
Summary of Tentative Memorandum of Settlement between Bruce Power and the Power Workers' Union – May 2024



The following summarizes the 2024 Memorandum of Settlement dated May 27, 2024:

Duration of Agreement – January 1, 2024 to December 31, 2027 - Four (4) years

Wages – All Regular and Appendix A Employees will receive wage package increases as follows:

January 1 st , 2024	3.75% + COLA Differential
January 1 st , 2025	2.00% + COLA Differential
January 1 st , 2026	2.00% + COLA Differential
January 1 st , 2027	2.00% + COLA Differential

ARTICLES:

The following Articles will remain suspended for the term of the collective agreement:

- Article 10.3 Transition Provision (PWU-MT-0003)
- Article 11 Surplus Staff (PWU-MT-0004)
- Article 12 Appendix A (PWU-MT-0005)
- Article 13 Employment Security Plan (PWU-MT-0004)
- Article 14 Employment Security and Work Assignment (PWU-MT-0004)
- Article 17 Decontrol (PWU-MT-0003)

Article 18 Employment Security

The parties agree that for the period of time commencing on the effective date of this Collective Agreement and ending at the expiration of this Collective Agreement, no involuntary layoff of regular members of the Power Workers' Union bargaining unit will occur.

1. *All affected Articles remain suspended for the term of the collective agreement.*

PART A:

Item 4.9.0 Health Insurance Plan Summary of Changes

1. Annual Deductible suspended for each year through to 2028.
2. Vision Care increase to \$750 every two calendar years.
3. Radial Keratotomy/Laser Keratectomy increase to \$4,000 per lifetime.
4. Orthodontic benefit increase to \$6,000 per lifetime.
5. Fertility Treatment (Family Building) increase to \$6,000 per lifetime with added coverage for adoption and surrogacy expense.
6. Registered Clinical Psychologist/ Psychotherapist/Registered Social Worker increase to \$5,000 each calendar year.
7. Psychological Assessment - \$2,500 maximum each calendar year.

4.9.0 Medical Reimbursement Plan

Management will contribute \$35,000 for year of the Collective Agreement commencing January 1, 2024.

Union Provided Wellness Program

Extended payment from \$45,000 to \$56,000 for the Union Provided Wellness Program for each year of the Collective Agreement.

Item 5.2.6 (g) and 5.3.7 Shift Differential

Increased to \$1.50 for 10 Hour Shifts and \$2.50 for 12 Hour Shifts.

Item 5.4.9 Coverage Overtime

Coverage Overtime provisions will be extended for the term of the Collective Agreement.

Item 5.40 COLA Differential

LANGUAGE NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT

The COLA Differential will be applied to all four years of the Collective Agreement if the Consumer Price Index (CPI) is greater than 3.75% in the first year (2024), 2.00% in the second year (2025), 2.00% in the third year (2026), 2.00% in the fourth year (2027). The wage schedule will be adjusted effective December 31, of each year for any COLA differential. The COLA does not include a retroactive lump sum payment retroactive to January 1 of each year.

NEW ITEM:

National Indigenous Peoples Day

(Regular Employee Provisions):

Employees with Indigenous/First Nations status, as defined by the relevant federal statute, will be eligible for and will not be unreasonably denied paid time off for June 21 (National Indigenous Peoples Day) when this day falls on a regularly scheduled workday.

Municipal Water Supply PSA

Agreement to obtain the supply of domestic water from the Municipality of Kincardine.

APPENDIX/APPENDIX A-1:

SECTION 12 TRAVEL AND ROOM AND BOARD ALLOWANCE

The Daily Travel Allowance and Room and Board Allowance will be increased by the same percentage and at the same times as are wage rates on the basis of negotiated annual wage increases only.

NEW ITEM:

National Indigenous Peoples Day

(Appendix A Employee Provisions):

Employees with Indigenous/First Nations status, as defined by the relevant federal statute, will be eligible for and will not be unreasonably denied paid time off at straight time, workload permitting, for regularly scheduled hours on June 21 (National Indigenous Peoples Day).

General clarifications & removal of redundant or out of date language throughout the Collective Agreement to make Collective Agreement provisions clearer. Actual language changes are reflected in the Memorandum of Settlement document.