

Sent on behalf of Joe Mulhall, President of CUSW

And

Jon Rebick, Vice President, Labour Relations

Hydro One and the Canadian Union of Skilled Workers recognize the advantages of developing a pool of trained CUSW members. Towards this end, the parties are committed to providing training and upgrading opportunities that are aligned with the needs of the industry, the employer and the members of CUSW.

In accordance with the 2011 Memorandum of Agreement, CUSW and Hydro One have jointly established Industry Standard training requirements for CUSW members referred to Hydro One, which include:

Industry Standard Training

- WHMIS
- Elevated Work Platform
- Propane Safety Awareness
- Electrical Safety Awareness
- Standard First Aid + AED and CPR

As of May 1st 2012 CUSW **workers** will be required to provide proof of **up to date** training or recognized training equivalency for the identified established training requirements upon hire. Referrals that are not able to provide this proof will attend and participate in the industry standard training provided by Hydro One, at the work reporting station centre, just prior to the date of hire. Referrals will attend this training **on their own time**. Hydro One will provide and pay for the instructors and facilities.

CUSW members who live over 97 radius kilometers from the training facility will be paid \$600.00 upon successful completion of the standard training and being hired by Hydro One.

Both Hydro One and CUSW are confident that these changes will address the issue of cost competitiveness, increase efficiency and assist both parties in developing a pool of trained, competent workers.