

October 28, 2005

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

RECEIVED  
JUN 01 2007

Dear Wade:

**RE: Tentative Agreement – Extension of Collective Agreement  
NB Power Transm Operational Group**

Further to our discussions, the Parties have reached a tentative agreement to extend the current collective agreement until December 31, 2007.

The agreement consists of the following terms and conditions:

- The expiration date of the collective agreement will be extended from December 31, 2005 to December 31, 2007;
- All terms and conditions in the current collective agreement and any letters of agreement in effect under the current collective agreement will remain in effect for the period of the extension;
- January 1, 2006 – cost of living increase of 2.5% to the top of the ranges in Appendix “A” of the collective agreement;
- January 1, 2007 – cost of living increase of 3.5% to the top of the ranges in Appendix “A” of the collective agreement;
- Effective January 1, 2007, employees will receive a paid “floater” holiday (8 or 7 ¼ hours as per the employee’s normal hours of work) per year. Shift workers will be entitled to 8 hours off with pay. As with vacation entitlements, scheduling is subject to supervisory approval. The time off must be used in each calendar year and if it is not taken, it will not be carried over or paid out. Shift employees must schedule their time off so that overtime is not required to replace them.

We agreed to take this proposal to our Executive and Board to request a mandate to conclude a tentative agreement with you and that request was approved. The Union has agreed to recommend this agreement to its members and seek ratification of the extension to the Collective Agreement.

12851(02)

Please signify your agreement by signing as indicated below.

Yours truly,

---

Susan A. Currie  
Chief Corporate Negotiator  
N B Power

---

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

---

Cynthia E. Murray  
Manager, Employee  
Compensation & Labour  
Relations  
NB Power Transmission

---

Stephen F. Hayes  
President  
I.B.E.W., Local 37

cc W. Snowdon  
P. Theriault  
A. Allen

**NB POWER TRANSMISSION**  
 Appendix A: 2-year Extension - Jan.1/06 -  
 Dec.31/07

	<u>Classification</u>	<u>Date</u>	<u>Desc</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>
ASR II		12-31-00	Old	\$9.59	\$10.76	\$12.03	\$13.30
		01-01-01	Gen Inc	\$9.78	\$10.97	\$12.27	\$13.55
		01-01-02	Gen Inc	\$9.98	\$11.19	\$12.52	\$13.80
		01-01-03	Gen Inc	\$10.18	\$11.41	\$12.77	\$14.10
		01-01-04	Gen Inc	\$10.39	\$11.64	\$13.03	\$14.40
		01-01-05	Gen Inc	\$10.60	\$11.87	\$13.29	\$14.70
		01-01-06	Gen Inc	\$10.86	\$12.16	\$13.62	\$15.00
		01-01-07	Gen Inc	\$11.24	\$12.58	\$14.09	\$15.60
ASR II/III		12-31-00	Old	\$9.59	\$10.76	\$12.03	\$13.00
		01-01-01	Gen Inc	\$9.78	\$10.97	\$12.27	\$13.20
		01-01-02	Gen Inc	\$9.97	\$11.18	\$12.51	\$13.50
		01-01-03	Gen Inc	\$10.17	\$11.40	\$12.76	\$13.70
		01-01-04	Gen Inc	\$10.38	\$11.63	\$13.02	\$14.00
		01-01-05	Gen Inc	\$10.59	\$11.87	\$13.29	\$14.30
		01-01-06	Gen Inc	\$10.86	\$12.17	\$13.63	\$14.70
		01-01-07	Gen Inc	\$11.24	\$12.60	\$14.11	\$15.20
ASR III		12-31-00	Old	\$13.00	\$14.15	\$15.00	\$15.80
		01-01-01	Gen Inc	\$13.26	\$14.43	\$15.30	\$16.20
		01-01-02	Gen Inc	\$13.52	\$14.71	\$15.60	\$16.50
		01-01-03	Gen Inc	\$13.79	\$15.00	\$15.91	\$16.80
		01-01-04	Gen Inc	\$14.07	\$15.30	\$16.23	\$17.10
		01-01-05	Gen Inc	\$14.36	\$15.61	\$16.56	\$17.50
		01-01-06	Gen Inc	\$14.73	\$16.01	\$16.98	\$17.90
		01-01-07	Gen Inc	\$15.25	\$16.57	\$17.57	\$18.60
ASR III/IV		12-31-00	Old	\$13.00	\$14.15	\$16.66	\$17.60
		01-01-01	Gen Inc	\$13.26	\$14.43	\$16.99	\$18.00
		01-01-02	Gen Inc	\$13.53	\$14.72	\$17.33	\$18.30
		01-01-03	Gen Inc	\$13.81	\$15.02	\$17.68	\$18.70
		01-01-04	Gen Inc	\$14.10	\$15.33	\$18.04	\$19.10
		01-01-05	Gen Inc	\$14.39	\$15.64	\$18.41	\$19.50
		01-01-06	Gen Inc	\$14.75	\$16.03	\$18.87	\$20.00
		01-01-07	Gen Inc	\$15.27	\$16.60	\$19.54	\$20.70
ASR IV		12-31-00	Old	\$16.66	\$17.66	\$18.74	\$19.70
		01-01-01	Gen Inc	\$16.99	\$18.01	\$19.11	\$20.10
		01-01-02	Gen Inc	\$17.33	\$18.37	\$19.49	\$20.50
		01-01-03	Gen Inc	\$17.68	\$18.74	\$19.88	\$20.90
		01-01-04	Gen Inc	\$18.04	\$19.12	\$20.28	\$21.30
		01-01-05	Gen Inc	\$18.41	\$19.51	\$20.69	\$21.70

	01-01-06	Gen Inc	\$18.87	\$20.00	\$21.21	\$22.3
	01-01-07	Gen Inc	\$19.54	\$20.71	\$21.96	\$23.1
ASR V	12-31-00	Old	\$18.17	\$19.08	\$20.01	\$21.0
	01-01-01	Gen Inc	\$18.53	\$19.46	\$20.41	\$21.5
	01-01-02	Gen Inc	\$18.90	\$19.85	\$20.82	\$21.9
	01-01-03	Gen Inc	\$19.28	\$20.25	\$21.24	\$22.3
	01-01-04	Gen Inc	\$19.67	\$20.66	\$21.67	\$22.8
	01-01-05	Gen Inc	\$20.07	\$21.08	\$22.11	\$23.2
	01-01-06	Gen Inc	\$20.57	\$21.60	\$22.66	\$23.8
	01-01-07	Gen Inc	\$21.29	\$22.36	\$23.46	\$24.7
Admin Transactions and Scheduling	12-31-00	Old	\$22.77			
	01-01-01	Gen Inc	\$18.56	\$19.72	\$20.88	\$22.0
	01-01-02	Gen Inc	\$18.94	\$20.12	\$21.30	\$22.4
	01-01-03	Gen Inc	\$19.33	\$20.53	\$21.73	\$22.9
	01-01-04	Gen Inc	\$19.73	\$20.95	\$22.17	\$23.3
	01-01-05	Gen Inc	\$20.13	\$21.38	\$22.62	\$23.8
	01-01-06	Gen Inc	\$20.64	\$21.92	\$23.19	\$24.4
	01-01-07	Gen Inc	\$21.37	\$22.70	\$24.01	\$25.3
Specialist Market Assess.& Settlement Load Forecaster	04-05-01	New	\$28.27	\$29.69	\$31.18	\$32.7
	01-01-06	Gen Inc	\$28.97	\$30.43	\$31.96	\$33.5
	01-01-07	Gen Inc	\$29.98	\$31.49	\$33.07	\$34.7
Power Systems Operator	12-31-00	Old	\$25.52	\$26.80	\$28.16	\$29.5
Apprentice Power System Operator	01-01-01	Gen Inc	\$26.02	\$27.33	\$28.72	\$30.1
	01-01-02	Gen Inc	\$26.53	\$27.87	\$29.29	\$30.7
	09-10-02	Adjustment	\$27.35	\$28.73	\$30.19	\$31.7
	01-01-03	Gen Inc	\$27.90	\$29.31	\$30.80	\$32.3
	01-01-04	Gen Inc	\$28.46	\$29.90	\$31.42	\$32.9
	01-01-05	Gen Inc	\$29.03	\$30.50	\$32.05	\$33.6
	10-01-05	Adjustment	\$30.49	\$32.03	\$33.66	\$35.3
	01-01-06	Gen Inc	\$31.26	\$32.84	\$34.51	\$36.2
	01-01-07	Gen Inc	\$32.35	\$33.99	\$35.72	\$37.5
Resource & Adequacy Co-ordinator	12/31/00	Old	\$27.00			
	01-01-01	Gen Inc	\$27.52	\$29.24	\$30.96	\$32.6
	01-02-01	Gen Inc	\$28.08	\$29.84	\$31.59	\$33.3
	10-02-09	Adjustment	\$29.28	\$31.12	\$32.95	\$34.7
	01-03-01	Gen Inc	\$29.85	\$31.73	\$33.60	\$35.4
	01-04-01	Gen Inc	\$30.44	\$32.36	\$34.27	\$36.1
	01-05-01	Gen Inc	\$31.04	\$33.00	\$34.95	\$36.9
	01-01-06	Gen Inc	\$31.81	\$33.82	\$35.82	\$37.8
	01-01-07	Gen Inc	\$32.92	\$35.00	\$37.07	\$39.1
Energy Co-ordinator	12-31-00	Old	\$27.00			
Power System Operations Coordinator	01-01-01	Gen Inc	\$27.52	\$29.24	\$30.96	\$32.6
	01-01-02	Gen Inc	\$28.08	\$29.84	\$31.59	\$33.3

	09-10-02	Adjustment	\$29.28	\$31.12	\$32.95	\$34.7:
	01-01-03	Gen Inc	\$29.85	\$31.73	\$33.60	\$35.4'
	01-01-04	Gen Inc	\$30.44	\$32.36	\$34.27	\$36.1:
	01-01-05	Gen Inc	\$31.04	\$33.00	\$34.95	\$36.9:
	10-01-05	Adjustment	\$32.58	\$34.64	\$36.69	\$38.7:
	01-01-06	Gen Inc	\$33.40	\$35.51	\$37.61	\$39.7
	01-01-07	Gen Inc	\$34.58	\$36.76	\$38.93	\$41.1:
Sr Systems Operator	12-31-00	Old	\$29.79			
	01-01-01	Gen Inc	\$31.89	\$33.88	\$35.87	\$37.8:
	01-01-02	Gen Inc	\$32.53	\$34.56	\$36.59	\$38.6:
	09-13-02	Adjustment & 40 hr week	\$32.23	\$34.24	\$36.25	\$38.2:
	01-01-03	Gen Inc	\$32.88	\$34.93	\$36.98	\$39.0:
	01-01-04	Gen Inc	\$33.54	\$35.63	\$37.72	\$39.8
	01-01-05	Gen Inc	\$34.22	\$36.35	\$38.48	\$40.6
	10-01-05	Adjustment	\$35.91	\$38.15	\$40.39	\$42.6:
	01-01-06	Gen Inc	\$36.83	\$39.12	\$41.41	\$43.7:
	01-01-07	Gen Inc	\$38.12	\$40.49	\$42.86	\$45.2:
Engineer I - IV	12-31-00	Old	\$16.73	\$18.71	\$20.69	\$22.6:
Engineer Relay Co-ordination	01-01-01	Gen Inc	\$17.06	\$19.08	\$21.10	\$23.1
IT Professional I - IV	01-01-02	Gen Inc	\$17.40	\$19.46	\$21.52	\$23.5'
	01-01-03	Gen Inc	\$17.76	\$19.86	\$21.96	\$24.0.
	01-01-04	Gen Inc	\$18.13	\$20.27	\$22.41	\$24.5:
	01-01-05	Gen Inc	\$18.51	\$20.70	\$22.88	\$25.0.
	01-01-06	Gen Inc	\$18.97	\$21.22	\$23.46	\$25.6:
	01-01-07	Gen Inc	\$19.62	\$21.95	\$24.27	\$26.5'
Engineer V	12-31-00	Old	\$28.61	\$30.40	\$32.19	\$33.9:
Eng Senior Systems Operations	01-01-01	Gen Inc	\$29.17	\$31.00	\$32.83	\$34.6:
Coord Transactions & Scheduling	01-01-02	Gen Inc	\$29.74	\$31.61	\$33.48	\$35.3.
IT Professional V	01-01-03	Gen Inc	\$30.33	\$32.24	\$34.15	\$36.0:
	01-01-04	Gen Inc	\$30.93	\$32.88	\$34.83	\$36.7:
	01-01-05	Gen Inc	\$31.55	\$33.54	\$35.53	\$37.5:
	01-01-06	Gen Inc	\$32.34	\$34.38	\$36.42	\$38.4:
	01-01-07	Gen Inc	\$33.48	\$35.59	\$37.70	\$39.8
Sr Engineer I	12-31-00	Old	\$30.45	\$32.35	\$34.26	\$36.1:
Sr Engineer Protection	01-01-01	Gen Inc	\$31.05	\$32.99	\$34.94	\$36.8:
Sr Engineer System Relaying	01-01-02	Gen Inc	\$31.67	\$33.65	\$35.64	\$37.6:
Sr Engineer Transmission Planning	01-01-03	Gen Inc	\$32.30	\$34.32	\$36.35	\$38.3'
ECC Systems Specialist	01-01-04	Gen Inc	\$32.95	\$35.01	\$37.08	\$39.1:
	01-01-05	Gen Inc	\$33.61	\$35.71	\$37.82	\$39.9:
	01-01-06	Gen Inc	\$34.46	\$36.61	\$38.77	\$40.9:
	01-01-07	Gen Inc	\$35.66	\$37.88	\$40.12	\$42.3:
Sr Engineer II	12-31-00	Old	\$32.56	\$34.60	\$36.64	\$38.6'

Sr Engineer Communications	01-01-01	Gen Inc	\$33.21	\$35.29	\$37.37	\$39.4
Sr Engineer Corporate Communications	01-01-02	Gen Inc	\$33.88	\$36.00	\$38.12	\$40.2
Sr Engineer Power System Analysis	01-01-03	Gen Inc	\$34.57	\$36.73	\$38.89	\$41.0
Sr Engineer System Performance	01-01-04	Gen Inc	\$35.27	\$37.47	\$39.67	\$41.8
	01-01-05	Gen Inc	\$35.99	\$38.23	\$40.47	\$42.7
	01-01-06	Gen Inc	\$36.87	\$39.17	\$41.47	\$43.7
	01-01-07	Gen Inc	\$38.16	\$40.54	\$42.92	\$45.2
<b>Labourer</b>	12-31-00	Old	\$12.94	\$13.58	\$14.28	
	01-01-01	Gen Inc	\$13.21	\$13.86	\$14.57	
	01-01-02	Gen Inc	\$13.48	\$14.14	\$14.86	
	01-01-03	Gen Inc	\$13.76	\$14.43	\$15.16	
	01-01-04	Gen Inc	\$14.04	\$14.72	\$15.46	
	01-01-05	Gen Inc	\$14.33	\$15.02	\$15.77	
	01-01-06	Gen Inc	\$14.69	\$15.40	\$16.17	
	01-01-07	Gen Inc	\$15.21	\$15.94	\$16.74	
Equipment Operator I	12-31-00	Old			\$14.83	
	01-01-01	Gen Inc			\$15.13	
	01-01-02	Gen Inc			\$15.43	
	09-10-02	Adjustment	\$14.33	\$15.13	\$15.93	
	01-01-03	Gen Inc	\$14.61	\$15.43	\$16.25	
	01-01-04	Gen Inc	\$14.90	\$15.74	\$16.58	
	01-01-05	Gen Inc	\$15.19	\$16.05	\$16.91	
	01-01-06	Gen Inc	\$15.57	\$16.45	\$17.33	
	01-01-07	Gen Inc	\$16.12	\$17.03	\$17.94	
Utility Person	12-31-00	Old			\$15.55	
	01-01-01	Gen Inc			\$15.86	
	01-01-02	Gen Inc			\$16.18	
	09-10-02	New Range	\$14.56	\$15.37	\$16.18	
	01-01-03	Gen Inc	\$14.84	\$15.67	\$16.50	
	01-01-04	Gen Inc	\$15.13	\$15.98	\$16.83	
	01-01-05	Gen Inc	\$15.43	\$16.30	\$17.17	
	01-01-06	Gen Inc	\$15.82	\$16.71	\$17.60	
	01-01-07	Gen Inc	\$16.38	\$17.30	\$18.22	
Instrument Person I	12-31-00	Old	\$12.51	\$13.28	\$14.12	\$14.8
	01-01-01	Gen Inc	\$12.76	\$13.55	\$14.41	\$15.1
	01-01-02	Gen Inc	\$13.02	\$13.83	\$14.71	\$15.4
	01-01-03	Gen Inc	\$13.28	\$14.11	\$15.01	\$15.7
	01-01-04	Gen Inc	\$13.55	\$14.40	\$15.32	\$16.0
	01-01-05	Gen Inc	\$13.83	\$14.70	\$15.64	\$16.3
	01-01-06	Gen Inc	\$14.18	\$15.07	\$16.03	\$16.7
	01-01-07	Gen Inc	\$14.68	\$15.60	\$16.59	\$17.3
Equipment Operator II	12-31-00	Old			\$16.24	
	01-01-01	Gen Inc			\$16.57	
	01-01-02	Gen Inc			\$16.90	

	09-10-02	Adjustment	\$15.66	\$16.53	\$17.40	
	01-01-03	Gen Inc	\$15.97	\$16.86	\$17.75	
	01-01-04	Gen Inc	\$16.29	\$17.20	\$18.11	
	01-01-05	Gen Inc	\$16.61	\$17.54	\$18.47	
	01-01-06	Gen Inc	\$17.03	\$17.98	\$18.93	
	01-01-07	Gen Inc	\$17.63	\$18.61	\$19.59	
Equipment Operator III	12-31-00	Old			\$17.05	
	01-01-01	Gen Inc			\$17.39	
	01-01-02	Gen Inc			\$17.74	
	09-10-02	Adjustment	\$16.42	\$17.33	\$18.24	
	01-01-03	Gen Inc	\$16.75	\$17.68	\$18.61	
	01-01-04	Gen Inc	\$17.08	\$18.03	\$18.98	
	01-01-05	Gen Inc	\$17.42	\$18.39	\$19.36	
	01-01-06	Gen Inc	\$17.86	\$18.85	\$19.84	
	01-01-07	Gen Inc	\$18.49	\$19.52	\$20.54	
Instrument Person II	12-31-00	Old	\$13.80	\$14.80	\$15.93	\$16.70
Support Environmental Field	01-01-01	Gen Inc	\$14.07	\$15.09	\$16.24	\$17.00
	01-01-02	Gen Inc	\$14.35	\$15.39	\$16.56	\$17.40
	01-01-03	Gen Inc	\$14.64	\$15.70	\$16.89	\$17.70
	01-01-04	Gen Inc	\$14.93	\$16.01	\$17.22	\$18.10
	01-01-05	Gen Inc	\$15.23	\$16.33	\$17.56	\$18.40
	01-01-06	Gen Inc	\$15.62	\$16.75	\$18.01	\$18.90
	01-01-07	Gen Inc	\$16.18	\$17.35	\$18.65	\$19.60
Apprentice Power Line Technician	12-31-00	Old	\$10.94	\$11.80	\$12.65	\$13.50
Apprentice Electrical Maintenance A	01-01-01	Gen Inc	\$11.15	\$12.03	\$12.90	\$13.80
	01-01-02	Gen Inc	\$11.37	\$12.27	\$13.16	\$14.00
	01-01-03	Gen Inc	\$11.59	\$12.51	\$13.42	\$14.30
	01-01-04	Gen Inc	\$11.81	\$12.75	\$13.68	\$14.60
	01-01-05	Gen Inc	\$12.04	\$13.00	\$13.95	\$14.90
	01-01-06	Gen Inc	\$12.35	\$13.33	\$14.30	\$15.30
	01-01-07	Gen Inc	\$12.79	\$13.80	\$14.80	\$15.80
Patroller	12-31-00	Old		\$16.86	\$17.81	
	01-01-01	Gen Inc		\$17.20	\$18.17	
	01-01-02	Gen Inc		\$17.54	\$18.53	
	09-10-02	Adjustment	\$17.13	\$18.08	\$19.03	
	01-01-03	Gen Inc	\$17.47	\$18.44	\$19.41	
	01-01-04	Gen Inc	\$17.82	\$18.81	\$19.80	
	01-01-05	Gen Inc	\$18.18	\$19.19	\$20.20	
	01-01-06	Gen Inc	\$18.63	\$19.67	\$20.71	
	01-01-07	Gen Inc	\$19.28	\$20.36	\$21.44	
Carpenter	12-31-00	Old			\$18.31	
	01-01-01	Gen Inc			\$18.68	
	01-01-02	Gen Inc			\$19.05	
	09-10-02	New Range	\$17.15	\$18.10	\$19.05	

	01-01-03	Gen Inc	\$17.49	\$18.46	\$19.43	
	01-01-04	Gen Inc	\$17.84	\$18.83	\$19.82	
	01-01-05	Gen Inc	\$18.20	\$19.21	\$20.22	
	01-01-06	Gen Inc	\$18.65	\$19.69	\$20.73	
	01-01-07	Gen Inc	\$19.30	\$20.38	\$21.46	
Utility Tradesworker	12-31-00	Old			\$18.37	
	01-01-01	Gen Inc			\$18.74	
	01-01-02	Gen Inc			\$19.12	
	09-10-02	New Range	\$17.20	\$18.16	\$19.12	
	01-01-03	Gen Inc	\$17.54	\$18.52	\$19.50	
	01-01-04	Gen Inc	\$17.89	\$18.89	\$19.89	
	01-01-05	Gen Inc	\$18.25	\$19.27	\$20.29	
	01-01-06	Gen Inc	\$18.70	\$19.75	\$20.80	
	01-01-07	Gen Inc	\$19.35	\$20.44	\$21.53	
Assistant Forestry Technician	12-31-00	Old	\$11.64	\$12.97	\$14.46	\$16.11
	01-01-01	Gen Inc	\$11.87	\$13.23	\$14.75	\$16.41
	01-01-02	Gen Inc	\$12.11	\$13.50	\$15.05	\$16.71
	09-10-02	Adjustment	\$12.76	\$14.23	\$15.86	\$17.61
	01-01-03	Gen Inc	\$13.02	\$14.52	\$16.18	\$18.01
	01-01-04	Gen Inc	\$13.28	\$14.81	\$16.50	\$18.41
	01-01-05	Gen Inc	\$13.55	\$15.11	\$16.83	\$18.71
	01-01-06	Gen Inc	\$13.89	\$15.49	\$17.25	\$19.21
	01-01-07	Gen Inc	\$14.37	\$16.03	\$17.85	\$19.91
Instrument Person III	12-31-00	Old	\$15.93	\$17.16	\$18.45	\$19.41
	01-01-01	Gen Inc	\$16.25	\$17.50	\$18.82	\$19.71
	01-01-02	Gen Inc	\$16.58	\$17.85	\$19.20	\$20.11
	01-01-03	Gen Inc	\$16.91	\$18.20	\$19.58	\$20.51
	01-01-04	Gen Inc	\$17.24	\$18.56	\$19.97	\$21.01
	01-01-05	Gen Inc	\$17.58	\$18.93	\$20.37	\$21.41
	01-01-06	Gen Inc	\$18.01	\$19.39	\$20.87	\$21.91
	01-01-07	Gen Inc	\$18.64	\$20.07	\$21.60	\$22.71
Electrical Maintenance A	12-31-00	Old		\$20.14	\$20.89	
	01-01-01	Gen Inc		\$20.54	\$21.31	
	01-01-02	Gen Inc		\$20.95	\$21.74	
	09-10-02	New Range	\$20.14	\$20.95	\$21.74	
	01-01-03	Gen Inc	\$20.54	\$21.37	\$22.18	
	01-01-04	Gen Inc	\$20.94	\$21.79	\$22.62	
	01-01-05	Gen Inc	\$21.35	\$22.22	\$23.07	
	01-01-06	Gen Inc	\$21.89	\$22.78	\$23.65	
	01-01-07	Gen Inc	\$22.66	\$23.58	\$24.48	
Lead Carpenter	12-31-00	Old			\$20.98	
TLM Lead	01-01-01	Gen Inc			\$21.40	
	01-01-02	Gen Inc			\$21.83	
	09-10-02	New Range	\$19.65	\$20.74	\$21.83	

	01-01-03	Gen Inc	\$20.05	\$21.16	\$22.27	
	01-01-04	Gen Inc	\$20.46	\$21.59	\$22.72	
	01-01-05	Gen Inc	\$20.88	\$22.03	\$23.18	
	01-01-06	Gen Inc	\$21.40	\$22.58	\$23.76	
	01-01-07	Gen Inc	\$22.15	\$23.37	\$24.59	
Repair Shop Mechanic	12-31-00	Old			\$21.29	
	01-01-01	Gen Inc			\$21.72	
	01-01-02	Gen Inc			\$22.16	
	09-10-02	New Range	\$19.94	\$21.05	\$22.16	
	01-01-03	Gen Inc	\$20.34	\$21.47	\$22.60	
	01-01-04	Gen Inc	\$20.75	\$21.90	\$23.05	
	01-01-05	Gen Inc	\$21.17	\$22.34	\$23.51	
	01-01-06	Gen Inc	\$21.70	\$22.90	\$24.10	
	01-01-07	Gen Inc	\$22.46	\$23.70	\$24.94	
Co-ordinator Admin Training and Safety	12-31-00	Old	\$17.66			
	01-01-01	Gen Inc	\$18.01	\$19.13	\$20.25	\$21.37
	01-01-02	Gen Inc	\$18.38	\$19.52	\$20.66	\$21.80
	01-01-03	Gen Inc	\$18.76	\$19.92	\$21.08	\$22.22
	01-01-04	Gen Inc	\$19.15	\$20.33	\$21.51	\$22.67
	01-01-05	Gen Inc	\$19.55	\$20.75	\$21.95	\$23.11
	01-01-06	Gen Inc	\$20.04	\$21.27	\$22.50	\$23.70
	01-01-07	Gen Inc	\$20.75	\$22.02	\$23.29	\$24.50
Thermovision Operator	12-31-00	Old	\$17.57	\$18.90	\$20.34	\$21.33
	01-01-01	Gen Inc	\$17.92	\$19.28	\$20.75	\$21.80
	01-01-02	Gen Inc	\$18.28	\$19.67	\$21.17	\$22.22
	01-01-03	Gen Inc	\$18.65	\$20.07	\$21.60	\$22.70
	01-01-04	Gen Inc	\$19.03	\$20.48	\$22.04	\$23.10
	01-01-05	Gen Inc	\$19.42	\$20.90	\$22.49	\$23.60
	01-01-06	Gen Inc	\$19.90	\$21.42	\$23.05	\$24.20
	01-01-07	Gen Inc	\$20.60	\$22.17	\$23.86	\$25.00
Lead Electrician	12-31-00	Old			\$22.54	
	01-01-01	Gen Inc			\$22.99	
	01-01-02	Gen Inc			\$23.45	
	09-10-02	New Range	\$21.11	\$22.28	\$23.45	
	01-01-03	Gen Inc	\$21.54	\$22.73	\$23.92	
	01-01-04	Gen Inc	\$21.98	\$23.19	\$24.40	
	01-01-05	Gen Inc	\$22.43	\$23.66	\$24.89	
	01-01-06	Gen Inc	\$22.99	\$24.25	\$25.51	
	01-01-07	Gen Inc	\$23.80	\$25.10	\$26.40	
Admin Analyst I	12-31-00	Old	\$18.16			
	01-01-01	Gen Inc	\$18.48	\$19.64	\$20.80	\$21.90
	01-01-02	Gen Inc	\$18.86	\$20.04	\$21.22	\$22.40
	01-01-03	Gen Inc	\$19.25	\$20.45	\$21.65	\$22.80
	01-01-04	Gen Inc	\$19.65	\$20.87	\$22.09	\$23.30

	01-01-05	Gen Inc	\$20.05	\$21.30	\$22.54	\$23.79
	01-01-06	Gen Inc	\$20.56	\$21.84	\$23.11	\$24.38
	01-01-07	Gen Inc	\$21.28	\$22.61	\$23.93	\$25.20
Foreman I	12-31-00	Old	\$17.43	\$18.52	\$19.61	\$20.70
	01-01-01	Gen Inc	\$17.79	\$18.90	\$20.01	\$21.11
	01-01-02	Gen Inc	\$18.16	\$19.29	\$20.42	\$21.56
	09-10-02	Adjustment	\$19.37	\$20.57	\$21.77	\$22.99
	01-01-03	Gen Inc	\$19.77	\$20.99	\$22.21	\$23.46
	01-01-04	Gen Inc	\$20.18	\$21.42	\$22.66	\$23.91
	01-01-05	Gen Inc	\$20.59	\$21.85	\$23.11	\$24.40
	01-01-06	Gen Inc	\$21.11	\$22.40	\$23.69	\$25.00
	01-01-07	Gen Inc	\$21.85	\$23.18	\$24.51	\$25.88
Electrical Mechanic I Technician I	12-31-00	Old	\$14.46	\$16.13	\$18.00	\$20.00
	01-01-01	Gen Inc	\$14.75	\$16.45	\$18.36	\$20.41
Tech I, Relay	01-01-02	Gen Inc	\$15.05	\$16.78	\$18.73	\$20.90
Tech I, Survey	09-10-02	Adjustment	\$15.70	\$17.51	\$19.54	\$21.80
Tech I, Communication	01-01-03	Gen Inc	\$16.01	\$17.86	\$19.93	\$22.26
Tech I Forestry	01-01-04	Gen Inc	\$16.33	\$18.22	\$20.33	\$22.66
	01-01-05	Gen Inc	\$16.66	\$18.59	\$20.74	\$23.11
	01-01-06	Gen Inc	\$17.08	\$19.06	\$21.26	\$23.77
	01-01-07	Gen Inc	\$17.67	\$19.72	\$22.00	\$24.50
Power Line Technician Lineworker "A" Certified Transmission Line Inspector	12-31-00	Old		\$20.84	\$21.60	
	01-01-01	Gen Inc		\$21.25	\$22.03	
	01-01-02	Gen Inc		\$21.67	\$22.47	
	09-10-02	Adjustment	\$22.23	\$23.12	\$23.97	
	01-01-03	Gen Inc	\$22.67	\$23.58	\$24.45	
	04-01-03	Adjustment	\$22.90	\$23.82	\$24.70	
	01-01-04	Gen Inc	\$23.35	\$24.29	\$25.19	
	04-01-04	Adjustment	\$23.58	\$24.53	\$25.44	
	01-01-05	Gen Inc	\$24.05	\$25.02	\$25.95	
	01-01-06	Gen Inc	\$24.66	\$25.65	\$26.60	
	01-01-07	Gen Inc	\$25.53	\$26.55	\$27.53	
Administrative Analyst II Buyer	12-31-00	Old	\$19.49			
	01-01-01	Gen Inc	\$19.86	\$21.10	\$22.34	\$23.56
	01-01-02	Gen Inc	\$20.26	\$21.53	\$22.79	\$24.00
	01-01-03	Gen Inc	\$20.66	\$21.96	\$23.24	\$24.50
	01-01-04	Gen Inc	\$21.06	\$22.39	\$23.70	\$25.00
	01-01-05	Gen Inc	\$21.47	\$22.83	\$24.17	\$25.50
	01-01-06	Gen Inc	\$22.02	\$23.41	\$24.78	\$26.11
	01-01-07	Gen Inc	\$22.79	\$24.23	\$25.65	\$27.00
Electrical Mechanic II	12-31-00	Old	\$18.45	\$19.69	\$21.00	\$22.40
	01-01-01	Gen Inc	\$18.82	\$20.08	\$21.42	\$22.80
	01-01-02	Gen Inc	\$19.19	\$20.48	\$21.85	\$23.30
	09-10-02	Adjustment	\$19.97	\$21.31	\$22.74	\$24.20

	01-01-03	Gen Inc	\$20.37	\$21.74	\$23.20	\$24.7
	01-01-04	Gen Inc	\$20.78	\$22.18	\$23.67	\$25.2
	01-01-05	Gen Inc	\$21.20	\$22.63	\$24.15	\$25.7:
	01-01-06	Gen Inc	\$21.73	\$23.20	\$24.76	\$26.4:
	01-01-07	Gen Inc	\$22.49	\$24.01	\$25.62	\$27.3.
Junior Accountant	12-17-04	Old	\$21.31	\$22.64	\$23.97	\$25.3:
	01-01-05	Gen Inc	\$21.72	\$23.08	\$24.44	\$25.8:
	01-01-06	Gen Inc	\$22.28	\$23.67	\$25.06	\$26.4.
	01-01-07	Gen Inc	\$23.06	\$24.50	\$25.94	\$27.3:
Supv Dispatch	12-31-00	Old	\$20.18	\$21.44	\$22.70	\$23.9:
	01-01-01	Gen Inc	\$20.58	\$21.87	\$23.15	\$24.4.
	01-01-02	Gen Inc	\$20.98	\$22.30	\$23.61	\$24.9.
	01-01-03	Gen Inc	\$21.39	\$22.74	\$24.08	\$25.4.
	01-01-04	Gen Inc	\$21.81	\$23.19	\$24.56	\$25.9.
	01-01-05	Gen Inc	\$22.24	\$23.65	\$25.05	\$26.4'
	01-01-06	Gen Inc	\$22.79	\$24.24	\$25.67	\$27.1:
	01-01-07	Gen Inc	\$23.59	\$25.09	\$26.57	\$28.0;
Electrical Mechanic III	12-31-00	Old	\$19.40	\$21.38	\$22.42	\$23.5.
Technician II	01-01-01	Gen Inc	\$19.79	\$21.81	\$22.87	\$24.0
Technical Assistant I	01-01-02	Gen Inc	\$20.19	\$22.25	\$23.33	\$24.4:
Tech II Instrumentation & Cont	09-10-02	Adjustment	\$20.98	\$23.12	\$24.24	\$25.4
Tech II Forestry	01-01-03	Gen Inc	\$21.41	\$23.59	\$24.73	\$25.9.
	01-01-04	Gen Inc	\$21.85	\$24.07	\$25.23	\$26.4'
	01-01-05	Gen Inc	\$22.29	\$24.56	\$25.74	\$27.0:
	01-01-06	Gen Inc	\$22.85	\$25.18	\$26.39	\$27.6:
	01-01-07	Gen Inc	\$23.65	\$26.06	\$27.31	\$28.6.
Fleet Coord	12-31-00	Old	\$20.64			
	01-01-01	Gen Inc	\$21.04	\$22.35	\$23.66	\$24.9'
	01-01-02	Gen Inc	\$21.45	\$22.79	\$24.13	\$25.4'
	01-01-03	Gen Inc	\$21.87	\$23.24	\$24.61	\$25.9:
	01-01-04	Gen Inc	\$22.30	\$23.70	\$25.10	\$26.5:
	01-01-05	Gen Inc	\$22.74	\$24.17	\$25.60	\$27.0:
	01-01-06	Gen Inc	\$23.30	\$24.76	\$26.23	\$27.7:
	01-01-07	Gen Inc	\$24.12	\$25.63	\$27.15	\$28.6'
Lead Power Line Technician	12-31-00	Old			\$24.41	
	01-01-01	Gen Inc			\$24.90	
	01-01-02	Gen Inc			\$25.40	
	09-10-02	Adjustment	\$24.22	\$25.56	\$26.90	
	01-01-03	Gen Inc	\$24.70	\$26.07	\$27.44	
	01-01-04	Gen Inc	\$25.19	\$26.59	\$27.99	
	01-01-05	Gen Inc	\$25.69	\$27.12	\$28.55	
	01-01-06	Gen Inc	\$26.32	\$27.79	\$29.26	
	01-01-07	Gen Inc	\$27.25	\$28.77	\$30.29	

Sr Admin Analyst	12-31-00	Old	\$21.02			
Business Analyst	01-01-01	Gen Inc	\$21.41	\$22.75	\$24.09	\$25.41
Operations Analyst	01-01-02	Gen Inc	\$21.83	\$23.20	\$24.57	\$25.91
	01-01-03	Gen Inc	\$22.26	\$23.66	\$25.06	\$26.41
	01-01-04	Gen Inc	\$22.70	\$24.13	\$25.56	\$26.91
	01-01-05	Gen Inc	\$23.15	\$24.61	\$26.07	\$27.51
	01-01-06	Gen Inc	\$23.72	\$25.22	\$26.72	\$28.21
	01-01-07	Gen Inc	\$24.56	\$26.11	\$27.66	\$29.21
Crew Leader	12-31-00	Old	\$20.18	\$21.44	\$22.70	\$23.91
	01-01-01	Gen Inc	\$20.58	\$21.87	\$23.15	\$24.41
	01-01-02	Gen Inc	\$20.98	\$22.30	\$23.61	\$24.91
	09-10-02	Adjustment	\$22.17	\$23.57	\$24.95	\$26.31
	01-01-03	Gen Inc	\$22.61	\$24.04	\$25.45	\$26.81
	01-01-04	Gen Inc	\$23.06	\$24.52	\$25.96	\$27.41
	01-01-05	Gen Inc	\$23.52	\$25.01	\$26.48	\$27.91
	01-01-06	Gen Inc	\$24.10	\$25.63	\$27.14	\$28.61
	01-01-07	Gen Inc	\$24.96	\$26.54	\$28.10	\$29.61
Supervisor Civil Maintenance	12-31-00	Old	\$21.87	\$23.24	\$24.60	\$25.91
Methods Developer	01-01-01	Gen Inc	\$22.30	\$23.70	\$25.09	\$26.41
	01-01-02	Gen Inc	\$22.74	\$24.17	\$25.59	\$27.01
	01-01-03	Gen Inc	\$23.19	\$24.65	\$26.10	\$27.51
	01-01-04	Gen Inc	\$23.65	\$25.14	\$26.62	\$28.11
	01-01-05	Gen Inc	\$24.12	\$25.64	\$27.15	\$28.61
	01-01-06	Gen Inc	\$24.72	\$26.28	\$27.83	\$29.31
	01-01-07	Gen Inc	\$25.59	\$27.21	\$28.81	\$30.41
Work Planner	12-31-00	Old	\$22.47			
	01-01-01	Gen Inc	\$22.90	\$24.33	\$25.76	\$27.11
	01-01-02	Gen Inc	\$23.35	\$24.81	\$26.27	\$27.71
	01-01-03	Gen Inc	\$23.81	\$25.30	\$26.79	\$28.21
	01-01-04	Gen Inc	\$24.29	\$25.81	\$27.33	\$28.81
	01-01-05	Gen Inc	\$24.78	\$26.33	\$27.88	\$29.41
	01-01-06	Gen Inc	\$25.40	\$26.99	\$28.58	\$30.11
	01-01-07	Gen Inc	\$26.28	\$27.92	\$29.57	\$31.21
Electrical Mechanic Sr	12-31-00	Old	\$21.38	\$23.00	\$24.70	\$25.91
Technician Sr	01-01-01	Gen Inc	\$21.82	\$23.47	\$25.20	\$26.41
Technical Assistant II	01-01-02	Gen Inc	\$22.26	\$23.94	\$25.70	\$26.91
	09-10-02	Adjustment	\$23.04	\$24.78	\$26.60	\$27.91
	01-01-03	Gen Inc	\$23.50	\$25.27	\$27.13	\$28.51
	01-01-04	Gen Inc	\$23.96	\$25.77	\$27.67	\$29.01
	01-01-05	Gen Inc	\$24.43	\$26.28	\$28.22	\$29.61
	01-01-06	Gen Inc	\$25.03	\$26.93	\$28.92	\$30.31
	01-01-07	Gen Inc	\$25.90	\$27.87	\$29.93	\$31.41
Business Advisor	12-17-04	Old	\$27.10	\$28.80	\$30.49	\$32.11
Business Process Specialist	01-01-05	Gen Inc	\$27.66	\$29.40	\$31.12	\$32.81

	01-01-06	Gen Inc	\$28.37	\$30.15	\$31.91	\$33.6'
	01-01-07	Gen Inc	\$29.37	\$31.21	\$33.03	\$34.8'
Electrical Mechanic Supervisor	12-31-00	Old	\$23.81	\$25.30	\$26.79	\$28.2:
Forestry & Vegetation Supervisor	01-01-01	Gen Inc	\$24.29	\$25.81	\$27.33	\$28.8:
Transmission Line Mtce. Supervisor	01-01-02	Gen Inc	\$24.78	\$26.33	\$27.88	\$29.4:
	09-10-02	Adjustment	\$25.58	\$27.18	\$28.78	\$30.3:
	01-01-03	Gen Inc	\$26.10	\$27.73	\$29.36	\$30.9'
	01-01-04	Gen Inc	\$26.63	\$28.29	\$29.95	\$31.6
	01-01-05	Gen Inc	\$27.18	\$28.87	\$30.56	\$32.2:
	01-01-06	Gen Inc	\$27.87	\$29.60	\$31.33	\$33.0:
	01-01-07	Gen Inc	\$28.85	\$30.64	\$32.43	\$34.2:
Project Planner T&D Maintenance	12-31-00	Old	\$26.03	\$27.66	\$29.29	\$30.9:
	01-01-01	Gen Inc	\$26.56	\$28.22	\$29.88	\$31.5:
	01-01-02	Gen Inc	\$27.10	\$28.79	\$30.48	\$32.1'
	01-01-03	Gen Inc	\$27.66	\$29.38	\$31.10	\$32.8:
	01-01-04	Gen Inc	\$28.22	\$29.98	\$31.73	\$33.4:
	01-01-05	Gen Inc	\$28.78	\$30.58	\$32.36	\$34.1:
	01-01-06	Gen Inc	\$29.50	\$31.35	\$33.17	\$35.0
	01-01-07	Gen Inc	\$30.54	\$32.46	\$34.34	\$36.2:
Supv, HVDC	Old		26.03	27.66	29.29	30.9:
	2001-01-01	Gen Inc	26.56	28.22	29.88	31.5:
	2001-09-28	Flexibility	26.98	28.66	30.34	32.0:
	2002-01-01	Gen Inc	27.49	29.21	30.93	32.6:
	2002-04-01	Flexibility	28.08	29.84	31.60	33.3:
	2003-01-01	Gen Inc	28.66	30.45	32.24	34.0:
	2003-04-01	Flexibility	28.87	30.67	32.47	34.2'
	2004-01-01	Gen Inc	29.43	31.27	33.11	34.9:
	2005-01-01	Gen Inc	30.02	31.90	33.77	35.6:
	2006-01-01	Gen Inc	30.77	32.70	34.62	36.5:
	2007-01-01	Gen Inc	31.85	33.85	35.83	37.8:
HVDC Operators	Old					
	2001-01-01	Gen Inc	18.69	19.86	21.02	22.1:
	2001-09-28	Flexibility	19.10	20.29	21.48	22.6:
	2002-01-01	Gen Inc	19.46	20.68	21.90	23.1:
	2002-04-01	Flexibility	20.09	21.34	22.59	23.8:
	2003-01-01	Gen Inc	20.47	21.75	23.03	24.3:
	2003-04-01	Flexibility	20.68	21.97	23.26	24.5:
	2004-01-01	Gen Inc	21.08	22.40	23.72	25.0:
	2005-01-01	Gen Inc	21.50	22.85	24.20	25.5:
	2006-01-01	Gen Inc	22.04	23.42	24.81	26.1:
	2007-01-01	Gen Inc	22.81	24.24	25.68	27.1:
Apprentice HVDC Operators	Old		10.89	12.17	13.41	14.6:
	2001-01-01	Gen Inc	11.11	12.41	13.68	14.9:
	2002-01-01	Gen Inc	11.33	12.66	13.95	15.2:

<b>2003-01-01</b>	<b>Gen Inc</b>	11.56	12.91	14.23	15.57
<b>2004-01-01</b>	<b>Gen Inc</b>	11.79	13.17	14.52	15.81
<b>2005-01-01</b>	<b>Gen Inc</b>	12.03	13.43	14.81	16.20
<b>2006-01-01</b>	<b>Gen Inc</b>	12.33	13.77	15.18	16.61
<b>2007-01-01</b>	<b>Gen Inc</b>	12.76	14.25	15.71	17.19

**NOTES: 1.)** The following classifications have been transferred from the Transmission Operational group to Shared Services, therefore, these classifications have been removed from Appendix A of the agreement:

Supervisor, Cadd Technical Applications  
Stores Supervisor  
Storekeeper  
Supply Planner

**2.)** The Area Supervisor and General Foreman classifications have been replaced with Supervisor TLM per letter of Agreement dated October 18, 2005

**3.)** The classifications of HVDC Supervisor and HVDC Operator have been added per Letter of Agreement dated 18-Mar-03

**4.)** The classification of Supervisor Forestry & Vegetation Management has been added per Letter of Agreement dated July, 2005

**5.)** The classification of Methods Developer has been added per Letter of Agreement dated May 25, 2005

**6.)** The following positions have been added as a result of the NB Power reorganization per Letter of Agreement dated December 7, 2004:

Business Advisor  
Business Process Specialist  
Jr. Accountant  
IT Professional (I, II, III, IV and V)  
ECC Systems Specialist

14