



LETTER OF UNDERSTANDING #13/2017-20

Between

MANITOBA HYDRO

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 998

RE: SUCCESSOR AND BIDDING RIGHTS

This letter will confirm the understanding reached between Manitoba Hydro and the Canadian Union of Public Employees, Local 998 with respect to Successor and Bidding Rights.

In the event that any portion of Manitoba Hydro's business that has impact on CUPE bargaining rights is sold, Manitoba Hydro agrees to abide by the applicable legislation in place at the time with respect to successor rights and bargaining unit representation.

Should a new entity be created outside of Manitoba Hydro to perform work previously done by CUPE members at Manitoba Hydro, and results in affected employees' positions being declared redundant, notwithstanding the Voluntary Departure Program Letter of Understanding, the Workforce Adjustment provisions contained in Section I shall apply.

Employees who resign their employment with Manitoba Hydro to engage in employment with such a new entity shall, for a period of 12 months following resignation, be eligible to bid on internal job postings at Manitoba Hydro within the CUPE bargaining unit with full CUPE seniority previously attained at Manitoba Hydro. In this instance, employees will be considered as internal applicants, except that if they are successful in obtaining a position they will be considered a new hire.

Agreed this 30th day of AUGUST, 2017.

A handwritten signature in blue ink, appearing to be 'M. Levitt', written over a horizontal line.

M. Levitt
Manager
Employee Relations Department

A handwritten signature in blue ink, appearing to be 'C. Mravinec', written over a horizontal line.

C. Mravinec
President
CUPE