

MEMORANDUM OF SETTLEMENT

BETWEEN

**ONTARIO POWER GENERATION
(OPG)**

AND

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS**

Dated this 17th day of August 2004

It is agreed that the existing agreement between the parties which expired April 30, 2004 will be renewed with the following amendments:

GENERAL HOUSEKEEPING

There is agreement to create an up to date collective agreement between OPG and the International Association of Machinists and Aerospace Workers.

Language to be modified where necessary eg delete references to "Ontario Hydro".

ARTICLE 35 TERM OF AGREEMENT

Duration – Amend to read as follows:

This Agreement shall become effective May 1, 2004 and will expire on April 30, 2010.

ARTICLE 6 UNION SECURITY

Add, where appropriate:

"Dues deductions to be based on cents per hour worked"

Add, where appropriate:

"Wage schedule, dues and remittance changes are to be provided in writing to OPG and changes shall only take place during the months of April and November of each calendar year. The effective date of such changed wage schedules, dues and remittances shall be the date of issuance. All remittances will be in cents per hour worked"

ARTICLE 5

**WORK ASSIGNMENTS AND
JURISDICTIONAL BOUNDARIES**

Add:

Local site representatives will be invited to markup meetings and receive FAX mark-ups.

ARTICLE 11

RECALL

Amend 11.1 (e):

“An employee not recalled to employment within twelve (12) months of their date of layoff, shall have their name removed from the appropriate Recall list and shall lose all seniority.”

ARTICLE 13

VACATION PAY RATES

Amend 13.1 as follows:

The vacation pay rate shall be twelve (12) percent of vacationable gross earnings.

Note: to form part of Total Wage Package as per current practice.

ARTICLE 15

PAY PERIODS

Add where appropriate:

“ Employees of OPG will be paid weekly or bi-weekly by direct deposit at the Employer’s option”

ARTICLE 16

WAGE RATES AND WORKING CONDITIONS

Amend 16.2 as follows:

Add 10 cents per year for years 1, 2 and 3.

ARTICLE 17

HOURS OF WORK

Amend 17.1 as follows:

“The weekly hours of work for all employees may be arrived at by having the employees work four (4) consecutive ten-hour shifts, either Monday – Thursday or Tuesday – Friday, or by having the employees work five (5) consecutive eight-hour shifts. Weekly hours of work will be established for a minimum period of two (2) weeks. The Employer will notify the Local Union of the weekly hours of work for each work program at the site. If an employer, with the approval of the owner, intends to change the weekly hours of work, a minimum of two weeks (14 days) days written notice shall be sent to the Local Union.”

The start time for the day shift shall be between the hours of 6:00 am to 9:00 am. The start time for the afternoon shift shall be immediately following the day shift or within two (2) hours either way of the end of the day shift. The Employer will notify the Local Union of its start times in advance of the work commencing.”

ADD “Shift differential will not be paid on overtime hours.”

ARTICLE 18

OVERTIME RATES

Add:

Two times the base hourly rate will be paid for hours worked on the fifth day of any 4X10 hour shift schedule.

Article 16

WAGE RATES AND WORKING CONDITIONS

Increase Total Wage Package as follows:

- May 1, 2004 \$1.40 (if ratified by August 31)
- May 1, 2005 \$1.30
- May 1, 2006 \$1.20

Wage re-opener for years 4, 5 and 6.

ARTICLE 26

INCLEMENT WEATHER

Amend 26.1 as follows:

Change 2 hours to 4.

Amend 26.2 as follows:

Change 2 hours to 4.

The parties agree to recommend this settlement for ratification.

Dated this 17th Day of August , 2004 at Toronto, Ontario.

For: Ontario Power Generation

**FOR: International Association of
Machinists and Aerospace
Workers**
