



Western Climate Initiative, Inc. Employee Handbook Québec Employees

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SECTION 1: THE WAY WE WORK IN QUÉBEC

A Word About This Handbook

This Employee Handbook¹ contains information about the employment policies and practices of the Corporation, specifically in Québec. We expect each Québec employee to read this Employee Handbook carefully, as it is a valuable reference for understanding their job and the Corporation. The policies outlined in this Employee Handbook should be regarded as management guidelines only, which in a developing business will require changes from time to time. The Corporation retains the right to make decisions involving employment as needed in order to conduct its work in a manner that is beneficial to the employees and the Corporation. This Employee Handbook supersedes and replaces any and all prior Employee Handbooks and any inconsistent verbal or written policy statements.

The Corporation reserves the right to revise, delete and add to the provisions of this Employee Handbook at any time without further notice. All such revisions, deletions or additions to the Employee Handbook must be in writing and must be adopted by WCI, Inc. Board of Directors. No oral statements or representations can change the provisions of this Employee Handbook.

The provisions of this Employee Handbook are not intended to create contractual obligations with respect to any matters it covers. Nor is this Employee Handbook intended to create a contract guaranteeing that an employee will be employed for any specific time period. Likewise, if a written contract is inconsistent with the Employee Handbook, the written contract takes precedence.

Nothing in this Employee Handbook is intended to unlawfully restrict an employee's rights according to any applicable federal and provincial laws, specifically with regard to an employee's right to engage in any of the rights guaranteed to them by the Québec Labour Code, including but not limited to the right to engage in concerted protected activity for the purposes of their mutual aid and/or protection. Nothing in this Employee Handbook will be interpreted, applied or enforced to interfere with, restrain or coerce employees in the exercise of their rights under the Québec Labour Code.

This Employee Handbook refers to current benefits maintained by the Corporation. Employees should refer to the actual documents if they have specific questions regarding the benefits offered by the Corporation. Those documents are controlling.

¹ In the event of a discrepancy between the French version and the English version of the Employee Handbook, the French version shall be controlling.

Probation period And Notice Of Termination of Employment

In Canada, an employee's minimum rights to notice are regulated by provincial statute for provincially regulated undertakings, and vary from province to province. For instance, Québec's law (the Act Respecting Labour Standards) and the Québec civil code provides that WCI, Inc. can only terminate an employee without cause if it provides the employee with "reasonable notice" or an equivalent "compensation indemnity" in lieu of notice for the termination of employment or for a layoff period of longer than 6 months.

The time period to determine the employee's notice or compensation indemnity vary according to his length of uninterrupted service and any other criteria that are recognized by the legislation on that matter.

The Act does not apply to an employee:

1. who has less than three months of uninterrupted service;
2. whose contract for a fixed term or for a specific undertaking expires;
3. who has committed a serious fault;
4. for whom the end of the contract of employment or the layoff is a result of force majeure.

Thus, in line with the previous exceptions, each new employee must go through a probationary period of 90 days before starting his permanent employment relationship with WCI, Inc. During this period, regardless of any provision in this Employee Handbook, either the employee or WCI, Inc. may terminate the employment relationship at any time, for any reason not related to discrimination, with or without cause or notice.

No officer, employee or representative of the Corporation is authorized to enter into an agreement – expressed or implied – with any employee for employment for a specified period of time unless such an agreement is in a written contract approved by WCI, Inc. Board of Directors and signed by the Chair or the Executive Director. At the end of a contract for a fixed term, or if the employee has completed the task for which he had been hired, WCI, Inc. is not required to give notice.

Equal Employment Opportunity

Our Corporation is committed to equal employment opportunity. We will not discriminate against employees or applicants for employment on any legally recognized basis under applicable federal or provincial law.

Employees may discuss questions related to equal employment opportunity with their supervisor or any other member of management.

A Word About Our Employee Relations Philosophy

We are committed to providing the best possible climate for maximum development and goal-achievement for all employees. Our practice is to treat each employee as an individual. We seek to develop a spirit of teamwork: individuals working together to attain a common goal.

We have a workplace where communication is open and problems can be discussed and resolved in a mutually respectful atmosphere. We take into account individual circumstances and the individual employee.

We firmly believe that with direct communication, we can resolve any difficulties that may arise and develop a mutually beneficial relationship.

A Harassment-Free Work Environment

We firmly prohibit any type of physical, psychological or sexual harassment of employees by another employee, a supervisor or a third party for any reason. Harassment of third parties by our employees in the workplace is also prohibited. Any type of sexual harassment is against Corporation policy and may be unlawful.

The purpose of this policy is not to regulate the personal morality of employees. It is to ensure that, in the workplace, no employee harasses anyone for any reason or in any manner. The conduct prohibited by this policy includes conduct in any form, including but not limited to e-mail, voice mail, chat rooms, Internet use or history, text messages, pictures, images, writings, words or gestures. Violations of this policy, by any employee, supervisor or agent of the Corporation, will not be tolerated and may result in disciplinary action, up to and including immediate dismissal.

Definitions

While it is not easy to define precisely what harassment is, it includes: slurs, epithets, threats, derogatory comments or visual depictions, unwelcome jokes and teasing.

In addition, according to the Act Respecting Labour Standards:

“psychological harassment means any vexatious behavior in the form of repeated and hostile or unwanted conduct, verbal comments, actions or gestures, that affects an employee's dignity or psychological or physical integrity and that results in a harmful work environment for the employee. For greater certainty, psychological harassment includes such behavior in the form of such verbal comments, actions or gestures of a sexual nature.

Vexatious behavior: A single serious incidence of such behavior that has a lasting harmful effect on an employee may also constitute psychological harassment.”

Again, while it is not easy to define precisely what sexual harassment is, it may include: unwelcome sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature including, but not limited to, sexually-related drawings, pictures, jokes, teasing, e-mails, text messages, uninvited touching or sexually-related comments.

Complaint Procedure

Any employee who believes that (s)he has been harassed in any way including sexual harassment, or who has been retaliated against for complaining of sexual harassment, should immediately report the situation in accordance with the following procedure. All complaints will be promptly and thoroughly investigated as confidentially as possible.

1. Report the situation immediately to the Executive Director or a member of the Board of Directors, each of whom have been designated to receive such complaints.
2. If an employee makes a report to any of these members of management and the manager either does not respond or does not respond in a manner the employee deems satisfactory or consistent with this policy, the employee should report the situation to one of the other members of management designated in this policy to receive complaints.
3. An employee may also report the situation to provincial organizations, such as the Commission des normes, de l'équité, de la santé et de la sécurité du travail, within two (2) years of the last incidence of the offending behavior (in accordance with the Act Respecting Labour Standards), and the Commission des droits de la personne et des droits de la jeunesse.
4. If the harassment situation is a crime, employees may file a complaint at a police station. For example, a person who touches you sexually without your consent can be charged with sexual assault.
5. The Corporation will conduct all investigations promptly and thoroughly in a discreet manner. The Corporation recognizes that every investigation requires a determination based on all the facts in the matter. We also recognize the serious impact a false accusation can have. We trust that all employees will act responsibly.
6. Adverse action will not be taken against an employee because he or she, in good faith, reports an incident or participates in the investigation of a violation of this policy. The reporting employee and any employee participating in any investigation under this policy have the Corporation's assurance that no reprisals will be taken as a result of a harassment complaint. It is our policy to encourage discussion of the matter to help protect others from being subjected to similar inappropriate behavior.

Work Permit for Non-Canadian Citizen or Non-Permanent Resident

In compliance with federal law and any provincial law requirements, if applicable, our Corporation is committed to employing in Canada only individuals who are authorized to work in Canada.

Each new employee from outside Canada, as a condition of employment, must present documentation establishing identity and employment eligibility in accordance with the regulations of the Government of Canada.

If an employee is authorized to work in Canada for a limited time period, the individual will be required to submit proof of renewed employment eligibility prior to expiration of that period to remain employed by the Corporation.

New Employee Orientation

Upon joining our Corporation, you were given this copy of our Employee Handbook. After reading this Employee Handbook please sign the receipt page and return it to your supervisor. You will be asked to complete personnel, payroll and benefit forms (if applicable).

If you lose your Employee Handbook or if it becomes damaged in any way, please notify your supervisor as soon as possible to obtain a replacement copy.

Your supervisor is responsible for the operations of your department. (S)he is a good source of information about the Corporation and your job.

Talk to Us

We encourage you to bring your questions, suggestions and complaints to our attention. We will carefully consider each of these in our continuing effort to improve operations.

If you feel you have a problem, present the situation to your supervisor so that the problem can be settled by examination and discussion of the facts. We expect your supervisor to be able to satisfactorily resolve most matters.

If you still have questions after meeting with your supervisor or if you would like further clarification on the matter, request a meeting with the Executive Director. (S)he will review the issues and meet with you to discuss possible solutions.

Your suggestions and comments on any subject are important to us and we encourage you to take every opportunity to discuss them with us. Your job will not be adversely affected in any way because you choose to use this procedure.

If at any time you do not feel comfortable speaking with your supervisor or the next level of management, discuss your concern with any other member of management with whom you feel comfortable.

SECTION 2: YOUR PAY AND PROGRESS

Recording Your Time

All employees must record their hours on WCI, Inc.'s standard time sheets at the end of each work day and give them to the Assistant Executive Director by the day after the end of each pay period. All employees are also eligible for paid time off for holidays, vacation, sick leave or other paid time off as described in this handbook, and they shall record all such hours on the standard time sheets. Unpaid time off as allowed under the provisions of this handbook shall also be recorded on the standard time sheets.

All employees subject to this policy are required to accurately record all time worked. Accurately recording all of your time is required in order to be sure that you are paid for all hours worked. You are required to keep an accurate record of your hours worked.

The workweek starts at 12:00 am on Sunday and ends on Saturday at 11:59 pm.

Payday

You will be paid semimonthly, normally on the 5th of the month and the 20th of the month for the periods that have ended on the last day of the month and the 15th of the month respectively.

When our payday is a holiday or during a weekend day, you will normally be paid on the last working day preceding the holiday or the weekend.

Please review your paycheck for errors. If you find a mistake, report it to the Assistant Executive Director immediately. The Assistant Executive Director will assist you in taking the steps necessary to correct the error.

Paycheck Deductions

The Corporation is required by provincial and federal law to make certain deductions from your paycheck each pay period. In Québec, such deductions include:

- Federal and provincial taxes;
- Employment insurance premiums;
- Québec Pension Plan;
- Québec Parental Insurance Plan.

All deductions and the amount of the deductions are listed on your pay stub. These deductions are totaled each year for you on your Forms T-4 – Statement of Remuneration Paid (T-4 slip) and Relevé 1 – Revenus d'emploi et revenus divers (RL-1 slip available in French only).

Employees will be reimbursed in full for any inadvertent or improper deductions, as defined by law.

If questions or concerns about any pay deductions arise, employees may discuss and resolve them with the Assistant Executive Director.

Garnishment/Child Support

When an employee's wages are garnished by a court order, our Corporation is legally bound to withhold the amount indicated in the garnishment order from the employee's paycheck. Our Corporation will, however, honor applicable federal and provincial guidelines that protect a certain amount of an employee's income from being subject to garnishment.

Direct Deposit

You have the option of receiving your pay in a payroll check or having your pay deposited into your bank account through our direct deposit program.

Pay Advances

Pay advances will not be granted to employees.

Overtime

There will be times when you will need to work overtime so that we may meet the needs of our clients. Although you will be given advance notice when feasible, this is not always possible.

In compliance with the Act Respecting Labour Standards, except for the management personnel, workers will be paid or compensated in equivalent leave at a rate of time and one-half their regular hourly rate for hours worked in excess of 40 hours in a week.

Only actual hours worked count toward computing weekly overtime.

If you have any questions concerning overtime pay, check with the Assistant Executive Director.

Pay for Reporting for Work if Not Required

The Corporation will make every effort to notify employees in advance when it is not necessary to report for work. These circumstances may include inclement weather, fire, flood, power outage, lack of work, etc. In the event you report for work without being notified in advance that your services are not needed, you will be compensated in accordance with applicable laws.

Job Descriptions

The Corporation will create and maintain a job description for each position in the Corporation. The job description outlines the essential duties and responsibilities of the position. When the duties and/or responsibilities of a position change, the job description will be revised periodically to reflect those changes. If you have any questions or wish to obtain a copy of your position's job description, please see the Executive Director.

Performance Reviews

Your performance is important to our Corporation. Once each year, the Executive Director will review your job progress within our Corporation and help you create new job performance plans.

Our performance review program provides the basis for a better understanding between you and the Executive Director, with respect to your job performance, potential and development within the Corporation.

The Board of Directors shall also conduct an annual review of the Executive Director's performance.

SECTION 3: TIME AWAY FROM WORK AND OTHER BENEFITS

Employee Benefits

Our Corporation offers specific benefits available to certain categories of employees.

This Employee Handbook provides a general description of the current benefits maintained by the Corporation. Employees should refer to the actual plan documents if they have specific questions regarding the benefit plan. Those documents are controlling.

The Corporation reserves the right to modify its benefits at any time. We will keep employees informed of any changes.

Holidays

In Québec, with respect to the Act Respecting Labour Standards and the National Holiday Act, our Corporation observes the following nine statutory holidays during the year:

- New Year's Day (January 1)
- Good Friday (Friday before Easter Sunday)
- Easter Monday (Monday after Easter Sunday)
- National Patriots Day (Monday preceding May 25th)
- Fête nationale (St. John the Baptist Day, June 24th)
- Canada Day (July 1st or July 2nd if a Sunday)
- Labor Day (1st Monday in September)
- Thanksgiving Day (2nd Monday in October)
- Christmas (December 25th)

In addition, Québec employees will receive one additional paid holiday from the following list of optional holidays. Employees must obtain Executive Director approval as soon as possible for their requested optional holidays.

- Christmas Eve (December 24)
- Day after Christmas (December 26)
- New Year's Eve (December 31)
- Day after New Year's Day (January 2)

If one of the above holidays falls on Saturday, it is normally observed on the preceding Friday. If a holiday falls on Sunday, it is normally observed on the following Monday.

All employees are eligible for paid holidays immediately upon hire. Employees with a regular workweek of less than 40 hours will be compensated for paid holidays. In compliance with the Act Respecting Labour Standards, for each statutory general holiday, WCI, Inc. will pay all employees an indemnity equal to 1/20 of the wages earned during the four complete weeks of pay preceding the week of the holiday, excluding overtime.

Vacation

All full-time employees and part-time employees are eligible for paid vacation as follows.

Full-time employees who have worked at WCI, Inc. for less than three years will accrue ten (10) hours of vacation each month. Full-time employees who have worked at WCI, Inc. for three years or more will accrue twelve (12) hours of vacation each month. Vacation leave accrual will be prorated for partial months worked.

Employees may not at the end of any pay period exceed a balance of vacation time of 120 hours. Once the maximum amount of accrued vacation time is reached (120 hours), the employee will only become eligible to resume accruing vacation time when the balance falls below the maximum. Upon termination, unused accrued vacation time will be paid at the final rate of pay.

With respect to the Act Respecting Labour Standards, employees are entitled to know the date of their annual leave at least four weeks in advance. Thus, they should submit vacation requests reasonably in advance in writing to the Executive Director. When possible, vacation requests are granted, taking in to account operating requirements. Length of employment may determine priority in scheduling vacation times.

Sick Days

All employees are eligible for paid sick days as follows:

Full-time employees will accrue (8) hours of sick leave each month. Sick leave accrual will be prorated for employees who work less than 40 hours per week (e.g., an employee who works 32 hours per week will accrue leave at the rates shown above times 0.8).

Employees may not at the end of any pay period exceed a balance of sick leave of 120 hours. Once the maximum sick leave balance is reached (120 hours), the employee will only become eligible to resume accruing sick leave when the balance falls below the maximum.

Part-time employees will accrue and use sick leave on a pro-rated basis equivalent to the sick leave benefit for full time employees who work 40 hours per week. For example, a part-time employee who works 20 hours per week will accrue sick leave at one half the rate described above. The maximum sick leave balance will be similarly prorated for part-time employees.

Sick leave accrual will not be paid upon termination. Sick leave use in excess of five (5) consecutive working days will require the approval of the Executive Director.

All employees may use up to one-half of their annual allotment of accrued and available sick leave for absences to attend to an illness of the employee's child, the child of the employee's registered domestic partner, the employee's parent, the employee's registered domestic partner or the employee's spouse, on the same terms as the employee's use of sick leave benefits for the employee's own illness or injury.

Jury Duty

Employees summoned for jury duty are granted leave in order to serve if they give reasonable advance notice to the Assistant Executive Director that they will need time off to serve. Five (5) days of paid leave are provided for jury duty. Jury duty leave use will be prorated for employees with a regular work week of less than 40 hours. Any additional time off to serve on jury duty shall be unpaid.

We reserve the right to request proof of jury service issued by the Court upon return.

Employees should make arrangements with the Assistant Executive Director as soon as they receive their summons.

We expect employees to return to their job if they are excused from jury duty during their regular working hours.

Witness Leave

Employees are given the necessary time off without pay to attend or participate in a court proceeding in accordance with provincial law. We ask that employees notify the Assistant Executive Director of the need to take witness leave as far in advance as is possible.

Voting Leave

Our Corporation believes that every employee should have the opportunity to vote in any provincial or federal election. Any employee whose work schedule does not provide him or her with three consecutive hours for federal elections (Canada Elections Act) or four consecutive hours, excluding meal time, for provincial elections (Québec Election Act and Election regulations), either between the opening of the polls and the beginning of his or her shift or between the end of his or her shift and the close of the polls, will be allowed to take time off at the beginning or end of his or her workday or shift without a deduction in pay in order to vote. We reserve the right to select the hours of time off for voting.

Employee must notify the Assistant Executive Director of the need for voting leave at least one day before Election Day.

Military Leave

With respect to the Act Respecting Labour Standards, employees who are required to fulfill military obligations in any branch of the Canadian Armed Forces will be given the necessary time off and reinstated in accordance with federal and provincial law. The time off will be unpaid.

Accrued vacation may be used for this leave if the employee chooses. Military orders should be presented to the Executive Director and arrangements for leave made as early as possible before departure. Employees are required to give advance notice of their service obligations to the Corporation unless military necessity makes this impossible.

Employees must notify the Executive Director of their intent to return to employment based on the requirements of the law. Employees' benefits may continue to accrue during the period of leave in accordance with provincial and federal law.

Additional information regarding military leaves may be obtained from the Executive Director.

Family, Parental and Health Related Leaves and Absences

See the Act Respecting Labour Standards, for the details and conditions of family, parental and health related leaves and absences provided by WCI, Inc. namely for:

- Family responsibilities and absences, namely to fulfill obligations relating to the care, health or education of a family member;
- Serious illness or accident of a family member;
- Absences owing to sickness, an organ or tissue donation for transplant, an accident or a criminal offence;
- Absences owing to domestic violence or sexual violence;
- Becoming the victim of a violent or serious felony or felonious theft or embezzlement, for the purposes of attending legal proceedings related to the crime;
- Bereavement;
- Wedding or civil union;
- Birth or adoption;
- Maternity or paternity leave;
- Examination related to pregnancy;
- Parental leave.

In each case, the employee must advise the Executive Director of his absence as soon as possible or within the delays specified by the Act Respecting Labour Standards.

Our Corporation reserves the right to request written verification of an employee's familial relationship, documentation to attest to a serious illness or accident or documented evidencing of the legal proceedings requiring the employee's absence within a reasonable time after leave is taken, and the Corporation may request documentation regarding the expected date of return to work.

In some cases, such as for family responsibilities, the leave may be divided into separate days and a day may also be divided if the Executive Director consents thereto. When possible, the employee must take reasonable steps within his power to limit the leave and the duration of the leave.

When unpaid leave is provided by law owing to sickness, an accident, domestic violence or sexual violence, affected employees may elect to use accrued paid vacation and/or sick leave in lieu of unpaid leave.

With respect to family absences, the first two days taken annually are paid. In such a case, and as provided by the Act, the employer is not required to pay more than two days' absences in

the same year when the employee is absent from work for any of the reasons. If the leave cannot be paid in the terms described above, the employee may replace it with hours of paid annual leave or bank illness.

During the various periods of absence described previously, the employee may return to work intermittently or on a part-time basis if the Executive Director consents to it. When an employee is able to return to work, he should give at least one week's advance written notice to the Executive Director. Our Corporation reserves the right to request a doctor's certificate stating that the affected employee is medically able to return to his/her normal duties.

WCI, Inc. will continue to provide benefits for retirement plan for employees on authorized leave from work, subject to regular payment of the contributions payable under those plans, with the customary part paid by the employer.

After a long term leave/absence, WCI, Inc. will return an employee to the same or a similar position, with the same wages and benefits he/she held prior to the leave/absence, subject to our staffing and business requirements. If the position previously held no longer exists when the employee returns to work, WCI, Inc. shall recognize all the rights and privileges to which the employee would have been entitled if he/she had been at work at the time the position ceased to exist. However, nothing shall prevent WCI, Inc. from dismissing, suspending or transferring an employee if, in the circumstances, the consequences of the sickness, accident or criminal offence or the repetitive nature of the absences constitute good and sufficient cause.

An employee's continued absence from work beyond his/her disability (as determined by his/her physician) will be deemed a voluntary dismissal of his/her employment.

Medical, Dental, and Vision Care Benefit

Quebec employees of WCI, Inc. can obtain medical services free of charge under the Health Insurance Plan administered by the Régie de l'assurance maladie du Québec (RAMQ). Therefore, no additional medical, dental or vision care benefits are provided by WCI, Inc. for employees in Québec.

According to Québec law, WCI, Inc. employee who are not eligible for a private group insurance plan covering prescription drugs must register for the Public Prescription Drug Insurance Plan, administered by the RAMQ. Children of persons registered for the public plan are also covered by that plan.

Persons who have only the supplemental coverage offered by a private plan must also have the basic coverage provided by the public plan and must therefore pay the public plan premium.

Persons who are eligible for a private plan cannot be covered by the public plan. Private plans are available either through employment, through membership in a professional order or association, or through a person's spouse or parents. Those who are covered by a private plan are required to obtain coverage under it for their spouse and children, unless their spouse and children are already covered by another private plan. Furthermore, whomever is eligible for more than one private plan may choose the plan they consider the most advantageous.

Registered Retirement Savings Plan

WCI, Inc. offers a Registered Retirement Savings Plan (RRSP) for full-time employees upon hire. WCI, Inc. will match employee contributions at 100 % up to 3 % of the employee's gross salary, and match employee contributions at 50 % for the next 2 % of the employee's gross salary.

Employees may be eligible to contribute additional unmatched amounts. Detailed information on the plan benefit will be provided to employees by the Assistant Executive Director.

Unemployment Insurance

Upon separation from employment, employees may be entitled to federal unemployment insurance benefits.

Workers' Compensation for Injury on the Job

On-the-job injuries in Québec are covered by the Act Respecting Industrial Accidents and Occupational Diseases. Having entered into force in 1985, this Act introduces a remedial system for injuries or diseases caused by work. It provides for the payment of compensation and when necessary, the supply of health care and assistance with rehabilitation. If employees are injured on the job, no matter how slightly, report the incident immediately to the Assistant Executive Director. Consistent with this Act, failure to report an injury within a reasonable period of time could jeopardize an employee's claim. We ask for employees' assistance in alerting management to any condition that could lead to or contribute to an employee accident.

SECTION 4: ON THE JOB

Attendance and Punctuality

Attendance and punctuality are important factors for employees' success within our Corporation. We work as a team and this requires that each person be in the right place at the right time.

When employees are going to be late for work or absent, they must notify the Assistant Executive Director as far in advance as it is possible under the circumstances, but before the start of their workday.

If employees are absent for three days without notifying the Corporation, it is assumed that they have voluntarily abandoned their position with the Corporation, and they will be removed from the payroll.

Business Hours

Because of the nature of our business, employee's work schedule may vary depending on their job. Normal business hours are 8:00 am to 5:00 pm local time, Monday through Friday. Employees should check with the Assistant Executive Director if they have questions about their hours of work.

Meal Time

In compliance with the Act Respecting Labour Standards, employees who work five or more hours in a day are required to take a 30-minute unpaid meal period off from work. An employee who works over ten hours in a day is required to take off a second 30-minute unpaid meal period. Employees are relieved of their job responsibilities during their meal periods.

On Duty Meal Period. In a limited number of situations, certain designated employees may be required to work an on-duty meal period due to the nature of the employee's duties. Unless the Assistant Executive Director directs employees to take an on-duty meal period due to the nature of their job duties and they agree to an on-duty meal period in writing, they will not be permitted to take an on-duty meal period. On duty meal periods will be paid.

Breaks

Employees will receive one, ten-minute paid break for every four hours worked.

Lactation Breaks

The Corporation will provide a reasonable amount of break time to accommodate a female employee's need to express breast milk for the employee's infant child. The break time should, if possible, be taken concurrently with other break periods already provided. The Corporation will also make a reasonable effort to provide the employee with the use of a room or other location in close proximity to the employee's work area, for the employee to express milk in private.

Employees should notify the Assistant Executive Director to request time to express breast milk under this policy. The Corporation reserves the right to deny an employee's request for a lactation break if the additional break time will seriously disrupt operations.

No provision of this policy applies or is enforced if it conflicts with or is superseded by any requirement or prohibition contained in a federal or provincial regulation. Anyone with knowledge of such a conflict or potential conflict should contact the Assistant Executive Director.

Standards of Conduct

Each employee has an obligation to observe and follow the Corporation's policies and to maintain proper standards of conduct at all times. If an individual's behavior interferes with the orderly and efficient operation of a department, corrective disciplinary measures will be taken.

Disciplinary action may include a verbal warning, written warning, suspension with or without pay, and/or dismissal. The appropriate disciplinary action imposed will be determined by the Corporation. The Corporation does not guarantee that one form of action will necessarily precede another.

Among other things, the following may result in disciplinary action, up to and including dismissal: violation of the Corporation's policies or safety rules; insubordination; unauthorized or illegal possession, use or sale of alcohol or controlled substances on work premises or during working hours, while engaged in Corporation activities or in Corporation vehicles; unauthorized possession, use or sale of weapons, firearms or explosives on work premises; theft or dishonesty; physical harassment; sexual harassment; disrespect toward fellow employees, visitors or other members of the public; performing outside work or use of Corporation property, equipment or facilities in connection with outside work while on Corporation time; and poor attendance or poor performance. These examples are not all inclusive. We emphasize that dismissal decisions will be based on an assessment of all relevant factors.

Access to Personnel Files

Upon request, an employee may inspect his own personnel file. Inspections will be held on Corporation premises in the presence of a Corporation official. Contact the Executive Director to arrange a time to view these records. An employee will be permitted to review and copy records related to his qualifications for employment, compensation and disciplinary action. No employee is permitted access to any letter related to a criminal investigation or any letter of reference maintained by the Corporation. If an employee disagrees with the accuracy of any statement in the records and no correction can be agreed upon, he may submit an explanatory

statement, which will be attached to the records. An employee will be allowed to have a copy of any document he has signed relating to his employment.

For more information, contact the Executive Director.

Client and Public Relations

Our Corporation's reputation is built on excellent service and quality work. To maintain this reputation requires the active participation of every employee.

The opinions and attitudes that clients have toward our Corporation may be determined for a long period of time by the actions of one employee. It is sometimes easy to take a client for granted, but if we do, we run the risk of losing not only that client, but his or her associates, friends or family who may also be clients or prospective clients.

Each employee must be sensitive to the importance of providing courteous treatment in all working relationships.

Solicitation and Distribution

In the interest of maintaining productivity and a proper business environment, employees may not distribute literature or other materials of any kind or solicit for any cause during the working time of any employee involved.

Employees may not distribute literature or other materials of any kind in working areas, at any time, whether or not the employees are on working time. Likewise, employees may not solicit for any cause during the working time of any employee involved. Non-working time includes, but is not limited to, a lunch or break.

Non-employees are prohibited from soliciting or distributing materials on Corporation premises at any time.

Changes in Personal Data

To help employees and/or their family in matters of personal emergency, we need to maintain up-to-date information.

Changes in name, address, telephone number, marital status, number of dependents or changes in next of kin and/or beneficiaries should be given to the Assistant Executive Director promptly.

Care of Equipment

Employees are expected to demonstrate proper care when using the Corporation's property and equipment. No property may be removed from the premises without the proper authorization of management. If employees lose, break or damage any property, they must report it to the Assistant Executive Director at once.

Acceptable Use of Electronic Communications

This policy contains guidelines for Electronic Communications created, sent, received, used, transmitted, or stored using Corporation communication systems or equipment and employee provided systems or equipment used either in the workplace, during working time or to accomplish work tasks. “Electronic Communications” include, among other things, communications and the devices used to send them, such as messages, images, data or any other information used in e-mail, instant messages, voice mail, fax machines, computers, personal digital assistants (including Blackberry, iPhone or similar devices), text messages, pagers, telephones, cellular and mobile phones including those with cameras, Intranet, Internet, back-up storage, information on a memory or flash key or card, jump or zip drives or any other type of internal or external removable storage drives. In the remainder of this policy, all of these communications and communication devices are collectively referred to as “Systems.”

Employees may use our Systems to communicate internally with co-workers or externally with clients, suppliers, vendors, advisors, and other business acquaintances for business purposes.

In accordance with Québec laws, all electronic communications stored on Corporation systems are Corporation records. Although an employee may have individual passwords to access our systems, the systems and electronic communications do not belong to the employee. Monitoring of systems and electronic communications by WCI, Inc. is permissible if our Corporation has a valid reason for doing so. Any action taken by WCI, Inc. to monitor or control systems or communications must be reasonable and justified for ensuring the proper functioning of the Corporation. Our Corporation may monitor emails if we have reasonable grounds to believe that the employee uses their email account unreasonably, for non-work related reasons, during working hours.

Although incidental and occasional personal use of our Corporation’s systems that does not interfere or conflict with productivity, affect our Corporation's business or violate our Corporation’s policies is permitted, personal communications using Corporation systems may be monitored if our Corporation has a valid reason for doing so. WCI, Inc. may have a right to monitor or control electronic communications, but it must ensure that a reasonable expectation of privacy of the employee is respected. If we reimburse an employee for work use of a personal phone, we reserve the right to ask for copies of bills and call details. By accepting reimbursement, you agree to this condition.

Employees may not use our systems in a manner that violates our policies including but not limited to A Harassment-Free Work Environment, Sexual Harassment, Equal Employment Opportunity, Protecting Corporation Information, and Solicitation and Distribution. Employees may not use our systems in any way that may be seen as insulting, disruptive, obscene, offensive, or harmful to morale. Examples of prohibited uses include, but are not limited to, sexually-explicit drawings, messages, images, cartoons, or jokes; propositions or love letters; ethnic or racial slurs, threats, or derogatory comments; or any other message or image that may be in violation of Corporation policies.

In addition, employees may not use our systems:

- To download, save, send or access any discriminatory or obscene material;
- To download, save, send or access any music, audio or video file;
- To download anything from the internet (including shareware or free software) without the advance written permission of the Systems Supervisor;
- To download, save, send or access any site or content that the Corporation might deem “adult entertainment;”
- To access any “blog” or otherwise post a personal opinion on the Internet;
- To solicit employees or others;
- To attempt to gain or to gain unauthorized or unlawful access to computers, equipment, networks, or systems of the Corporation or any other person or entity;
- In connection with any infringement of intellectual property rights, including but not limited to copyrights; and
- In connection with the violation or attempted violation of any law, including while driving as employees must obey all driving laws and regulations while at work.

An employee may not misrepresent, disguise, or conceal his or her identity or another’s identity in any way while using electronic communications; make changes to electronic communications without clearly indicating such changes; or use another person’s account, mail box, password, etc. without prior written approval of the account owner and without identifying the actual author.

Employees must always respect intellectual property rights such as copyrights and trademarks. Employees must not copy, use, or transfer proprietary materials or of the Corporation or others without appropriate authorization.

All systems passwords and encryption keys must be available and known to the Corporation. Employees may not install password protected or encryption programs without the written permission of the Executive Director. Employees may not use the passwords and encryption keys belonging to others.

Numerous provincial and federal laws apply to electronic communications. The Corporation will comply with applicable laws. Employees must also comply with applicable laws and should recognize that an employee could be personally liable and/or subject to fines and imprisonment for violation of applicable laws. Where appropriate, the Corporation may advise legal officials or appropriate third parties of policy violations and cooperate with official investigations. We will not, of course, retaliate against anyone who reports possible policy violations or assists with investigations.

In case of non-compliance with WCI, Inc. policies, the employee may be subject to disciplinary actions, such as a verbal or a written warning, a reprimand, a suspension with or without pay and for repeat offenses of serious harm, a dismissal.

If you have questions about the acceptable use of our systems or the content of electronic communications, ask the Executive Director for clarification.

Social Media

The Corporation has in place policies governing the use of its own electronic communication systems, equipment, and resources that employees must follow. The Corporation may also have an interest in employees' electronic communications with co-workers, clients, vendors, suppliers, competitors, and the general public on their own time. Inappropriate communications, even if made on employees' own time using their own resources, may be grounds for discipline up to and including immediate termination. We encourage employees to use good judgment when communicating via blogs, online chat rooms, networking Internet sites, social internet sites, and other electronic and non-electronic forums (collectively "social media"). The following is a general and non-exhaustive list of guidelines employees should keep in mind:

1. Make it clear that the views expressed in social media are yours alone. Do not purport to represent the views of the Corporation in any fashion.
2. Do not disclose confidential or proprietary information regarding the Corporation, your co-workers or the Corporation's vendors and suppliers. Use of copyrighted or trademarked Corporation information, trade secrets, or other sensitive information may subject you to legal action. If you have any doubt about whether it is proper to disclose information, please discuss it with the Executive Director.
3. Do not use Corporation logos, trademarks, web addresses, email addresses or other symbols in social media. You may not use the Corporation name or other identifying information to endorse, promote, denigrate or otherwise comment on any product, opinion, cause or person.
4. Be respectful of the privacy and dignity of your co-workers. Do not use or post photos of co-workers without their express consent.
5. Harassing or discriminatory comments, particularly if made on the basis of gender, race, religion, age, national origin, or other protected characteristics may be deemed inappropriate even if the Corporation name is not mentioned. If social media communications in any way may adversely affect your relationships at work or violate Corporation policy, you may be subject to discipline up to and including immediate termination under various Corporation policies.
6. Ensure that engaging in social media does not interfere with your work commitments.
7. Social media postings and similar communications have the potential to reflect on both you and the Corporation. We hope that you will show respect for our employees, clients, affiliates and competitors.

Policies and Procedures

Employees are required to follow all of the established policies and procedures of the Corporation, including, but not limited to the following policies that have been approved and adopted by the Board of Directors:

- Funds Management Policy
- Ethical Guidelines and Conflict of Interest Policy
- Retention of Business Records Policy
- Whistleblower Protection Policy
- Procurement Policy

In addition, employees are expected to maintain the highest standards of personal cleanliness and present a neat, professional appearance at all times.

Whether or not their job responsibilities place them in direct client contact, employees represent the Corporation with their appearance as well as their actions.

The Corporation maintains a business casual environment. All employees should use discretion in wearing attire that is appropriate for the office and client interaction.

Protecting Corporation Information

Protecting our Corporation's information is the responsibility of every employee, and we all share a common interest in making sure information is not improperly or accidentally disclosed. Do not discuss the Corporation's confidential business or proprietary business matters, or share confidential, personal employee information with anyone who does not work for us such as friends, family members, members of the media, or other business entities. Employees may be required to sign a nondisclosure agreement as a condition of their employment, in accordance with provincial and federal law.

All telephone calls regarding a current or former employee's position/compensation with our Corporation must be forwarded to the Executive Director.

The Corporation's address shall not be used for the receipt of personal mail.

Conflict of Interest/Code of Ethics

A Corporation's reputation for integrity is its most valuable asset and is directly related to the conduct of its officers and other employees. Therefore, employees must never use their positions with the Corporation, or any of its clients, for private gain, to advance personal interests or to obtain favors or benefits for themselves, members of their families or any other individuals, Corporations or business entities. All employees are required to sign and adhere to the Corporation's "Ethical Guidelines and Conflict of Interest Policy."

The Corporation adheres to the highest legal and ethical standards applicable in our business. The Corporation's business is conducted in strict observance of both the letter and spirit of all applicable laws and the integrity of each employee is of utmost importance.

Employees of the Corporation shall conduct their personal affairs such that their duties and responsibilities to the Corporation are not jeopardized and/or legal questions do not arise with respect to their association or work with the Corporation.

If You Must Leave Us

Should you decide to leave your employment with us, we ask that you provide the Executive Director with at least one month's advance written notice. Your thoughtfulness is appreciated and will be noted favorably should you ever wish to reapply for employment with the Corporation.

Employees, who are rehired following a break in service in excess of six months, other than an approved leave of absence, are considered new employees from the effective date of their reemployment for all purposes, including the calculation of benefits.

Additionally, all resigning employees should complete a brief exit interview prior to leaving. All Corporation property, including this Employee Handbook, must be returned upon termination of employment.

Otherwise, the Corporation may take action to recoup any replacement costs and/or seek the return of Corporation property through appropriate legal recourse.

You should notify the Corporation if your address changes during the calendar year in which termination of employment occurs so that your tax information will be sent to the proper address.

SECTION 5: SAFETY IN THE WORKPLACE

Each Employee's Responsibility

Safety in our Corporation can only be achieved through teamwork. Each employee, supervisor and manager must practice safety awareness by thinking defensively, anticipating unsafe situations and reporting unsafe conditions immediately.

Please observe the following precautions:

1. Notify the Assistant Executive Director of any emergency situation. If you are injured or become sick at work, no matter how slightly, you must inform the Assistant Executive Director immediately.
2. The use of alcoholic beverages, marijuana or other illegal substances during working hours will not be tolerated. The possession of alcoholic beverages, marijuana, or illegal substances on the Corporation's property is forbidden.
3. Reporting to work under the influence of alcohol, marijuana or other illegal substances is prohibited.
4. Use, adjust and repair machines and equipment only if you are trained and qualified.
5. Know the proper lifting procedures. Get help when lifting or pushing heavy objects.
6. Understand your job fully and follow instructions. If you are not sure of safe procedures, don't guess; just ask the Assistant Executive Director.
7. Know the locations, contents and use of first aid and firefighting equipment.
8. Comply with job safety and health standards applicable in Québec, such as detailed in An Act Respecting Occupational Health and Safety and An Act Respecting Industrial Accident and Occupational Diseases.

A violation of a safety precaution is in itself an unsafe act. A violation may lead to disciplinary action, up to and including dismissal.

Workplace Violence

Violence or threat of violence by an employee or anyone else against an employee, supervisor or member of management will not be tolerated. The purpose of this policy is to minimize the potential risk of personal injuries to employees at work and to reduce the possibility of damage to Corporation property in the event someone, for whatever reason, may be unhappy with a Corporation decision or action by an employee or member of management.

If you receive or overhear any threatening communications from an employee or outside third party, report it to the Executive Director at once. Do not engage in either physical or verbal confrontation with a potentially violent individual. If you encounter an individual who is threatening immediate harm to an employee or to a visitor on our premises, contact an emergency agency (such as 911) immediately. All reports of work-related threats will be kept

confidential to the extent possible, investigated and documented. Employees are expected to report incidents and participate in investigations of any suspected or actual cases of workplace violence and will not be subjected to disciplinary consequences for such reports or cooperation.

Violations of this policy, including your failure to report incidents or fully cooperate in Corporation investigations, may result in disciplinary action, up to and including dismissal.

Workplace Searches

To protect property and to ensure the safety of all employees, clients and the Corporation as a whole, WCI, Inc. reserves the right to conduct searches for security reasons and for stolen property. The right of WCI, Inc. to protect its property will infringe as little as possible on employee rights. Personal searches apply to belongings and employees' offices. An inspection may be conducted at any time, but will be conducted in a discreet manner. WCI, Inc. relies on the cooperation of all employees during an inspection or search.

In case of non-compliance, employees may be subject to disciplinary action, such as a verbal or written warning, a reprimand, a suspension with or without pay, and dismissal, if upon investigation they are found to be in violation of the Corporation's security procedures or any other Corporation rules and regulations.

In An Emergency

The Assistant Executive Director should be notified immediately when an emergency occurs. Emergencies include all accidents, medical situations, bomb threats, other threats of violence, and the smell of smoke. If the Assistant Executive Director is unavailable, contact the nearest Corporation official.

Should an emergency result in the need to communicate information to employees outside of business hours, the Assistant Executive Director will contact them. Therefore, it is important that employees keep their personal emergency contact information up to date. Notify the Assistant Executive Director when this information changes.

When events warrant an evacuation of the building, employees should follow the instructions of the supervisor or any other member of management. Employees should leave the building in a quick and orderly manner.

Employees should assemble at a pre-determined location as communicated to them by the supervisor to await further instructions or information.

Employees should direct any questions they may have about the Corporation's emergency procedures to the Assistant Executive Director.

Substance Abuse

The Corporation has vital interests in ensuring a safe, healthy and efficient working environment for our employees, their co-workers and the clients we serve. It is the policy of our Corporation to create a drug-free workplace. The unlawful or improper presence or use of controlled

substances or alcohol in the workplace presents a danger to everyone. For these reasons, we have established as a condition of employment and continued employment with the Corporation the following substance abuse policy.

- Employees are prohibited from reporting to work or working while using illegal or unauthorized substances, including alcoholic beverages, marijuana or illegal substances.
- Employees are prohibited from reporting to work or working when the employee uses any controlled substance, except when the use is pursuant to a doctor's orders and the doctor advised the employee that the substance does not adversely affect the employee's ability to safely perform his or her job duties. Only the person for whom a prescription drug is issued can bring that medication onto Corporation premises.
- Employees are prohibited from engaging in the unlawful or unauthorized manufacture, distribution, sale or possession of alcohol, marijuana or other illegal or unauthorized substances in the workplace including: on Corporation paid time, on Corporation premises, in Corporation vehicles, or while engaged in Corporation activities.
- Employees cannot bring to or consume alcoholic beverages on Corporation premises.
- Any employee whose off-duty abuse of alcohol, marijuana or illegal or prescription drugs results in excessive absenteeism, lateness, accidents, or impairment of his/her performance will be subject to disciplinary action. However, WCI, Inc. will ensure compliance with its obligations under the Québec Charter of Humans Rights and Freedoms to provide reasonable accommodations.

Your employment or continued employment with the Corporation is conditioned upon your full compliance with the foregoing substance abuse policy. Any violation of this policy may result in disciplinary action, up to and including dismissal. Furthermore, any employee who violates this policy who is subject to dismissal, may be permitted in lieu of dismissal, at the Corporation's sole discretion, to participate in and successfully complete an appropriate treatment, counseling or rehabilitation program as recommended by a substance abuse professional as a condition of continued employment and in accordance with applicable federal or provincial laws.

Consistent with its fair employment policy, the Corporation maintains a policy of non-discrimination and reasonable accommodation with respect to recovering addicts and alcoholics and those with a medical history reflecting treatment for substance abuse conditions. We encourage employees to seek assistance before their substance or alcohol use renders them unable to perform their essential job functions or jeopardizes their health and safety or that of others. The Corporation will attempt to assist its employees through referrals for rehabilitation, appropriate leaves of absence and other measures consistent with the Corporation's policies and applicable federal and provincial laws.

The Corporation further reserves the right to take any and all appropriate actions necessary to enforce this substance abuse policy. Inspection and searches may be conducted if the employer has reasonable grounds for doing so, while respecting the right to privacy of the employee. The Corporation must have reasonable suspicion to believe that the employee has violated this substance abuse policy before requesting an inspection or search.

However, since Canada has legalized marijuana, the Corporation is required to allow the use of marijuana in the workplace only for medicinal purposes if an employee provides the Executive Director with a medical prescription attesting to this specific need. In any other situation, the use of marijuana is strictly prohibited on Corporation property and may result in discipline, up to and including dismissal.

If an employee needs to use marijuana for medicinal purpose, in the workplace or even at home, WCI, Inc. may require medical advices from an occupational or independent physician to assess if the immediate or residual impacts of marijuana use is compatible with his/her tasks or if it presents any safety risks for any other WCI, Inc. employee. In such cases of accommodation, the Corporation may consider reasonable solutions, including the possibility of transferring some of his/her tasks to other colleagues or to assign this employee to another position. However, WCI, Inc. has no obligation to create a position from scratch to accommodate the employee.

This policy represents management guidelines. For more information, please speak to the Executive Director.

RECEIPT OF EMPLOYEE HANDBOOK AND EMPLOYMENT STATEMENT

This is to acknowledge that a copy of the Western Climate Initiative, Inc. Employee Handbook has been provided to the employee and that it contains information about the employment policies and practices of the Corporation. I agree to read and comply with the instructions in this Employee Handbook. I understand that the policies outlined in this Employee Handbook may require changes from time to time. I understand that the Corporation retains the right to make decisions involving employment as needed in order to conduct its work in a manner that is beneficial to the employees and the Corporation. I understand that this Employee Handbook supersedes and replaces any and all prior Employee Handbooks and any inconsistent verbal or written policy statements.

I understand that the Corporation reserves the right to revise, delete and add to the provisions of this Employee Handbook at any time without further notice. All such revisions, deletions or additions to the Employee Handbook will be in writing and will be signed by the Executive Director of the Corporation. I understand that no oral statements or representations can change the provisions of this Employee Handbook.

I understand that this Employee Handbook is not intended to create contractual obligations with respect to any matters it covers and that the Employee Handbook does not create a contract guaranteeing that I will be employed for any specific time period.

I understand that Québec law provides that WCI, Inc. can only terminate an employee without cause where it provides the employee with "reasonable notice" or an equivalent "compensation indemnity" in lieu of notice for the termination of employment or for layoff period of longer than 6 months. This notification period will vary according to the employee length of uninterrupted service, except for an employee:

1. who has less than three months of uninterrupted service;
2. whose contract is for a fixed term or for a specific undertaking expires;
3. who has committed a serious fault;
4. for whom the end of the contract of employment or the layoff is a result of force majeure.

Thus, I understand that each new employee must go through a probationary period of 90 days before starting his permanent employment relationship with WCI, Inc. During this period, regardless of any provision in this Employee Handbook, either you or WCI, Inc. may terminate the employment relationship at any time, for any reason, with or without cause or notice.

I understand that no officer, employee or representative of the Corporation is authorized to enter into an agreement – expressed or implied – with anyone for employment for a specified period of time unless such an agreement is in a written contract approved by the Board of Directors and signed by the Chair or the Executive Director of the Corporation. At the end of a contract for a fixed term, or if the employee has completed the task for which he has been hired, WCI, Inc. is not required to give notice.

I understand that this Employee Handbook refers to current benefits maintained by the Corporation and that if I have question regarding the benefits offered by the Corporation I must refer to the actual documents, which are controlling.

I have read and understand the Vacation Policy in this Employee Handbook.

Initials _____ Date _____

I also understand that if a written contract is inconsistent with the Employee Handbook, the written contract is controlling.

If I have questions regarding the content or interpretation of this Employee Handbook, I will ask my supervisor or a member of management.

NAME _____

DATE _____

EMPLOYEE SIGNATURE _____