.55	20.70	21.85	23.00	
01-Jan-03	Gen Inc	18.78	19.95	21.12	22.29	23.46	
01-Apr-03	Flexibility	18.95	20.14	21.33	22.52	23.71	
01-Jan-04	Gen Inc	19.34	20.55	21.76	22.97	24.18	
01-Jan-05	Gen Inc	19.83	21.07	22.31	23.55	24.79	
01-Jan-06	Gen Inc	20.33	21.60	22.87	24.14	25.41	

Utility Tradesworker

Appendix "A"

		A	B	C	D	E	
CSU Operators	Old					19.17	
	01-Jan-01	Gen Inc	15.64	16.62	17.60	18.57	19.55
	28-Sep-01	Flexibility	16.05	17.05	18.05	19.05	20.05
	01-Jan-02	Gen Inc	16.37	17.39	18.41	19.43	20.45
	01-Apr-02	Flexibility	16.96	18.02	19.08	20.14	21.20
	01-Jan-03	Gen Inc	17.30	18.38	19.46	20.54	21.62
	01-Apr-03	Flexibility	17.51	18.60	19.69	20.78	21.87
	01-Jan-04	Gen Inc	17.83	18.95	20.07	21.19	22.31
	01-Jan-05	Gen Inc	18.31	19.45	20.59	21.73	22.87
01-Jan-06	Gen Inc	18.76	19.93	21.10	22.27	23.44	
CSU Helper	Old					16.73	
	01-Jan-01	Gen Inc	13.66	14.51	15.36	16.22	17.07
	28-Sep-01	Flexibility	14.05	14.93	15.81	16.69	17.57
	01-Jan-02	Gen Inc	14.32	15.22	16.12	17.02	17.92
	01-Apr-02	Flexibility	14.95	15.88	16.81	17.74	18.67
	01-Jan-03	Gen Inc	15.24	16.19	17.14	18.09	19.04
	01-Apr-03	Flexibility	15.45	16.41	17.37	18.33	19.29
	01-Jan-04	Gen Inc	15.76	16.74	17.72	18.70	19.68
	Oldan-OB	Gen Inc	16.13	17.14	18.15	19.16	20.17
01-Jan-06	Gen Inc	16.56	17.59	18.62	19.65	20.68	
Storeskeeper	Old					17.97	
	01-Jan-01	Gen Inc	14.66	15.58	16.50	17.41	18.33
	28-Sep-01	Flexibility	15.07	16.01	16.95	17.89	18.83
	01-Jan-02	Gen Inc	15.37	16.33	17.29	18.25	19.21
	01-Apr-02	Flexibility	15.96	16.96	17.96	18.96	19.96
	01-Jan-03	Gen Inc	16.28	17.30	18.32	19.34	20.36
	01-Apr-03	Flexibility	16.49	17.52	18.55	19.58	20.61
	01-Jan-04	Gen Inc	16.82	17.87	18.92	19.97	21.02
	01-Jan-05	Gen Inc	17.23	18.31	19.39	20.47	21.55
01-Jan-06	Gen Inc	17.69	18.79	19.89	20.99	22.09	
instrument Person Oiler	Old		13.80	14.80	15.93	16.76	17.57
	01-Jan-01	Gen Inc	14.08	15.10	16.25	17.10	17.92
	28-Sep-01	Flexibility	14.74	15.66	16.58	17.50	18.42
	01-Jan-02	Gen Inc	15.03	15.97	16.91	17.85	18.79
	01-Apr-02	Flexibility	15.62	16.60	17.58	18.56	19.54
	01-Jan-03	Gen Inc	15.93	16.93	17.93	18.93	19.93
	01-Apr-03	Flexibility	16.14	17.15	18.16	19.17	20.18
	01-Jan-04	Gen Inc	16.46	17.49	18.52	19.55	20.58
	01-Jan-05	Gen Inc	16.90	17.95	19.00	20.05	21.10
01-Jan-06	Gen Inc	17.31	18.39	19.47	20.55	21.63	

Appendix "A"

		A	B	C	D	E
Equipment Operators	Old					17.05
	01-Jan-01 Gen Inc	13.91	14.78	15.65	16.52	17.39
	28-Sep-01 Flexibility	14.33	15.22	16.11	17.00	17.89
	01-Jan-02 Gen Inc	14.61	15.52	16.43	17.34	18.25
	01-Apr-02 Flexibility	15.20	16.15	17.10	18.05	19.00
	01-Jan-03 Gen Inc	15.50	16.47	17.44	18.41	19.38
	01-Apr-03 Flexibility	15.71	16.69	17.67	18.65	19.63
	01-Jan-04 Gen Inc	16.02	17.02	18.02	19.02	20.02
	01-Jan-05 Gen Inc	16.40	17.43	18.46	19.49	20.52
	01-Jan-06 Gen Inc	16.83	17.88	18.93	19.98	21.03
Coal Analyst	Old	14.46	15.36	16.34	17.37	18.45
Coal Handler Belledune	01-Jan-01 Gen Inc	14.75	15.67	16.67	17.72	18.82
	28-Sep-01 Flexibility	15.44	16.41	17.38	18.35	19.32
	01-Jan-02 Gen Inc	15.75	16.74	17.73	18.72	19.71
	01-Apr-02 Flexibility	16.38	17.40	18.42	19.44	20.46
	01-Jan-03 Gen Inc	16.71	17.75	18.79	19.83	20.87
	01-Apr-03 Flexibility	16.88	17.94	19.00	20.06	21.12
	Oldan-04 Gen Inc	17.22	18.30	19.38	20.46	21.54
	01-Jan-05 Gen Inc	17.68	18.78	19.88	20.98	22.08
	01-Jan-06 Gen Inc	18.11	19.24	20.37	21.50	22.63
Coal Handlers	Old					16.57
	01-Jan-01 Gen Inc	13.52	14.37	15.21	16.06	16.90
	28-Sep-01 Flexibility	13.92	14.79	15.66	16.53	17.40
	01-Jan-02 Gen Inc	14.19	15.08	15.97	16.86	17.75
	01-Apr-02 Flexibility	14.82	15.74	16.66	17.58	18.50
	01-Jan-03 Gen Inc	15.11	16.05	16.99	17.93	18.87
	01-Apr-03 Flexibility	15.28	16.24	17.20	18.16	19.12
	01-Jan-04 Gen Inc	15.62	16.59	17.56	18.53	19.50
	01-Jan-05 Gen Inc	15.99	16.99	17.99	18.99	19.99
	01-Jan-06 Gen Inc	16.41	17.43	18.45	19.47	20.49

Appendix "A"

			A	B	C	D	E
Utilityworkers	Old						15.55
	01-Jan-01	Gen Inc	12.69	13.48	14.27	15.07	15.86
Tool Crib Attendant	Old						5.40
	01-Jan-01	Gen Inc	12.57	13.35	14.14	14.92	5.71
Fitter Helper	Old						5.29
	01-Jan-01	Gen Inc	12.48	13.26	14.04	14.82	5.60
Utilityworker (Inc: Utilityworker, Tool Crib Attendant, Fitter Helper)	01-Apr-01	New Max	12.70	13.49	14.28	15.07	5.86
	28-Sep-01	Flexibility	13.08	13.90	14.72	15.54	6.36
	01-Jan-02	Gen Inc	13.37	14.20	15.03	15.86	6.69
	01-Apr-02	Flexibility	13.96	14.83	15.70	16.57	7.44
	01-Jan-03	Gen Inc	14.23	15.12	16.01	16.90	7.79
	01-Apr-03	Flexibility	14.44	15.34	16.24	17.14	8.04
	01-Jan-04	Gen Inc	14.72	15.64	16.56	17.48	18.40
	01-Jan-05	Gen Inc	15.10	16.04	16.98	17.92	18.86
	01-Jan-06	Gen Inc	15.45	16.42	17.39	18.36	19.33
Senior Specialist	Old		32.56	34.60	36.64	38.67	40.71
	01-Jan-01	Gen Inc	33.21	35.29	37.37	39.45	41.52
	28-Sep-01	Flexibility	33.62	35.72	37.82	39.92	42.02
	01-Jan-02	Gen Inc	34.30	36.44	38.58	40.72	42.86
	01-Apr-02	Nothing	34.30	36.44	38.58	40.72	42.86
	01-Jan-03	Gen Inc	34.96	37.15	39.34	41.53	43.72
	01-Apr-03	Nothing	34.96	37.15	39.34	41.53	43.72
	01-Jan-04	Gen Inc	35.68	37.91	40.14	42.37	44.60
	01-Jan-05	Gen Inc	36.56	38.85	41.14	43.43	45.72
01-Jan-06	Gen Inc	37.50	39.84	42.18	44.52	46.86	
Geologist Coord MaintenancePlanning	Old		26.03	27.66	29.29	30.92	32.55
	01-Jan-01	Gen Inc	26.56	28.22	29.88	31.54	33.20
	28-Sep-01	Flexibility	26.98	28.66	30.34	32.02	33.70
	01-Jan-02	Gen Inc	27.49	29.21	30.93	32.65	34.37
	01-Apr-02	Nothing	27.49	29.21	30.93	32.65	34.37
	01-Jan-03	Gen Inc	28.06	29.81	31.56	33.31	35.06
	01-Apr-03	Nothing	28.06	29.81	31.56	33.31	35.06
	01-Jan-04	Gen Inc	28.60	30.39	32.18	33.97	35.76
	01-Jan-05	Gen Inc	29.33	31.16	32.99	34.82	36.65
01-Jan-06	Gen Inc	30.05	31.93	33.81	35.69	37.57	

Appendix "A"

		A	B	C	D	E
Coord - Performance Test	Old	26.03	27.66	29.29	30.92	32.55
Coord - Inspection Programs	01-Jan-01 Gen Inc	26.56	28.22	29.88	31.54	33.20
Coord - Technical Projects	28-Sep-01 Flexibility	26.98	28.66	30.34	32.02	33.70
	01-Jan-02 Gen Inc	27.49	29.21	30.93	32.65	34.37
	01-Apr-02 Nothing	27.49	29.21	30.93	32.65	34.37
	01-Jan-03 Gen Inc	28.06	29.81	31.56	33.31	35.06
	01-Apr-03 Nothing	28.06	29.81	31.56	33.31	35.06
	01-Jan-04 Gen Inc	28.60	30.39	32.18	33.97	35.76
	01-Jan-05 Gen Inc	29.33	31.16	32.99	34.82	36.65
	01-Jan-06 Gen Inc	30.05	31.93	33.81	35.69	37.57
Technical Specialist	Old	23.81	25.30	26.79	28.28	29.80
	01-Jan-01 Gen Inc	24.29	25.81	27.33	28.85	30.40
	28-Sep-01 Flexibility	24.74	26.28	27.82	29.36	30.90
	01-Jan-02 Gen Inc	25.20	26.78	28.36	29.94	31.52
	01-Apr-02 Nothing	25.20	26.78	28.36	29.94	31.52
	01-Jan-03 Gen Inc	25.71	27.32	28.93	30.54	32.15
	01-Apr-03 Nothing	25.71	27.32	28.93	30.54	32.15
	01-Jan-04 Gen Inc	26.23	27.87	29.51	31.15	32.79
	01-Jan-05 Gen Inc	26.89	28.57	30.25	31.93	33.61
	01-Jan-06 Gen Inc	27.57	29.29	31.01	32.73	34.45
CADD Coordinator	Old	24.30	25.52	26.81	28.16	29.54
	01-Jan-01 Gen Inc	24.79	26.03	27.35	28.72	30.13
	28-Sep-01 Flexibility	24.51	26.04	27.57	29.10	30.63
	01-Jan-02 Gen Inc	25.00	26.56	28.12	29.68	31.24
	01-Apr-02 Nothing	25.00	26.56	28.12	29.68	31.24
	01-Jan-03 Gen Inc	25.51	27.10	28.69	30.28	31.87
	01-Apr-03 Nothing	25.51	27.10	28.69	30.28	31.87
	01-Jan-04 Gen Inc	25.99	27.62	29.25	30.88	32.51
	01-Jan-05 Gen Inc	26.64	28.31	29.98	31.65	33.32
	01-Jan-06 Gen Inc	27.31	29.02	30.73	32.44	34.15
Senior CADD	Old	21.38	23.00	24.70	25.94	27.29
	01-Jan-01 Gen Inc	21.81	23.46	25.19	26.46	27.84
	28-Sep-01 Flexibility	22.66	24.08	25.50	26.92	28.34
	01-Jan-02 Gen Inc	23.11	24.56	26.01	27.46	28.91
	01-Apr-02 Nothing	23.11	24.56	26.01	27.46	28.91
	01-Jan-03 Gen Inc	23.61	25.08	26.55	28.02	29.49
	01-Apr-03 Nothing	23.61	25.08	26.55	28.02	29.49
	01-Jan-04 Gen Inc	24.08	25.58	27.08	28.58	30.08
	01-Jan-05 Gen Inc	24.67	26.21	27.75	29.29	30.83
	Oldan-06 Gen Inc	25.28	26.86	28.44	30.02	31.60

Appendix "A"

		A	B	C	D	E
Drawing Checker	Old	20.34	21.67	23.16	24.70	25.94
	01-Jan-01 Gen Inc	20.75	22.10	23.62	25.19	26.46
	28-Sep-01 Flexibility	21.56	22.91	24.26	25.61	26.96
	01-Jan-02 Gen Inc	22.02	23.39	24.76	26.13	27.50
	01-Apr-02 Nothing	22.02	23.39	24.76	26.13	27.50
	01-Jan-03 Gen Inc	22.45	23.85	25.25	26.65	28.05
	01-Apr-03 Nothing	22.45	23.85	25.25	26.65	28.05
	01-Jan-04 Gen Inc	22.89	24.32	25.75	27.18	28.61
	01-Jan-05 Gen Inc	23.45	24.92	26.39	27.86	29.33
01-Jan-06 Gen Inc	24.06	25.56	27.06	28.56	30.06	
Technical Assistant I	Old	19.40	21.38	22.42	23.54	24.70
	01-Jan-01 Gen Inc	19.79	21.81	22.87	24.01	25.19
	28-Sep-01 Flexibility	20.57	21.85	23.13	24.41	25.69
	01-Jan-02 Gen Inc	20.96	22.27	23.58	24.89	26.20
	01-Apr-02 Nothing	20.96	22.27	23.58	24.89	26.20
	01-Jan-03 Gen Inc	21.36	22.70	24.04	25.38	26.72
	01-Apr-03 Nothing	21.36	22.70	24.04	25.38	26.72
	01-Jan-04 Gen Inc	21.82	23.18	24.54	25.90	27.26
	01-Jan-05 Gen Inc	22.34	23.74	25.14	26.54	27.94
01-Jan-06 Gen Inc	22.92	24.35	25.78	27.21	28.64	
Technical Assistant II	Old	21.38	23.00	24.70	25.94	27.29
	01-Jan-01 Gen Inc	21.81	23.46	25.19	26.46	27.84
	28-Sep-01 Flexibility	22.66	24.08	25.50	26.92	28.34
	01-Jan-02 Gen Inc	23.11	24.56	26.01	27.46	28.91
	01-Apr-02 Nothing	23.11	24.56	26.01	27.46	28.91
	01-Jan-03 Gen Inc	23.61	25.08	26.55	28.02	29.49
	01-Apr-03 Nothing	23.61	25.08	26.55	28.02	29.49
	01-Jan-04 Gen Inc	24.08	25.58	27.08	28.58	30.08
	01-Jan-05 Gen Inc	24.67	26.21	27.75	29.29	30.83
01-Jan-06 Gen Inc	25.28	26.86	28.44	30.02	31.60	
CADD Technician I	Old	14.46	16.13	18.00	20.09	22.42
	01-Jan-01 Gen Inc	14.75	16.45	18.36	20.49	22.87
	28-Sep-01 Flexibility	18.69	19.86	21.03	22.20	23.37
	01-Jan-02 Gen Inc	19.08	20.27	21.46	22.65	23.84
	01-Jan-03 Gen Inc	19.44	20.66	21.88	23.10	24.32
	01-Jan-04 Gen Inc	19.85	21.09	22.33	23.57	24.81
	01-Jan-05 Gen Inc	20.35	21.62	22.89	24.16	25.43
	01-Jan-06 Gen Inc	20.87	22.17	23.47	24.77	26.07

Appendix "A"

		A	B	C	D	E
CADD Technician II	Old	19.40	21.38	22.42	23.54	24.70
	01-Jan-01 Gen Inc	19.79	21.81	22.87	24.01	25.19
	28-Sep-01 Flexibility	20.57	21.85	23.13	24.41	25.69
	01-Jan-02 Gen Inc	20.96	22.27	23.58	24.89	26.20
	01-Jan-03 Gen Inc	21.36	22.70	24.04	25.38	26.72
	01-Jan-04 Gen Inc	21.82	23.18	24.54	25.90	27.26
	01-Jan-05 Gen Inc	22.34	23.74	25.14	26.54	27.94
	01-Jan-06 Gen Inc	22.92	24.35	25.78	27.21	28.64
ASR V	Old	18.17	19.08	20.01	21.08	22.36
	01-Jan-01 Gen Inc	18.53	19.46	20.41	21.50	22.81
	28-Sep-01 Flexibility	18.63	19.80	20.97	22.14	23.31
	01-Jan-02 Gen Inc	19.02	20.21	21.40	22.59	23.78
	01-Jan-03 Gen Inc	19.42	20.63	21.84	23.05	24.26
	01-Jan-04 Gen Inc	19.79	21.03	22.27	23.51	24.75
	01-Jan-05 Gen Inc	20.29	21.56	22.83	24.10	25.37
	01-Jan-06 Gen Inc	20.81	22.11	23.41	24.71	26.01
ASR IV	Old	16.66	17.66	18.74	19.71	20.58
	01-Jan-01 Gen Inc	16.99	18.01	19.12	20.10	20.99
	28-Sep-01 Flexibility	17.21	18.28	19.35	20.42	21.49
	01-Jan-02 Gen Inc	17.52	18.62	19.72	20.82	21.92
	01-Jan-03 Gen Inc	17.88	19.00	20.12	21.24	22.36
	01-Jan-04 Gen Inc	18.25	19.39	20.53	21.67	22.81
	01-Jan-05 Gen Inc	18.70	19.87	21.04	22.21	23.38
	01-Jan-06 Gen Inc	19.17	20.37	21.57	22.77	23.97
ASR III	Old	13.00	14.15	15.00	15.88	16.85
	01-Jan-01 Gen Inc	13.26	14.43	15.30	16.20	17.19
	28-Sep-01 Flexibility	14.17	15.05	15.93	16.81	17.69
	01-Jan-02 Gen Inc	14.44	15.34	16.24	17.14	18.04
	01-Jan-03 Gen Inc	14.72	15.64	16.56	17.48	18.40
	01-Jan-04 Gen Inc	15.01	15.95	16.89	17.83	18.77
	01-Jan-05 Gen Inc	15.40	16.36	17.32	18.28	19.24
	01-Jan-06 Gen Inc	15.76	16.75	17.74	18.73	19.72
ASR II	Old	9.59	10.76	12.03	13.30	14.47
	01-Jan-01 Gen Inc	9.78	10.98	12.27	13.57	14.76
	28-Sep-01 Flexibility	12.22	12.98	13.74	14.50	15.26
	01-Jan-02 Gen Inc	12.45	13.23	14.01	14.79	15.57
	01-Jan-03 Gen Inc	12.72	13.51	14.30	15.09	15.88
	01-Jan-04 Gen Inc	12.96	13.77	14.58	15.39	16.20
	01-Jan-05 Gen Inc	13.29	14.12	14.95	15.78	16.61
	01-Jan-06 Gen Inc	13.63	14.48	15.33	16.18	17.03

Appendix "A"

		A	B	C	D	E
Senior Security Guard	Old	15.53	16.43	17.38	18.37	19.43
	01-Jan-01 Gen Inc	15.84	16.76	17.73	18.74	19.82
	28-Sep-01 Flexibility	16.24	17.26	18.28	19.30	20.32
	01-Jan-02 Gen Inc	16.57	17.61	18.65	19.69	20.73
	01-Jan-03 Gen Inc	16.91	17.97	19.03	20.09	21.15
	01-Jan-04 Gen Inc	17.25	18.33	19.41	20.49	21.57
	01-Jan-05 Gen Inc	17.67	18.78	19.89	21.00	22.11
	01-Jan-06 Gen Inc	18.14	19.27	20.40	21.53	22.66
Security Guard	Old	14.70	15.53	16.43	17.38	18.37
	01-Jan-01 Gen Inc	14.99	15.84	16.76	17.73	18.74
	28-Sep-01 Flexibility	15.40	16.36	17.32	18.28	19.24
	Oldan-02 Gen Inc	15.71	16.69	17.67	18.65	19.63
	01-Jan-03 Gen Inc	16.02	17.02	18.02	19.02	20.02
	01-Jan-04 Gen Inc	16.34	17.36	18.38	19.40	20.42
	01-Jan-05 Gen Inc	16.73	17.78	18.83	19.88	20.93
	01-Jan-06 Gen Inc	17.17	18.24	19.31	20.38	21.45
Anlst EnvironmentalChemical	Old	26.03	27.66	29.29	30.92	32.55
	01-Jan-01 Gen Inc	26.55	28.21	29.88	31.54	33.20
	28-Sep-01 Flexibility	26.98	28.66	30.34	32.02	33.70
	01-Jan-02 Gen Inc	27.49	29.21	30.93	32.65	34.37
	01-Jan-03 Gen Inc	28.06	29.81	31.56	33.31	35.06
	01Jan44 Gen Inc	28.60	30.39	32.18	33.97	35.76
	01Jan45 Gen Inc	29.33	31.16	32.99	34.82	36.65
	01-Jan-06 Gen Inc	30.05	31.93	33.81	35.69	37.57
Buyer Generation	Old	19.48	20.70	21.92	23.14	24.36
	01-Jan-01 Gen Inc	19.84	21.08	22.33	23.57	24.82
	28-Sep-01 Flexibility	20.24	21.51	22.78	24.05	25.32
	01-Jan-02 Gen Inc	20.67	21.96	23.25	24.54	25.83
	01-Apr-02 Flexibility	21.26	22.59	23.92	25.25	26.58
	01-Jan-03 Gen Inc	21.67	23.03	24.39	25.75	27.11
	01-Apr-03 Flexibility	21.88	23.25	24.62	25.99	27.36
	01-Jan-04 Gen Inc	22.31	23.71	25.11	26.51	27.91
	01-Jan-05 Gen Inc	22.89	24.32	25.75	27.18	28.61
	01-Jan-06 Gen Inc	23.45	24.92	26.39	27.86	29.33
Coord Work Meth, Safety & Training Change rate to that of Mech, EI&C, Chem Supervisor Coordinator Operations Occupational Health Nurse	Old	20.64	21.93	23.22	24.51	25.80
	01-Jan-01 New Rate	23.81	25.30	26.79	28.28	29.77
	01-Jan-01 Gen Inc	24.29	25.81	27.33	28.85	30.37
	28-Sep-01 Flexibility	24.71	26.25	27.79	29.33	30.87
	01-Jan-02 Gen Inc	25.21	26.78	28.35	29.92	31.49
	01-Jan-03 Gen Inc	25.68	27.29	28.90	30.51	32.12
	01-Jan-04 Gen Inc	26.20	27.84	29.48	31.12	32.76
	01-Jan-05 Gen Inc	26.86	28.54	30.22	31.90	33.58
	01-Jan-06 Gen Inc	27.54	29.26	30.98	32.70	34.42

Appendix "A"

			A	B	C	D	E
Engineer V	Old		28.61	30.40	32.19	33.98	35.77
(Engineer Electrical Plant Region)	01-Jan-01	Gen Inc	29.18	31.01	32.83	34.66	36.49
Spec Chemistry	28-Sep-01	Flexibility	29.59	31.44	33.29	35.14	36.99
Spec Inspection	01-Jan-02	Gen Inc	30.17	32.06	33.95	35.84	37.73
	01-Jan-03	Gen Inc	30.81	32.73	34.65	36.57	38.49
	01-Jan-04	Gen Inc	31.42	33.38	35.34	37.30	39.26
	01-Jan-05	Gen Inc	32.20	34.21	36.22	38.23	40.24
	01-Jan-06	Gen Inc	33.01	35.07	37.13	39.19	41.25
Senior Engineer I	Old		30.45	32.35	34.26	36.16	38.07
	01-Jan-01	Gen Inc	31.06	33.00	34.95	36.88	38.83
	28-Sep-01	Flexibility	31.45	33.42	35.39	37.36	39.33
	01-Jan-02	Gen Inc	32.08	34.09	36.10	38.11	40.12
	01-Jan-03	Gen Inc	32.72	34.77	36.82	38.87	40.92
	01-Jan-04	Gen Inc	33.38	35.47	37.56	39.65	41.74
	01-Jan-05	Gen Inc	34.22	36.36	38.50	40.64	42.78
	01-Jan-06	Gen Inc	35.09	37.28	39.47	41.66	43.85
Eng Sr Corporate Modelling	Old		32.56	34.60	36.64	38.67	40.71
Eng Sr Hydraulic	01-Jan-01	Gen Inc	33.21	35.29	37.37	39.44	41.52
	28-Sep-01	Flexibility	33.62	35.72	37.82	39.92	42.02
	01-Jan-02	Gen Inc	34.30	36.44	38.58	40.72	42.86
	01-Jan-03	Gen Inc	34.96	37.15	39.34	41.53	43.72
	01-Jan-04	Gen Inc	35.68	37.91	40.14	42.37	44.60
	01-Jan-05	Gen Inc	36.56	38.85	41.14	43.43	45.72
	01-Jan-06	Gen Inc	37.50	39.84	42.18	44.52	46.86
Industrial Hygenist	Old		28.61	30.40	32.19	33.98	35.77
	01-Jan-01	Gen Inc	29.18	31.01	32.83	34.66	36.49
	28-Sep-01	Flexibility	29.59	31.44	33.29	35.14	36.99
	01-Jan-02	Gen Inc	30.17	32.06	33.95	35.84	37.73
	01-Jan-03	Gen Inc	30.81	32.73	34.65	36.57	38.49
	01-Jan-04	Gen Inc	31.42	33.38	35.34	37.30	39.26
	01-Jan-05	Gen Inc	32.20	34.21	36.22	38.23	40.24
	01-Jan-06	Gen Inc	33.01	35.07	37.13	39.19	41.25
Labourer	Old						14.28
	01-Jan-01	Gen Inc	11.66	12.38	13.11	13.84	14.57
	28-Sep-01	Flexibility	12.07	12.82	13.57	14.32	15.07
	01-Jan-02	Gen Inc	12.29	13.06	13.83	14.60	15.37
	01-Jan-03	Gen Inc	12.56	13.34	14.12	14.90	15.68
	01-Jan-04	Gen Inc	12.79	13.59	14.39	15.19	15.99
	01-Jan-05	Gen Inc	13.11	13.93	14.75	15.57	16.39
	01-Jan-06	Gen Inc	13.44	14.28	15.12	15.96	16.80

Appendix "A"

	A	B	C	D	E	F	G	H	I
Engineer	16.73	18.71	20.69	22.66	24.64	26.62	28.60	30.57	32.55
Envir Regulatory Specialist	17.05	19.06	21.08	23.10	25.12	27.14	29.16	31.18	33.20
Old	17.31	19.35	21.40	23.45	25.50	27.55	29.60	31.65	33.70
01-Jan-01	17.66	19.74	21.83	23.92	26.01	28.10	30.19	32.28	34.37
28-Sep-01	18.03	20.15	22.28	24.41	26.54	28.67	30.80	32.93	35.06
01-Jan-02	18.41	20.57	22.74	24.91	27.08	29.25	31.42	33.59	35.76
01-Jan-03	18.88	21.09	23.32	25.54	27.77	29.99	32.21	34.43	36.65
01-Jan-04	19.35	21.61	23.90	26.17	28.46	30.73	33.01	35.29	37.57

	1-6	2-6	3-6	4-6	5-6	6-6	7-6	8-6
Apprentice Operators	11.52	12.38	13.29	14.16	15.91	16.80	17.70	18.57
Old	11.75	12.63	13.56	14.44	16.23	17.14	18.05	18.94
01-Jan-01	11.99	12.88	13.83	14.73	16.56	17.48	18.41	19.32
01-Jan-02	12.23	13.14	14.11	15.03	16.89	17.83	18.78	19.71
01-Jan-03	12.48	13.40	14.39	15.33	17.23	18.19	19.16	20.10
01-Jan-04	14.14	15.02	15.90	16.78	17.66	18.55	19.54	20.60
01-Jan-05	14.50	15.40	16.30	17.20	18.10	18.92	19.93	21.12

	10.94	11.80	12.65	13.53	15.24	16.17	16.97	17.86
Apprentice Maint Tradesworkers	11.16	12.04	12.90	13.80	15.55	16.49	17.31	18.22
Old	11.38	12.28	13.16	14.08	15.86	16.82	17.66	18.59
01-Jan-01	11.61	12.53	13.42	14.36	16.18	17.16	18.01	18.96
01-Jan-02	11.84	12.78	13.69	14.65	16.50	17.50	18.37	19.34
01-Jan-03	13.51	14.36	15.21	16.06	16.91	17.85	18.74	19.82
01-Jan-04	13.85	14.72	15.59	16.46	17.33	18.21	19.12	20.32

	10.89	12.17	13.41	14.67	15.91	17.18
Apprentice Hydro Operators	11.11	12.41	13.68	14.96	16.23	17.52
Old	11.33	12.66	13.95	15.26	16.56	17.87
01-Jan-01	11.56	12.91	14.23	15.57	16.89	18.23
01-Jan-02	11.79	13.17	14.52	15.88	17.23	18.60
01-Jan-03	14.14	15.02	15.90	16.78	17.66	19.07
01-Jan-04	14.50	15.40	16.30	17.20	18.10	19.55

Appendix "A-1"

		<u>Minimum</u>	<u>Maximum</u>
Acct FixedAssets	16-Dec-04	27.11	33.88
	17-Dec-04 Flex to Max	27.11	34.38
	01-Jan-05 Gen Inc	27.79	35.24
	01-Jan-06 Gen Inc	28.48	36.12
Acct Jr. Genco H.O.	16-Dec-04	21.31	26.63
	17-Dec-04 Flex to Max	21.31	27.13
	01-Jan-05 Gen Inc	21.84	27.81
	01-Jan-06 Gen Inc	22.39	28.50
Acct Jr. Genco Field	16-Dec-04	19.31	24.14
	17-Dec-04 Flex to Max	19.31	24.64
	01-Jan-05 Gen Inc	19.79	25.26
	01-Jan-06 Gen Inc	20.29	25.89
Acct Regional	16-Dec-04	24.56	30.71
	17-Dec-04 Flex to Max	24.56	31.21
	01-Jan-05 Gen Inc	25.17	31.99
	01-Jan-06 Gen Inc	25.80	32.79
Admin Fuel Contracts	16-Dec-04	27.11	33.88
	17-Dec-04 Flex to Max	27.11	34.38
	01-Jan-05 Gen Inc	27.79	35.24
	01-Jan-06 Gen Inc	28.48	36.12
Admin Vendor Performance	16-Dec-04	22.98	28.72
	17-Dec-04 Flex to Max	22.98	29.22
	01-Jan-05 Gen Inc	23.56	29.95
	01-Jan-06 Gen Inc	24.14	30.70
Analyst Business	16-Dec-04	22.98	28.72
	17-Dec-04 Flex to Max	22.98	29.22
	01-Jan-05 Gen Inc	23.56	29.95
	01-Jan-06 Gen Inc	24.14	30.70
Analyst Fuel Cost	16-Dec-04	22.98	28.72
	17-Dec-04 Flex to Max	22.98	29.22
	01-Jan-05 Gen Inc	23.56	29.95
	01-Jan-06 Gen Inc	24.14	30.70
Analyst Market	16-Dec-04	27.11	33.88
	17-Dec-04 Flex to Max	27.11	34.38
	01-Jan-05 Gen Inc	27.79	35.24
	01-Jan-06 Gen Inc	28.48	36.12

Appendix "A-1"

Asst Controller Generation	16-Dec-04	29.64	37.05
	17-Dec-04 Flex to Max	29.64	37.55
	01-Jan-05 Gen Inc	30.38	38.49
	01-Jan-06 Gen Inc	31.14	39.45
Buyer H.O..	16-Dec-04	21.31	26.63
	17-Dec-04 Flex to Max	21.31	27.13
	01-Jan-05 Gen Inc	21.84	27.81
	01-Jan-06 Gen Inc	22.39	28.50
Buyer Contracts	16-Dec-04	22.98	28.72
	17-Dec-04 Flex to Max	22.98	29.22
	01-Jan-05 Gen Inc	23.56	29.95
	01-Jan-06 Gen Inc	24.14	30.70
Buyer Sr	16-Dec-04	27.11	33.88
	17-Dec-04 Flex to Max	27.11	34.38
	01-Jan-05 Gen Inc	27.79	35.24
	01-Jan-06 Gen Inc	28.48	36.12
Coord Load Forecast & Resource	16-Dec-04	32.57	40.71
	17-Dec-04 Flex to Max	32.57	41.21
	01-Jan-05 Gen Inc	33.39	42.24
	01-Jan-06 Gen Inc	34.22	43.30
Co-ord Technical Training	16-Dec-04	29.64	37.05
	17-Dec-04 Flex to Max	29.64	37.55
	01-Jan-05 Gen Inc	30.38	38.49
	01-Jan-06 Gen Inc	31.14	39.45
Developer Sr. Contracts	16-Dec-04	29.64	37.05
	17-Dec-04 Flex to Max	29.64	37.55
	01-Jan-05 Gen Inc	30.38	38.49
	01-Jan-06 Gen Inc	31.14	39.45
Prof. Inf. Tech. I-IV	16-Dec-04	29.64	37.04
	17-Dec-04 Flex to Max	29.64	37.54
	01-Jan-05 Gen Inc	30.38	38.48
	01-Jan-06 Gen Inc	31.14	39.44
Prof. Info. Tech. V	16-Dec-04	32.57	40.71
	17-Dec-04 Flex to Max	32.57	41.21
	01-Jan-05 Gen Inc	33.39	42.24
	01-Jan-06 Gen Inc	34.22	43.30
Planner Supply Field	16-Dec-04	24.87	31.12
	17-Dec-04 Flex to Max	24.87	31.62
	01-Jan-05 Gen Inc	25.49	32.41
	01-Jan-06 Gen Inc	26.13	33.22



Énergie NB Power

Production Generation

October 25, 2004

Mr. B. Wade Greenlaw
Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N.B.
E3A 2Z6

Dear Wade:

RE: Tentative Agreement to Extend the
Generation Conventional Group Collective Agreement

NB Power Generation has provided I.B.E.W., Local 37 with the terms and conditions for a contract extension to the Generation Conventional Group collective agreement in a tentative agreement document dated October 21, 2004. In article **four** of this document reference is made to the parties agreement to continue to resolve issues through discussion and letters of agreement, as appropriate. In particular; the parties have identified the following issues for further discussion:

- Variance
- Emergency Response Team
- Leave for Family Related Responsibilities
- Normal Hours – Full **shift** Assignment
- Banking of Overtime
- Recognition for Certified Techs

Following ratification of the tentative agreement, we need to arrange to meet and discuss an appropriate process to address these issues.

Yours truly,

Wendy Piercy
Manager Labour Relations
NB Power, Generation

c.c. J. Doucett B. Brown
P. Landry



Énergie NB Power

July 28, 2003

Mr. Wade Greenlaw
Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N. B.
E3A 2Z6

Dear Wade:

Re: Seniority for Temporary Employees

Article 17 in each of the collective agreements provides that temporary employees have no seniority rights outside of the areas where they have worked (either by plant, region, headquarters or immediate work area, depending on the collective agreement). While this language has been applied to limit the application of seniority rights for temporary employees for the purposes of layoffs, bumping and rehiring, I do not believe it has been used in job bids. In a job bid, we have permitted temporary employees to use their seniority in the bid process, even if the bid is for a position outside of their plant, region, headquarters or immediate work area.

As discussed during our meeting today, we have agreed that this is the appropriate application of seniority rights for temporary employees. So for clarification purposes, this letter confirms our agreement that the articles in the collective agreements limiting the application of seniority rights for temporary employees (articles 17.01 (e) in Transmission, 17.01 (d) in Generation Nuclear, 17.05 (a) in Generation Conventional and 17.01 (e) in Customer Service), will not apply for job bids under the collective agreements.

Please signify your agreement by signing as indicated below.

Yours truly,

Susan A. Currie
Director, Labour Relations

Wade Greenlaw
Business Manager

cc A. Allen
J. Doucett
S. Desrosiers
F. Ouellette
L. Aube



Énergie NB Power

November 25, 2002

Mr. Wade Greenlaw
Business Manager
IBEW, Local 37
138 Neill Street
Fredericton, NB
E3A 2Z6

Dear Wade:

Re: Payment of Time and Expenses to attend Corporate Health & Safety Meetings

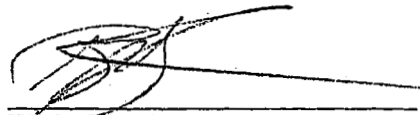
Further to discussions relative to the payment of time and expenses to attend Corporate Health & Safety Committee meetings, NB Power and I.B.E.W., Local 37 agree that NB Power **will** pay the salaries, excluding any overtime, and expenses for three designated employee representatives or their alternates to attend regular Corporate Health & Safety Meetings. Time is to be coded at PDP - Code 70 with a **notation** that they were attending this meeting. Expenses are to be submitted on an expense claim. If an alternate for **an** employee representative **is an** employee of I.B.E.W., or **if an** alternate is replacing a union representative (normally the Business Manager, Assistant Business Manager, Business Agent), the Union will cover the time **and** expenses.

Please signify your agreement **as** indicated below.

Sincerely,



C. Murray
Sr. Labour Relations Officer



Wade Greenlaw
Business Manager, Local 37

cc : J. Steen
A. Allen
K. Roherty
J. Doucett
S. Desrosiers



November 4, 2002

Mr. Ross Galbraith
Assistant Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N. B.
E3A 2Z6

Dear Ross:

RE: **Generation Conventional -- Alternative Hours of Work**

Article 9.07 b) of the collective agreement allows for local agreements for groups of employees. In subsequent rounds of negotiations with the other business units, the parties agreed to provide an opportunity for local agreements for flexible hours of work for either groups or individual employees with a set schedule or a schedule that may change from week to week. We have agreed to provide for the same type of local agreements for the Generation Conventional bargaining unit.

As a result, article 9.07 b) of the collective agreement will be replaced with the following:

9.07 Alternative Hours of Work

Local management, individuals or groups of employees may propose an altered hours of work arrangement which, if accepted by management and the individual or a majority of the employees in the proposed group to be affected by the arrangement, shall be considered their normal hours of work. Any agreement must include the following conditions:

- i) Where the agreement is for a regular schedule of altered hours, the hours of work will be confirmed in a letter of agreement which will contain a provision allowing local management, the individual or the group of employees (by majority vote) to revert to normal hours as defined in the collective agreement with thirty (30) days notice;
- ii) The normal hours in a day may be extended to twelve (12) hours before overtime premiums (at prevailing overtime rates) apply to those hours in excess of twelve hours. When hours of work are altered, the provisions of article 9.06 do not apply and shift differential will not be paid;

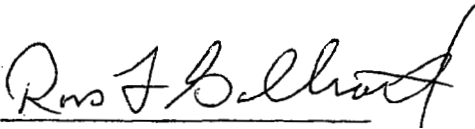
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- iii) An employee who has completed their normal work week (i.e., 40 hours, excluding hours paid at overtime rates), will leave work or, if directed to continue working, will be paid prevailing overtime rates for the remainder of the time worked in that week;
- iv) Where the agreement is for a schedule that may change from week to week, the process for scheduling hours of work will be as per section (v) below and will be confirmed in a letter of agreement which will contain a provision allowing local management, the individual or the employees in the group (by majority vote) to revert to normal hours as defined in the collective agreement with thirty (30) days notice;
- v) Local management may, by notice to the employees no later than noon on the Thursday prior to the week in question, alter the normal hours of work within the limits of the work week (i.e., excluding Saturdays, Sundays and Statutory Holidays) in accordance with sections (ii) and (iii) above;

Please signify your agreement by signing as indicated below.

Yours truly,

Susan . Currie
Director, Labour Relations



Ross Galbraith
Assistant Business Manager

cc J. Doucett



May 6, 2002

P.O. Box 2000 / C.P. 2000
515 King Street / 515, rue King
Fredericton, N-B
Canada E3B 4X1

Mr. Ross Galbraith
Assistant Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N. B.
E3A 2Z6

Dear Ross:

RE: CSU Operators – Clarification of “Ship Unloading Activity”

Further to the discussion that has taken place between local management, the Union and the CSU Operators at Belledune G. S., the following is a clarification of what is meant by “ship unloading activity” in article 9.03 c) of the collective agreement:

- 1) When the ship is tied up within the scheduled shift, the entire shift will be considered ship activity.
- 2) If the ship does not arrive during the scheduled shift, any hours worked shall be considered overtime.
- 3) If the ship is scheduled to arrive early in a scheduled shift, and prepwork (such as starting conveyors, etc.), requires work previous to that shift, it will be at the foreman’s discretion whether the scheduled crew will be brought in early or the other shift is brought in for a short shift. In either case the additional hours will be considered overtime.
- 4) During December, January & February, ship activity will stop 3 hours after the CSU is in the cradle. All other months, ship activity stops as soon as the CSU is in the cradle.
- 5) When ship unloading stops due to a mechanical failure, the first two hours after the failure will be considered ship activity, all hours worked following the first two will be considered overtime until unloading restarts.

Please signify your agreement as indicated below.

Yours truly,

Susan A. Currie
Director, Labour Relations

Ross Galbraith
Assistant Business Manager, Local 37



Énergie NB Power

December 8, 2004

Production Generation

Mr. B. Wade Greenlaw
Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N.B.
E3A 2Z6

Dear Wade:

RE: Continuation of Letters of Agreement for Individual Employees

While reviewing letters of agreement to include with the extension of the collective agreement, we determined that there are a number of letters that affect individuals that should be continued during the life of this agreement.

While these letters will not be included in the printed copy of the contact extension agreement for reasons of confidentiality, the parties have agreed that they remain in effect. Local 37 and the Employer have signed a letter of agreement to that effect with a copies of the letters attached.

Please signify your agreement by signing as indicated below.

Yours truly,

Wendy J. Piercy
Manager Labour Relations
NB Power Generation

B. Wade Greenlaw
Business Manager
I.B.E.W., Local 37



Énergie NB Power

February 3, 2004

Mr. Ross Galbraith
Assistant Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N. B.
E3A 2Z6

Dear **Ross**:

RE: Varied Hours of Work - Statutory Holidays

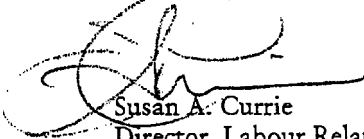
As you are aware, we have had a number of conversations about varied hours and the appropriate treatment of time on a statutory holiday. Recently we met with Jill Doucett and came to the conclusion that there was a legitimate misunderstanding between the parties as to what was intended by that language in the collective agreement.

In article 9.08 (i), we agreed that within the limits of the workweek (excluding Saturday, Sunday & Statutory holidays), the corporation may vary 8 hours of work per day per employee. For statutory holidays, the Employer's negotiating team understood that we were agreeing that we would not vary the 8 hours of "normal" time that was scheduled for the holiday. The Union team believed they were agreeing that we would also not be able to vary the "normal hours" in the day scheduled before or after a holiday into the 24 hour period of the holiday. For example, if Remembrance Day is a Wednesday, the Employer team understood that we couldn't vary the 8 hours scheduled on that Wednesday. However, the Union team also understood that we couldn't vary Tuesday or Thursday's time into Wednesday morning or evening.

Jill and I have discussed this issue with her management team and felt that perhaps the best thing to do would be to put a letter in place with the Union, in which we set out the positions of both parties and address our differences during the next set of negotiations. In the meantime, on a "without prejudice" basis we would not vary the 8 hours of "normal" time scheduled on a statutory holiday and we would not vary "normal" hours from the preceding or following days into the 24-hour period of a statutory holiday. Both parties agree that the Employer making this commitment will not prejudice its position during the collective bargaining process.

Please signify your agreement by signing as indicated below.

Yours truly,


Susan A. Currie
Director, Labour Relations


Ross Galbraith
Assistant Business Manager

cc J. Doucett

Leadership team



Énergie NB Power

P.O. Box 2000
515 King Street
Fredericton, N. B.
E3B 4 X1

May 26, 2000

Mr. John E. Cole
Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N. B.
E3B 4X1

Dear Mr. Cole:

RE: Regrading Salaries during Reorganizations

Under article 8.01 of the collective agreements, there is a process established to freeze and regrade salaries when employees move to a lower rated position. However, there is a potential conflict with the provisions of article 8.02 of the agreements when the position the employee is moving into requires a training period or an apprenticeship program. Article 8.02 indicates that the employee would have to complete the required training/certification before being able to proceed to certain levels in the salary structure; which implies that if their salary is regraded, it should be to a step or rate below the level that a qualified employee could achieve.

Further to our discussions, the Parties have agreed to the following, to resolve this apparent conflict. When as a result of a reorganization, an employee is assigned to a position with a lower salary than his current position, the provisions in the collective agreement will be followed regarding the period of freezing and regrading, if necessary. If the position is one that requires an apprenticeship or training program, the salary to which the employee will be regraded will be the step or rate that can be reached by a qualified employee. They will not be reduced to a step or rate that is equivalent to their actual level of qualification.

For example, an employee who is reassigned to a lineworker position, whose salary is equal to or above the lineworker year II rate, will have their salary frozen at or reduced to the lineworker year II rate, not to an apprenticeship rate. This agreement will also apply to employees who were reassigned during the Generation reorganization in June, 1999. Please signify your agreement to this settlement by signing as indicated below.

Yours truly,

Susan A. Currie
Chief Labour Relations Officer

John E. Cole
Business Manager, Local 37

cc: F. Ouellette K. Roherty
 J. Doucett S. Desrosiers



Énergie NB Power

P.O. Box 2000 / C.P. 2000
515 King Street / 515, rue King
Fredericton, N-B
Canada E3B 4X1

February 13, 2002

Mr. John E. Cole
Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N. B.
E3A 2Z6

Dear John:

RE: Progression – Operators Power Engineering/3rd Class License

The former Operational Non-Supervisory group collective agreement indicated that there would be no further appointments to the classification of Thermal Engineer 3rd Class. Under the current collective agreement for the Generation Conventional Operational group, there are no restrictions on the hiring of individuals with a third class certification. However, the parties have agreed that individuals who are graduates of a Power Engineering program, with a third class license, who are hired as Regular employees in the Operator classification, will be subject to the following conditions:

- they will be hired at step “C” of the Operator’s salary range;
- as a condition of employment, individuals hired for regular positions will be required to achieve the second class certification within two years of indenture in the apprenticeship program. Failure to obtain the second class certification will result in termination of employment. Regular employees will be allowed to progress to step “D” of the range, however, they will not progress to step “E” of the range until they obtain their second class certification.

If you have any questions, please give me a call. Please signify your agreement as indicated below.

Yours truly


John E. Cole
Business Manager, Local 37

Director, Labour Relations

cc J. Doucett C. Clark
 F. Ouellette R. Pelletier



Énergie NB Power

November 13, 2001

Mr. John E. Cole
Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, NB
E3A 2Z6

Dear Mr. Cole:

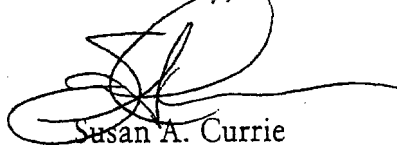
RE: Future Changes to Workers Compensation Legislation

In the Technical and Operational Non- Supervisory group agreements, reference is made in article 14.02 (d) to potential future changes to the Workers' Compensation Act. It came to our attention during negotiations with the Customer Service Operational group that this language had not been included in the Generation Conventional Operational group agreement.

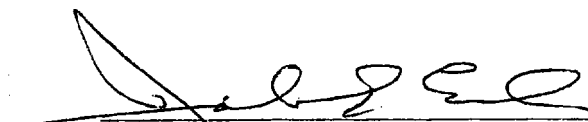
As this was an oversight, the Parties agreed to sign this letter of agreement to acknowledge that if there are changes to the Workers' Compensation Act subsequent to the signing of any of the new collective agreements, allowing additional top-up of benefits above the level set out today and/or reinstating the first 3 days of benefits, without penalty to the Employer, the collective agreements will be amended to reflect those changes to the Act.

Please signify your agreement as indicated below.

Yours truly,



Susan A. Currie
Director, Labour Relations



John E. Cole
Business Manager, I.B.E.W. Local 37

cc : F. Ouellette
K. Roherty
S. Desrosiers
J. Doucett
A. Allen



Énergie NB Power

August 16, 2002

Mr. Ross Galbraith
Assistant Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N. B.
E3A 2Z6

Dear Ross:

RE: Extension of Rehiring Rights for Employees on Maternity/Parental Leave

Article 17 of the collective agreements provides preference for rehiring employees for a 12-month period following their release from employment (with certain conditions, as specified in the collective agreement). Part of that agreement is that if an employee refuses an offer of re-employment, they will have no further entitlement to the benefits of this provision. Temporary employees who go on maternity leave and parental leave, and whose term of employment expires during that leave, may be negatively affected by these provisions.

As you are aware, the implementation of extended parental leave has created the potential for an employee to take a year's leave of absence when combined with maternity leave. If an employee took advantage of their full maternity and parental leave before being available to return to work, their 12-month period of preference for rehiring would have expired. Therefore, this letter of agreement will amend the language of article 17 of the collective agreements to extend the rehiring entitlement for temporary employees whose term of employment expires during their maternity/parental leave. In these cases, the period of rehiring will begin, not on the day that they would have been released from employment, but one year after they begin their maternity leave. If the employee wishes to be considered for rehiring prior to the end of their maternity/parental leave, they can advise the Employment department that they are available for work and the one-year period of preference for rehiring will begin when they provide that notice.

If you have any questions, please give me a call. Please signify your agreement as indicated below.

Yours truly,

Susan A. Currie
Director, Labour Relations

Ross Galbraith
Asst. Business Manager, Local 37

cc P. Theriault
H. R. Managers
F. Ouellette



Énergie NB Power

515 King Street
Fredericton, N. B.
E3B 4X1

July 21, 2000

Mr. John E. Cole
Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N. B.
E3A 2Z6

Dear John:

RE: Temporary Employees/Internal Job Competitions

Further to our meeting on July 17th, we discussed the issue of whether temporary employees who have completed their terms of employment could be allowed to compete on internal job competitions. The Staffing By-laws do not include these individuals as "employees" for the purposes of internal competitions. However, I recognize that under the Collective Agreements, these individuals do retain seniority rights (recall, consideration or preference for rehiring) for a period of one year after their term of employment is completed.

As a result, under the provisions of article 6.09 of the Staffing By-laws, NB Power is prepared to agree that for the period while these former employees retain these rights under the Collective Agreement, they will be eligible to compete in internal competitions as if they were employees of the Corporation.

Should you have any further concerns relative to the above, please feel free to contact either Karen Stafford or myself.

Yours truly,

Paul H. Theriault
Vice President
Human Resources & Administration

cc K. Stafford
S. Currie



Énergie NB Power

Production Generation

December 20, 2004

Mr. Ross Galbraith
Assistant Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N.B.
E3A 2Z6

Dear Ross:

RE: Generation Operational Group Collective Agreement – French Translation

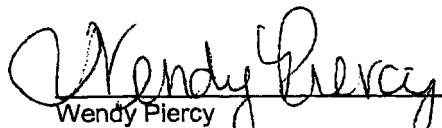
Subsequent to the signing of the collective agreement, it was discovered that we inadvertently left out the section in the union recognition article, Article 2 of the Generation Operational Group collective agreement dealing with discrepancies between the original English contract and the French translation of the collective agreement.

As this was an oversight, the Parties agreed to sign this letter of agreement to acknowledge that the article of the agreement should have included the following:

"The Corporation shall have printed a sufficient number of English and French copies of this collective agreement so that each employee in the bargaining unit may have a copy in the language of their choice. It is understood, however, that whenever a question of interpretation or application of this agreement arises, the English version shall prevail."

Please signify your agreement as indicated below.

Signed this 20th day of December 2004.


Wendy Piercy
Manager Labour Relations Officer
NB Power Generation


Ross Galbraith
Assistant Business Manager
I.B.E.W., Local 37



Énergie NB Power

Production Generation

December 20, 2004

Mr. Ross Galbraith
Assistant Business Manager
I.B.E.W., Local 37
138 Neill Street
Fredericton, N.B.
E3A 2Z6

Dear Ross:

RE: Article 9.03 – Normal Hours – Full Shift Assignment

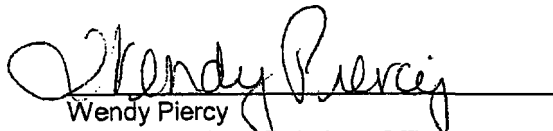
Article 9.03 of the Generation Operational Group collective agreement defines the normal hours of work for full shift assignment. Subsequent to the signing of the collective agreement, it came to our attention that the language in the hours of work for shift employees dealing with elections had inadvertently been left out.

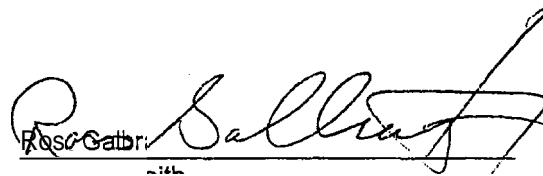
As this was an oversight, the Parties agreed to sign this letter of agreement to acknowledge that the article of the agreement should have included the following:

“On the day of an election, the parties shall seek ways to maintain the twelve hour schedule in effect without imposing additional cost to NB Power. For example, day crew employees taking advantage of advance polls. If necessary, the twelve hour schedule will be suspended temporarily and employees will revert to an eight hour shift schedule.”

Please signify your agreement as indicated below.

Signed this 20th day of December, 2004.


Wendy Piercy
Manager Labour Relations Officer
NB Power Generation


Ross Galbraith
Assistant Business Manager
I.B.E.W., Local 37

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