

Without Prejudice and Precedent

Amendment RE: ~~NEW LOU RE: Electronic Travel Measurement (if agreed upon, remove Appendix B, Committee on Electronic Measurement)~~

Original Date: April 7, 2017

LETTER OF UNDERSTANDING

Between:

Hydro One Inc. ("the Employer")

- and -

The Canadian Union of Skilled Workers ("CUSW" or "the Union")

RE: ELECTRONIC TRAVEL MEASUREMENT

The parties agree to move from radius to road-driven kilometres for all purposes under the collective agreement and revise the collective agreement per Attachment #1, accordingly. ~~In order to facilitate this transition and maintain cost neutrality, the parties have agreed to the following:~~

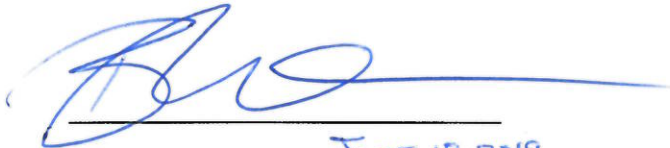
1. Distances shall be calculated using Google Maps;
2. The shortest available direct road-driven route by distance shall be used;
3. The distance shall be measured from the employee's home address to the assembly point or work location (whichever is applicable);
4. ~~The new travel rings will be:~~
 - a. ~~Under 50 km — free zone~~
 - b. ~~50-70 km — \$27.28~~
 - c. ~~71-95 km — \$31.65~~
 - d. ~~96-114 km — \$36.02~~
 - e. ~~Over 114 km — Travel — \$40.07~~
 - f. ~~Over 114 km — Board — \$105.69 (South of the French River); \$116.67 (North of the French River)~~
5. ~~All rates above are in May 1, 2016 dollars; annual negotiated increases (if applicable) shall be applied to these amounts;~~

~~The implementation date for the above shall be no later than May 1, 2019. Hydro One will provide fourteen (14) days' notice prior to the scheduled implementation date.~~ For clarity, the implementation date will be the effective date (i.e. there will be no retroactive payments or claw-backs resulting from a change in entitlement).

Should any dispute arise from the terms of this Letter of Understanding, either party may refer the matter to arbitration before George Surdykowski or Rob Herman for final determination.

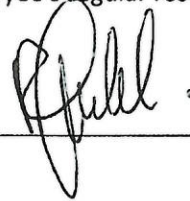
Nothing in this Letter of Understanding changes the other qualifying criteria /procedural requirements for Travel or Room and Board as set out below:

- ~~1. The place where the employee maintains a self contained, domestic establishment (a dwelling house, apartment or similar place of residence where a person generally eats and sleeps and for which he can show proof of financial commitment). This is in contrast to a boarding house facility which is not self contained; and~~
- ~~2. The employee normally resides in the residence except for those periods of time when, because of the location of the work, the employee obtains temporary accommodation for that work location.~~
- ~~3. For all areas, the calculation of distance shall be from the employee's regular residence.~~



HYDRO ONE INC.

JUNE 18, 2019



CUSW

JUNE 17, 2019

DATE

ATTACHMENT #1

SECTION 12 TRAVEL AND ROOM AND BOARD ALLOWANCE⁴

1200
Daily
Travel
Allowance

- A. The daily travel allowance will be paid by the Employer to their employees who are not living in camp or receiving a subsistence allowance as referred to in Subsection 1201, on the following basis:

Effective May 1, 2017 the following travel rings will be as follows.

- (i) If an employee lives within ~~40~~ **less than 50 road-driven radius** kilometers of the work location or declared assembly point* no travel allowance will be paid.
- (ii) If an employee lives within ~~40 to 56~~ **50 to 70 road-driven radius** kilometers of the work location or declared assembly point, he shall receive \$27.55 per day travel allowance for each day worked or reported for. Effective May 1, 2018, the rate will be \$27.83. Effective May 1, 2019, the rate will be \$28.11. Effective May 1, 2020, the rate will be \$28.39. Effective May 1, 2021, the rate will be \$28.67.
- (iii) If an employee lives within ~~56 to 80~~ **71 to 95 road-driven radius** kilometers of the work location or declared assembly point, he shall receive \$31.97 per day travel allowance for each day worked or reported. Effective May 1, 2018, the rate will be \$32.29. Effective May 1, 2019, the rate will be \$32.61. Effective May 1, 2020, the rate will be \$32.94. Effective May 1, 2021, the rate will be \$33.27.
- (iv) If an employee lives within ~~80 to 97~~ **96 to 110 road-driven radius** kilometers of the work location or declared assembly point, he shall receive \$36.38 per day travel allowance for each day worked or reported for. Effective May 1, 2018, the rate will be \$36.74. Effective May 1, 2019, the rate will be \$37.11. Effective May 1, 2020, the rate will be \$37.48. Effective May 1, 2021, the rate will be \$37.85

⁴The language in Section 12 as written shall remain in effect until implementation of Electronic Travel Measurement Letter of Understanding, which will modify, amend, or repeal some aspects of this Section. See LOU for further information.

(v) If an employee lives greater than **97 110 road-driven** radius kilometers from the work location or declared assembly point, and does not qualify for subsistence allowance under Subsection 1201 below, he shall receive \$40.47 per day travel allowance for each day worked or reported for provided the employee continues to travel greater than **97 110 road-driven** radius kilometers daily. Effective May 1, 2018, the rate will be \$40.87. Effective May 1, 2019, the rate will be \$41.28. Effective May 1, 2020, the rate will be \$41.69. Effective May 1, 2021, the rate will be \$42.11.

~~(vi) When an employee is directed to report to a location that involves travelling around a natural barrier, the distance around the natural barrier shall be the shortest distance measured by a series of straight lines. The sum of the distance of these straight lines shall be applied to the ring concept to establish the employee's travel allowance entitlement, board allowance entitlement and initial and return allowance entitlement.~~

~~(vi) A natural barrier is defined as any obstruction or impediment which creates an unreasonable relationship between radius kilometers and actual kilometers travelled.~~

**For the purpose of this Section, "declared assembly point" is a material yard, field office or other location that may from time to time be designated by the Employer as a location for assembling prior to leaving for the work location. If a union steward raises a concern with a declared assembly point, management agrees to discuss the concerns and provide an explanation for the chosen declared assembly point; however management shall retain sole discretion for determining the declared assembly point.*

B. The Employer reserves the right to base daily travel allowance on the distance in **radius road-driven** kilometers from where an employee lives to either the work location or declared assembly point, depending on where the employee is directed to report.

1201
Room and
Board Allowance

- A. The following conditions will apply for employees whose regular residence* is more than **97 110 road-driven** radius-kilometers from the work location:

** For the purpose of this Section "regular residence":*

1. *The place where the employee maintains a self-contained, domestic establishment (a dwelling house, apartment or similar place of residence where a person generally eats and sleeps and for which he can show proof of financial commitment). This is in contrast to a boarding house facility which is not self-contained; and*
2. *The employee normally resides in the residence except for those periods of time when, because of the location of the work, the employee obtains temporary accommodation for that work location.*
- ~~3. *For metropolitan areas (Toronto and Hamilton) the calculation of distance shall be the employee's regular residence.*~~
- ~~4. *For all other areas, the calculation of distance shall be based on the location of the city or town hall of the municipality where an employee maintains a self-contained domestic establishment described above. In those municipalities where a city or town hall does not exist, then the post office serving his/her self-contained domestic establishment will apply.*~~
 - (i) The Employer may supply either:
 - (a) free room and board in camp or a good standard of board and lodging; or
 - (b) a subsistence allowance; or
 - (c) a travel allowance.
 - (ii) An employee may exercise his/her option not to stay in Camp or accept free room and board. An employee who exercises this option shall receive a subsistence allowance as follows:
 - (a) When an employee's regular residence is more than **97 110 road-driven** radius kilometres from a work location which is North of the French River and the employee maintains temporary accommodation at or near the work location the employee shall be paid a subsistence allowance of \$119.59 per day effective May 1, 2017 (\$122.58 effective May 1, 2018; \$125.64 effective May 1,

2019; \$128.15 effective May 1, 2020; \$130.71 effective May 1, 2021) for each day worked or reported for.

South of the French River an employee will be paid \$108.33 per day effective May 1, 2017 (\$111.04 effective May 1, 2018, \$113.82 effective May 1, 2019; \$116.10 effective May 1, 2020; \$118.42 effective May 1, 2021) for each day worked or reported for.

- (b) When an employee's regular residence is more than 500 **road-driven** kilometres from the work location and the employee is working a 4 day per week by 10 hour per day shift, or a 5 day per week by eight hour per day shift, the employee will be paid subsistence allowance for an additional day.
 - (c) When an employee's regular residence is more than ~~97~~ **110 road-driven radius** kilometers from the work location, and the employee commutes to work daily, the employee shall receive \$40.47 per day for each day worked or reported for. Effective May 1, 2018, the rate will be \$40.87. Effective May 1, 2019, the rate will be \$41.28. Effective May 1, 2020, the rate will be \$41.69. Effective May 1, 2021, the rate will be \$42.11.
- B. An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Subsection 1200 and Subsection 1201, Item A above, when such employee reports for work but does not remain at work for his/her scheduled daily hours unless excused by an authorized representative of the Employer. Such permission shall not be unreasonably denied.
- D.C. The Union recognizes the Employer's right to charge for board and other existing services. The Employer fixes the charge for board and other existing services in camps at \$25.00 per day. this will be applied on the following basis:
- (i) An employee who remains in camp on a normally scheduled work day on which he/she does not work will be charged \$25.00 per day unless he is excused from work for a legitimate reason by an authorized representative of his/her Employer.
 - (ii) An employee who is absent from work on Friday without approval and who remains in camp and who is still absent from work on the following Monday without

approval will be charged for room and board for Friday, Saturday, Sunday and Monday.

- (iii) An employee who is absent from work without approval on Friday and who remains in camp but who works the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.
 - (iv) An employee who works the Friday and who remains in camp and is absent from work without approval on the following Monday will be charged for the day of absence and will not be charged for Saturday and Sunday.
- D. Upon initial application and upon change of regular residence, payment of Room and Board/Travel Allowance will be issued for the first four pay periods. Failure to provide satisfactory proof of eligibility during this period, will result in cessation of payments and the recovery in four equal amounts. In the event of termination for any reason before full recovery, any balance owing will be deducted from the final pay.



1203
Initial and
Return Travel
and Transportation

- A. On recruitment of tradesperson who live between ~~97 and 464~~ **radius 110 and 183 road-driven** kilometers from the work location, the Employer shall pay \$25.00 for the initial trip to the work location.
- B. On recruitment of tradesperson who live beyond ~~464~~ **radius 183 road-driven** kilometers from the work location, the Employer shall pay \$0.40 per ~~radius~~ **road-driven** kilometer \$0.44 effective May 1, 2010 plus travel time based on one hour's base pay for each ~~80 radius~~ **road-driven** kilometers, or part thereof, of travel to a maximum of 8 hours' pay for the initial trip to the work location from where the tradesman lives or the Union Referral Hall, whichever is closer to the work location.
- C. To qualify for payment in Items A or B, the employee must work for a minimum of fifteen (15) days or the duration of the job, whichever is lesser.
- D. On termination of employment due to a reduction of staff, an employee qualified for payment as a result of Item C above, shall be entitled to return travel expenses calculated in the same manner as in Items A or B above for the return trip from the current work location to where the tradesman lives or the Union Referral Hall, whichever is closer to the current work location. An employee whose employment terminates for any reason other than reduction of staff shall not be eligible for return payment.
- E. At the end of each three (3) months of continuous employment at a construction site where the employee resides in a camp or a camp situation, he/she shall receive eight (8) hours' pay at his/her appropriate straight time rate to assist in defraying costs of returning home.



~~Effective until implementation of Electronic Travel Measurement~~

Original Date: 11/28/2002

~~LETTER OF UNDERSTANDING~~

Between

~~HYDRO ONE INC.~~

~~-and-~~

~~THE CANADIAN UNION OF SKILLED WORKERS~~

Additional Day Board

~~The Parties agree to use the present method utilized by management (series of straight lines) for calculating the additional day board and board and travel until such time as an electronic mapping system that meets their needs is developed. The Parties further agree that this present method will be utilized to settle all outstanding grievances (and any future grievances until such time as the electronic mapping system is implemented) on the additional day Board.~~

Hydro One

CUSW



~~Effective until implementation of Electronic Travel Measurement~~

Letter of Understanding

Between

Hydro One

And

The Canadian Union of Skilled Workers (CUSW)

(the on-property agreement)

(Travel, Room & Board Allowance)

Unreasonable relationship (radius vs actual km.)

~~For employees in the 80 to 97 km travel ring, and who travel 120 km or more by the most direct road route, are eligible to apply for Room and Board allowance as per the collective agreement.~~

Hydro One CUSW