

AGREEMENT

**THE CORPORATION OF THE
CITY OF VICTORIA**

AND

**THE INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL NO. 230**

January 1, 2017 - December 31, 2020

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COLLECTIVE AGREEMENT

BETWEEN:

THE CORPORATION OF THE CITY OF VICTORIA
(hereinafter called the "Employer")

AND

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 230
(hereinafter called the "Union")

WHEREAS the object of this Agreement is to promote peace and harmony between the Employer and the Union, and to facilitate the peaceful adjustment of all or any disputes and grievances between the parties, and to prevent strikes and lockouts;

AND WHEREAS the Employer recognizes the Union as the bargaining agent on behalf of the employees as set out in the certification of the Labour Relations Board dated January 3, 1945;

AND WHEREAS it is agreed desirable to draw up a Collective Agreement setting forth methods for the speedy adjustment of any differences between the Employer and the Union;

AND WHEREAS this Agreement constitutes a collective agreement between the Employer and the Union with respect to the City of Victoria, and shall be uniformly applied to all employees collectively, unless otherwise specifically provided for herein.

NOW THIS AGREEMENT WITNESSETH that the parties hereto in consideration of the mutual covenants hereinafter contained, agree each with the other as follows:

ARTICLE 1, DEFINITIONS AND GENERAL PROVISIONS

- 1.01 Employer
The term "the Employer" shall be understood to mean the Corporation of the City of Victoria. The term "the Employer's representative" shall be understood to mean the person or persons of the City of Victoria who has been designated by the Employer to handle a particular matter.
- 1.02 Union
The term "the Union" shall be understood to mean the International Brotherhood of Electrical Workers Local 230. The term "employee's representative" or "Agent" shall be understood to mean the duly elected and/or authorized representative of the Union; including a shop steward.

1.03 Permanent Employee

A permanent employee is an employee occupying a regular position who has completed his probationary period and has been confirmed in writing by the Employer.

1.04 Casual Employee

A casual employee shall mean a newly hired employee who is being paid an hourly rate and is employed for maintenance work relief or short construction projects of less than one (1) year duration.

1.05 Call Out

The term "call out" shall be understood to mean an authorized or required unscheduled return to duty following completion of an employee's normal work-day.

1.06 Plural or Gender Terms

In this Agreement, words imparting the singular shall include the plural and vice versa where the context requires. The use of such words such as "he", "his", and "him" as they appear in this Agreement are not intended to restrict the application of the Agreement or a particular rule to a particular gender, but are used solely for the purpose of grammatical convenience and clarity. Accordingly, words imparting the masculine gender shall include the feminine gender where the context requires.

1.07 Savings Provision

Should any provisions of this Agreement be declared illegal by any court of competent jurisdiction, such provisions shall immediately become null and void, leaving the remainder of the Agreement in full force and effect.

1.08 No Strikes or Lockouts

During the term of this Agreement there shall be no lockout by the Employer or any person acting on behalf of the Employer; nor shall there be any strike, or withdrawal of services, on the part of the Union or any of the employees. The Employer shall not request, require or direct employees within the Union to perform work resulting from legal strikes which would normally be performed by those on strike, nor shall the employees within this unit be required to cross any legal union picket line resulting from a legal strike as defined in the Labour Relations Code of B.C., and such employee shall be deemed to be on unpaid leave should alternate work not be available.

ARTICLE 2, UNION RECOGNITION, HIRING, DUES AND LEAVES

2.01 Union Officials

Any reference in this Agreement to the Business Manager or signatories to this Collective Agreement includes their immediate successors to those offices. The Union will provide the Employer with the name(s) of the representative(s) authorized to represent the Union in the administration of the terms of this collective agreement.

2.02 Union Access

The Business Manager or his Agents shall be granted, upon request, reasonable access by the Employer to all shops or jobs where employees of the bargaining unit are employed.

2.03 Shop Stewards

The Union shall have the right to appoint a Shop Steward and the Shop Steward shall see that the terms and conditions of this collective agreement are observed. The Employer shall not discriminate against a Steward because of his proper performance of the duties of a shop steward.

2.04 Leave to Conduct Union Business

(a) Reasonable time off with pay shall be granted to employee representatives of the Union upon application to the Employer when it becomes necessary to transact business with the Employer in connection with matters affecting employees.

(b) Providing that permission has been granted, the employee representative shall be accorded reasonable access to any of the Employer's electrical construction or other operations where bargaining unit employees may be working.

2.05 Union Dues

The Employer shall each pay period deduct from each union member and remit to the Union, all union dues, initiation fees and assessments levied in accordance with the Constitution and Bylaws of the Union on a monthly basis. Union dues shall be deducted from the date of hire.

2.06 Union Notice Boards

Notice Boards will be provided at all assembly points and other suitable locations to the Union for their use. Existing boards shall continue to be available. Arrangements for any additional boards shall be by mutual agreement.

2.07 Employment of Union Members

(a) The Employer agrees to employ only members in good standing in the Union who are in possession of a clearance from the Union Office to perform such work in accordance with Schedule "B" of this Agreement, governing classification of workers. Providing the Union is unable to furnish qualified workers to the Employer within forty-eight (48) hours of the time the Union Office receives the request for additional employees (Saturdays, Sundays and Holidays excluded), the Employer shall reserve the right to employ such workers as are available. The Union will issue permit cards to workers hired in these circumstances by the Employer, but these cards will be revoked whenever qualified members of the Union become available. Permit workers will make application for membership to the Union within thirty (30) days from their first day of employment with the Employer.

- (b) The Employer reserves the ability to decline to employ a worker referred by the Union for a bona fide reason. The reason(s) will be set in writing by the Employer and furnished to the Union within three (3) working days.

2.08 Contracting Out

- (a) No permanent employee shall be laid off and placed on the dispatch list, terminated, or failed to be recalled to their classification as a result of contracting out.
- (b)
 - (i) All subcontractors of the City shall provide wages which are at least equal to those specified in this Agreement when work of a similar or same nature is performed.
 - (ii) If a complaint is filed by the Union, supported by reasonable information or evidence, the City reserves the right to audit or have an independent auditor audit the subcontractor's payroll records.

ARTICLE 3, MANAGEMENT RIGHTS

- 3.01 The Employer shall have the exclusive right to manage and direct the work force within the bargaining unit, subject to the terms of this Agreement.

ARTICLE 4, GENERAL HOLIDAYS

4.01 Entitlement

The following shall be considered general holidays for all employees:

New Year's Day	Family Day
Good Friday	Easter Monday
Victoria Day	Canada Day
British Columbia Day	Labour Day
Thanksgiving Day	Remembrance Day
Christmas Day	Boxing Day

plus (+) all general holidays further proclaimed by the City of Victoria, the Province of British Columbia or the Federal Government.

4.02 General Holiday Entitlements

- (a) A permanent employee shall be entitled to general holidays as time off work and will receive pay equal to their regular day's earnings.
- (b) A casual employee shall be entitled to general holidays off work and will receive four percent (4%) of their gross wage earnings (basic wages plus overtime) on a bi-weekly basis.

4.03 Work on a General Holiday

When a permanent or casual employee is scheduled to work on a general holiday, they shall be compensated at the rate of double time (2x) for all hours worked on such day.

4.04 General Holiday Falling During Annual Vacation

When a permanent employee is on annual vacation and a paid general holiday occurs and is celebrated during such period, the paid general holiday shall not be considered as part of the employee's annual vacation and the vacation day-off with pay shall be granted to such employee, at a time acceptable to the employee and the Employer.

4.05 General Holiday Falling on a Regular Scheduled Rest Day

When a General Holiday falls on a Saturday and/or Sunday, the Employer shall schedule an alternate regular work day(s) off with pay for permanent employees to observe. Casual employees shall observe the same such alternate regular work day(s) off without pay.

ARTICLE 5, VACATIONS

5.01 Definitions

- (a) "Vacation year" for purposes of this Article shall mean the twelve (12) month period January 1st to December 31st inclusive.
- (b) "Partial year" for the purposes of this Article shall mean the calendar year in which an employee is hired as a permanent employee.
- (c) Time off for Union business, recognized leave(s), jury duty, bona fide illness, injury, approved training and vacation days shall count as continuous service for the purposes of this Article.

5.02 Entitlement

- (a) Permanent employees leaving the service of the Employer in less than twelve (12) working months from their date of appointment shall be granted six percent (6%) vacation pay from their commencement of continuous service to their termination date.
- (b) A permanent employee shall be entitled to the following:
 - (i) during their first partial year of service – six percent (6%) of their wages earned during the calendar year of employment up to and including December 31 of that year.
 - (ii) during the first (1st) full vacation year of service and up to the end of the fourth (4th) vacation year of service - fifteen (15) days' vacation per annum.

- (iii) after the fourth (4th) vacation year of service and up to the end of the eighth (8th) vacation year of service - eighteen (18) days' vacation per annum.
 - (iv) after the eighth (8th) vacation year of service and up to the end of the sixteenth (16th) vacation year of service - twenty-three (23) days' vacation per annum.
 - (v) after the sixteenth (16th) vacation year of service and up to the end of the twenty-fourth (24th) vacation year of service - twenty-eight (28) days' vacation per annum.
 - (vi) during the twenty-fifth (25th) vacation year of service and thereafter - thirty (30) days' vacation per annum.
- (c) A casual employee shall be entitled to compensation for vacation pay at four percent (4%) of their gross wage earnings (basic wages plus overtime) paid on a bi-weekly basis.

5.03 Vacation Scheduling

- (a) Vacation shall be granted by the Employer when the employee can best be relieved from their duties, and their duties fulfilled by other employees. Annual vacation granted in accordance with the above schedule are to be considered to have been taken each year, unless written approval is received from the Employer by December 1st in any calendar year for accrual of the whole or part thereof.
- (b) Any conflict of vacation schedule requests, which cannot be resolved in a mutually agreeable manner, will be determined on the basis of seniority.

5.04 Termination of Employment

Permanent employees who leave the service of the Employer after completing twelve (12) consecutive months of employment shall receive vacation, or pay in lieu thereof, for any proportional vacation earned prior to their termination date, on the basis of one-twelfth (1/12th) of their vacation entitlement for each month, or portion of a month greater than one-half (1/2), provided that in all cases of termination of service for any reason, adjustment will be made for any overpayment of vacation.

5.05 Vacation and Casual Employment

Upon completion of the probationary period, a casual employee who becomes a permanent employee without a break in service in excess of twelve (12) consecutive months, shall have credited their hours worked as a casual employee for the purposes of vacation entitlement under this Article.

5.06 Sick Leave During Vacation

Where an employee qualifies for sick leave due to illness or injury during the period of vacation time, sick leave shall displace vacation leave. An illness or injury occurring while the employee is on scheduled vacation time shall not be accepted as a claim for sick leave benefits unless recuperation involves hospitalization or confinement to bed by order of a medical practitioner. Written medical verification of such illness or injury and hospitalization or confinement must be provided to the Employer in order for the employee to be eligible for sick leave benefits.

ARTICLE 6, HOURS OF WORK AND OVERTIME

- 6.01 (a) The normal working day for personnel who are paid by the month or by the hour shall consist of eight (8) consecutive hours of work (exclusive of breaks for meals) between the hour of 7:00 a.m. and the hour of 5:00 p.m. on the same day, and the normal working week shall consist of five (5) consecutive normal working days from Monday to Friday inclusive.
- (b) Each full-time employee shall be entitled to one (1) fifteen (15) minute paid rest break in each half of the full shift.
- 6.02 All time worked in excess of a regular working day is to be considered as overtime and paid on the basis of one and one-half (1½x) times the standard rate for the first three (3) hours immediately following the expiration of the regular working day and double time thereafter until relieved, such relief to be for a period of not less than eight (8) hours.
- 6.03 (a) When an employee has worked unscheduled overtime in excess of four (4) consecutive hours (or is expected to work unscheduled overtime in excess of four (4) consecutive hours) the employee shall be provided with a meal by the Employer or be reimbursed for the costs of a meal in accordance with the financial policy of the Employer.
- (b) An employee shall be provided with a reasonable period of unpaid time (up to one hour) to consume the meal provided or to attend a restaurant for the purposes of this Article.
- (c) An employee who has worked scheduled overtime shall be entitled to eight (8) consecutive hours free from work between each scheduled shift with no loss of pay at the straight time rate.
- 6.04 When approved by the Employer in advance, work required to be performed during the normally scheduled meal break will be paid at the rate of time and one-half (1 1/2x).

6.05 Where regular employees are required to work overtime, time off will be granted in lieu thereof, provided that where, in the opinion of the Employer, the granting of such time off would materially hamper the efficient operation of the Department, the employees concerned may be compensated by cash, either in whole or in part, in lieu thereof.

6.06 Shifts and Shift Premiums

- (a) For the purposes of this Article the following definitions shall apply:
- (i) "Afternoon shift" shall mean when the major portion of employee's shift falls between the hours of 4:00 p.m. and 12:00 midnight.
 - (ii) "Night shift" shall mean when the major portion of an employee's shift falls between the hours of 12:00 midnight and 8:00 am.
- (b) Employees working an afternoon or night shift shall be paid a premium for each hour worked as follows:
- (i) Afternoon shift - 75¢ per hour
 - (ii) Night shift - 85¢ per hour
- (c) An employee may be assigned to an afternoon or night shift provided that:
- (i) the work assignment is to be five (5) days or greater in duration, and
 - (ii) an employee is given a minimum of seven (7) calendar days' notice of the shift assignment, and
 - (iii) the work to be performed is in a facility normally occupied by other persons during the business day.
- (d) By mutual agreement of the Employer and Union an afternoon or night shift may be implemented which differs from the terms and conditions set out in clause (c) above.

ARTICLE 7, HUMAN RIGHTS AND PERSONAL HARASSMENT

7.01 Human Rights

- (a) The Employer agrees that there shall be no discrimination, interference, restriction, or coercion exercised or practised with respect to any employee in the matter of hiring, wage rates, training, upgrading, promotions, transfers, layoff, discipline, discharge or otherwise by reason of age, race, creed, colour, physical handicap, national origin, political or religious affiliation, sex, sexual orientation, family status or marital status; nor by reason of their membership in the Union. This Article shall not apply to normal retirement in accordance with the Public Sector Pension Act.

- (b) The application of the foregoing shall be subject to Section 13(4) of the Human Rights Code of BC that requires the test of bona fide and reasonable justification to those matters as expressed in the Human Rights Code.

7.02 Personal Harassment

- (a) The Employer and the Union recognize the right of employees to work in an environment free from personal harassment and agree to cooperate in attempting to resolve complaints of personal harassment which may arise in the workplace.
- (b) For the purposes of this Article:
 - (i) Personal harassment is generally recognized as a pattern of behaviour consisting of offensive comments or actions that serve to demean, belittle or intimidate an employee(s) or cause personal humiliation;
 - (ii) Personal harassment may include conduct related to unlawful discrimination under the Human Rights Code;
 - (iii) Personal harassment does not include reasonable management activities to direct and manage the work force, including counseling, performance management and corrective discipline.
- (c) Cases of personal harassment may, if not resolved, be eligible to be processed as a grievance.

ARTICLE 8, SICK LEAVE

8.01 Entitlement

Any permanent employee covered by this Agreement who is unable to carry out his duties through illness shall be granted sick leave with pay according to the following schedule:

for the 1st year of employment	3 working days, non-cumulative
2nd year to end of 5th year	12 working days in each year
6th year to end of 15th year	18 working days in each year
After the 15th year	24 working days in each year

Sick leave benefits shall commence on the first day of absence.

8.02 Proof of Illness

- (a) The Employer reserves the right to require satisfactory proof of illness before any sick leave is granted.
- (b) Where the Employer requires a medical report of illness or disability during an examination of the duty to accommodate, the Employer shall pay the doctor directly.

8.03 Sick Leave Accrual

Unused annual sick leave entitlements shall accrue and be available to employees at the rate of one hundred percent (100%) during the first five (5) years of employment; at the rate of sixty-six and two-thirds percent (66 2/3%) from the sixth (6th) year to and including the fifteenth (15th) year of employment, but in the sixteenth (16th) year and each year thereafter, the amount of accrual shall be fifty percent (50%) of the unused entitlement. The maximum accrual allowance to one employee shall be one hundred and thirty (130) days.

8.04 Employment Insurance Rebate

The parties agree that the Employer shall utilize the employee portion of the Employment Insurance Rebate to improve the Extended Health Benefit coverage.

8.05 Subrogation

An employee who receives wage loss benefits from the Insurance Corporation of British Columbia or a court action shall reimburse the Employer (at the rate paid out) for benefits received under Article 8 (Sick Leave) up to the amount of:

- (a) benefits received from the Employer as sick leave; or
- (b) benefits received from the Insurance Corporation of British Columbia or a court action and designated as compensation for loss of wages, whichever is less.

The sick leave shall be restored to the amount of reimbursement remitted by the employee.

8.06 Effect of Absence on Sick Leave, Vacations and General Holidays

- (a) Permanent employees shall earn vacation, sick leave and general holidays while they are in receipt of paid sick leave, provided the absence from work with pay does not exceed six (6) consecutive months.
- (b) Permanent employees shall not earn vacation, sick leave and general holidays while they are on unpaid leave of absence in excess of thirty (30) days (calculated from the first regular work day of absence) or while on a Workers Compensation claim in excess of ninety (90) consecutive days.

ARTICLE 9, SAFETY

9.01 Basic Safety Equipment

- (a) The Employer shall provide the basic required equipment for employees to carry out their duties safely. Such equipment shall include, but not be limited to: hard-hats, protective gloves and lineman rubber gloves, safety glasses, flash lights, rain gear, hearing protection, high visibility coveralls and other personal protective equipment as required by Provincial Occupational Health and Safety Regulations.
- (b) A first aid kit and bio hazard containment unit will be provided on each vehicle driven by the electrical crew.

9.02 Tools

- (a) The Employer shall replace at their expense any personal tool of an employee, required as a condition of employment that is lost, broken or stolen while the employee is performing work for the Employer and upon reasonable proof satisfactory to the Employer of the loss, theft or breakage.
- (b) Any specialty tool required by the Employer for an employee to carry out his duties assigned will be provided by the Employer.

9.03 Occupational Health and Safety Committee

- (a) The parties agree to participate in an Occupational Health and Safety Committee as established by the WorkSafe BC Regulations.
- (b) The parties further agree to co-operate in improving the safety and occupational health of employees and in educating employees and supervisors in proper safety practices and procedures.

9.04 Hazardous Substances

The Employer shall provide the Union, where practicable, with such information as may come into the Employer's possession which identifies the dangers involved with hazardous substances that employees are required to use in the course of their work.

9.05 Certificates and Permits

Permanent employees who have passed their probationary period who are required by the Employer to maintain certificates (such as Field Safety Representative or High Voltage Close Proximity) as a condition of their employment or to hold and maintain permits (such as the Electrical Permit Holder) shall be reimbursed such costs upon presentation of proof of payment.

9.06 First Aid Allowance

A permanent employee required to possess an Occupational First Aid Certificate and when designated to act as the First Aid Attendant in addition to their normal job responsibilities shall receive the following allowance:

Level 1 Occupational First Aid Certificate – twenty five cents (25¢) per hour

Level 2 Occupational First Aid Certificate – sixty-five dollars (\$65.00) bi-weekly.

Level 3 Occupational First Aid Certificate – seventy-five dollars (\$75.00) bi-weekly.

The cost of certification and re-certification and paid time off work to attain such certification shall be borne by the Employer for those permanent employees required to hold a valid Level 2 or Level 3 Occupational First Aid Certificate.

9.07 Safety Boots

The Employer shall replace existing safety footwear for permanent employees who have passed their probationary period. The Employer shall contribute *one hundred dollars (\$100.00)* annually towards the purchase of footwear required by WorkSafeBC.

Safety footwear allowance shall be issued no later than January 31st of each year and copied to the Union.

9.08 Height Premium

When an employee is required to work on poles, bridges, towers or fixtures at elevation exceeding seventy-five (75) feet above ground, he shall be paid double the standard rate.

9.09 High Voltage Work

(a) Live High Voltage Wires

No employee shall be allowed to work on live high voltage wires alone, but he must be accompanied by another qualified person (650 volts AC or 500 volts DC to ground are considered as high voltage).

(b) Primary Conductors and Pole Setting

Employees assigned by the Employer to work on primary conductors or to set wooden poles shall be qualified journeyman lineman.

ARTICLE 10, SENIORITY AND PROBATIONARY PERIOD

10.01 Definitions

- (a) "Seniority" shall be defined as from the start date of a permanent employee in his current classification (including hours worked as a casual employee) and subject to the following provisions shall be the governing factor in his layoff, recall and placement on the seniority roster. Time off for vacations, general holidays, jury duty, injury, training and recognized leaves-of-absence will not have any effect on an employee's seniority date.

- (b) "Service" shall mean an employee's length of continuous service with the Employer. An employee shall maintain and accumulate service while they are in the full time employ of the Employer, from the first day of his employment with the Employer, for the purposes of determining benefits and for calculation of vacation and sick leave entitlements.

10.02 Use of Seniority

Subject to final approval of the Employer, the following principles shall apply:

- (a) Seniority in each classification shall govern in regard to layoffs provided the employee possesses the qualifications, skills and abilities to do the work available.

- (b) The Employer shall post bulletins advising all employees covered by this Agreement of any permanent position(s) which may become vacant and all such employees shall have the right to apply for the said position(s). Ample time shall be allowed after the posting of bulletins for the receipt of applications. When the applications received are being considered, selection shall be made in the first instance on the factors of skills, abilities, qualifications and experience and then all things being equal, seniority shall apply.

- (c) An employee temporarily filling a posted position in a different classification will continue to accumulate seniority in their permanent position. When such an employee attains permanent status in the posted position he will be placed on the bottom of the seniority list for the posted position, and his position on the seniority list of the previous classification will be considered frozen.

- (d) When at any time the department is engaging additional permanent employees covered by this agreement, the permanent employee last laid off within the preceding twelve (12) month period in such department, if qualified to do the work available shall be recalled to the position.

10.03 Probationary Period

All newly hired permanent employees shall serve a probationary period not exceeding six (6) continuous months employment from the dates of hire, during which period such employee may be terminated for any work related reason, without reference to any other Article of this Agreement.

ARTICLE 11, LEAVE OF ABSENCE

11.01 General Leave of Absence

- (a) The Employer may grant approval for an employee to be absent from work without pay on a leave of absence for personal reasons not set out in this collective agreement. A request for a leave of absence shall be in writing to the Employer providing ample opportunity for the Employer to consider the request.
- (b) An employee on leave of absence from the Employer may not work for another Employer unless the Union and the Employer mutually agree.

11.02 Jury Duty and Witness Duty

- (a) The Employer shall grant leave of absence without loss of seniority to a permanent employee who serves as a juror or witness in any court. The Employer shall pay such employee the difference between their normal earnings and the payment they receive for jury service or court witness duty. The employee will present proof of service and the amount of payment received.
- (b) When attending Court as a witness, or a coroner's inquest, or subpoenaed for any matter related to employment, employees will be made whole for wages lost and expenses incurred. The employee will present proof of service and the amount of payment received.

11.03 Bereavement Leave

- (a) Bereavement Leave is designed to allow a permanent employee time off when a death occurs in the immediate family. An employee will be given a leave of up to three (3) working days with pay in the event of the death of any immediate family member as defined in this Article. Pay to be calculated at his regular rate of earnings. A leave for bereavement shall not be deemed to have interrupted continuity of employment. It is the intent of this Article to provide for the granting of leave from work on the occasion of a death as aforesaid, and for the payment of his regular wages for that period to the employee to whom leave is granted.
- (b) Bereavement leave may be extended up to two (2) additional work days, with the intent to provide the employee reasonable travel time to attend a funeral of an immediate family member.

- (c) If an employee is bereaved while on vacation, bereavement leave days may, at the discretion of the Employer, be considered exclusive of the vacation period, in that event the vacation days not taken shall be rescheduled through mutual agreement between the Employer's representative and the employee.
- (d) An employee will be granted one-half (½) day bereavement leave per year with pay, when attending the funeral of a fellow employee or a friend.
- (e) The term "immediate family" shall be understood to mean: the spouse, child, parent, guardian of a minor child, sibling, sister-in-law, brother-in-law, father-in-law, mother-in-law, grandchild, grandparent, foster parent, foster child of an employee, or any other relative who has been living at an employee's residence.

11.04 Personal, Emergency and Family Leave

- (a) A permanent employee shall in each calendar year (January 1 to December 31) be entitled to utilize up to a maximum of four (4) paid work days to be deducted from their accumulated sick leave bank (Article 8.03) for the purposes of personal, emergency and family leave
- (b) In order to be entitled to the paid leave pursuant to this Article, an employee must have and maintain a minimum of seventy-five (75) days in their accumulated sick leave bank.
- (c) An employee shall get prior approval for the leave from the employer and schedule the leave to meet operational requirements.
- (d) In the event of an emergency or unforeseeable occurrence the employee shall notify their supervisor of their absence as soon as practical.

ARTICLE 12, GRIEVANCE PROCEDURES

12.01 Definition

For the purposes of this Agreement, the term grievance shall mean any difference between the parties, or the Employer and any employee, concerning the interpretation, application, operation or any alleged violation of the Agreement or any other dispute, including any question as to whether a matter is arbitrable. All grievances shall be finally and conclusively resolved in the manner provided herein, without stoppage of work.

12.02 Grievance Procedure

- (a) Step 1: Within twenty (20) working days from the date of the incident prompting the grievance, the employee shall discuss the matter with his immediate supervisor, as designated by the Employer. If the employee so desires, a shop steward may be present during discussions at this step. The foregoing twenty (20) day limit shall not include the actual period that an employee cannot be in communication with the Union or the Employer as a result of that employee's absence from work, on sick leave or vacation.
- (b) Step 2: If no settlement is reached at Step 1, the aggrieved employee shall submit the grievance in writing to his designated departmental representative, within ten (10) working days of the discussion provided at Step 1. The recipient shall meet with the employee and shop steward, or other representative of the Union, within ten (10) working days of their receipt of the grievance, in an attempt to reach a satisfactory settlement. The Employer shall respond in writing within ten (10) work days of this Step 2 meeting.
- (c) Step 3: If no settlement is reached at Step 2, a meeting shall occur between the Union and Employer representative(s) within ten (10) working days of receipt by the Union of the Employer's Step 2 written response."
- (d) Step 4: If settlement is not reached through the foregoing procedures, the grievance may be referred to arbitration. When either party requests that a grievance be submitted to arbitration, such request shall be sent to the other party in writing, within ten (10) working days of the last meeting provided at Step 3.

12.03 Extension of Time Limits

The Union and the Employer may by mutual agreement, extend the time limits mentioned above, provided such extension is requested prior to the expiry of the time allowed. However, failure to observe the time limitations herein, including the time to initiate a grievance, shall render the grievance void; except that when the recipient of the grievance fails to respond within the prescribed time limits, the grievance shall advance to the next step in the grievance procedure.

12.04 Policy Grievance

Where a dispute involving an employee discharge, a disciplinary suspension in excess of four (4) days, or a question of general application or general interpretation of this Agreement occurs, the Union or Employer may initiate a grievance at Step 3, providing the grievance is submitted within twenty (20) working days from the date the incident prompting the grievance comes to the attention of the grievor.

12.05 Arbitration Board

- (a) The Board of Arbitration shall consist of one (1) representative of the Employer, one (1) representative of the Union and an impartial Chairman chosen by these representatives.
- (b) Upon the matter being referred to arbitration pursuant to Article 12.02 (d) the Employer and the Union shall within ten (10) working days, each name its representative to the arbitration board. Within ten (10) working days after the last representative has been named, the representatives shall name an impartial chairman. Should they fail to do so, they shall jointly request the Labour Relations Board to select a Chairman.
- (c) By mutual agreement of the parties a single arbitrator may be utilized in the place of the three (3) person arbitration panel.

12.06 Powers of the Arbitration Board

- (a) The decision of the Arbitration Board shall be the decision of the majority of its members, and shall be made in writing within twenty (20) working days of the conclusion of the hearing, or such longer periods as may be required by the Chairman. The decision of the Board shall be final and binding.
- (b) The Arbitration Board shall establish its own rules of procedure but shall give full opportunity to the parties the ability to present evidence and make representations, and to afford the opposing party adequate opportunity to cross-examine witnesses.
- (c) The Arbitrator shall not be bound by the rules of evidence and practice applicable to proceedings before courts of record but may receive, request and consider any evidence which he may consider relevant.

12.07 Cost of Arbitration

The compensation and expenses of the Chairman of the Arbitration Board and all expenses of the Board, as such shall be borne by the parties, by dividing the cost equally.

12.08 Mediation / Arbitration

By mutual agreement between the parties they may agree to a mediation/arbitration process which shall be binding regarding the specific grievance to be heard. The decision of a mediator / arbitrator will not constitute a precedent or interpretation of the Collective Agreement and shall not be utilized in future settlements of grievances or the arbitration of other grievances.

12.09 Deviation from the Grievance Procedure

- (a) In the event that, after having initiated a grievance in writing, an employee endeavours to pursue the matter through any external jurisdiction other than the grievance procedure, the Union agrees that pursuant to this Article the grievance shall be considered to have been abandoned.
- (b) A complaint filed pursuant to the Human Rights Code of BC is not included in (a) above.

ARTICLE 13, MATERNITY PARENTAL AND ADOPTION LEAVE

13.01 Length of Leave

(a) Birth Mother

A pregnant employee shall be entitled up to seventeen (17) consecutive weeks of maternity leave and up to thirty-five (35) consecutive weeks of parental leave, all without pay. The parental leave must immediately follow the maternity leave. In the event the birth mother dies or is totally disabled, an employee who is the father of the child shall be entitled to both maternity and parental leave without pay.

(b) Birth Father

An employee who is the birth father shall be entitled up to thirty-seven (37) consecutive weeks of parental leave without pay. The employee shall take the leave within fifty-two (52) weeks of the child's birth or date the child comes within the care and custody of the employee.

(c) Adoptive Parent

An employee who is the adoptive father or the adoptive mother shall be entitled to up to seventeen (17) consecutive weeks of adoption leave without pay.

In addition, an employee who is the adoptive father or the adoptive mother shall be entitled up to thirty-seven (37) consecutive weeks of parental leave. An employee shall take the parental leave within fifty-two (52) weeks of the date the child comes within the care and custody of the employee.

(d) Extensions - Special Circumstances

An employee shall be entitled to extend maternity leave without pay where a physician certifies the employee as unable to return to work for medical reasons related to the birth or because the child suffers medical complications.

An employee shall be entitled to extend the adoption leave by up to an additional five (5) consecutive weeks' leave without pay where the child, before coming into the employee's care and custody, is certified as suffering from a physical, psychological or emotional condition.

(e) Maximum Allowable Leave

It is understood that the maximum allowable leave or combination of leave entitlements pursuant to this Article shall be fifty-two (52) continuous weeks.

13.02 Notice Requirements and Commencement of Leave

- (a) An employee who requests adoption or parental leave shall be required to provide proof of adoption or birth of the child.
- (b) An employee shall provide written notice, at least four (4) weeks in advance, of the intended commencement date of the maternity and/or parental leave. In the case of adoption of a child, the employee shall provide as much notice as possible.
- (c) The Employer may require a pregnant employee to commence maternity leave where the duties of the employee cannot reasonably be performed because of the pregnancy. In such cases the employee's previously scheduled leave period will not be affected.
- (d) An employee on maternity leave, adoption or parental leave shall provide four (4) weeks' notice prior to the date the employee intends to return to work.
- (e) An employee who wishes to return to work within six (6) weeks following the actual date of the birth may be required to provide a certificate from a medical practitioner stating the employee is able to return to work.
- (f) Where a pregnant employee gives birth before requesting maternity leave or before commencing maternity leave, the maternity leave will be deemed to have started on the date of birth.

13.03 Return to Work

On resuming employment an employee shall be reinstated to their previous position or a comparable position if their previous position has been eliminated, and for the purposes of benefits and vacation entitlement (but not for general holidays or sick leave) maternity and parental leave shall be counted as service. Vacation pay shall be prorated in accordance with the duration of the leave and an employee may elect not to take that portion of vacation which is unpaid.

13.04 Sick Leave

- (a) An employee who suffers any illness or disability prior to commencing maternity leave shall be entitled to sick leave benefits.
- (b) An employee while on maternity leave, adoption leave or parental leave shall not be entitled to sick leave benefits during the period of leave.

- (c) Notwithstanding paragraph 13.04(b), an employee on maternity leave, adoption leave or parental leave who has notified the Employer of their intention to return to work pursuant to Articles 13.02 (d) and (e) and who subsequently suffers any illness or disability which prevents them from returning to work as scheduled, whether or not such illness or disability is related to pregnancy, shall be entitled to sick leave benefits commencing on the first day on which the employee would otherwise have returned to work.

13.05 Benefits

- (a) MSP, Dental, EHB and Group Life Insurance benefits shall continue uninterrupted during the period of time the employee is on maternity, adoption and/or parental leave and the employee shall make arrangements prior to commencing the leave to pay their share of the benefit premiums for that period where the premiums are cost-shared.
- (b) Pension contributions will cease during the period of the leave unless the employee makes arrangements prior to commencing the leave to pay the contributions pursuant to the provisions of the Public Service Pension Plan.

13.06 Seniority

Seniority shall continue to accrue to the credit of the employee taking leave under this Article.

ARTICLE 14, WAGES

14.01 Bi-Weekly Pay

Employees shall be paid every second Friday by electronic transfer of funds. All vacation, sick leave and banked overtime entitlements shall be included on each pay stub.

14.02 Schedule "A"

The wages to be paid shall be those set forth in Schedule "A" which is attached to and forms part of this Agreement.

14.03 Retirement

The Employer shall pay an employee who retires after reaching the minimum retirement age set out in the Public Sector Pension Act a sum of money equal to one (1) calendar month's basic salary at the rate applicable to the employee at the time of retirement.

14.04 Standby

- (a) Standby shall be defined as a scheduled period of time outside of an employee's normal work-day, when that employee is required to remain on duty for the purpose of a call-out to return to work.

- (b) Employees on standby shall be paid as follows:
 - (i) Monday to Friday inclusive, between the hours of 4:30 p.m. and 8:00 a.m. the following morning: three (3) hours per day at the regular straight-time rate.
 - (ii) For the twenty-four (24) hour period commencing at 8:00 a.m. on either a Saturday or a Sunday or a statutory holiday: five (5) hours at the regular straight-time rate.
- (c) The Employer shall provide a pager or cell phone to employees on standby duty.
- (d) In order to return to work an employee on standby must respond within thirty (30) minutes to the Garbally Yard while assigned to standby duty.
- (e) When required, employees shall be assigned by the Employer to standby on a rotational basis by classification to those employees qualified and willing to do the work which may become available.
- (f) If, for legitimate reasons, an employee is unable to remain on their standby assignment the employee shall advise the Employer who shall assign an alternate to be on standby.

14.05 Call-Out

- (a) Call-out shall be defined as an authorized or required unscheduled return to work beyond the provisions set out in Article 6.01.
- (b) An employee called-out to return to work outside of their regular work day shall be paid a minimum of two (2) hours at two times (2x) their regular straight time rate of pay commencing from the time the employee is notified.
- (c) An employee who has worked on a call-out and then commences his normally scheduled work day may book out during their shift early without further pay (or use vacation or banked overtime) should the employee consider themselves too fatigued to complete their shift. Such action by an employee shall not be a basis for discipline by the Employer.
- (d) A pre-scheduled return to work overtime assignment (such as a house move) shall not be considered a call-out, provided that notice of the overtime assignment is given to the employee prior to the end of the employee's previous regular shift.
- (e) Within each sub-section (SCADA and electrical for example) of the division, the Employer will endeavour to equitably distribute call-outs amongst regular employees who are willing, experienced with, and qualified to perform the available work.

- (f) When there are no regular employees available to respond to a call out then, notwithstanding Schedule "B", another qualified employee within the Bargaining Unit may perform the work.

14.06 Apprentices

- (a) When the Employer requires an apprentice(s), the Union will be consulted. If requested by the Employer, the Union will provide appropriate candidates from which the Employer may select an apprentice who shall be indentured by the Union.
- (b) The ratio of apprentices to journeyman shall not exceed one (1) apprentice to three (3) journeymen.
- (c) An apprentice shall be eligible to move from one (1) rate of pay to the next higher rate of pay provided the apprentice has completed, or is enrolled within the next six (6) months, the required program technical training within that term.

ARTICLE 15, BENEFITS

15.01 Medical Services Plan and Extended Health Benefits

- (a) The Employer shall contribute eighty percent (80%) of the monthly cost of a permanent employee's participation in the B.C. Medical Services Plan and the Extended Health Benefits Plan under the trusteeship of the Capital Area Benefit *Trust*, following completion of their probation period, provided that the employee agrees to contribute the remaining twenty percent (20%) on a check-off basis.
- (b) The Extended Health Benefit coverage shall include:
 - (i) vision care providing for full reimbursement towards the cost of the purchase of one (1) pair of eyeglasses or laser eye surgery every two (2) years for each regular employee and his dependents to a maximum cost of four hundred dollars (\$400.00);
 - (ii) hearing aids to a maximum of three thousand dollars (\$3000.00) every five (5) years
 - (iii) an unlimited lifetime maximum;
 - (iv) BlueNet;
 - (v) no deductible;

- (vi) eye examinations for each regular employee and dependents to a maximum of one hundred dollars (\$100.00) every two (2) years.

The parties agree that the Employer shall utilize the employee portion of the Employment Insurance rebate to improve the Extended Health Benefit coverage (reference Article 8.04).

- (c) A newly hired permanent employee may enrol in the Medical Services Plan on the first day of the month following their commencement of employment by paying one hundred percent (100%) of the cost of the premium during their probationary period.

15.02 Dental Plan

- (a) The Employer shall maintain a dental plan for permanent employees following completion of their probation period, under the trusteeship of the Capital Area Benefit *Trust*, which shall provide for payment of one hundred percent (100%) of claims under Plan "A" (basic services), fifty percent (50%) under Plan "B" (prosthetic appliance and crown and bridge procedures) and fifty percent (50%) under Plan "C" (Orthodontics) to a maximum lifetime benefit of two thousand five hundred dollars (\$2,500) for each eligible employee and eligible dependent. Plan A Restorative Services will include composite (white fillings) on all teeth.
- (b) The Employer shall pay eighty percent (80%) of the monthly premium cost of the Dental Plan in each instance where the employee agrees to contribute the remaining twenty percent (20%) through monthly payroll deductions.

15.03 Group Life Insurance

- (a) All permanent employees shall, following completion of their probation period, participate in the Group Life Insurance Plan, under the trusteeship of the Capital Area Benefit *Trust*, as a condition of continued employment. Each participating employee shall have basic life insurance coverage in the amount of three times (3x) such employee's annual salary, rounded upwards to the next higher thousand, and accidental death and dismemberment coverage as defined in the Plan, plus such optional benefits as offered by the trustees of the Capital Area Benefit *Trust* which each employee desires.

- (b) The Employer shall pay eighty percent (80%) of the cost of the premiums of the basic group life insurance and accidental death and dismemberment coverage, and the employee shall contribute the remaining twenty percent (20%). However, all premiums for any optional benefits shall be borne solely by the employee.

15.04 Municipal Pension Plan

- (a) All permanent employees shall participate under the Municipal Pension Plan, subject to the terms and conditions of such plan from their initial date of hire as a regular employee.
- (b) Casual employees, who become eligible subject to the terms and conditions of the Pension Benefits Standards Act, may participate in the Plan.

15.05 Effective Date of Benefit Coverage

It is understood that a permanent employee's initial benefit coverage in the Medical Services, Dental, Extended Health, Group Life Insurance, and Accidental Death and Dismemberment benefit plans will come into effect on the first day of the month following completion of their probationary period.

15.06 Maintenance of Benefit Coverage

A permanent employee, while on temporary layoff or unpaid leave of absence of up to six (6) months shall continue to maintain their coverage in the Medical, Dental, Extended Health, Group Life Insurance, and Accidental Death and Dismemberment benefit plans by paying one hundred percent (100%) of the costs of the premiums beginning the first day of the month following that in which the layoff or leave occurs.

Additionally, an employee who is eligible for WorkSafeBC benefits may maintain their enrolment in the benefit plans by paying their share of the premium costs.

15.07 Survivor Benefit

Upon the death of a permanent employee who leaves a spouse and/or dependants enrolled in the Medical Services Plan, Dental Plan and Extended Health Benefit Plan, such enrolment may continue for twelve (12) months following the employee's death, provided the enrolled family members pay the employee's share of the cost of the premium for the plans. The Employer shall advise the survivor of this benefit.

15.08 Benefit Plan Contribution – Casual Employees

- (a) At the end of each calendar month the Employer will pay to the administrator of the Electrical Industry's Welfare Trust Funds one dollar and sixty cents (\$1.60) per straight time hour worked by each casual employee during such month who is covered by the collective agreement.

These contributions shall be for the benefit of such employees.

Effective January 1, 2020 the Benefit Plan Contribution – Casual Employees will be one dollar and eighty cents (\$1.80) per straight time hour worked.

- (b) Payments and remittance forms (supplied by the Union) for casual employees benefits described in Article 15.08 shall be due at the end of each month and not later than ten (10) days after the termination of the calendar month in which the hours are worked. Cheques may be post-dated the fifteenth (15th) of the month. The Employer shall include on the monthly remittance forms names, social insurance numbers and hours worked by each casual employee, together with such other information as may be required by the Health and Welfare Fund Trustees.

15.09 Long Term Disability Plan

- (a) Effective April 1, 2018, the Employer and the Union shall participate in the Long Term Disability Plan provided under the joint GVLRA/CUPE LTD Trust, or its successor trust when applicable, pursuant to the Trust Agreement executed by Trustees representing the Union and the Greater Victoria Labour Relations Association on behalf of the Employer, which Trust Agreement may be amended from time to time by the Trustees.
- (b) All regular employees shall participate in this LTD Plan as a condition of continued employment. The required contributions for this coverage shall be as determined and amended from time to time by the Trustees and shall be shared equally by each employee through payroll deduction and the Employer (50% each), provided that in no event shall the total cost of such coverage exceed three percent (3%) of the total payroll for basic IBEW wages. Should the current benefits prove impossible to maintain for this three percent (3%) maximum in accordance with accepted actuarial accounting methods, the benefits shall be amended by the Trustees so that the three percent (3%) total cost is maintained.
- (c) The terms and conditions of this LTD Plan shall be as determined and amended from time to time by the Trustees, but in no event shall these benefits provide for other than the following, provided such benefits can be maintained for the total cost of three percent (3%) of payroll:
 - (i) A benefit level of seventy percent (70%) of the disabled employee's regular monthly earnings in effect on the date of disability, reduced by certain amounts received by and payable to the employee from other sources during the period of disability.
 - (ii) A definition of disability which permits an employee to become eligible for benefits when completely unable to engage in his normal occupation for the first twenty-four (24) months of disability; and thereafter, when he is unable to engage in any occupation or employment for which he is reasonably qualified or may reasonably become qualified.
 - (iii) A seventeen (17) week qualification period from the date of disability during which no benefit is payable under the Plan.

- (d) All claims for LTD coverage shall be adjudicated and administered by a carrier selected for such purposes by the Trustees. The terms of the Trust Agreement and Plan Documents as applicable shall apply to all matters not specifically addressed in this Article. Should a conflict arise between this Article and any of the above documents, this Article shall always apply.
- (e) Benefits While on Long Term Disability
- (i) An employee must make application for Long Term Disability benefits while on an extended sick leave and prior to the completion of the qualification period, and that if the employee is accepted for Long Term Disability benefits that the employee shall commence Long Term Disability upon completion of the qualification period.
- (ii) An employee during the qualification period and while in receipt of Long Term Disability benefits shall be considered to be on approved leave of absence. Such an employee, including one engaged in rehabilitation employment with the Employer, shall continue to be covered by the provisions of the Medical Services Plan, Extended Health Plan, Group Life Insurance and Dental Plan.
- While in receipt of Long Term Disability payments, contributions to Municipal Pension Plan shall be waived and such status shall be reported to the Plan.
- (iii) For recipients on Long Term Disability benefits the eighty/twenty (80/20) premium cost sharing for the above plans shall remain for the first two years while on long term disability after which the benefit costs shall be shared fifty per cent (50%) by the Employer and fifty per cent (50%) by the recipient for the duration of the claim.
- (iv) Seniority shall continue to accrue while on Long Term Disability.
- (v) The GVLRA/CUPE LTD Trust may examine possible options to improve health and welfare benefit entitlements and make such recommendations to the parties to this Agreement as the trustees deem appropriate.
- (vi) Notwithstanding anything in this Article, the Employer and the Union recognize that eligibility for and entitlement to long term disability benefits shall be as set out in the Plan document.

ARTICLE 16, WORKERS' COMPENSATION BENEFIT

16.01 Where an employee suffers from a disease or illness or incurs personal injury and the employee is entitled to compensation therefore under the Workers' Compensation Act, the employee shall be compensated as follows:

- (a) Casual employees claiming Workers' Compensation benefits will be placed on leave without pay at the end of the shift they were working at the time of injury. WorkSafeBC will pay benefits directly to the casual employee.
- (b) Permanent employees claiming Workers' Compensation leave will be placed onto WorkSafeBC payroll status beginning the day or shift after they cease work subject to the following:
 - (i) Because the Employer will be paying the employee, any wage loss benefits received from WorkSafeBC will be paid to the Employer.
 - (ii) During the adjudication period by WorkSafeBC permanent employees may receive pay equal to that provided by WorkSafeBC (e.g. ninety percent (90%) of net) only for the number of days equal to their paid sick leave, vacation and banked overtime entitlements. This will be done provided that the employee gives written pre-authorization for the Employer to deduct time from paid entitlements should WorkSafeBC deny the claim. Otherwise, the employee will be on a leave of absence without pay.
 - (iii) If a permanent employee's claim is accepted by WorkSafeBC, there will be no debit of the employee's paid entitlements.
 - (iv) If a permanent employee's claim is denied by the WorkSafeBC adjudicator, the employee's paid entitlement will be debited to cover the time off work.
 - (v) If a claim is subsequently accepted due to appeal, the appeal decision will be implemented at that time, and the employee's entitlements will be reimbursed to their appropriate accounts (e.g. sick leave).

ARTICLE 17, UNION-MANAGEMENT COMMITTEE

- 17.01 (a) A Union-Management Committee shall be established consisting of two (2) representatives appointed by the Union; and two (2) representatives appointed by the Employer.
- (b) The Committee shall direct its attention to discussing matters of the following nature, excluding always matters forming the subject of a grievance under this Agreement:

- (i) Public and community relations;
 - (ii) Improved operating efficiency and service to the public;
 - (iii) Remedying conditions that could lead to grievances or deteriorating relations between the Employer/Management and the Union/Employees (but not specific grievances);
 - (iv) Staff training and development;
 - (v) Other matters mutually agreed to by the parties.
- (c) The Union-Management Committee shall meet at least three (3) times each year.

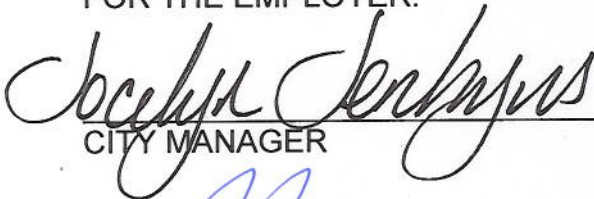
ARTICLE 18, TERM OF THE AGREEMENT

18.01 This Agreement shall be for the period from and including *January 1, 2017*, to and including *December 31, 2020*, and from year to year thereafter, subject to the right of either party to the Agreement, within four (4) months immediately preceding the date of expiry of this Agreement (which is *December 31, 2020*) by written notice require the other party to the Agreement to commence collective bargaining.

18.02 It is expressly agreed that Section 50 (2) and (3) of the Labour Relations Code of B.C. shall not apply to this Agreement.

IN WITNESS WHEREOF the parties hereto have caused this collective agreement to be executed on this 16th day of *February*, 2018, in the City of Victoria, Province of British Columbia.

FOR THE EMPLOYER:




 CITY MANAGER

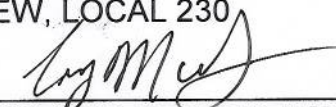


 HEAD OF HUMAN RESOURCES

FOR THE UNION:



 BUSINESS MANAGER
 IBEW, LOCAL 230



 BUSINESS REPRESENTATIVE
 IBEW, LOCAL 230

SCHEDULE "A"

CODE	CLASSIFICATIONS	Jan 1/17 0%	Jan 1/18 2%	Jan 1/19 2%	Jan 1/20 2%
701	Electrical Foreman	42.91	43.77	44.65	45.54
717	Senior Sub-Foreman	41.97	42.81	43.67	44.54
712	Sub-Foreman Instrumentation Technician	41.80	42.64	43.49	44.36
714	Sub-Foreman Electronics Technician	41.80	42.64	43.49	44.36
706	Sub-Foreman Wireman	41.04	41.86	42.70	43.55
715	Traffic Signal Technician	38.43	39.20	39.98	40.78
713	Instrumentation Technician	38.43	39.20	39.98	40.78
707	Wireman (Electrician)	37.31	38.06	38.82	39.60
718	Wireman (Traffic Signal Electrician)	37.31	38.06	38.82	39.60
716	Electrical Design Technologist	35.86	37.77	38.53	39.30
719	Wireman (Facilities)	37.31	38.06	38.82	39.60
	INACTIVE POSITIONS				
709	<i>Sub-Foreman Communications Technician</i>	41.04	41.86	42.70	43.55
702	<i>Sub-Foreman Lineman</i>	41.04	41.86	42.70	43.55
710	<i>Communications Technician</i>	38.43	39.20	39.98	40.78
703	<i>Lineman</i>	37.31	38.06	38.82	39.60
708	<i>Street Light Repairman</i>	35.45	36.16	36.88	37.62
704	<i>Groundman Truck Driver</i>	31.71	32.34	32.99	33.65

SCHEDULE "B"

The International Brotherhood of Electrical Workers, Local No. 230

Classification and Duties of Staff

Electrical Foreman

Shall be a qualified journeyman wireman having charge of more than four (4) other tradesmen of any classification. Shall apply for and obtain electrical permits on behalf of civic works undertaken. He shall be responsible for the safe, efficient and expeditious execution of work by the men under his jurisdiction. It is not the primary duty of the foreman to handle tools except for the preservation of life and property.

Sub-Foreman Wireman (Electrician)

A qualified journeyman wireman having charge of not more than four (4) other tradesmen, whether all journeymen or apprentice. He shall be responsible for the safe, efficient and expeditious execution of work by the men under his jurisdiction.

Wireman (Electrician)

Shall be a qualified journeyman wireman. He shall install, maintain and repair all city-owned electrical equipment not covered by linemen, such as ornamental street lighting, underground duct and cable structures, inside and outside wiring, transformer stations and outside sub-stations, traffic signals, motors and generators, installations and repairs, etc. May perform duties in traffic control cabinet, as qualified.

Wireman (Traffic Signal Electrician)

Shall be a qualified journeyman wireman, and hold the Traffic Signals Field Technician Level 2 (IMSA). He shall install, maintain and repair all city-owned electrical equipment not covered by linemen, such as ornamental street lighting, underground duct and cable structures, inside and outside wiring, transformer stations and outside sub-stations, traffic signals, motors and generators, installations and repairs, as well as work in the traffic signal cabinet.

Sub-Foreman Lineman (Powerline Technician)

A journeyman lineman having charge of not more than four (4) other tradesmen, whether journeymen, groundman or apprentice. He shall be responsible for the safe, efficient and expeditious execution of work by the men under his jurisdiction.

Senior Sub-Foreman

On job sites with two (2) or more sub-foreman, a Senior Sub-Foreman will be appointed only for the number of hours when two (2) or more crews are on-site. The Senior Sub-Foreman shall be in charge of the work site, and shall be responsible for the safe, efficient and expeditious work by employees under their jurisdiction.

Lineman (Powerline Technician)

Shall be a qualified journeyman lineman. He shall perform all work on poles, towers, or superstructure, requiring climbing, framing and erecting of pole structures; stringing of wires; and terminating of all incoming and outgoing overhead lines on buildings and outdoor terminal or switch structures.

Sub-Foreman Communication Technician

Shall be a qualified journeyman electronics communication technician having charge of not more than four (4) other tradesmen. He shall be responsible for the safe, efficient and expeditious execution of work by the men under his jurisdiction.

Journeyman Communication Technician

Shall be a qualified journeyman electronics communication technician. He shall install, remove, relocate, maintain and repair all city-owned wired and wireless radio equipment that carries analogue, optical and digital signals.

Sub-Foreman Instrumentation Technician (SCADA)

Shall be a qualified electronic instrumentation technologist, and perform functions related to the design, documentation, programming and implementation of all pump and prv control and SCADA systems. He will oversee up to four (4) other workers on the installation, maintenance and repair of electronics and electrical equipment in all pump and prv stations and SCADA systems as well as other electronic and/or electrical equipment established jointly with the Water and Environmental Division or other City Departments.

Instrumentation Technician (SCADA)

Shall be a qualified journeyman wireman and electronics technician, or a journeyman wireman with a minimum of two (2) years experience with electronic instrumentation and perform functions related to the installation, maintenance, repair, replacement or new construction of pump and prv control panels, associated electrical services, SCADA systems and audio/video systems.

Sub-Foreman Electronics Technician (Traffic Signals)

Shall be a qualified electronics engineering technologist, or journeyman wireman who possess an IMSA Level III Traffic Signal certification. He is responsible for coordinating scheduling, performing and/or assigning and reviewing the design, construction, installation, documentation, maintenance and repair of electronics and electrical equipment as relates to the traffic signal system as well as other electronics and/or electrical equipment and systems as jointly established with other City Departments. He will oversee up to four other workers in completing these tasks.

Traffic Signal Technician

Shall be a qualified journeyman wireman and electronic technician, or a journeyman wireman with a minimum of two years experience with traffic control electronics and must possess or be working towards his IMSA certification. He is responsible for the installation, maintenance, repair and testing of all the City's traffic signal equipment.

Groundman Truck Driver

An employee assisting journeymen in various classes of electrical work. He shall do the work assigned him by a journeyman with who he has been assigned to work and shall include requisitioning, handling and transportation of materials. A groundman shall not be called upon to come into direct contact with conductors or equipment which is potentially alive.

Street Light Repairman

An employee qualified and trained in the repair, service and maintenance of street lighting fixtures. He shall be familiar with the operating characteristics of all types of street lighting lamps and luminaries and their maintenance and servicing requirements. He shall maintain, service and repair street lighting and luminaries and standards, replace defective and burnt-out lamps, clean glassware and reflectors, etc., as required by the foreman in charge and perform all related duties such as street decorations, etc. He shall not be required to perform work normally done by wiremen or linemen.

Electrical Design Technologist

Involved in recording, planning, and inspecting of the City's electrical, street lighting, and traffic control infrastructure. Investigates, prepares plans, specification and estimates for the installation, alteration or operation for electrical, street lighting and traffic control infrastructure and projects. Creates and maintains up-to-date computer and paper-based databases, records, plans, technical diagrams, and inventory lists for electrical, street lighting and traffic control infrastructure.

Wireman (Facilities)

Shall be a qualified journeyman wireman. He shall install, inspect, maintain, and service the electrical systems of City owned and leased buildings and grounds, such as lighting, heating, boilers, chillers, cooling towers, ventilating and air conditioning systems and fixtures, DDC (direct digital control), overhead doors, gates and door access controls.