

ADDENDUM

to the

MEMORANDUM OF AGREEMENT
(2006 – 2011)

between

TERASEN GAS INC.
(hereinafter called "the Company")

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 213
(hereinafter called "the Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF TERASEN GAS INC. (hereinafter called "the Company"), AGREE TO RECOMMEND TO THE UTILITY MANAGEMENT TEAM OF TERASEN GAS;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 213 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2006 APRIL 01 AND EXPIRING 2011 MARCH 31), SHALL BE AMENDED TO REFLECT THE FOLLOWING:

1. Employee Benefits Program

The parties commitment to design a flexible benefits program, as set out in the 2006-2011 Memorandum of Agreement, has resulted in the following amendments:

- a) The parties agree to maintain the current Employee Benefits program until December 31, 2010.
- b) Effective January 1, 2011 a flexible benefits program shall be implemented, as per the attached *Appendix A – Flexible Benefits Summary*.
- c) Effective January 1, 2011 the ten (10) "Choices Days" shall be integrated into the Flexible Benefits program.
- d) The funding for this benefits program shall be based on the "percentage of base payroll" represented by the cost of benefits for bargaining unit employees in the 2007 calendar year. The funding for Extended Health Benefits from Option 3 to Option 4 shall be funded separately by the Company.

- e) The percentage resulting from the above calculation shall be applied to the 2009 bargaining unit base payroll to yield a dollar amount which will fund the 2011 Flexible Benefits program.
- f) Thereafter, the same percentage (from the 2007 calculation) shall be applied annually to base payroll to yield a dollar amount, always two years "in arrears", i.e. the 2010 dollars shall fund 2012 benefits, 2011 dollars shall fund 2013 benefits, etc.

2. Post retirement benefits (effective January 1, 2011)


The new post-retirement benefits outlined in the 2006-2011 Memorandum of Agreement (as per the M&E post-retirement benefits plan), shall be effective January 1, 2011.

Transition:


- Current eligibility rules shall remain in effect for all eligible employees retiring prior to January 1, 2011.
- Part-time regular employees retiring prior to January 1, 2011, shall remain eligible for the current Post-Retirement Benefits.
- Full-time regular employees retiring prior to January 1, 2011, shall have the option to elect the new post-retirement benefits plan.

Signed this 31st day of March 2008 at Surrey, B.C.

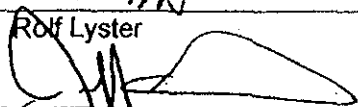
For the Company:



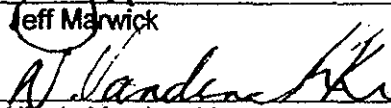
 Nicole Gill



 Rolf Lyster




 Jeff Marwick




 Nicole Vandenakker

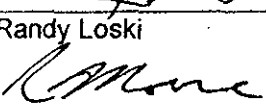
For the Union:



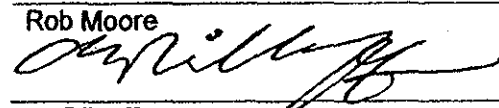
 Brian Christianson




 Randy Loski




 Rob Moore



 Ed Rilko



 Craig Sheldon



 Bert Weber

IBEW Appendix 'A' - Flexible Benefits Summary
 ADDENDUM to the MEMORANDUM OF AGREEMENT (2006 - 2011)

Handwritten initials/signature
 BM

Extended Health Care				
• Funded	Flex Credits or Payroll Deductions = 100% FTR & 50% PTR (working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly)			
• Taxable	Depends on payment method, not taxable if paid by payroll deductions, taxable if paid by flex credits			
• Opt Out	Employees can opt out if covered under another plan. Portion of flex credits are credited back to the employee to use elsewhere.			
• Employee Eligibility	FTR & PTR working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly			
• Dependent Eligibility	Spouse and Children (to age 19 or full time students to age 25)			
• Waiting Period	1st of the month following date of hire			
Extended Health Care				
• Funded	Flex Credits or Payroll Deductions = 100% FTR & 50% PTR (working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly)-Base Option			
• Opt Out	Employees can opt out. Portion of flex credits are credited back to the employee to use elsewhere.			
• Employee Eligibility	FTR & PTR working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly			
• Dependent Eligibility	Spouse and Children (to age 19 or full time students to age 25)			
	Option 1	Option 2	Option 3	Base Option
• Deductible	N/A	\$100	\$0	\$0
• Maximum	N/A	\$500,000	\$1 Million	\$1 Million
• Co-insurance	N/A	60%	80%	100%
• Prescription Drugs				
o Pay Direct Card	N/A	Yes	Yes	Yes
o Formulary	N/A	Yes	Yes	Yes
o Dispensing Fee Cap.	N/A	\$8.50	\$8.50	\$8.50
o *Life Style Drugs (Oral Contraceptives, Anti-Obesity, Smoking Cessation, Fertility Drugs, and Erectile Dysfunction)	N/A	Only: Oral Contraceptives Anti-Obesity	*Yes certain limitations apply	*Yes certain limitations apply
• Paramedical Practitioners	Option 1	Option 2	Option 3	Base Option
o Acupuncturist	N/A	N/A	\$250	\$400
o Podiatrist	N/A	N/A	\$250	\$400
o Psychologist	N/A	N/A	\$250	\$400
o Speech Language Pathologist	N/A	N/A	\$250	\$400
o Chiropractor	N/A	N/A	\$250	\$400
o Naturopath	N/A	N/A	\$250	\$400
o Physiotherapist	N/A	N/A	\$250	\$400
o Massage Therapist	N/A	N/A	\$250	\$400
o Dietician	N/A	N/A	\$250	\$400
o Private Duty Nursing	N/A	\$25,000 LTM	\$25,000 LTM	\$25,000 LTM
• Standard Durable Medical Equipment	Option 1	Option 2	Option 3	Base Option
o Lifetime Maximum	N/A	Subject to overall EHC Lifetime Maximum	Subject to overall EHC Lifetime Maximum	Subject to overall EHC Lifetime Maximum
• Medical Aids and Supplies	Option 1	Option 2	Option 3	Base Option
o Hearing Aids	N/A	Dependent children only to a maximum of \$500 / 5 calendar years	\$500/5 yrs	\$500/5 yrs

IBEW Appendix 'A' - Flexible Benefits Summary
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o Orthopedic Shoes	N/A	N/A	Combined maximum of \$400 Adult per year \$200 Child per year	Combined maximum of \$500 Adult per year \$300 Child per year
o Orthotics	N/A	N/A	\$200 / 24 Months	\$400 / 24 Months
o Wigs & Hairpieces	N/A	\$600 LTM	\$600 LTM	\$600 LTM
• Vision Care	Option 1	Option 2	Option 3	Base Option
o Eye Glasses/Contact Lenses	N/A	No	\$150 / 24 Months	\$250 / 24 Months
o Eye Exams	N/A	No	\$100 / 24 Months	\$100 / 24 Months
• Hospital - Semi Private Room	N/A	Yes	Yes	Yes
• Emergency Ambulance	N/A	Yes	Yes	Yes
• Out of Province	Covered under the Travel Care Program			

Group Life Insurance

• Funded	100% of the cost for Basic and Voluntary Life provided via flex credits
• Employee Eligibility	FTR & PTR working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly
• Waiting Period	Date of Hire
• Basic Life Insurance	1 x Annual Salary
• Opt Out	Compulsory
• Voluntary Life	1 x Annual Salary
• Opt Out	Yes - excess credits funded to employee
• Employee Optional Life	Units of \$50,000, Maximum \$750,000
• Spouse Optional Life	Units of \$50,000, Maximum \$750,000
• Child Optional Life	\$10,000

Accidental Death & Dismemberment (AD & D)

• Eligibility	FTR & PTR working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly
• Waiting Period	Date of Hire Optional
• Employee Accidental Death & Dismemberment (AD & D)	Units \$50,000, Maximum \$500,000
• Spousal Accidental Death & Dismemberment (AD & D)	Spouse under the age of 70 Units \$50,000, Maximum \$500,000
• Child Accidental Death & Dismemberment (AD & D)	Children (to age 19 or full time students to age 25) \$10,000

Dental

• Funded	Flex Credits or Payroll Deductions = 100% FTR & 50% PTR (working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly)-Base Option			
• Opt Out	Employees can opt out. Portion of flex credits are credited back to the employee to use elsewhere.			
• Employee Eligibility	FTR & PTR working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly			
• Dependent Eligibility	Spouse and Children (to age 19 or full time students to age 25)			
• Deductible	Option 1	Option 2	Base Option	Option 4
	N/A	No	No	No
• Plan A - Basic Preventative & Restorative Services	N/A	60%	90%	100%
• Plan A - Endodontic & Periodontic Services	N/A	60%	90%	100%

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IBEW Appendix 'A' - Flexible Benefits Summary
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• Plan B - Major Restorative - Crown, Dentures	N/A	50%	70%	80%
• Plan C - Orthodontics	N/A	N/A	50%	60%
Maximums				
• Plan A & B (Annual)	N/A	\$1,500	\$2,500	\$3,000
• Plan C (Lifetime)	N/A	N/A	\$3,000	\$3,500
Compensation/Disability				
• Funded	Employer Paid (Base Option)			
• Opt Out	Must take one of four options			
• Eligibility	FTR & PTR working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly			
• Waiting Period	Date of Hire			
• Indexing	Optional - 5% Maximum			
• Coverage	Base Option 70% Taxable	Option 2 60% Non Taxable	Option 3 70% Indexed - Taxable	Option 4 60% Indexed - non-Taxable
• Maximum	\$15,000 Monthly			
Parent Short-Term Disability				
• Funded	100% Employer Paid			
• Eligibility	FTR & PTR working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly			
• Waiting Period	3 months following Date of Hire			
• Coverage	100% or 70% of earnings up to 26 weeks while ill or injured Percentage of coverage varies depending on years of service.			
Life Insurance				
• Funded	100% Employer Paid			
• Employee Eligibility	FTR & PTR working a minimum of 18.75 hrs per week and/or a total of 37.5 hrs bi-weekly			
• Dependent Eligibility	Spouse plus dependent children. Children up to the age of 19 or up to the age of 25 if full time student, or any age if disabled.			
• Deductible	No			
• Coverage	100% Eligible Emergency Medical Expenses to a lifetime maximum of \$1,000,000.			
Business Travel Accident Insurance				
• Funded	100% Employer Paid			
• Eligibility	All Employees			
• Waiting Period	Date of Hire			
• Coverage	3 x Annual Salary			
Health Savings Account				
	Employees may direct excess flex credits towards a Health Spending Account. Employees will have two years to spend funds allocated to their HSA. Rollover of funds not expenses. Governed per CRA.			

