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November 25, 2008

File: I-#01/08  
Article 16.07

Gord Van Dyck  
Assistant Business Manager  
IBEW, Local 213  
4220 Norland Avenue  
Burnaby, B. C.  
V5G 3X2

Via Facsimile

Dear Gord:

Re: Policy Grievance – Paid Medical/Dental Appointments & True Bank (I-#01/08)

Further to our discussions, as full and final settlement to the above-captioned grievance, and on a without-prejudice and without-precedent basis, the Company and the Union agree to the following exceptions to the true banks principles:

- 1) Where an employee takes a one (1) hour paid medical/dental appointment leave in accordance with Article 16.07.2, they will be paid for a 7.5 hour day, but will not receive a true bank accumulation.

More specifically, they will be paid 6.5 hours for the time worked, plus one (1) hour for the paid medical/dental appointment, for a total up to a 7.5 hour day. In this circumstance, they are not required to work a further .5 hours, as they would not be entitled to earn the .5 hours toward the true bank.

- 2) Where an employee takes a one (1) hour paid medical/dental appointment leave in accordance with Article 16.07.2, followed by AV or other leave in the same day, they will be paid for a 7.5 hour day, but will not receive a true bank accumulation.

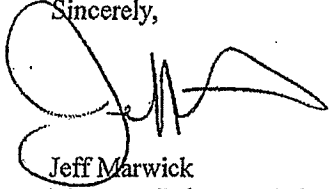
More specifically, they will be paid for the time worked, and one (1) hour for the paid medical/dental appointment, plus AV or other leave, for a total up to a 7.5 hour day.

- For example, if an employee worked four (4) hours, took a one (1) hour paid medical/dental appointment, and took a three (3) hour AV or other leave: they would be paid four (4) hours for the time worked, plus one (1) hour for the paid medical/dental appointment, plus 2.5 hours of AV or other leave entitlement. Again, in this circumstance, either because they took AV or other leave, or because they took one (1) hour of paid medical/dental appointment leave, they did not earn the .5 hours toward the true bank.

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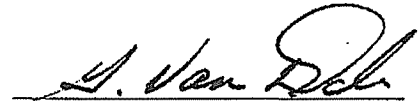
I trust this reflects our agreement, please confirm your agreement to the above, in writing, or by signing and returning a copy of this letter.

Sincerely,



Jeff Marwick  
Manager, Labour Relations  
Terasen Gas Inc.

In agreement:

  
Gord Van Dyck, I.B.E.W., Local 378

November 26, 2008  
Date

cc: HR Advisors  
Deb Brown  
Nicole Gill