

COLLECTIVE AGREEMENT

between the

SUNSHINE VALLEY CHILD CARE SOCIETY

and the

**B.C. GOVERNMENT AND SERVICE
EMPLOYEES' UNION (BCGEU)**

Effective from April 1, 2018 to March 31, 2021

TABLE OF CONTENTS

ARTICLE 1 - PREAMBLE1

1.1 Purpose of Agreement..... 1

1.2 Future Legislation 1

1.3 No Discrimination 1

1.4 Use of Terms 1

ARTICLE 2 - DEFINITION OF EMPLOYEES.....1

2.1 Employee Defined..... 1

ARTICLE 3 - UNION RECOGNITION AND RIGHTS2

3.1 Bargaining Unit Defined..... 2

3.2 Bargaining Agent Recognition 2

3.3 Correspondence..... 2

3.4 No Other Agreement 2

3.5 No Discrimination for Union Activity 2

3.6 Recognition and Rights of Stewards 2

3.7 Bulletin Boards 3

3.8 Union Insignia 3

3.9 Right to Refuse to Cross Picket Lines 3

3.10 Time Off for Union Business..... 3

3.11 Emergency Services 4

3.12 Labour Relations Code..... 4

ARTICLE 4 - UNION SECURITY.....4

ARTICLE 5 - CHECK-OFF OF UNION DUES.....4

ARTICLE 6 - EMPLOYER AND UNION SHALL ACQUAINT NEW EMPLOYEES5

ARTICLE 7 - MANAGEMENT RIGHTS5

ARTICLE 8 - EMPLOYER-UNION RELATIONS.....5

8.1 Representation 5

8.2 Union Bargaining Committee 5

8.3 Union Representatives 6

8.4 Labour/Management Committee 6

ARTICLE 9 - GRIEVANCES7

9.1 Grievance Procedure 7

9.2 Step 1..... 7

9.3 Time Limits to Present Initial Grievance 7

9.4 Step 2..... 7

9.5 Time Limits to Reply to Step 2..... 8

9.6 Failure to Act..... 8

9.7 Time Limit to Submit to Arbitration 8

9.8 Amending of Time Limits..... 8

9.9 Dismissal or Suspension Grievances 8

9.10 Deviation from Grievance Procedure 8

9.11 Policy Grievance..... 9

9.12 Technical Objections to Grievances 9

ARTICLE 10 - ARBITRATION	9
10.1 Notification	9
10.2 Appointment of Arbitrator	9
10.3 Board Procedure	9
10.4 Decision of Arbitrator	9
10.5 Disagreement on Decision.....	10
10.6 Expenses of Arbitrator	10
10.7 Amending Time Limits	10
10.8 Witnesses	10
10.9 Expedited Arbitration	10
ARTICLE 11 - DISMISSAL, SUSPENSION AND DISCIPLINE	11
11.1 Dismissal and Suspension.....	11
11.2 Burden of Proof.....	11
11.3 Right to Grieve Other Disciplinary Action	11
11.4 Performance Review.....	11
11.5 Personnel File.....	12
11.6 Right to Have Union Representative Present	12
11.7 Abandonment of Position	12
11.8 Probation for Newly Hired Employees.....	12
11.9 Employee Investigation	13
ARTICLE 12 - SENIORITY	13
12.1 Seniority Defined	13
12.2 Seniority List.....	13
12.3 Loss of Seniority	14
12.4 Re-Employment	14
12.5 Bridging of Service	14
12.6 Seniority for Change in Status	14
ARTICLE 13 - LAYOFF AND RECALL.....	15
13.1 Definition of Layoff	15
13.2 Pre-Layoff Canvass.....	15
13.3 Layoff.....	15
13.4 Recall	16
13.5 Reduction in Hours	16
13.6 Advance Notice	16
13.7 Grievance on Layoffs and Recalls	16
ARTICLE 14 - HOURS OF WORK	16
14.1 Definition.....	16
14.2 Hours of Work.....	16
14.3 Work Schedules	17
14.4 Rest Periods and Meal Breaks	17
14.5 Minimum Hours.....	17
14.6 Split Shifts.....	17
14.7 Notice of New Shift Schedules	17
14.8 Job Sharing	17
14.9 Additional Hours for Part-Time Employees	17
14.10 Flextime	18

ARTICLE 15 - OVERTIME.....	18
15.1 Definition.....	18
15.2 Authorization and Application of Overtime.....	18
15.3 Overtime Entitlement.....	19
15.4 Recording of Overtime	19
15.5 Sharing of Overtime.....	19
15.6 Overtime Compensation	19
15.7 Right to Refuse Overtime	19
15.8 Overtime for Part-Time Employees.....	19
15.9 No Layoff to Compensate for Overtime.....	19
ARTICLE 16 - HOLIDAYS.....	20
16.1 Paid Holiday	20
16.2 Holiday Falling on Saturday or Sunday.....	20
16.3 Holiday Falling on a Day of Rest	20
16.4 Holiday Falling on a Workday	20
16.5 Holiday Coinciding With a Day of Vacation.....	20
16.6 Paid Holiday Pay.....	20
16.7 Other Religious Observances	20
16.8 Paid Holiday Calculations for Regular Part-Time Employees	21
ARTICLE 17 - VACATION.....	21
17.1 Vacation Entitlement.....	21
17.2 Vacation Scheduling.....	21
17.3 Accumulation or Carryover of Vacation.....	21
17.4 Approved Leave of Absence with Pay during Vacation.....	22
17.5 Termination of Employment	22
17.6 Vacation Credits upon Death	22
17.7 Vacation Paycheques.....	22
ARTICLE 18 - SICK LEAVE	22
18.1 Sick Leave Entitlement.....	22
18.2 Employee to Inform Employer	22
18.3 Sick Leave Records	22
18.4 Workers' Compensation Board Claim	23
18.5 Illness of Dependent Children	23
18.6 Leave for Medical and Dental Appointments	23
ARTICLE 19 - SPECIAL AND OTHER LEAVES	23
19.1 Bereavement Leave	23
19.2 Full-Time Union or Public Duties.....	23
19.3 Leave for Court Appearances	23
19.4 Leave for Taking Courses	24
19.5 General Leave	24
19.6 Elections	24
19.7 Compassionate Care Leave	24
19.8 Special Leave.....	24
19.9 Professional Development Leave.....	25
ARTICLE 20 - MATERNITY AND PARENTAL LEAVE	25
20.1 Maternity Leave.....	25
20.2 Parental Leave for Birth and Adopting Parents	25

20.3	Aggregate Leave.....	26
20.4	Return from Leave	26
20.5	Benefit Plan	26
20.6	Sick Leave	26
20.7	Vacation	26
20.8	Extended Child Care Leave	27
20.9	Seniority Rights on Reinstatement.....	27
ARTICLE 21 - SAFETY AND HEALTH		27
21.1	Conditions	27
21.2	Working Environment.....	27
21.3	Safety Committee	27
21.4	Unsafe Work Conditions.....	28
21.5	Employee Check-in	28
21.6	First Aid Requirements	28
21.7	Communicable Diseases.....	28
21.8	Workplace Aggression	28
21.9	New Employee Orientation.....	28
ARTICLE 22 - TECHNOLOGICAL CHANGE		29
22.1	Definition.....	29
22.2	Advance Notice	29
ARTICLE 23 - CONTRACTING OUT		29
ARTICLE 24 - HIRING, PROMOTIONS AND STAFF CHANGES		29
24.1	Job Postings.....	29
24.2	Information in Postings	29
24.3	Appointment Policy	29
24.4	Transfers.....	30
24.5	Trial Period	30
24.6	Local Union Observer	30
24.7	Notification to Employee and Union.....	30
24.8	Right to Grieve	30
24.9	Vacation Letters.....	30
24.10	Temporary Vacancies	30
24.11	Interviews.....	31
24.12	Deemed Qualified	31
ARTICLE 25 - PAYMENT OF WAGES AND ALLOWANCES.....		31
25.1	Equal Pay	31
25.2	Rate of Pay	31
25.3	Substitution Pay	31
25.4	Pay on Temporary Assignment	31
25.5	Reclassification of Position	31
25.6	Vehicle Allowance.....	31
25.7	Meal Allowance	32
25.8	Rate of Pay on Reclassification.....	32
25.9	Classification Appeal Process	32
ARTICLE 26 - GENERAL CONDITIONS		32
26.1	Supply and Maintenance of Equipment	32
26.2	Indemnity.....	32

26.3	Copies of Agreement	33
26.4	Personal Duties	33
26.5	Client Confidentiality	33
26.6	Administration of Medication	33
26.7	Staff Confidentiality	33
26.8	Co-op, Practicum and Work Experience Students.....	33
26.9	Payroll Deductions	33
26.10	Job Descriptions	33
ARTICLE 27 - HARASSMENT		34
27.1	Sexual Harassment	34
27.2	Personal and Psychological Harassment.....	34
27.3	Harassment Complaint Procedures	35
ARTICLE 28 - CRIMINAL RECORDS CHECKS		36
ARTICLE 29 - CASUALS		36
29.1	Employment Status.....	36
29.2	Seniority	36
29.3	Call-in Procedures	36
29.4	Leaves of Absence.....	36
29.5	Application of Agreement	37
29.6	Paid Holidays.....	37
29.7	Regular to Casual Status	37
ARTICLE 30 - TERM OF AGREEMENT.....		37
30.1	Duration	37
30.2	Notice to Bargain	37
30.3	Commencement of Bargaining.....	37
30.4	Changes in Agreement	38
30.5	Effective Date of Agreement	38
30.6	Agreement to Continue in Force.....	38
APPENDIX A		39
	Re: Wage Grid.....	39
MEMORANDUM OF AGREEMENT 1		39
	Re: Specialized Contract Scheduling	39
MEMORANDUM OF AGREEMENT 2		40
	Re: Job Sharing	40
MEMORANDUM OF AGREEMENT 3		41
	Re: Funding Level or Finance Change Agreement.....	41
MEMORANDUM OF AGREEMENT 4		41
	Re: Additional Funding	41
MEMORANDUM OF AGREEMENT 5		41
	Re: Early Care and Learning Recruitment and Retention Strategy.....	41
LETTER OF UNDERSTANDING 1		42
	Re: Joint Job Description Committee.....	42

ARTICLE 1 - PREAMBLE**1.1 Purpose of Agreement**

(a) The purpose of this agreement is to establish and maintain orderly collective bargaining procedures between the Employer and the B.C. Government and Service Employees' Union.

(b) The parties to this agreement share a desire to improve the quality of service to the public of British Columbia. Accordingly, they are determined to establish, within the framework provided by law, an effective working relationship at all levels in which members of the bargaining unit are employed.

1.2 Future Legislation

In the event that any future legislation renders null and void or materially alters any provision of this agreement, the remaining provisions shall remain in effect for the term of the agreement, and the parties hereto shall negotiate a mutually agreeable provision to be substituted for the provision so rendered null and void or materially altered. If agreement is not reached, the matter shall be sent to arbitration as provided in Article 10.

1.3 No Discrimination

The parties hereto subscribe to the principles of the *Human Rights Code* of British Columbia.

The Employer and the Union agree that there shall be no discrimination with respect to an employee's employment by reason of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, age, gender identity or expression, or criminal or summary conviction that is unrelated to the employment of that person.

1.4 Use of Terms

(a) *Masculine and Feminine*

The masculine or feminine gender may be used interchangeably throughout this agreement. Wherever one gender is used it shall be construed as meaning the other if the facts or context so require.

(b) *Singular and Plural*

Whenever the singular is used the same shall be construed as meaning the plural if the facts so require.

ARTICLE 2 - DEFINITION OF EMPLOYEES**2.1 Employee Defined**

(a) *Full-Time Employees*

A full-time employee is one who is appointed to a full-time position and is regularly scheduled to work full-time shifts. A full-time employee is entitled to all the benefits outlined in this agreement.

(b) *Part-Time Employees*

A regular part-time employee is one who is appointed to a part-time position with a part-time schedule and works less than the number of hours constituting full-time employment as outlined in Article 14. A regular part-time employee is entitled to all benefits of this agreement on a prorated basis.

(c) *Casual Employees*

A casual employee is one who is employed on an "on call" basis pursuant to the provisions of Article 29 - Casuals.

ARTICLE 3 - UNION RECOGNITION AND RIGHTS

3.1 Bargaining Unit Defined

The bargaining unit shall comprise all employees of the Employer, except those excluded by mutual agreement of the parties or the *Code*.

3.2 Bargaining Agent Recognition

The Employer recognizes the B.C. Government and Service Employees' Union as the exclusive bargaining agent for all employees covered by the certification.

3.3 Correspondence

The Employer agrees that all correspondence between the Employer and the Union related to matters covered by this agreement shall be sent to the President of the Union or his designate.

The Employer agrees that a copy of any correspondence between the Employer and any employee in the bargaining unit covered by this agreement pertaining to the interpretation or application of any article in this agreement shall be forwarded to the President of the Union or his designate.

The Union agrees that all correspondence between the Union and the Employer shall be sent to the appropriate employer designate.

3.4 No Other Agreement

No employee covered by this agreement shall be required or permitted to make a written or oral agreement with the Employer or its representatives which may conflict with the terms of this agreement.

3.5 No Discrimination for Union Activity

The Employer and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any employee for reason of membership or activity in the Union.

3.6 Recognition and Rights of Stewards

The Employer recognizes the Union's right to select stewards to represent employees. The Union agrees to provide the Employer with a list of employees designated as stewards.

A steward shall make every effort to perform the duties of a steward outside of normal working hours. If this is not possible, a steward, or his alternate, shall obtain the permission of his immediate supervisor before leaving his work to perform his duties as a steward. Leave to perform steward duties shall be without loss of pay. Such permission shall not be unreasonably withheld. On resuming their normal duties, the steward shall notify his supervisor.

The duties of stewards shall include:

- (a) investigation of complaints of an urgent nature;
- (b) investigation of grievances and assisting any employee whom the steward represents in presenting a grievance in accordance with the grievance procedure;
- (c) supervision of ballot boxes and other related functions during ratification votes involving the Employer and provided the ratification vote is held on the Employer's premises;
- (d) carrying out duties within the realm of safety responsibilities, these being recognized as complaints of an urgent nature which require immediate attention;

- (e) attending meetings called by the Employer;
- (f) other responsibilities as needed.

3.7 Bulletin Boards

The Employer shall provide bulletin board facilities for the exclusive use of the Union where the Employer can obtain permission to do so, the sites to be determined by mutual agreement. The use of such bulletin board facilities shall be restricted to the business affairs of the Union.

3.8 Union Insignia

- (a) A union member shall have the right to wear or display the recognized insignia of the Union. The Union agrees to furnish to the Employer at least one (1) union shop card for each of the Employer's places of operation covered by this agreement, to be displayed on the premises. Such card will remain the property of the Union and shall be surrendered upon demand.
- (b) The recognized insignia of the Union shall include the designation "BCGEU". This designation shall, at the employee's option, be placed on stenography typed by a member of the Union. This designation shall be placed below the signatory initials on typewritten correspondence.

3.9 Right to Refuse to Cross Picket Lines

All employees covered by this agreement shall have the right to refuse to cross a picket line arising out of a dispute as defined in the operative provincial labour legislation. Any employee failing to report for duty shall be considered to be absent without pay. Failure to cross a picket line encountered in carrying out the Employer's business shall not be considered a violation of this agreement nor shall it be grounds for disciplinary action.

3.10 Time Off for Union Business

Leave of absence without pay and without loss of seniority will be granted:

- (a) *Without Pay*
 - (1) to an elected or appointed representative of the Union to attend conventions of the Union and bodies to which the Union is affiliated;
 - (2) for elected or appointed representatives of the Union to attend to union business which requires them to leave their premises of employment;
 - (3) for employees who are representatives of the Union on a bargaining committee to attend meetings of the Bargaining Committee;
 - (4) to employees called by the Union to appear as witnesses before an arbitration board or any other Labour Relations body; or
 - (5) leave for negotiations with the Employer;
 - (6) to stewards to maintain all bulletin boards and binders;
 - (7) leave for union observer.
- (b) *Without Loss of Pay*
 - (1) to stewards, or their alternatives, to perform their duties pursuant to Article 3.6;

(2) to employees appointed by the Union as union representatives to attend joint labour/management committee meetings during their working hours;

(c) The Union and the employee will make every effort to provide as much advance notice as possible, for leave requirements to facilitate scheduling of both clients and employees. To facilitate the administration of this (a) above, when leave without pay is granted, the leave shall be given without loss of pay and the Union shall reimburse the Employer for the appropriate salary costs, including travel time incurred. Leaves under this article shall include sufficient travel time, where necessary.

3.11 Emergency Services

The parties recognize that in the event of a strike or lockout, situations may arise of an emergency nature. To this end, the Employer and the Union will agree to provide services of an emergency nature.

3.12 Labour Relations Code

The parties hereto subscribe to the principles of the *Labour Relations Code* of British Columbia.

ARTICLE 4 - UNION SECURITY

(a) All employees in the bargaining unit who on the date of certification, were members of the Union or thereafter became members of the Union shall, as a condition of continued employment, maintain such membership.

(b) All employees hired on or after the date of certification shall, as a condition of continued employment, become members of the Union, and maintain such membership within completion of thirty (30) days as an employee.

(c) Nothing in this agreement shall be construed as requiring a person who was an employee prior to the date of certification, to become a member of the Union.

ARTICLE 5 - CHECK-OFF OF UNION DUES

(a) The Employer shall, as a condition of employment, deduct from the wages or salary of each employee in the bargaining unit, whether or not the employee is a member of the Union, the amount of the regular monthly dues payable to the Union by a member of the Union.

(b) The Employer shall deduct from the gross salary of an employee who is a member of the Union any assessments levied in accordance with the Union Constitution and/or Bylaws and owing by the employee to the Union.

(c) Deductions shall be made in each payroll period of each month and membership dues or payments in lieu thereof shall be considered as owing in the month for which they are so deducted.

(d) All deductions shall be remitted to the President of the Union before the fifteenth (15th) calendar day of each month following the date of deduction and the Employer shall also provide a list of names of those employees from whose salaries such deductions have been made, together with the amounts deducted from each employee.

(e) Before the Employer is obliged to deduct any amount under Section (a) or (b) of the article, the Union must advise the Employer in writing of the amount of its regular monthly dues or assessments. The amount so advised shall continue to be the amount to be deducted until changed by further written notice to the Employer signed by the President of the Union. Upon receipt of such notice, such changed amount shall be the amount deducted.

- (f) From the date of the signing of this agreement and for its duration, no employee organization other than the Union shall be permitted to have membership dues or other monies deducted by the Employer from the pay of the employee in the bargaining unit.
- (g) The Employer shall supply each employee, without charge, a receipt for income tax purposes in the amount of the deductions paid to the Union by the employee in the previous year. Such receipts shall be provided to the employee prior to March 1 of the succeeding year.
- (h) An employee shall, as a condition of continued employment, complete an authorization form providing for the deduction from an employee's gross monthly wages or gross salary the amount of the regular monthly dues payable to the Union by a member of the Union.
- (i) The Employer will provide to the Union on a quarterly basis a report of employees who have ceased employment and the *Record of Employment (ROE) Code* used in Block 16 of the ROE form for each of those employees.

ARTICLE 6 - EMPLOYER AND UNION SHALL ACQUAINT NEW EMPLOYEES

The Employer agrees to acquaint new employees with the fact that a collective agreement is in effect and with the conditions set out in the articles dealing with Union Security and Dues Check-off. The Employer agrees that a union steward will be given an opportunity to interview each new employee within regular working hours, without loss of pay, for thirty (30) minutes sometime during the first thirty (30) days of employment for the purpose of acquainting the new employee with the benefits and duties of union membership and the employee's responsibilities and obligations to the Employer and the Union at a time that does not interfere with maintaining the staff/child ratio.

ARTICLE 7 - MANAGEMENT RIGHTS

The Union agrees that the management and direction of the Employer's business and employees is vested exclusively in the Employer subject only to such restrictions governing the exercise of those rights as are expressly provided in this agreement.

Subject to the above, all employees shall be governed by all policies, procedures and guidelines as adopted by the Employer and published to employees.

ARTICLE 8 - EMPLOYER-UNION RELATIONS

8.1 Representation

No employee or group of employees shall undertake to represent the Union at meetings with the Employer without the proper authorization of the Union. To implement this the Union shall supply the Employer with the names of its officers and similarly the Employer shall supply the Union with a list of its supervisory or other personnel with whom the Union may be required to transact business.

8.2 Union Bargaining Committee

A union bargaining committee shall be appointed by the Union and shall consist of up to three (3) members of the Union, with a maximum of one (1) from any one program, together with the President of the Union or his designate. The Union shall have the right at any time to have the assistance of members of the staff of the Union when negotiating with the Employer.

8.3 Union Representatives

- (a) The Employer agrees that access to its premises will be granted to members of the staff of the Union when dealing or negotiating with the Employer, as well as for the purpose of investigating and assisting in the settlement of a grievance.
- (b) Members of the union staff shall notify the excluded designated supervisory official in advance of their intention and their purpose for entering and shall not interfere with the operation of the worksite concerned.
- (c) In order to facilitate the orderly, as well as the confidential investigation of grievances, the Employer will, if possible, make available to union representatives or stewards temporary use of an office or similar facility.

8.4 Labour/Management Committee

- (a) The parties shall meet periodically to review matters, other than grievances, relating to the maintenance of good relations between the parties and correcting conditions causing grievances and misunderstanding. Labour/Management delegate(s) may attend regular monthly board meetings.
- (b) Labour/Management delegate(s) shall be appointed by the Union and shall be employees of Sunshine Valley Child Care Society.
- (c) The Labour/Management delegate(s) shall not have jurisdiction over wages or any other matter of collective bargaining, including the administration of this agreement. The Labour/Management delegate(s) shall not supersede the activities of any other committee of the Union or of the Employer and shall not have the power to bind either the Union or its members, or the Employer, to any decisions or conclusions reached in their discussion.
- (d) The minutes from such meetings shall be made available at the daycare for the employees' use.
- (e) Labour/Management delegate(s) shall not suffer any loss of basic pay for time spent as a Labour Management delegate.

8.5 Technical Information

- (a) The Employer agrees to provide to the Union such information that is available relating to employees in the bargaining unit, as may be required by the Union for collective bargaining purposes.
- (b) The Employer will provide to the Union with every regular dues remittance the information provided in the chart below. The information will be provided electronically in the file format ".csv".

Note: If the Employer is unable to provide the file in ".csv" format then ".xls" or ".xlsx" file formats are acceptable.

Column Order	Name	Format	Format Description	Are we willing to forgo this column to get the rest of the information?
1	Member SIN	XXXXXXXXXX	9 digits, no dashes or spaces	NO
2	Member Last Name			NO
3	Member First Name			NO
4	Dues	XXXX.XX	No commas or dollar signs	NO
5	Gross Wages for Period	XXXX.XX	No commas or dollar signs	NO
6	Job/Position Title			NO
7	Service Start Date	yyyyMMdd		YES*
8	Appointment Code		Regular, Auxiliary, etc	NO

Column Order	Name	Format	Format Description	Are we willing to forgo this column to get the rest of the information?
9	Work Location Name			NO
10	Work Location Address			NO
11	Member Address			YES*
12	Member Work Phone	XXXXXXXXXX	10 digits, no dashes or spaces	NO
13	Member Home Phone	XXXXXXXXXX	10 digits, no dashes or spaces	YES*
14	Member Cell Phone	XXXXXXXXXX	10 digits, no dashes or spaces	YES*
15	Member Home email			NO

**If this column is NOT provided it MUST be included in the data as a BLANK COLUMN*

The Employer agrees to provide to the Union such information that is available relating to employees in the bargaining unit, as may be required by the Union for collective bargaining purposes.

ARTICLE 9 - GRIEVANCES

9.1 Grievance Procedure

The Employer and the Union agree that disputes arising from:

- (a) the interpretation, application or alleged violation of the agreement, including the question of arbitrability; or
- (b) the dismissal, suspension or discipline of any employee in the bargaining unit, shall be resolved in accordance with the following procedures:

9.2 Step 1

In the first (1st) step of the grievance procedure, every effort shall be made to settle the dispute with the immediate supervisor. The aggrieved employee shall have the right to have their steward present at such a discussion. If the dispute is not resolved orally, the aggrieved employee may submit a written grievance, through the union steward, to Step 2 of the grievance procedure. When the aggrieved employee is a steward, they shall not, where possible, act as a steward in respect of their own grievance but shall submit the grievance through another steward or union staff representative.

9.3 Time Limits to Present Initial Grievance

An employee who wishes to present a grievance at Step 2 of the grievance procedure, in the manner prescribed in Article 9.4, must do so no later than thirty (30) calendar days after the date;

- (a) on which they were notified orally or in writing, of the action or circumstances giving rise to the grievance; or
- (b) on which they first became aware of the action or circumstances giving rise to the grievance.

9.4 Step 2

- (a) Subject to the time limits in Article 9.3, the employee may present a grievance at this level by:
 - (1) recording this grievance on the appropriate grievance form, setting out the nature of the grievance and the circumstances from which it arose;
 - (2) stating the article or articles of the agreement violated or alleged to have been violated, and the remedy or correction required; and

(3) transmitting this grievance to the immediate supervisor and/or designate through the union steward.

(b) The immediate supervisor shall:

(1) forward the grievance to the representative of the Employer authorized to deal with grievances at Step 2; and

(2) provide the employee with a receipt stating the date on which the grievance was received.

9.5 Time Limits to Reply to Step 2

(a) Within ten (10) calendar days of receiving the grievance at Step 2, the representative of the Employer, the employee and the shop steward shall meet to examine the facts, the nature of the grievance and attempt to resolve the dispute. This meeting may be waived by mutual agreement.

(b) The Employer's designate at Step 2 shall reply in writing to the Union within fourteen (14) calendar days of receiving the grievance at Step 2.

9.6 Failure to Act

If the President of the Union, or designate, does not present a grievance to the next higher level within the prescribed time limits, the grievance will be deemed to be abandoned. However, the Union shall not be deemed to have prejudiced its position on any future grievance.

9.7 Time Limit to Submit to Arbitration

Failing satisfactory settlement at Step 2, and pursuant to Article 10, the President, or his designate, may inform the Employer of his intention to submit the dispute to arbitration within:

(a) 30 days after the Employer's decision has been received;

(b) 30 days after the Employer's decision is due.

9.8 Amending of Time Limits

The time limits fixed in this grievance procedure may be altered by mutual consent of the parties, but the same must be in writing. Where a grievance or a reply is presented by mail, it shall be deemed to be presented on the day on which it is postmarked and it shall be deemed to be received on the day it was delivered to the appropriate office of the Employer or the Union. Grievances and replies at Step 2 of the grievance procedure and notification to arbitrate shall be by certified mail or facsimile.

9.9 Dismissal or Suspension Grievances

(a) In the case of a dispute arising from an employee's dismissal, the grievance may be filed directly at arbitration, within thirty (30) days of the date on which the dismissal occurred, or within thirty (30) days of the employee receiving notice of dismissal.

(b) In the case of a dispute arising from an employee's suspension, the grievance may commence at Step 2 of the grievance procedure within thirty (30) days of the date on which the suspension occurred, or within thirty (30) days of the employee receiving notice of suspension.

9.10 Deviation from Grievance Procedure

The Employer agrees that, after a grievance has been initiated by the Union, the Employer's representative will not enter into discussion or negotiation with respect to the grievance, either directly or indirectly, with the aggrieved employee without the consent of the Union. In the event that after having

initiated a grievance through the grievance procedure, an employee endeavours to pursue the same grievance through any other channel, then the Union agrees that, pursuant to this article, the grievance shall be considered to have been abandoned.

9.11 Policy Grievance

Where either party to this agreement disputes the general application, interpretation, or alleged violation of an article of this agreement, the dispute shall be discussed initially with the Employer or the Union, as the case may be, within thirty (30) days of occurrence. Where no satisfactory agreement is reached, either party may submit the dispute to arbitration, as set out in Article 10 of this agreement.

9.12 Technical Objections to Grievances

It is the intent of both parties to this agreement that no grievance shall be defeated merely because of a technical error, other than time limitations in processing the grievance through the grievance procedure. To this end, an arbitration board shall have the power to allow all necessary amendments to the grievance and the power to waive formal procedural irregularities in the processing of a grievance, in order to determine the real matter in dispute and to render a decision according to equitable principles and the justice of the case.

ARTICLE 10 - ARBITRATION

10.1 Notification

Where a difference arising between the parties relating to the interpretation, application, or administration of this agreement, including any questions as to whether a matter is arbitrable or where an allegation is made that a term or condition of this agreement has been violated, either of the parties may, after exhausting the grievance procedure in Article 9, notify the other party within thirty (30) days of the receipt of the reply at the third step, of its desire to submit the difference or allegations to arbitration.

10.2 Appointment of Arbitrator

When a party has requested that a grievance be submitted to arbitration, an arbitrator shall be selected from the following list:

Irene Holden	Glenn Sigurdson
Joan Gordon	Chris Sullivan
Rod Germaine	Robert Pekeles

10.3 Board Procedure

The Arbitrator may determine his own procedures in accordance with the *Labour Relations Code* and shall give full opportunity to all parties to present evidence and make representations. He shall hear and determine the difference or allegation and shall make every effort to render a decision within thirty (30) days of his first meeting.

10.4 Decision of Arbitrator

The decision of the Arbitrator shall be final, binding and enforceable on the parties. The Arbitrator shall have the power to dispose of a dismissal, discharge or discipline grievance by any arrangement which he deems just and equitable. However, the Arbitrator shall not have the power to change this agreement or to alter, modify or amend any of its provisions.

10.5 Disagreement on Decision

Should either party disagree as to the meaning of the Arbitrator's decision, either party may apply to the Arbitrator to clarify the decision. The Arbitrator shall make every effort to provide written clarification within seven (7) days of receipt of the application.

10.6 Expenses of Arbitrator

Each party shall pay one-half (½) of the fees and expenses of the Arbitrator.

10.7 Amending Time Limits

The time limits fixed in the arbitration procedure may be altered by mutual consent of the parties but the same must be in writing.

10.8 Witnesses

At any stage of the grievance or arbitration, the parties may have the assistance of the employee(s) concerned as witnesses and any other witnesses. All reasonable arrangements will be made to permit the concerned parties or the Arbitrator(s) to have access to the Employer's premises to view any working conditions which may be relevant to the settlement of the grievance.

10.9 Expedited Arbitration

- (a) The parties may by mutual agreement refer to expedited arbitration any outstanding grievances considered suitable for this process, and shall set dates and locations for hearings of groups of grievances considered suitable for expedited arbitration.
- (b) All grievances shall be considered suitable for and resolved by expedited arbitration except grievances in the nature of:
 - (1) dismissals;
 - (2) rejection on probation;
 - (3) suspensions in excess of twenty (20) workdays;
 - (4) policy grievances;
 - (5) grievances requiring substantial interpretation of provision of the collective agreement;
 - (6) grievances requiring presentation of extrinsic evidence;
 - (7) grievances where a party intends to raise a preliminary objection; and
 - (8) demotions.

By mutual agreement a grievance falling into any of these categories may be placed into the expedited arbitration process.

(c) The parties shall mutually agree upon single arbitrators who shall be appointed to hear and resolve groups of grievances.

(d) The Arbitrator shall hear the grievances and shall render a decision within two (2) working days of such hearings. No written reasons for the decision shall be provided beyond that which the Arbitrator deems appropriate to convey a decision.

(e) Expedited arbitration awards shall be of no precedential value and shall not thereafter be referred to by the parties in respect of any other matter.

(f) All settlements of expedited arbitration cases prior to hearing shall be without prejudice.

- (g) A grievance determined by either party to fall within one (1) of the categories listed in (b) above may be removed from the expedited arbitration process at any time prior to hearing and forwarded to a regular arbitration hearing pursuant to Article 10.3.
- (h) The parties shall equally share the cost of the fees and expenses of the Arbitrator and hearing rooms.

ARTICLE 11 - DISMISSAL, SUSPENSION AND DISCIPLINE

11.1 Dismissal and Suspension

In the event that the Employer initiates disciplinary action against an employee which may result in their suspension or discharge, the procedure outlined herein shall be followed:

- (a) The Employer, or any specifically authorized excluded representative of the Employer, may dismiss or suspend for just cause any employee who has completed their probationary period. Notice of dismissal or suspension shall be in writing and shall set forth the reasons for dismissal or suspension; when an employee is dismissed or suspended, they shall be given the reason in writing, in the presence of a steward providing that this does not result in an undue delay of the appropriate action being taken. A copy of the written notice will be forwarded to the President of the Union or the designated staff representative within five (5) working days.
- (b) *Suspension* - A suspension of indefinite duration shall be considered a dismissal under Article 11.1 above as soon as it exceeds twenty (20) days and any grievance already filed shall be considered henceforth as dismissal grievance.

11.2 Burden of Proof

In all cases of discipline, the burden of proof of just cause shall rest with the Employer.

11.3 Right to Grieve Other Disciplinary Action

- (a) Disciplinary action grievable by the employee, shall include written censures, letters of reprimand and adverse reports.
- (b) An employee shall be given a copy of any document, report, incident or notation placed on the employee's file which might be the basis of disciplinary action.
- (c) Should an employee dispute any such entry in their file, they shall be entitled to recourse through the grievance procedure and the eventual resolution thereof shall become part of their personnel record.
- (d) Any such document, other than official evaluation reports, shall be automatically removed from the employee's file after the expiration of twelve (12) months from the date it was issued provided there has not been a further infraction.
- (e) The Employer agrees not to introduce as evidence in any hearing any document from the file of an employee, the existence of which the employee was not aware at the time of filing.

11.4 Performance Review

Where a performance review of an employee's performance is carried out, the employee shall be given sufficient opportunity after the interview to read and review the performance review. Provision shall be made on the performance review form for an employee to sign it. The form shall provide for the

employee's signature in two (2) places, one (1) indicating that the employee has read and accepts the performance review, and the other indicating that the employee disagrees with the performance review.

The employee shall sign in only one (1) of the places provided. No employee may initiate a grievance regarding the contents of a performance review unless the signature indicates disagreement. An employee shall, upon request, receive a copy of this performance review at the time of signing. An employee's performance review shall not be changed after an employee has signed it, without the knowledge of the employee, and any such changes shall be subject to the grievance procedure of this agreement. The employee may respond, in writing, to the performance review. Such response will be attached to the performance review.

11.5 Personnel File

(a) An employee or the President of the Union or his designate, with the written authority of the employee, shall be entitled to review an employee's personnel file, exclusive of employee references. The file shall be reviewed in the place where the file is normally kept and in the presence of a designated management representative. The Employer will provide copies of the entries as requested. The employee or the President, as the case may be, shall give the Employer five (5) working days' notice prior to having access to such information.

(b) Personnel files will be kept confidential and access will be given only to those supervisory personnel that require the information in the course of their duties.

11.6 Right to Have Union Representative Present

(a) An employee shall have the right to have their steward present at any discussion with supervisory personnel which the employee believes might be the basis of disciplinary action. Where a supervisor intends to interview an employee for disciplinary purposes, the supervisor shall make every effort to notify the employee in advance of the purpose of the interview in order that the employee may contact their steward, providing that this does not result in an undue delay of the appropriate action being taken. This article shall not apply to those discussions that are of an operational nature.

(b) A steward shall have the right to consult with a staff representative of the Union and to have a local union representative present at any discussion with supervisory personnel which the steward believes might be the basis of disciplinary action against the steward, providing that this does not result in an undue delay of the appropriate action being taken.

11.7 Abandonment of Position

An employee who fails to report for duty for three (3) consecutive working days without informing the Employer of the reason for his absence will be presumed to have abandoned his position. An employee shall be afforded the opportunity within ten (10) working days to rebut such presumption and demonstrate that there were reasonable grounds for not informing the Employer.

11.8 Probation for Newly Hired Employees

(a) The Employer may reject a probationary employee for just cause. A rejection during probation shall not be considered a dismissal for the purpose of Article 11.1 of this agreement. The test of just cause for rejection shall be a test of suitability of the probationary employee for continued employment in the position to which he has been appointed, provided that the factors involved in suitability could reasonably be expected to affect work performance.

(b) The probationary period for full-time regular employees shall be three (3) months. The probationary period for part-time regulars shall be six hundred and ten (610) hours worked or one (1) calendar year, whichever occurs first.

The probationary period for a casual employee shall be six hundred ten (610) hours worked or one (1) calendar year, whichever occurs first.

By mutual agreement between the Employer and the Union, the probationary period may be extended for a further period not to exceed six hundred and ten (610) total hours worked, or six (6) additional calendar months, whichever occurs first.

(c) Where an employee feels they has been aggrieved by the decision of the Employer to reject the employee during the probationary period, they may grieve the decision pursuant to the grievance procedure outlined in Article 9 of this agreement commencing at Step 3.

11.9 Employee Investigation

The parties agree that in certain situations it may be in the best interest of both clients and employees that employees be reassigned or removed from all job sites during an investigation of conduct. In cases where an employee cannot be reassigned, then the employee shall be considered to be on leave of absence without loss of pay until the Employer has determined there is a prima facie case for imposing discipline.

The Employer will make every effort to complete its investigation within fourteen (14) days. The Employer will notify the President of the Union or their designate when an investigation of conduct has been initiated. Any employee who is interviewed in the course of an investigation shall have the right to union representation at such an interview.

ARTICLE 12 - SENIORITY

12.1 Seniority Defined

(a) "Service Seniority" means an employee's length of service with the Employer. Employees shall be credited with seniority equivalent to their length of continuous service with the Employer prior to the signing of this agreement. Service seniority for part-time employees shall be prorated on the basis of one (1) year's service seniority, based on the equivalent annual hours of work for a full-time employee.

(b) When two (2) or more employees have the same service seniority and when mutual agreement cannot be reached, then seniority shall be determined by chance.

Note: Current part-time employees who have their seniority calculated from the date of hire shall be credited with the equivalent number of full-time hours for each year of service and convert to the above language on a date to be determined by the parties.

12.2 Seniority List

(a) The Employer will prepare once every six (6) months an up-to-date seniority list containing the following information pertaining to its regular employees:

- (1) employee's name;
- (2) employee's seniority;
- (3) employee's current classification.

(b) The regular seniority list shall be posted by the Employer for thirty (30) days. Any objection to the accuracy of the information contained herein must be submitted in writing to the Employer during the said posting period. Thereafter, the posted list will be deemed to be valid and correct for all purposes.

- (c) The Employer will provide the Union and the bargaining unit Chairperson with a copy of the seniority list upon request.

12.3 Loss of Seniority

An employee shall not accrue seniority when on leave of absence without pay for leave periods over thirty (30) days' duration. An employee shall continue to accrue seniority if they are absent from work with pay or being compensated by the Workers' Compensation Board or ICBC for an injury or illness incurred during employment with the Employer. An employee shall lose their seniority only in the event that:

- (a) they are discharged for just cause;
- (b) subject to Article 12.5, they voluntarily terminates their employment or abandons their position;
- (c) they are on layoff for more than one (1) year;
- (d) upon being notified by the Employer by registered mail at their last known address that they are recalled from layoff, they fail to contact the Employer within seven (7) days and fail to return to work within fourteen (14) days;
- (e) they are permanently promoted to an excluded position and have passed probation.

12.4 Re-Employment

An employee who resigns their position and within sixty (60) days is re-employed, shall be granted a leave of absence without pay covering those days absent and shall retain all previous rights in relation to seniority and other fringe benefits, subject to any benefits plan eligibility requirement.

12.5 Bridging of Service

If a regular employee resigns after the signing of this agreement as a result of a decision to care for a dependent child or dependent children, spousal illness or disability, or an aging parent, and is re-employed upon application, they shall be credited with length of service accumulated at time of termination for the purpose of benefits based on service seniority. The following conditions apply:

- (a) the employee must have been a regular employee with at least three (3) years of service seniority at time of termination;
- (b) the resignation must indicate the reason for termination;
- (c) the break in service shall be for no longer than six (6) years;
- (d) the previous length of service shall not be reinstated until successful completion of the probationary period on re-employment.

12.6 Seniority for Change in Status

A regular employee who changes their status from full-time to part-time shall retain seniority and accumulated sick leave and vacation leave entitlements at the rate at which they were earned.

ARTICLE 13 - LAYOFF AND RECALL**13.1 Definition of Layoff**

"Layoff" includes a cessation of employment, or elimination of a job resulting from a reduction of the amount of work required to be done by the Employer, a reorganization, program termination, closure or other material change in organization.

Where a regular employee is hired into a position in a program which is subject to seasonal closures, and such closures are identified in job postings and letters of employment, then the employee will only be eligible to bump other employees in accordance with Article 13.3, if the period of layoff exceeds the duration of the seasonal closure by two (2) or more weeks.

13.2 Pre-Layoff Canvass

(a) Prior to the layoff of regular employees under Article 13.3, the Employer may canvass employees in order to invite:

- (1) placement into a vacant, regular position in the employee's classification; or
- (2) placement into a vacant regular position in another classification for which is qualified and would not be a promotion; or
- (3) placement on the auxiliary call-in and recall lists with no loss of seniority; or

(b) Where an employee selects an option or accepts an offer of placement, once confirmed in writing, such acceptance is final and binding upon the employee and subject to the agreement of the Employer.

(c) Responses from employees to the Pre-Layoff Canvass will only be received by the Employer for consideration if submitted within seven (7) days of issuance of a written notice to the employee or group of employees.

13.3 Layoff

Both parties recognize that job security shall increase in proportion to length of service. Therefore in the event of a layoff, the following shall apply:

- (a) employees shall be laid off by classification within a work location in the reverse order of seniority;
- (b) an employee designated for layoff will have the right to bump into another position within the bargaining unit for which they are qualified, according to the amount of their seniority;
- (c) bumping will proceed as follows:

(1) A full-time employee shall displace the least senior full-time employee in their own classification. Where the least senior employee in the affected classification is a part-time employee, then the full-time employee designated for layoff shall have the option of displacing the least senior full-time employee or the least senior part-time employee.

A part-time employee shall displace the least senior part-time employee;

(2) If the employee does not have sufficient seniority to displace any of the employees in their own classification, the above process will be repeated for those classifications carrying a rate of pay next closest to the employee's current rate;

(3) The above process will also apply to those employees displaced as a result of bumping;

- (d) displacements shall not result in promotion;

- (e) bumping rights must be exercised within five (5) days of notification of layoff by providing written notice to the Employer.

13.4 Recall

- (a) Employees shall be recalled to available work in order of their seniority provided they are qualified and are able to perform the duties. The notice of recall shall be sent by certified mail. Employees must accept recall within five (5) days of receipt of the certified mail.
- (b) The recall period shall be one (1) year.
- (c) New employees shall not be hired until those laid off in that classification have been given an opportunity of recall.

13.5 Reduction in Hours

- (a) Reduction in hours shall be based on seniority, providing that affected employees have the qualifications to perform the work that is available and that licensing standards can be maintained.
- (b) Any regular employee offered a reduction of hours shall have the right to choose layoff as per Article 13.3.
- (c) Any regular employee offered a reduction of hours shall be given two (2) weeks' notice of the reduction.

13.6 Advance Notice

The Employer shall provide written notice and/or pay in lieu of notice to a permanent employee who is to be laid off prior to the effective date of layoff, according to one (1) of the following provisions:

- (a) One (1) week's notice and/or pay in lieu of notice after three (3) consecutive months of employment; or
- (b) Two (2) weeks' notice and/or pay in lieu of notice after twelve (12) consecutive months of employment; or
- (c) Three (3) weeks' notice and/or pay in lieu of notice after three (3) consecutive years of employment, plus one (1) additional week for each additional year of employment, to a maximum of eight (8) weeks' notice and/or pay in lieu of notice.

13.7 Grievance on Layoffs and Recalls

Grievances concerning layoff and recalls must be initiated at Step 2 of the grievance procedure.

ARTICLE 14 - HOURS OF WORK

14.1 Definition

For the purpose of this article, "*day*" means a twenty-four (24)-hour period commencing at 00:01 hours; "*week*" means a period of seven (7) consecutive days beginning at 00:01 hours Monday and ending at 24:00 hours the following Sunday.

14.2 Hours of Work

The hours of work for a full-time employee are seven (7) hours a day and thirty-five (35) hours a week.

14.3 Work Schedules

- (a) Shifts subject to rotation will be rotated on an equitable basis, subject to operational requirements.
- (b) The 35 hour workweek may, with mutual agreement, be worked in a period of less than five (5) days.
- (c) Except by agreement between the Employer and the employee, employees shall not be required to work in excess of five (5) consecutive days without receiving two (2) consecutive days off.

14.4 Rest Periods and Meal Breaks

- (a) All employees shall have two (2) fifteen (15) minute rest periods in each work period in excess of six (6) hours, one (1) rest period to be granted before and one (1) after the meal period, provided the staff to child ratio can be maintained. It is understood that meal breaks and rest periods may be combined subject to operational requirements.
- (b) Employees working a shift of four (4) hours, but not more than six (6) hours, shall receive one (1) rest period during such a shift provided the staff to child ratio can be maintained.
- (c) Rest periods shall be taken without loss of pay to the employee.

14.5 Minimum Hours

- (a) Where an employee is called to work but is informed on arrival at the worksite they will not be required to work that shift, the employee is entitled to a minimum of two (2) hours' pay.

Where an employee is called to work, begins their duties and is subsequently informed they will not be required to work the full shift, the employee is entitled to a minimum of four (4) hours' pay.

- (b) Article 14.5(a) does not apply to school students reporting for work on a school day in which event the student shall receive payment for the hours worked with a minimum of two (2) hours' pay in any one (1) day.

14.6 Split Shifts

There shall be no split shifts except in school age child care or in memorandum of agreement as negotiated between the parties.

14.7 Notice of New Shift Schedules

Shift schedules shall be posted at least fourteen (14) days in advance of the starting day of a new schedule.

14.8 Job Sharing

Employees may request job sharing a regular position of ten (10) or more hours per week, in accordance with the terms and conditions for job sharing arrangements, as set out in Memorandum of Agreement 2 Re: Job Sharing. Such job sharing shall be with the prior approval of, and will not result in added cost to, the Employer. Job sharing requests shall not be unreasonably denied.

14.9 Additional Hours for Part-Time Employees

Regular part-time employees shall be offered any additional hours available before casuals, provided the employee is qualified and the additional hours do not result in overtime.

14.10 Flextime

- (a) For the purpose of this agreement, flextime means the hours worked by an employee, or group of employees, who are given authority by the Employer to:
- (1) choose their starting and finishing times; and
 - (2) choose their length of workday within a stated maximum number of hours, subject to meeting the required annual hours of work in accordance with this agreement, through a specified averaging period.
- (b) The full-time employee on flextime who has a day of absence, whether with or without pay, will be deemed to be absent for seven (7) hours, providing at least seven (7) hours are required to complete the averaging period. If less than seven (7) hours are required to complete the averaging period, such number of hours will be deemed to be the hours of absence. An employee may choose to use accrued flextime in the event of illness.
- (c) The averaging period for those employees on flextime shall be the maximum number of hours for the program per four (4)-week period. Regular hours worked shall not exceed one hundred and forty (140) hours in a twenty-eight (28)-day averaging period. In unusual circumstances, the parties may mutually agree to extend the averaging by up to an additional four (4) weeks. Such excess time shall be worked only to accommodate the needs of the program. The four (4)-week averaging period need not correspond to pay periods.
- (d) When an employee cannot take the excess time during the agreed to averaging period, the excess time will be paid out at applicable overtime rates.
- (e) The workday for those employees on flextime shall not exceed ten (10) hours. By mutual agreement between the employee and the Employer, the workday may be extended to twelve (12) hours in the event it is deemed necessary by either party to the agreement.

ARTICLE 15 - OVERTIME

15.1 Definition

- (a) "*Overtime*" means work authorized by the Employer and performed by a full-time employee in excess or outside of their regularly scheduled hours of work.
- (b) "*Straight-time rate*" means the hourly rate of remuneration.
- (c) "*Time and one-half*" means one and one-half times (1½x) the straight-time rate.
- (d) "*Double-time*" means twice (2x) the straight-time rate.

15.2 Authorization and Application of Overtime

An employee who is required to work overtime shall be entitled to overtime compensation when the overtime worked is authorized in advance by the Employer. It is understood that, in emergency situations, prior authorization may not be possible.

Employees working in more than one (1) program are obligated to inform the Employer or designate and receive approval if they asked to work hours that would result in overtime.

15.3 Overtime Entitlement

- (a) An employee will be entitled to compensation for authorized overtime in excess of the seven (7) hours a day.
- (b) Overtime shall be compensated in fifteen (15) minute increments; however, employees shall not be entitled to any compensation for overtime of less than five (5) minutes per day.

15.4 Recording of Overtime

Employees shall record starting and finishing times for overtime worked on a form determined by the Employer.

15.5 Sharing of Overtime

Overtime work shall be allocated equitably considering availability, qualifications, and location of employee.

15.6 Overtime Compensation

Employees requested by the Employer to work in excess of seven (7) hours a day shall be paid the following:

- (a) time and one-half ($1\frac{1}{2}x$) for the first three (3) hours of overtime;
- (b) double-time ($2x$) for all hours worked in excess of the three (3) hours referred to in (a) above.

The compensation of overtime in (a) and (b) is to be on a daily basis and not cumulative.

15.7 Right to Refuse Overtime

All employees shall have the right to refuse to work overtime, except when required to do so in emergency situations, without being subject to disciplinary action for so refusing. An emergency shall include, but not be restricted to situations which require the attendance of an employee in order to provide adequate supervision and care for children.

15.8 Overtime for Part-Time Employees

- (a) A part-time employee working less than the normal hours per day of a full-time employee, and who is required to work longer than their regular working day, shall be paid at the rate of straight-time for the hours so worked, up to and including the normal hours in the working day of a full-time employee.
- (b) A part-time employee working less than the normal days per week of a full-time employee, and who is required to work other than their regularly scheduled workdays, shall be paid at the rate of straight-time for the days so worked up to and including the normal workdays in the workweek of a full-time employee.
- (c) Overtime rates shall apply to hours worked in excess of (a) and (b) above.

15.9 No Layoff to Compensate for Overtime

Employees shall not be required to layoff during regular hours to equalize any overtime worked.

ARTICLE 16 - HOLIDAYS**16.1 Paid Holiday**

(a) The Employer recognizes the following as paid holidays:

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

(b) Any other day proclaimed as a holiday by the federal, provincial, or municipal governments for the locality in which an employee is working shall also be a paid holiday.

16.2 Holiday Falling on Saturday or Sunday

For an employee whose workweek is from Monday to Friday, and when any of the above-noted holidays falls on a Saturday and is not proclaimed as being observed on some other day, the following Monday shall be deemed to be the holiday for the purpose of this agreement; and when a holiday falls on a Sunday and it is not proclaimed as being observed on some other day, the following Monday (or Tuesday, where the preceding section already applies on the Monday), shall be deemed to be the holiday for the purpose of this agreement.

16.3 Holiday Falling on a Day of Rest

When a paid holiday falls on an employee's day of rest, the Employer shall make every reasonable effort to give the employee a lieu day with pay on the first regularly scheduled workday following the day of rest so affected. Where this is not possible, the lieu day shall be scheduled by mutual agreement and taken by the end of the month following the month in which it was earned.

16.4 Holiday Falling on a Workday

An employee who works on a designated holiday which is a scheduled workday shall be compensated at the rate of time and one-half (1½x) for the hours worked plus a day off in lieu of the holiday.

16.5 Holiday Coinciding With a Day of Vacation

Where an employee is on vacation leave and a day of paid holiday falls within that period, the paid holiday shall not count as a day of vacation.

16.6 Paid Holiday Pay

Payment for holidays will be made at an employee's basic pay, except if an employee has been working in a higher paid position than their regular position for a majority of the sixty (60) working days preceding their holiday, in which case they shall receive the higher pay.

16.7 Other Religious Observances

(a) Employees who are members of non-Christian religions are entitled up to four (4) days' leave without pay per calendar year to observe spiritual or holy days. Such leave shall not be unreasonably withheld.

(b) A minimum of two (2) weeks' notice is required for leave under this provision. When two (2) weeks' notice is not possible due to the unpredictable nature of the spiritual or holy days, then as much notice as possible shall be provided.

(c) Employees granted leave under this provision may utilize or reschedule unused vacation, lieu days, or banked overtime (compensating time off).

16.8 Paid Holiday Calculations for Regular Part-Time Employees

Part-time employees will have their paid holiday entitlements calculated based on straight-time pay earned during the period of time from the previous paid holiday. The previous paid holiday used for the calculations shall be at least thirty (30) calendar days from the paid holiday identified for compensation.

ARTICLE 17 - VACATION

17.1 Vacation Entitlement

A full-time regular employee is entitled to the following for vacation:

- (a) two (2) weeks, after twelve (12) consecutive months of employment; or
- (b) three (3) weeks, after five (5) consecutive years of employment;
- (c) four (4) weeks, after ten (10) consecutive years of employment;
- (d) six (6) weeks, after fifteen (15) consecutive years of employment;

Part-time and casual employees shall be entitled to vacation on a prorated basis.

17.2 Vacation Scheduling

- (a) Employees shall submit their vacation requests to the supervisor on or before:
 - (1) December 1 for the period January 1 through April 30; and
 - (2) April 1 for the period May 1 through December 31.
- (b) An employee who does not exercise their seniority rights within two (2) weeks of receiving the vacation schedule, shall not be entitled to exercise their seniority rights in respect to any vacation time previously selected by an employee with less seniority.
- (c) An employee who relocates to another work location where the vacation schedule has already been completed will not be entitled to exercise those rights for that year only. However, every effort shall be made to grant vacation at the time of the employee's choice.
- (d) Vacation schedules, once approved by the Employer, shall not be changed other than in cases of emergency, except by mutual agreement between the employee and the Employer.
- (e) An employee transferred by the Employer shall maintain their vacation period and no other employee's vacation time shall be affected thereby.

17.3 Accumulation or Carryover of Vacation

A regular employee may carry over up to five (5) days' vacation leave per year except that such vacation carryover shall not exceed ten (10) days. Up to ten (10) days of the vacation entitled may be deferred until the next year with prior written approval. Such deferred vacation must be taken within the third vacation year.

17.4 Approved Leave of Absence with Pay during Vacation

When an employee is qualified for bereavement leave or sick leave with pay during their vacation period, there shall be no deduction from the vacation credits for such leave. In the case of sick leave, this article shall only apply when the period of illness or injury is in excess of two (2) days and a note from a physician may be required. The period of vacation so displaced shall be taken at a mutually agreed time. An employee intending to claim displaced vacation leave must advise the Employer and provide necessary documentation within seven (7) days of returning to work.

17.5 Termination of Employment

The Employer shall pay the terminating employee for all vacation days owed to them at the rate of pay at which it was earned.

Should the terminating employee have used more of their vacation credit than entitled, they shall have the difference deducted from their final paycheque.

17.6 Vacation Credits upon Death

Earned, but unused vacation entitlement shall be made payable upon the employee's death, to the employee's dependant, or where there is no dependant, to the employee's estate.

17.7 Vacation Paycheques

Upon giving fifteen (15) calendar days' prior notice, employees shall receive on the last working day preceding commencement of their vacation any cheques which would normally fall due during the period of their vacation.

ARTICLE 18 - SICK LEAVE

18.1 Sick Leave Entitlement

Regular full-time employees who have completed their probationary period shall accrue sick leave credits at a rate of one and one quarter (1¼) day per month to a maximum of fifteen (15) days.

Sick time may be accrued from year to year but may not exceed the maximum of fifteen (15) days.

All sick leave credits are cancelled when an employee's employment is terminated.

Part-time employees shall be entitled to accrue prorated sick days, to a maximum of fifteen (15) days.

18.2 Employee to Inform Employer

The employee shall inform the Employer as soon as possible of their inability to report to work because of illness or injury. The employee shall make every reasonable effort to inform the Employer of their return to duty in advance of that date. Employees are not responsible for finding replacements for themselves when they are sick or injured or unable to work.

18.3 Sick Leave Records

Upon request an employee shall be advised in writing annually of the balance of their sick leave credits used to date and the balance remaining.

18.4 Workers' Compensation Board Claim

Where a claim has been recognized by the Worker's Compensation Board, the Employer shall reinstate any sick leave deducted which the employee utilized during the claim period on the condition that the employee reimburse the Employer for such sick leave credits.

18.5 Illness of Dependent Children

Regular employees are entitled to use a maximum of five (5) days per year, drawn from their sick leave bank, for illness of spouse, parent(s) or dependent children.

18.6 Leave for Medical and Dental Appointments

Where it is not possible to schedule medical and/or dental appointments outside regularly scheduled working hours, reasonable time off for such appointments for employees or for dependent children shall be permitted. Such absence from work will be charged in equivalent time to the sick leave entitlement described in Clause 18.1

ARTICLE 19 - SPECIAL AND OTHER LEAVES**19.1 Bereavement Leave**

Bereavement leave of up to three (3) consecutive days without loss of pay shall be granted for the purpose of attending a funeral in the event of the death of a member of the employee's immediate family; i.e. children (including partner's children), parents, grandparents, grandchildren, brothers, sisters, partner, partner's parents, guardian, stepparent and stepsibling. Any relative permanently residing in the employee's household or with whom the employee permanently resides is considered to be immediate family. Bereavement leave may be extended to five (5) days, if travel in excess of five (5) hours is necessary.

19.2 Full-Time Union or Public Duties

The Employer shall grant, on written request, long-term leave of absence without pay and without loss of seniority:

- (a) For employees seeking election in a municipal, provincial, federal, First Nation or other Aboriginal election for a maximum period of ninety (90) days;
- (b) For employees selected for a full-time position with the Union or any body to which the Union is affiliated for a period of one (1) year (such leave will be renewed upon request by the Union);
- (c) For employees elected to public office for a maximum period of five (5) years;
- (d) For an employee elected to the position of President or Treasurer of B.C. Government and Service Employees' Union. The leave shall be for a period of three (3) years and shall be renewed upon request.

19.3 Leave for Court Appearances

- (a) The Employer shall grant paid leave to employees, other than employees on leave without pay, who serve as jurors or witnesses in a court action, provided such court action is not occasioned by the employee's private affairs.
- (b) In cases where an employee's private affairs have occasioned a court appearance, such leave to attend at court shall be without pay.

- (c) An employee in receipt of their regular earnings while serving at court shall remit to the Employer all monies paid to him by the court, except travelling and meal allowances not reimbursed by the Employer.
- (d) In the event an accused is jailed pending a court appearance, such leave of absence shall be without pay.
- (e) For all the above leaves, the employee shall advise their supervisor as soon as he is aware that such leave is required.

19.4 Leave for Taking Courses

- (a) An employee shall be granted leave with pay to take courses at the request of the Employer. When such leave is granted, the Employer shall bear the full cost of the course, including tuition fees, entrance or registration fees, laboratory fees, and course-required books. The Employer shall also reimburse the employee for their travel, as per Article 25.6(a) and other legitimate expenses where applicable. When an employee attends a course required by the Employer, on a scheduled day off, they shall be compensated the equivalent time with pay, up to a maximum of seven hours.
- (b) An employee may be granted leave without pay, or leave with partial pay, to take courses in which the employee wishes to enrol.

19.5 General Leave

- (a) Notwithstanding any provision for leave in this agreement, the Employer may grant a leave of absence without pay to an employee requesting such leave. General leave will not normally exceed one year. Request for leave is to be in writing and approved by the Employer. Approval shall not be unreasonably withheld.
- (b) Upon return from leave of absence, the employee will be placed in their former position or where the position no longer exists in an equivalent position.

19.6 Elections

Any employee entitled to vote in a federal, provincial or municipal election, or a referendum shall be entitled to leave to cast their ballot in accordance with applicable legislation.

19.7 Compassionate Care Leave

An employee who is entitled to compassionate care benefits under the *Employment Insurance Act* is entitled to a leave of absence without pay of up to twenty-seven (27) weeks for the purpose of providing care or support to a gravely ill family member at risk of dying within twenty-six (26) weeks.

19.8 Special Leave

Where leave from work is required, a regular employee who has completed probation will be entitled to special leave without pay to a maximum of 10 days per year for the following:

- (a) Marriage of the employeefive (5) days;
- (b) Birth or adoption of the employee's child two (2) days;
- (c) Serious household or domestic emergency including illness in the employee's immediate family where no one in the employee's home other than the employee can provide for the care of the ill immediate family memberup to two (2) days;
- (d) Attend wedding of employee's child one (1) day;

- (e) Moving household furniture and effectsone (1) day;
- (f) Attend their formal hearing to become a Canadian citizenone (1) day;
- (g) Court appearance for hearing of employee's childone (1) day;
- (h) An employee is entitled to up to five (5) days of unpaid leave during each employment year to meet responsibilities related to:
 - (1) the care, health or education of a child in the employee's care, or
 - (2) the care or health of any other member of the employee's immediate family;
- (i) In the event of the death of the employee's friend or other relative or to attend as a pallbearer or mourner, the employee will be entitled to leave for up to one day for the purpose of attending the funeral or other ceremonial occasion.

Employees may utilize their vacation and paid banks, excluding sick leave, for these purposes above.

19.9 Professional Development Leave

The Employer will provide seven (7) hours of paid leave per year for professional development. Members working less than twenty-five (25) hours per week, will be provided three (3) hours paid leave per year for professional development.

Unused leave hours under this clause cannot be carried over to the following year.

ARTICLE 20 - MATERNITY AND PARENTAL LEAVE

20.1 Maternity Leave

- (a) Every employee who intends to take a leave of absence under this article shall give at least four (4) weeks' notice, in writing, to the Employer unless there is a valid reason why such notice cannot be given. Such notice shall include the length of leave intended to be taken. Each employee who wishes to change the effective dates of approved leave shall give four (4) weeks' notice of such change unless there is a valid reason why such notice cannot be given.
- (b) A regular employee shall be granted seventeen (17) consecutive weeks' maternity leave of absence without pay.
- (c) The period of maternity leave shall commence not earlier than thirteen (13) weeks before the expected date of delivery and must end no later than seventeen (17) weeks after leave begins.
- (d) An employee may be required to commence a maternity leave where the duties of the employee cannot reasonably be performed because of the pregnancy. The employee will provide a medical certificate from a qualified medical practitioner. The leave of absence may continue until the employee provides a certificate from a qualified medical practitioner stating that they are able to perform their duties.
- (e) Any further leave granted beyond the normal seventeen (17) week period will be unpaid leave without benefits.

20.2 Parental Leave for Birth and Adopting Parents

- (a) Upon application, an employee shall be granted leave of absence following the birth or adoption of the employee's child. The employee shall have to furnish a medical certificate or other evidence stating the date of birth of the child or, where applicable, proof of adoption.

- (b) Upon application, employees shall be granted parental leave as follows:
- (1) in the case of the birth mother, up to sixty-one (61) weeks commencing immediately following the end of the maternity leave under Article 20,
 - (2) in the case of the birth father or common law partner of the birth mother, including same sex partner, up to sixty-two (62) weeks commencing within the seventy-eight (78) week period following the birth of the child,
 - (3) in the case of an adopting parent, up to sixty-two (62) weeks commencing within the seventy-eight (78) week period following the date the adopted child comes into the actual care and custody of the parent. Or within the two (2) week period proceeding the date the adopted child comes into the actual care and custody of the parent.
- (c) If the child suffers from a physical, psychological, or emotional condition and will be at least six (6) months of age before coming into the employee's actual care and custody, the employee is entitled to an additional period of parental leave of up to five (5) weeks. The employee's doctor or the agency that placed the child must certify that such an additional period of parental leave is required.

20.3 Aggregate Leave

The aggregate amount of leave of absence from employment that may be taken by an employee under Articles 20.1 and 20.2 in respect of the birth or adoption of any one child shall not exceed seventy-eight (78) weeks, except as provided under Articles 20.1(e) and/or 20.2(c). Where an employee is granted total maternity leave under Articles 20.1(b) and 20.1(e) of greater than fifty-two (52) weeks, the employee shall not be entitled to parental leave under Article 20.2.

20.4 Return from Leave

An employee on maternity or parental leave pursuant to Articles 20.1 and 20.2 shall provide the Employer with at least one (1) month's written notice. On return from leave, an employee shall be placed in their former position or where the position no longer exists in a position of equal rank and basic pay.

20.5 Benefit Plan

If an employee maintains coverage for benefits while on maternity leave, the Employer agrees to pay the Employer's share of these premiums for the maximum of seventeen (17) weeks and for an employee on parental leave, a maximum of sixty-two (62) weeks, but to a maximum of seventy-eight (78) weeks for an employee taking leave under Articles 20.1 and 20.2.

If an employee fails to return to work, the Employer will recover monies paid under this article.

20.6 Sick Leave

Illness arising due to pregnancy during employment prior to the leave of absence may be charged to normal sick leave.

20.7 Vacation

The employee shall retain vacation credits they had accrued immediately prior to commencing the leave and shall continue to earn vacation entitlement for the period of time covered by the approved leave. In the case of an employee who extends their leave for other than approved medical reasons, vacation entitlement shall not be earned during the extended leave period.

20.8 Extended Child Care Leave

- (a) Upon written notification, no later than four (4) weeks prior to the expiration of the aggregate leave taken pursuant to Articles 20.1 and 20.2, an employee shall be granted a further unpaid leave of absence not to exceed twelve (12) months. An employee shall neither lose nor accrue seniority while on extended child care leave.
- (b) An employee wishing continued coverage under any applicable benefit plans shall pay the total premium costs while on extended child care leave.
- (c) An employee on extended child care leave shall provide the Employer with at least one (1) month's written notice of return from such leave.
- (d) Upon return from extended child care leave, an employee shall be placed in their former position, or where the position no longer exists in a position of equal rank and basic pay.

20.9 Seniority Rights on Reinstatement

- (a) An employee who returns to work after the expiration of the maternity or parental leave shall retain the seniority they had accrued immediately prior to commencing the leave and shall be credited with seniority for the period covered by the approved leave.
- (b) The employee shall be deemed to have resigned on the date upon which they leave commenced if notice of return from leave is not made within one (1) month prior to the expiration of the leave or if they do not return to work on the date specified in the notice of return from leave.

ARTICLE 21 - SAFETY AND HEALTH

21.1 Conditions

The Union and the Employer agree that regulations made pursuant to the *Workers Compensation Act*, or any other statute of the Province of British Columbia pertaining to the working environment, shall be fully complied with.

21.2 Working Environment

The parties agree that a safe and clean working environment is essential to carry out work assignments in a satisfactory manner.

It will be the Employer's responsibility to ensure that all working areas and employer-owned vehicles are maintained in a safe and clean condition.

21.3 Safety Committee

The parties agree that an occupational health and safety committee will be established and will govern itself in accordance with the provisions of the Occupational Health and Safety Regulations made pursuant to the *Workers Compensation Act*. The Committee will meet monthly to make recommendations on unsafe, hazardous or dangerous conditions with the aim of preventing and reducing risk of occupational injury and illness.

It is agreed that the Labour/Management Committee shall also act as the Occupational Health and Safety Committee.

21.4 Unsafe Work Conditions

No employee shall be disciplined for exercising their right to refuse to do unsafe work pursuant to Section 3.24 of the Industrial Health and Safety Regulations.

21.5 Employee Check-in

Check-in procedure will be implemented to ensure the safety of all employees who work alone.

21.6 First Aid Requirements

- (a) The Union and the Employer agree that First Aid Regulations made pursuant to the *Workers Compensation Act* shall be fully complied with.
- (b) Where the Employer requires an employee to perform first aid duties as a normal requirement of the job, the cost of renewing this certificate shall be borne by the Employer.

21.7 Communicable Diseases

- (a) The parties to this agreement share a desire to prevent acquisition and transmission where employees may come into contact with a person and/or possessions of a person with a communicable disease.
- (b) The Employer shall inform employees about the inherent risks of communicable diseases.
- (c) The Employer shall provide and pay for pre-exposure Hepatitis B Vaccinations to employees at risk of work-related exposure as determined by the MHO of the Public Health Unit.
- (d) Where a vaccination is or may become available as a preventative measure, such vaccination shall be made available to all employees who may be at risk of contracting the disease as determined by the MHO of the Public Health Unit, at no cost to the employee.

21.8 Workplace Aggression

Employees who, in the course of their duties, may be exposed to aggressive conduct shall receive training at the Employer's expense in recognizing and handling such episodes.

The Employer shall provide the employee with pertinent information relative to the potential for experiencing physical aggression and/or verbal abuse within any particular workplace. The employee shall be informed of specific instruction on the approach to be taken when providing care for the client.

Immediate debriefing and counselling for individuals who have been traumatized will be made available to employees. Where an employee requires time off to attend debriefing it will be without loss of pay.

Employees may request a transfer because of physical aggression or verbal abuse.

Where repeated incidents of physical aggression or verbal abuse occur, the Occupational Health & Safety Committee, after review of the circumstances, may request a review by the Workers' Compensation Board.

21.9 New Employee Orientation

All new employees will receive four (4) hours of training and orientation, which includes opening and closing procedures, before being scheduled to work on the floor.

ARTICLE 22 - TECHNOLOGICAL CHANGE

22.1 Definition

"*Technological change*" shall mean:

- (a) The introduction by the Employer into its work, undertaking, or business of equipment or material of a different nature or kind than that previously used by the Employer in that work, undertaking, or business.
- (b) A change in the manner in which the Employer carries on its work, undertaking or business that is directly related to the introduction of that equipment or material.

Technological change shall not include normal layoffs caused by budget limitations, decreases in the amount of work done or other temporary seasonal or sessional interruptions of work.

22.2 Advance Notice

Where the Employer is aware of an impending change ahead of time, the Employer shall notify the Union sixty (60) days or with as much notice as possible before the introduction of any technological change.

Within fourteen (14) days of the date of the notice under this article, the Union and the Employer shall commence discussions as to the effects of the technological change and in what way, if any, this agreement should be amended.

ARTICLE 23 - CONTRACTING OUT

The Employer shall not contract out bargaining unit work that will result in the layoff of employees.

ARTICLE 24 - HIRING, PROMOTIONS AND STAFF CHANGES

24.1 Job Postings

- (a) When a vacancy occurs or a new position is created inside the bargaining unit, the Employer shall notify the Union in writing and post notice of the position in the Employer's offices, and on all bulletin boards and union binders, within seven (7) days of the vacancy or of the new position being established, for a minimum of fourteen (14) calendar days, so that all members will know about the vacancy or new position.
- (b) The Employer shall not advertise outside the agency for any position until the end of seven (7) calendar days' internal posting.

24.2 Information in Postings

Such notice shall contain the following information: nature of position, qualifications, required knowledge and education, skills, wage or salary rate or range, location and whether the employee is required to use their automobile in the performance of their duties. Such qualifications may not be established in an arbitrary or discriminatory manner. All job postings shall state, "*This position is open to male and female applicants*", except where bona fide occupational requirements prevent it.

24.3 Appointment Policy

In making promotions and transfers, the qualifications and abilities of the employees concerned shall be the primary considerations, and where such factors are relatively equal, seniority shall be the determining factor.

24.4 Transfers

- (a) It is understood by the parties that the employees may request a transfer on a temporary basis, in cases where it is unsafe for the unborn child of a pregnant employee.
- (b) In certain other cases, relocation may be in the best interest of the employee and or the Employer. In such cases, and where bona fide reasons exist, transfers may take place. Other than where Article 11.9 applies, the Employer shall provide written reasons for permanent transfers, a minimum of fifteen (15) days prior to transfer.

24.5 Trial Period

When a vacancy is filled by an existing employee, the employee shall be confirmed in the new job after a period of three (3) calendar months. In the event the applicant proves unsatisfactory in the position during the trial period, the Employer may, extend the period for a further three (3) months. If the employee is unable to perform the duties of the new job or if the employee, wishes to return to their former position, they shall be returned to their former position and wage/salary rates without loss of seniority. Any other employee promoted or transferred because of rearrangement of positions shall be returned to their former position and wage or salary rate without loss of seniority. The trial period for part-time employees will be equal to three (3) months of full-time; but in any event will not exceed six (6) calendar months.

24.6 Local Union Observer

The President of the Union or designate may, upon an applicant's request, sit as an observer on a selection committee for posted positions within the bargaining unit. The observer shall be a disinterested party.

24.7 Notification to Employee and Union

Within seven (7) calendar days of the date of appointment to a vacant position within the bargaining unit, the name of the successful applicant shall be posted. The Union shall be notified of all appointments.

The Employer agrees, at the request of unsuccessful applicants, to discuss reasons for not being promoted and areas where the employee can improve opportunities for advancement.

24.8 Right to Grieve

Where an employee feels that he has been aggrieved by a decision of the Employer related to promotion, demotion or transfer, the employee may grieve the decision at Step 3 of the grievance procedure in Article 9 of this agreement within seven (7) days of being notified of the results.

24.9 Vacation Letters

Employees who will be absent from duty on vacation, for more than seven (7) calendar days will be entitled to file a letter of preference with their supervisor indicating positions they would accept should a vacancy occur while they are absent. Such letter(s) of preference will only be valid for the duration of the vacation.

24.10 Temporary Vacancies

- (a) Vacancies of a temporary nature, which exceed or are expected to exceed six (6) months, shall be posted as per Article 24.1.
- (b) Casual employees may elect to maintain their ten point two percent (10.2%) in lieu of vacation and statutory holidays for the duration of the temporary vacancy they are filling.

- (c) Temporary vacancies shall not exceed twelve (12) months without the agreement of the Union, or as specifically permitted in this agreement.

24.11 Interviews

An applicant for a posted position with the Employer who is not on a leave of absence without pay and who has been called for an interview shall suffer no loss of basic earnings to attend. Should an employee require a leave of absence from duties for the interview, their supervisor shall be notified as soon as the requirement to appear for an interview is made known.

24.12 Deemed Qualified

If qualifications for a position are changed, current employees are deemed to possess the necessary qualifications for the position or other like positions, provided they possess an equivalent combination of education, training and experience.

ARTICLE 25 - PAYMENT OF WAGES AND ALLOWANCES

25.1 Equal Pay

The Employer shall not discriminate between male and female employees by employing a person of one sex for any work at a rate of pay that is less than the rate of pay at which a person of the other sex is employed for similar or substantially similar work.

25.2 Rate of Pay

Employees shall be paid in accordance with the rates of pay negotiated by the parties of this agreement. For information purposes, the applicable rates of pay are recorded as Appendix A to this agreement.

25.3 Substitution Pay

When an employee, at the request of their immediate supervisor, substitutes in or performs the principal duties as defined in the job description of a higher paying position for three (3) full shifts or more, they shall receive the rate for a job where a single rate is established. If a salary range is established, they shall receive the minimum rate of the new salary range or the rate in the new salary range which is the closest step to eight percent (8%) above their current rate, whichever is greater, but not more than the top of the new salary range.

25.4 Pay on Temporary Assignment

An employee temporarily assigned by the Employer to a position with a rate of pay lower than their regular rate of pay shall maintain their regular rate of pay.

25.5 Reclassification of Position

An employee shall not have their salary reduced by reason of a reclassification of their position that is caused other than by the employee themselves.

25.6 Vehicle Allowance

An employee who uses their own motor vehicle to conduct business on behalf of and at the request of the Employer shall receive an allowance of fifty-five cents (55¢) per kilometre. Minimum daily allowance where a claim is to be submitted shall be two dollars (\$2). This amount will be adjusted annually to the level of tax-exempt kilometre allowance in excess of five thousand (5000) kilometres as determined by the federal Minister of Finance.

25.7 Meal Allowance

Employees on the Employer's business away from their worksite or out of their region, and with the approval of the Employer, where meals are not provided, shall be entitled to meal allowances as follows:

Breakfast	\$10.75
Lunch	\$13.00
Dinner	\$22.00

25.8 Rate of Pay on Reclassification

When an employee is promoted or reclassified to a higher paying position in the salary schedule, the employee will receive the rate for the position if a single salary, or in the case of a position on a salary range, will receive the rate in the salary range which is the closest step to eight percent (8%) above their previous rate, or the minimum of the new range, whichever is greater, but not more than the top of the new salary range.

25.9 Classification Appeal Process

- (a) Where an employee believes that his job has been improperly classified, he shall discuss his classification with his immediate supervisor. On request, the Employer will provide the employee with a written statement of the employee's current job duties.
- (b) If the employee continues to believe that his classification is improper, he may initiate an appeal by filing a grievance directly at Step 3 of the grievance procedure as contained in Article 9. The written grievance must indicate which classification contained in the pay schedule of the current collective agreement the employee believes is the proper classification for the job.
- (c) If, following the response at Step 3, there remains a dispute over the employee's classification, the Union may advance the matter to arbitration under Article 10. The parties may agree to select an arbitrator other than those set out on the agreed list for the purpose of obtaining classification expertise.

ARTICLE 26 - GENERAL CONDITIONS

26.1 Supply and Maintenance of Equipment

It is the responsibility of the Employer to furnish and maintain all equipment, machinery and supplies required by employees in the performance of their duties. Employees shall not suffer any loss in salary in the event that they cannot carry out their normal duties by reason of the Employer failing to properly maintain equipment, machinery or supplies or by reason of power failures or other circumstances not attributable to the employees.

26.2 Indemnity

Except where there has been gross negligence on the part of an employee, the Employer will:

- (a) exempt and save harmless employees from any liability action arising from the proper performance of their duties for the Employer; and
- (b) assume all costs, legal fees, and other expenses arising from any such action.
- (c) The Employer shall have the sole and exclusive right to settle any claim, action or judgement or bring or defend any litigation in respect of them.

26.3 Copies of Agreement

- (a) The Union and the Employer desire every employee to be familiar with the provisions of this agreement, and their rights and obligations under it. For this reason, the Union shall have printed sufficient copies of the agreement for distribution to employees.
- (b) The cover of the agreement shall read as follows:

AGREEMENT
between the
SUNSHINE VALLEY CHILD CARE SOCIETY
and the
B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION

26.4 Personal Duties

The Employer and the Union agree that an employee will not be required to perform work not related to the business of the Employer. To this end, it is agreed that an employee will not be required to perform duties of a personal nature for supervisory personnel. Where an employee feels a problem exists in this area, the Union or Employer may take the matter to the Labour/Management Committee, which will attempt to resolve the dispute.

26.5 Client Confidentiality

Any information about clients of the Employer which is learned by an employee during the course of employment must, as a condition of continued employment, be treated as strictly confidential and each employee is expected to respect this confidentiality and to take all reasonable precautions to safeguard it. All documents or other relevant material containing confidential client information shall be surrendered to the Employer by the employee on termination of employment.

26.6 Administration of Medication

Employees required to administer or apply medication(s) prescribed by a licensed physician or substance defined by the *Narcotic Control Act*, shall be trained by the Employer at the Employer's expense. Employees who have not received this training will not be permitted to administer such substances.

26.7 Staff Confidentiality

Any confidential, personal information about staff of the Employer, which is directly learned by the Employer in the normal course of business, will be treated as strictly confidential and the Employer shall take all reasonable precautions to safeguard it.

26.8 Co-op, Practicum and Work Experience Students

Co-op, practicum and work experience students shall act solely in a supernumerary capacity and will not displace or result in the layoff of bargaining unit employees. These students shall not be considered employees under this agreement.

26.9 Payroll Deductions

Employees will be paid on Thursday after the pay period ends.

26.10 Job Descriptions

The Employer agrees to supply each employee with a copy of their current job descriptions. Upon request, the Union and the bargaining unit Chair shall be provided copies of all job descriptions in the bargaining unit.

ARTICLE 27 - HARASSMENT**27.1 Sexual Harassment**

(a) The Union and the Employer recognize the right of employees to work in an environment free from sexual harassment. The Employer shall take such actions as are necessary respecting an employee engaging in sexual harassment.

(b) Sexual harassment means sexually oriented verbal or physical behaviour which an individual would reasonably find to be unwanted or unwelcome, giving consideration to all surrounding circumstances and which may detrimentally affect the work environment. Such behaviour could include, but is not limited to:

- Touching, patting or other physical contact;
- Leering, staring or the making of sexual gestures;
- Demands for sexual favours;
- Verbal abuse or threats;
- Unwanted sexual invitations;
- Physical assault of a sexual nature;
- Distribution or display of sexual or offensive pictures or material;
- Unwanted questions or comments of a sexual nature;
- Practical jokes of a sexual nature.

(c) To constitute sexual harassment behaviour may be repeated or persistent or may be a single serious incident.

(d) Sexual harassment will often, but need not, be accompanied by an expressed or implied threat of reprisal or promise of reward.

(e) Both males and females can be sexually harassed by members of either sex.

27.2 Personal and Psychological Harassment

(a) The Employer and the Union recognize the right of employees to work in an environment free from personal and psychological harassment. The Employer shall take such actions as are necessary to protect employees from personal and psychological harassment and agree that employees who engage in personal or psychological harassment may be disciplined.

(b) Personal or psychological harassment means verbal or physical behaviour that is discriminatory in nature, based upon another person's race, colour, ancestry, place of origin, political beliefs, religion, marital status, physical or mental disability, sex, age, sexual orientation or gender identity. It is discriminatory behaviour, directed at an individual, which causes substantial distress in that person and serves no legitimate work-related purpose. Such behaviour could include, but is not limited to:

- Any behavior that creates a risk to a worker's psychological or physical well-being; causes a worker substantial distress or results in an employee's humiliation or intimidation;
- Words, gestures, actions, or practical jokes, the natural consequence of which is to humiliate, alarm or abuse another person;
- Distribution or display of offensive pictures or materials.

(c) To constitute personal harassment, behaviour may be repeated or persistent or may be a single serious incident.

(d) Personal harassment does not include actions occasioned through the exercising in good faith the Employer's supervisory rights and responsibilities.

(e) Protection against harassment extends to incidents occurring at or away from the workplace, during or outside working hours, and includes incidents related to client or visitor contact, provided the acts are committed within the course of the employment relationship.

27.3 Harassment Complaint Procedures

In the case of a complaint of either personal or sexual harassment, the following shall apply:

(a) An employee (complainant) who wishes to pursue a concern arising from an alleged harassment may submit a complaint in writing within six (6) months of the latest alleged occurrence directly to the Executive Director or designate. Upon receipt of the written complaint, the Employer shall notify in writing the designated union staff representative. Complaints of this nature shall be treated in strict confidence by both the Union and the Employer.

(b) An alleged harasser (respondent) shall be given notice of the substance of such a complaint under this article and shall be entitled to attend, participate in, and be represented at any hearing pursuant to (g) below.

(c) The Employer's designate shall investigate the complaint and shall submit their report to the Executive Director in writing within fifteen (15) days of receipt of the complaint. The Executive Director shall within ten (10) days of receipt of the reports give such orders as may be necessary to resolve the issue. The union staff representative, the complainant and the respondent shall be apprised by the Executive Director's resolution.

(d) Both the complainant and the respondent shall be given the option of having a steward present at any meeting held pursuant to the above investigation.

(e) Pending determination of the complaint, the Executive Director may take interim measures to separate the employees concerned if deemed necessary.

(f) In cases where harassment may result in the transfer of an employee, every effort will be made to relocate the harasser, except that the harassee may be transferred with their written consent.

(g) Where either the complainant or the respondent, in conjunction with the Union, is not satisfied with the Executive Director's response, the Union will put the complaint, within thirty (30) days, before a mutually agreed upon, independent adjudicator who specializes in cases of personal harassment or sexual harassment. The adjudicator shall work with the parties to achieve a mutually acceptable resolution and if this is not achieved, the adjudicator shall have the right to:

- (1) dismiss the complaint; or
- (2) determine the appropriate level of discipline to be applied to the harasser;
- (3) make further recommendations as are necessary to provide a final and conclusive settlement of the complaint.

(h) Disciplinary action taken against a harasser pursuant to this article, shall not form the basis of a grievance.

(i) Where the complaint is determined to be of a frivolous, vindictive or vexatious nature, the Employer will take appropriate action, which may include discipline.

(j) This article does not preclude an employee from filing a complaint under Section 8 of the *BC Human Rights Code*. However, an employee shall not be entitled to duplication of process. An employee making a complaint must choose to direct a complaint to either the BC Council of Human Rights or the

process specified above. In either event, a complaint of personal harassment or sexual harassment shall not form the basis of a grievance.

(k) Complaints under the article shall be treated in strict confidence by all parties involved. All documentation concerning the alleged complaint shall be sealed at the conclusion of the process.

ARTICLE 28 - CRIMINAL RECORDS CHECKS

The Employer agrees to the treatment of criminal records checks in accordance with the *Criminal Records Review Act* of BC.

ARTICLE 29 - CASUALS

29.1 Employment Status

Casual employees are employed on an "on call" basis to cover absences due to sick leave, vacation, special leave, or augment staff during peak periods where regular employees, as per Article 14.9 - Additional Hours for Part-time Employees, have not requested topped up hours. These periods shall not exceed three (3) months without the agreement of the Union. Casual employees will be considered in-service applicants when applying for vacancies.

29.2 Seniority

(a) The Employer shall maintain a seniority list of casual employees, which shall be supplied to the Union and posted on the bulletin boards.

(b) Casual employees shall accumulate seniority retroactive to their start date after having worked thirty (30) days. Seniority shall accumulate on the basis of all straight-time hours worked, and upon written notification by the Union, the hours paid for union business.

(c) Upon return to work from receiving WCB, casual employees will be placed in the same relative position on the seniority list. The employee shall be credited with seniority hours based on the difference in hours between the next lower position on the seniority list at the time the employee went off work.

(d) When a casual employee is hired into a permanent position, the total accumulated hours worked will be converted and credited as seniority.

29.3 Call-in Procedures

(a) Qualified casual employees shall be called in order of seniority. In the event that an employee does not respond to the call, the employer will allow the employee a minimum of five (5) minutes, wherever practicable, to return the call before offering the shift to the next employee on the list.

(b) In the event that an employee refuses an assignment for which they have indicated they are available, this will be recorded as a "refusal". A casual employee who refuses three (3) shifts, for which they have indicated they are available, in any six (6) month period, will drop to the bottom of the call-in list.

29.4 Leaves of Absence

(a) The Employer shall grant, on written request, leave of absence without pay and seniority:

- (1) for casual employees to seek election in a municipal, provincial, or federal election for a maximum period of ninety (90) days;
 - (2) for casual employees elected to a public office for a maximum period of five (5) years.
- (b) A casual employee eligible to vote in a federal, provincial or municipal election or a referendum shall have three (3) consecutive clear hours during the hours in which polls are open in which to cast their ballot.
- (c) In the case of bereavement, casual employees are entitled to leave as per Article 19.1 without pay.
- (d) Attendance at court arising from employment shall be with pay and travel expenses if required.
- (e) Notwithstanding any provision for leave in this agreement, the Employer may grant a leave of absence without pay to an employee requesting leave for an emergency or other unusual circumstances. All requests and approvals for leave shall be in writing. Upon request, the Employer will give reasons for withholding approval.

29.5 Application of Agreement

Except as otherwise noted, the provisions of Articles 12, 13, 14 (except 14.4 & 14.5), 16, 17, 18 , 19, 20, and 22 do not apply to casual employees.

29.6 Paid Holidays

Casual employees shall receive four point two percent (4.2%) of their straight-time pay in lieu of paid holidays.

29.7 Regular to Casual Status

Regular employees may apply to transfer to casual status. Upon transfer such employees will be entitled only to such benefits as are available to casual employees. Such employees will maintain all accumulated seniority to the date of transfer.

ARTICLE 30 - TERM OF AGREEMENT

30.1 Duration

This agreement shall be binding and remain in effect until midnight, March 31, 2021.

30.2 Notice to Bargain

- (a) This agreement may be opened for collective bargaining by either party giving written notice to the other party on or after December 1, 2020, but in any event not later than midnight, December 31, 2020.
- (b) Where no notice is given by either party prior to December 31, 2020, both parties shall be deemed to have been given notice under this article on December 31, 2020.
- (c) All notices on behalf of the Union shall be given by the President or designate and similar notices on behalf of the Employer shall be given by the Employer.

30.3 Commencement of Bargaining

Where a party to this agreement has given notice under Article 30.2, the parties shall, within fourteen (14) days after the notice was given, commence collective bargaining.

30.4 Changes in Agreement

Any change deemed necessary in this agreement may be made by mutual agreement at any time during the life of this agreement.

30.5 Effective Date of Agreement

(a) The provisions of the agreement shall come into full force and effect on the date of ratification, unless specified otherwise.

(b) Wage rates, where applicable, shall be implemented in the second pay period after receipt of all funds. Retroactivity shall be paid in the following pay period.

30.6 Agreement to Continue in Force

Both parties shall adhere fully to the terms of this agreement until a strike or lockout occurs.

**SIGNED ON BEHALF OF
THE UNION:**

**SIGNED ON BEHALF OF
THE EMPLOYER:**

Stephanie Smith
President

Board Member
Sunshine Valley Child Care Society

Sara Stevenson
Bargaining Committee

Kathy Wallace
Executive Director

Sarah Maglio
Staff Representative

Dated this _____ day of _____, 20 ____.

**APPENDIX A
Re: Wage Grid**

CLASSIFICATION	Jan 1, 2018 (2%)	Jul 1, 2019	Increase Apr 1, 2019 (Retroactive)	Increase Apr 1, 2020 (2 %) (Excluding Casuals & BCCRR)
Casual	\$13.95	\$15.00	\$15.00	\$15.00
Supported Child Care Worker	\$15.60		\$15.60	\$15.91
Supervisory Assistant	\$15.60		\$15.60	\$15.91
Early Childhood Educator Assistant	\$15.90		\$16.10	\$16.42
Supervisor	\$16.11		\$16.11	\$16.43
Early Childhood Educator	\$17.90		\$18.83	\$19.20
Supervisory Assistant with ECE	\$17.90		\$18.83	\$19.20
Supervisor with ECE	\$18.41		\$19.34	\$19.72
Infant/Toddler Early Childhood Educator	\$18.30		\$19.63	\$20.02
Supervisor with ECE and Infant/Toddler	\$18.41		\$20.14	\$20.54
Boundary Child Care Resource & Referral Program				
Program Coordinator	\$22.99		\$23.68	pending RFP
Program Assistant	\$18.73		\$19.29	pending RFP
Child Care Consultant Outreach	\$18.00		\$18.00	pending RFP
Casual	\$13.95 plus credential	\$15.00	\$15.00	pending RFP

Professional Development - Additional Certificate Hourly Stipend			
	January 1, 2018	April 1, 2019	April 1, 2020
Child Care Support Worker	\$0.30	\$0.30	\$0.31
Special Needs	\$0.40	\$0.40	\$0.41
ECE Certificate	\$2.30	\$3.23	\$3.29

Retro only to regular employees. Casuals already receiving increase since July 2019.

**MEMORANDUM OF AGREEMENT 1
Re: Specialized Contract Scheduling**

The provisions of the collective agreement specify that scheduled shifts must be for a duration of not less than four (4) hours.

The Employer, from time to time, may compete successfully for specialized contracts that require work shifts less than four (4) hours duration. These contracts allow for additional work for the Society and the staff.

The parties hereby agree that for the period of this collective agreement, the scheduling of shifts for less than four (4) hours to administer specialized contracts will not be deemed a violation of the collective agreement.

Such contracts may include:

"Women Off to Work"
"Supported Child Development Program"
"School Age Program"
"Preschool Program"

MEMORANDUM OF AGREEMENT 2

Re: Job Sharing

1. Definition

Job sharing shall be defined as a voluntary work arrangement whereby the duties and responsibilities of one (1) position of ten (10) or more hours per week may be shared in a manner that would accommodate two (2) employees. Any job sharing arrangement shall be in writing and signed by the employees and the Employer. Any job sharing arrangement will not result in added costs to the Employer.

2. Application Process

The employees wishing to enter into a job share arrangement will apply in writing to the Employer and forward a copy to the Union outlining the proposed commencement date of the job share, how the hours and days of work will be shared and how communication and continuity of work will be maintained.

The Employer shall communicate a decision on a job share request in writing to the applicants. Applications to job sharing shall not be unreasonably denied.

3. Number of Employees

The Union and the Employer agree that no more than one (1) position in each program shall be covered by a job sharing agreement at any one time. Unless otherwise agreed to by the parties.

The position being shared shall remain a regular position within the bargaining unit.

4. Employee Wages and Benefits

The job sharing arrangement shall be treated as a regular position with respect to wages, paid holidays, leaves, vacation and health and welfare benefits and shall be prorated.

5. Layoff and Recall

Where a senior employee exercises their rights, as provided for in Article 13 of the collective agreement, the following will apply:

- (a) where the two (2) employees involved in the job sharing agreement are junior to the person exercising their rights under Article 13, then the senior employee shall be placed in the position;
- (b) where the employee exercising their rights under Article 13 is junior to one (1) of the employees covered by the job sharing arrangement, then the employee exercising their rights under Article 13 shall replace the junior employee;

(c) where an employee covered by this memorandum of understanding has been displaced pursuant to Article 13 of the collective agreement, they shall have the full rights as provided for under Article 13.

6. Seniority

Seniority for each job sharing partner shall continue based on hours worked.

7. Termination

If one (1) job sharing partner vacates the job sharing arrangement for any reason, then the vacancy shall be posted as a job sharing position and filled in accordance with Article 24 of the collective agreement unless the remaining job sharing partner wishes to work all the hours of the regular position, without job sharing.

If the position cannot be filled by this process, the Employer reserves the right to terminate the job sharing arrangement with respect to this position. If the job sharing arrangement is terminated, the remaining job sharing partner shall be required to assume the responsibilities, and all the work hours, of the position in order to retain their job status.

MEMORANDUM OF AGREEMENT 3 Re: Funding Level or Finance Change Agreement

In the event there are changes in funding levels or financial changes that affect the Society during the life of this collective agreement and in the result these changes impact or may impact the Society's staff, the parties agree to meet as soon as is convenient.

The parties agree to initiate this meeting in accordance with Article 30.4.

MEMORANDUM OF AGREEMENT 4 Re: Additional Funding

Should any level of government make funds available for the enhancement of quality or wages, the Employer agrees to apply for the funds, and the Employer and Union agree to immediately renegotiate the salary scale.

MEMORANDUM OF AGREEMENT 5 Re: Early Care and Learning Recruitment and Retention Strategy

The parties wish to participate in the Provincial Government's Early Care and Learning Recruitment and Retention Strategy.

Therefore, the parties agree as follows:

1. A \$1 per hour wage enhancement, retroactive to September 1, 2018 will be granted to all positions; and
2. Another \$1 per hour wage enhancement scheduled for April 1, 2020 will also be granted to all positions.

3. It is recognized that 17.8% of additional funding through the Wage Enhancement is for statutory benefits, and that this amount will be utilized by the employer to the maximum provided.

Should the Provincial Government's Early Care and Learning Recruitment and Retention Strategy be amended or discontinued, or if more funding is available, affecting the compensation increases noted above, the parties agree that they will immediately meet to discuss options.

LETTER OF UNDERSTANDING 1
Re: Joint Job Description Committee

A joint committee will be formed to develop job descriptions for each position within the Agency. The Committee will consist of two (2) management and two (2) union representatives.

The job descriptions will be completed no later than twelve (12) months after date of ratification.