

LOWER CHURCHILL TRANSMISSION CONSTRUCTION
EMPLOYERS' ASSOCIATION INC.

MEMORANDUM OF UNDERSTANDING

Between:

Lower Churchill Transmission Construction
Employers' Association Inc.
("Association")

and

International Brotherhood of Electrical Workers and
IBEW Local Union 1620
("Union")

RE: Travel Time

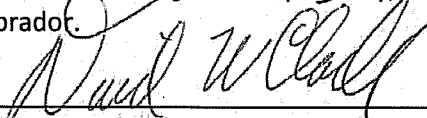
WHEREAS the Contractor members of the Association have applied Article 19.07(b) and Memorandum of Understanding - Application of Article 19.07(b) dated August 13, 2014 ("MOU"), so that travel time is paid as "hours worked" for the purposes of calculating overtime, premiums, and add-ons.

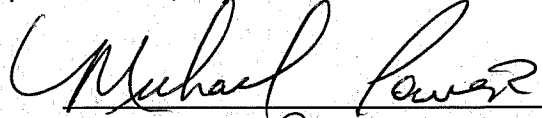
AND WHEREAS the Parties have agreed that on a go forward basis effective next pay period after the execution of this MOU, travel time shall be compensated at straight time rates, not hours worked.

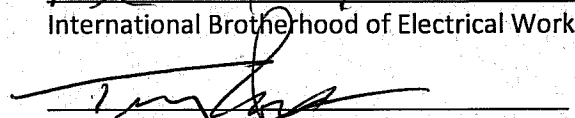
The Parties agree as follows:

1. That compensation provided to employees for travel from the reporting point to the worksite and back as per Article 19.07(b) and the MOU shall be compensated at straight time rates and not as hours worked.
2. Travel time shall not:
 - a. Be used for the purposes of calculating overtime under Article 19.02 or 19.03.
 - b. Attract any premium including but not limited to Shift Premium (Article 20), Labrador Premium, Island and PLT Premiums (Article 28), Foreperson premium (Schedule)
 - c. Attract the payment of Project Funds (Article 27) or add-ons (outlined on Schedule C) including but not limited to Health & Welfare, Training, Project Admin Fund, Pension or Group RRSP, NETCO, and Retention & Promotion.
 - d. Attract Vacation Pay and Recognized Holiday Pay.
3. This MOU shall become effective the first full pay period after the execution of this MOU.

AGREED to this ^{2nd} day of ^{June} ~~May~~, 2016 in the City of St. John's, in the Province of Newfoundland and Labrador


Lower Churchill Transmission Construction
Employers' Association Inc.


International Brotherhood of Electrical Workers


International Brotherhood of Electrical Worker
Local 1620

MEMORANDUM OF UNDERSTANDING

Between:

Lower Churchill Transmission Construction
Employers' Association Inc.
("Association")

And

International Brotherhood of Electrical Workers and
IBEW Local Union 1620
("Union")

RE: Travel Time Clarification

WHEREAS the Association and Union have agreed to a Travel Time Memorandum of Understanding (Travel Time MOU) dated June 2, 2016, so that travel time is paid as "straight time, not hours worked" for the purposes of calculating overtime, premiums, and add-ons.

AND WHEREAS the parties have agreed that travel time will not reduce the number of regularly scheduled hour of work.

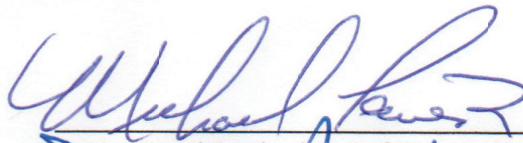
The parties agree as follows:

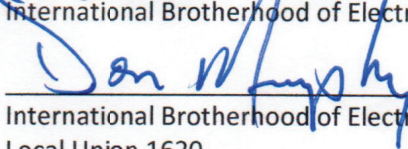
1. Travel time does not reduce the number of regularly scheduled hours of work pursuant to Article 19.

AGREED to this 30th day of August, 2016 in the City of St. John's, in the province of Newfoundland and Labrador.



Lower Churchill Transmission Construction
Employers' Association Inc.



International Brotherhood of Electrical Workers


International Brotherhood of Electrical Workers
Local Union 1620