

COLLECTIVE AGREEMENT

between the

**HAIsla NATION COUNCIL
EDUCATION DEPARTMENT - INSTRUCTORS**

and the

B.C. GENERAL EMPLOYEES' UNION (BCGEU)

Effective from June 1, 2021 to May 31, 2024

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DEFINITIONS

For the purpose of this agreement:

- (1) "AWOL" means to be absent from work without approved leave. Employees who are AWOL will be without pay for those days are subject to discipline.
- (2) "*Bargaining unit*" is the unit for collective bargaining described in the certification for which the B.C. General Employees' Union was certified by the Labour Relations Board of Canada on May 17, 2000 and includes all the employees of the Haisla Nation Council as outlined in Appendix 1 of this agreement.
- (3) "*Collective Labour Agreement*" means an agreement in writing entered into between an employer and a union, containing provisions respecting terms and conditions of employment and related matters.
- (4) "*Continuous employment and continuous service*" means uninterrupted employment in the service of the Haisla Nation Council, including service prior to union certification, and subject to the provisions of Clause 11.3.
- (5) "*Day of rest*" in relation to an employee, means a day other than a holiday on which an employee is not ordinarily required to perform the duties of their position. This does not include employees on a leave of absence.
- (6) "*Demotion*" means a change from an employee's position to one with a lower maximum salary.
- (7) "*Domestic Violence*" means:

(a) an act of abuse between an individual and a current or former intimate partner, between and individual and a child who resides with the individual, or between and individual and an adult who resides with the individual and who is related to the individual by blood, marriage, foster care or adoption, whether the abuse is physical, sexual, emotional or psychological, and may include an act of coercion, stalking, harassment or financial control, or

(b) a threat or attempt to do an act described in (a) above.

"*intimate partner*" includes a spouse, boyfriend or girlfriend, dating partner, sexual partner or an individual with whom one has a relationship similar to the relationship enumerated in this definition.

"*sexual violence*" means any conduct of a sexual nature or act targeting an individual's sexuality, gender identity or gender expression that is committed, threatened or attempted against an individual without the individual's consent and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, sexual exploitation and sexual solicitation, and may include an act that occurs online or in the context of domestic or intimate partner relationships.

- (8) "*Employee*" means a member of the bargaining unit and includes:

(a) "*Regular Employee*" meaning an employee who is employed for work which is of a continuous full-time or continuous part-time nature;

(b) "*Casual Employee*" meaning an employee who is employed for work which is not of a continuous nature and who has passed the probationary period.

"*Employee*" does not include:

(a) Incumbents of managerial or confidential positions mutually excluded by the parties to this agreement.

- (b) Excluded classes as outlined in Appendix 2 - Bargaining Unit Exclusions.
- (9) "*Employer*" means the Haisla Nation Council.
- (10) "*Extra Curricular*" are those activities that are beyond the prescribed and locally determined curricula of the School.
- (11) "*Headquarter*" or "*geographic location*" is that area within a radius of 32 kilometres of where an employee ordinarily performs their duties.
- (12) "*Holiday*" means the 24 hour period commencing at 00:01 hours of a day designated as a paid holiday in this agreement.
- (13) "*Hours of operation*" are the hours established by the Employer to provide adequate service to the public and to fulfil the functions of the work unit.
- (14) "*Hours travelled*" means hours spent travelling from point to point on an hourly or daily basis as required by the Employer and does not include meal breaks, lodging time or time spent other than travelling.
- (15) "*Instructional Staff*" all employees of the Haisla Nation Council employed in its education department as certified teachers.
- (16) "*Haisla Nation Council*" means the elected Chief and Council of the Haisla First Nation acting for and on behalf of the Band.
- (17) "*Lateral transfer*" refers to the movement of an employee from one position to another which does not constitute a demotion or promotion.
- (18) "*Layoff*" includes a cessation of employment, a reduction of regularly-scheduled hours, or elimination of a job resulting from a reduction of the amount of work required to be done by the Employer.
- (19) "*Leave of absence with pay*" means to be absent from duty with permission but with pay. "*Leave of absence without pay*" means to be absent from duty with permission but without pay.
- (20) "*Lockout*" includes the closing of a place of employment, a suspension of work by an employer or a refusal by an employer to continue to employ a number of their employees, done to compel their employees, or to aid another employer to compel that other employer's employees, to agree to terms or conditions of employment.
- (21) "*Pay*" means the rate of compensation for the job.
- (22) "*Probation*" for an employee means the time spent by the employee prior to being confirmed in the position for which they were hired.
- (23) "*Promotion*" means a change from an employee's position to one with a higher maximum salary level.
- (24) "*Resignation*" means a voluntary notice by the employee that they are terminating their service on the date specified.
- (25) "*Rest period*" is a paid interval which is included in the workday and is intended to give the employee an opportunity to have refreshments and a rest.
- (26) "*Serious Household or domestic emergency*" an unanticipated urgent or accidental event in the employees' household which affects the safety and/or health of family members, and which reasonably

only the employee can attend to, or which otherwise would result in excessive costs, risk or threat to the household. (eg. fire/flood, vehicle theft, burglary and other similar circumstances)

(27) "*Shift schedule*" is a pattern of work hours established through negotiations to meet the hours of operation.

(28) "*Spouse*" includes husband, wife, and common-law spouse;

(29) "*Strike*" includes a cessation of work or a refusal to work or to continue to work by employees, in combination, in concert or accordance with a common understanding, and a slowdown of work or other concerted activity on the part of employees in relation to their work that is designed to restrict or limit output.

(30) "*Technological change*" shall be understood to 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 utilized by the Employer in operation of the work, undertaking or business; or

(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.

(31) "*Termination*" is the separation of an employee from the service of the Employer for cause pursuant to Articles 10 and 11 of this agreement.

(32) "*Transfer*" refers to the movement of an employee from one work group to another.

(33) "*Travel status*" with respect to an employee means absence of the employee from their headquarters or geographic location on Haisla Nation Council business with the approval of the Employer, but travel status does not apply to an employee temporarily assigned to a position outside of their headquarters or geographic location.

(34) "*Union*" means the B.C. General Employees' Union.

(35) "*Volunteer*" means a person, including a student, who provides gratis labour and/or services and is not a bargaining unit member or a representative of the Employer. Persons engaged on a Work Incentive Program basis who receive top-up to social benefits shall be deemed volunteers for the purposes of this agreement.

(36) "*Workday*" is a period of 24 consecutive hours commencing with the starting time of any shift. For the purpose of calculating compensatory overtime rates only, the time worked prior to, but adjoining to, a shift shall be deemed as time worked after a shift.

(37) "*Work Group*" means a distinct functional division of employees at the worksite.

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 Union.

(b) The parties to this agreement share a desire to recognize the value of joint discussions and negotiations in all matters pertaining to working conditions and conditions of employment and they are

determined to establish, within the framework provided by the law, an effective working relationship at all levels of the bargaining unit.

(c) To encourage efficiency of operations.

(d) The parties recognize the benefit to be derived from a work environment free of interruptions of work and interference with the proper operations of the Employer's business, harassment, and where the conduct and/or language of all employees meets the acceptable social standards of the workplace. The parties agree to maintain such an environment.

1.2 Community Principles of Respectful Communication

In keeping with the traditional teachings of the Haisla people, the system we apply to our workplace and community (Haisla Nation Council, Occupational Safety and Health Committee & Joint Labour Management) will create a safe and peaceful environment:

The system states that attitudes involved in such offensive acts are characterized by a lack of respect and offend the general principles of honourable and moral behaviour. These actions have a negative effect, both short and long-term, on individuals and the entire community. The Haisla has developed:

(a) a Community Policy which declares the communities general aims, intentions and attitudes toward each other;

(b) procedures that ensure good emotional, physical, mental and spiritual environments;

(c) steps to prevent people from encountering a negative response by creating norms which encourage a friendly and respectful climate in the community. The leadership and its representatives should set the example; and

(d) offensive behaviour or treatment can never be accepted no matter who is involved or who is the target.

1.3 Principles and Spirit of Negotiations

This collective agreement is based upon the following principles which guide the spirit of negotiations and all future interpretations of same:

(a) Haisla Nation Council has inherent rights to manage its governmental affairs, which rights have been affirmed in the *Constitution Act, 1982*, and the *Indian Act, R.S.C. 1985, C. 1-5*;

(b) the conduct of labour relations is an aspect of trade and commerce, which have been part of the rights and practices of the Band since before 1846;

(c) employees should be treated fairly and honourably in the workplace, in a manner which reflects the Band's traditional values of honesty, generosity, openness, and mutual respect;

(d) family relationships and the good of the individual and the community are deserving of concern and respect;

(e) it is through the enactment of its laws in the area of labour relations that the principles and values of the Haisla First Nations people will continue to provide inspiration to the community;

(f) the Band, in its labour relations, seeks to build self-sufficiency by having its Band Members receive priority, ahead of other employees, in training, employment and related opportunities; and

(g) labour relations must embody the following:

- (1) respect for and recognition of the Haisla's struggle for self-reliance and self-determination as an Indigenous Nation and as a Band:
- (2) respect for and recognition of the Haisla's struggle to free its governmental structures and institutions from the imposition of laws and values which are contrary to those of the Haisla people;
- (3) respect for and recognition of the inherent indigenous rights and the statutory rights of the Haisla people;
- (4) respect for and recognition of the fact that the development of the Band's government, in accordance with the traditions and values of the Haisla people; requires a high degree of flexibility in order to meet the changing needs of the community; and
- (5) respect for and recognition of the essential nature and importance of the services provided by the Band and its employees to members of the community.

1.4 Future Legislation

The Union and the Employer recognize there may be times when either the Haisla Nation Council Policy (HNC), the *Canadian Labour Code* (CLC) and/or the *BC Employment Standards Act* (ESA) exceed the terms of a clause in these collective agreements.

The parties agree that there is no intention to provide any condition or any benefit to a worker that would be considered, on its own, to be less than what is provided in either the HNC, CLC or the ESA.

The parties agree that every employee shall receive the greater of the benefit contained in the collective agreement, the HNC, CLC or the ESA as applicable.

In the event that any future legislation renders null and void or materially alters any provisions 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.

*Note: there is no stacking of these entitlements simply the one that provides the greater benefit will be applied.

1.5 Conflict with Regulations

In the event that there is a conflict between the contents of this agreement and any regulation or policy made by the Employer, or on behalf of the Employer, which affect the members of the bargaining unit, this agreement shall take precedence over the said regulations or policy.

1.6 Use of Terms

Singular and Plural: Wherever the singular is used, the same shall be construed as meaning the plural if the facts so require.

1.7 Canadian Human Rights Act

The parties hereto subscribe to the principles of the *Canadian Human Rights Act, RSC 1985*.

1.8 Harassment in the Workplace

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

1.9 Personal and Psychological Harassment Definition

- (a) Personal and psychological harassment means objectionable conduct - either repeated or persistent, or a single serious incident - that an individual would reasonably conclude:
- (1) 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; or
 - (2) Is discriminatory behaviour that causes substantial distress and is based on a person's race, colour, ancestry, place of origin, political beliefs, religion, marital status, physical or mental disability, sex, age, sexual orientation or gender identity; or
 - (3) Is seriously inappropriate and serves no legitimate work-related purpose.
- (b) Good faith actions of a manager or supervisor relating to the management and direction of employees - such as assigning work, providing feedback to employees on work performance, and taking reasonable disciplinary action - do not constitute harassment.

1.10 Sexual Harassment Definition

- (a) Sexual harassment includes 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:
- (1) Touching, patting or other physical contact;
 - (2) Leering, staring or the making of sexual gestures;
 - (3) Demands for sexual favours;
 - (4) Verbal abuse or threats;
 - (5) Unwanted sexual invitations;
 - (6) Physical assault of a sexual nature;
 - (7) Distribution or display of sexual or offensive pictures or material;
 - (8) Unwanted questions or comments of a sexual nature;
 - (9) Practical jokes of a sexual nature.
- (b) To constitute sexual harassment, behaviour may be repeated or persistent or may be a single serious incident.
- (c) Sexual harassment will often, but need not, be accompanied by an expressed or implied threat of reprisal or promise of reward.
- (d) Sexual harassment refers to behaviour initiated by both males and females and directed toward members of either sex.

1.11 Harassment Complaints

- (a) A harassment complaint is not a grievance. The complaint must follow this complaint process. However, any action taken by the Employer as a result of the complaint process may be grieved.
- (b) All complaints will be kept confidential by the complainant, the respondent, the Employer, the Union and witnesses.
- (c) The complainant and the respondent (if they are a member of the Union) have the right to union representation.

- (d) A complainant may try to informally resolve their complaint, with the assistance of a supervisor, manager, shop steward, union staff representative or mediator. If the complainant is satisfied with the outcome reached at this point, the complaint is resolved.
- (e) Until a harassment complaint is resolved, the Employer may take interim measures, including separating the complainant and respondent.
- (f) A complainant has the right to file complaint under the *Human Rights Act* of Canada.

1.12 Harassment Complaints Procedure

- (a) A formal complaint must be submitted in writing within six months of the last alleged occurrence.
- (b) A complaint must be submitted through the Union and/or directly to the Human Resources Manager. When the Human Resources Manager has received a complaint, they will notify the respondent and the union staff representative if either the respondent and/or the complainant are members of the Union, of the substance of the complaint in writing within 15 days.
- (c) The complaint must contain the specific instance(s) and date(s) that the alleged harassment occurred, the names of any witnesses, and explanation of how the action constitutes a violation of Article 1.8 (Harassment), and the remedy sought.
- (d) The Human Resources Manager, or designate, will investigate the complaint and every effort will be made to complete their report in writing within 30 days. If the report cannot be completed within the 30 days then the Human Resources Manager will seek an extension through the Union. Any extension shall be in writing and shall not be unreasonably withheld.
- (e) The Employer will take action to resolve the complaint within 10 days of receiving the investigator's report.
- (f) The Employer will advise the respondent, the complainant and the Union in writing of the findings of the investigator's report and the resolution of the complaint.
- (g) If the resolution involves separating employees, reasonable efforts will be made to relocate or reschedule the respondent. The complainant may agree in writing to be transferred or rescheduled.
- (h) If resolution involves separating an employee and a respondent who is not an employee, reasonable efforts will be made to remedy the situation.
- (i) If the respondent is the Human Resources Manager (or equivalent), or where there are possible systemic issues, the following process will be used:
 - (1) The complainant will contact the Union.
 - (2) As soon as possible but within 30 days the Union will notify the CEO (or equivalent) and the governance body to whom the Employer designate reports if applicable. Clause 1.11(a) and (c) apply to the notice. Within fourteen days of receiving the notice the CEO will identify to the Union who will serve as the investigator in respect of the complaint. The investigator will be a neutral third party.
- (j) The Employer may take appropriate action, including discipline, against a complainant if the investigation determines that the complaint is frivolous, vindictive or vexatious.
- (k) Where either party to the proceeding is not satisfied with the outcome(s), they shall, within 30 days, have the right to file a grievance at Step 3 of the grievance procedure.

1.13 Anti-Bullying Policy

- (a) As an elected official, manager, or employee of Haisla Nation Council, you are expected to adhere to acceptable conduct at all times. According to traditional teachings, respecting the rights and feelings of others and refraining from any behaviour that might be harmful to your co-workers and others.
- (b) Haisla Nation Council strongly supports the rights of all people to work in an environment free from bullying.
- (c) Bullying is verbal or physical conduct that over a period of time, continuously and systematically:
 - (1) intimidates, shows hostility, threatens and offends any co-workers and others;
 - (2) interferes with a co-worker's performance; and
 - (3) otherwise adversely affects a co-worker and others.

Bullying conduct includes, but is not limited to:

- name calling;
- humiliation;
- spreading rumours;
- gossiping;
- public ridicule;
- scapegoating and blaming;
- hitting, kicking, punching;
- taunting;
- ostracizing;
- sexualizing;
- making racial or ethnic slurs;
- treating people like they are invisible;
- rude interruptions;
- sarcastic jokes;
- invading one's personal territory;
- giving limited information, then blaming; and
- cyber-bullying (bullying through email, internet, text messaging, internet websites, etc.).

These guidelines are fundamental in nature and are matters of judgment and common sense. The organization prohibits bullying. Any violation of the organization's anti-bullying policy should be reported immediately to either your human resource manager or supervisor.

(4) An employee who wishes to pursue a concern arising from alleged bullying may submit a complaint in writing, within 30 days of the latest alleged occurrence, through the Union or directly to the Employer or their designate (the "*Employer*"). Complaints of this nature shall be treated in strict confidence by the employees involved, the Union and the Employer.

(i) Immediate defusing, debriefing here deemed appropriate will be made available to employees, by qualified practitioners, at no cost to the affected employees through the Health Care Centre.

(ii) The parties will make every reasonable effort to find a remedy. Once the remedy is agreed, it will be implemented within 15 days.

- (iii) An employee in need of assistance may call WorkSafeBC Critical Incident Response pager. The Employer will post the current pager contact information in the workplace.
- (5) The Employer undertakes to discipline any person employed by the Employer engaging in bullying of another employee.
- (6) A grievance may be initiated at any step in the grievance process and will be handled with all possible confidentiality and dispatch.

1.14 Confidentiality and Disclosure

An employee shall:

- (a) not engage in public criticism of Haisla Nation Council, the Councillors, the Managers, or the administration policies in any manner of subject which may apply or be in connection with the employee work;
- (b) not use information obtained on the job for other than the intended purpose; not for personal interests or for those of other persons; and
- (c) maintain the confidentiality of all information acquired at the place or work. Such information may not be released to the general public or news media. Information solicited from any organization or government body may only be released with the express permission of the supervisor or Chief Operating Officer. The only exception will be the releasing of information to an official investigation of RCMP or the Department of Social Services.

1.15 Jurisdictional Change

- (a) Until such time as a treaty or self-government agreement between the Haisla Nation Council and the government of Canada or government of British Columbia, or both the government of Canada and government of British Columbia, addressing jurisdiction over labour matters comes into effect, the *Canada Labour Code* and other federal labour legislation shall continue to apply to the parties and govern labour relations matters that arise.
- (b) Once a treaty or self-government agreement comes into effect and the Haisla Nation Council has passed laws in relation to labour matters consistent with such treaty or self-government agreement, the collective agreement will be administered in a manner agreed upon by both parties of this agreement reflecting the *Canadian Labour Code* and the Haisla Nation Council labour law.

1.16 Domestic Violence

Both parties acknowledge that domestic violence is a significant social problem that can affect the health and well-being of employees.

The Employer agrees that requests submitted by employees to utilize sick leave, vacation, banked time or other eligible paid leaves of absences in order to deal with issues arising from Domestic Violence shall not be unreasonably denied.

The Employer also agrees that requests submitted by the employees for unpaid leaves of absence in order to deal with issues arising from domestic violence shall be granted in accordance with the *Canada Labour Code* or the *Employment Standards Act* whichever is greater.

This provision does not apply with respect to domestic violence or sexual violence committed by the employee.

ARTICLE 2 - MANAGEMENT RIGHTS

2.1 Management Rights

The Union recognizes that management of the Haisla Nation Education Department - Haisla Community School and the direction of the working forces are fixed exclusively with the Employer and shall remain solely with the Employer except as specifically limited by the express provisions of this agreement and without restricting the generality of the foregoing, the Union acknowledges that it is the exclusive right and power of the Employer to:

- (a) maintain order, discipline and efficiency;
- (b) hire, assign, direct, promote, transfer, layoff, recall after layoff and discharge, suspend or otherwise discipline employees for just cause;
- (c) determine in the interest of efficient operations and the highest standards of service, the job classifications and job content, work assignments, methods of performing the work and the working establishment, consistent with current job scope;
- (d) determine and control all programs, the number and location of classes, the amount of supervision necessary, the machinery and equipment to be used, the standard of performance of employees, judgement and evaluation of personnel qualifications and the selection, procurement, designing and engineering of equipment or material or program publications which may be incorporated into the Employer's operation;
- (e) make, enforce and alter, from time to time, rules and regulations to be observed by the employee which are not inconsistent with the terms and conditions of this agreement; and
- (f) introduce new technology and new devices in order to maintain or to improve efficiency of operations. The parties further recognize that layoffs of staff may occur as a result of these changes, and the Employer agrees that such layoff will be effected in accordance with articles of the collective agreement.

All rights referred to in this article shall be exercised in accordance with the terms of this agreement.

2.2 Management Rights

Where rights and/or responsibilities of the Employer are set out, these may be designated to another person. The Union shall be advised in writing of any appointed designate.

ARTICLE 3 - UNION RECOGNITION AND RIGHTS

3.1 Bargaining Unit Defined

The "*bargaining unit*" shall comprise all employees included in the certification dated May 17, 2000 and additional positions as may be mutually agreed and as defined in this agreement, except those employees in positions mutually agreed to between the parties as managerial and/or confidential exclusions. The guidelines to be considered in negotiating exclusions shall be:

- (a) position incumbents employed for the primary purpose of exercising senior management functions; and
- (b) position incumbents employed in a confidential capacity in matters relating to labour relations.

Incumbents of new positions established by the Employer shall automatically be included in the bargaining unit or by order of the Labour Relations Board of Canada. Exclusions to the bargaining unit are listed as Appendix 2 of this agreement.

3.2 Bargaining Agent or Recognition

The Employer recognizes the B.C. General Employees' Union as the exclusive bargaining agent for all employees to whom the certification issued by the Labour Relations Board on May 17, 2000 applies.

3.3 Correspondence

The Employer agrees that all correspondence between the Employer and the Union related to matters covered in this agreement shall be sent to the President of the Union (or 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 interpretations of any clause in this agreement, shall be forwarded to the President of the Union (or 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 Employer and the Union will agree on the number of stewards in excess of two, taking into account both operational and geographic considerations. The Union agrees to provide the Employer with a list of the employees designated as stewards for each jurisdictional area. A steward shall obtain the permission of their immediate supervisor before leaving their work to perform their duties as a steward. Leave for this purpose shall be with pay. Such permission shall not be unreasonably withheld. On resuming their normal duties, the steward shall notify their supervisor. Duties of the stewards shall include:

- (a) investigation of complaints of an urgent nature;
- (b) investigation of grievances and assisting any employee whom the steward represents in preparing and presenting a grievance in accordance with the grievance procedure;
- (c) supervision of ballot-boxes and other related functions during ratification votes;
- (d) carrying out duties within the realm of assigned safety responsibilities for stewards who are members of safety committees; and
- (e) attending meetings called by management.

3.7 Bulletin Boards

The Employer shall provide a bulletin board for the exclusive use of the Union, the site 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 union member shall have the right to wear or display recognized insignia of the Union. Location(s) and uses of display shall be by mutual agreement between the Union and the Employer.

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 with Haisla Nation Council as defined in the federal *Labour Code* of Canada. 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.

In accordance with Section 89(2) of the *Canada Labour Code* both parties recognize that "*no employee shall participate in a strike unless the employee is a member of a bargaining unit in respect of which a notice to bargain collectively has been given under this part.*"

3.10 Time Off for Union Business

- (a) *Without Pay*: Leave of absence without pay and without loss of seniority will be granted:
- (1) to an elected or appointed representative of the Union to attend conventions of the Union and bodies to which the Union is affiliated. Such leave shall be requested in writing to the employee's supervisor at least 14 days in advance;
 - (2) for elected or appointed representatives of the Union to attend to union business which requires them to leave their general work area. Such leave shall be requested in writing to the employee's supervisor at least 14 days in advance;
 - (3) for employees who are representatives of the Union on a bargaining committee to attend meetings of the Bargaining Committee; and
 - (4) to employees called by the Union to appear as witnesses before an arbitration board.
- (b) *With Pay*: Leave of absence with pay and without loss of seniority will be granted:
- (1) to stewards or their alternates, to perform their duties pursuant to Clause 3.6;
 - (2) to employees who are representatives of the Union on the Labour-Management Committee pursuant to Article 25; and
 - (3) to employees who are representatives of the Union Bargaining Committee to carry on negotiations with the Employer, including one union caucus meetings of up to four hours for bargaining preparation.
- (c) *Local Union & Bargaining Unit Meetings*: The Employer agrees to allow employees to leave work at 15:30 hours, four times a year for the purpose of attending union meetings without loss of pay. The Union agrees to notify the Employer of the dates of such meetings at least two weeks prior to the meeting. Minimal staff coverage shall be maintained. It is understood that employees working a shift which does not end at 16:30 hours are expected to return to work upon the conclusion of the union meeting.

To facilitate the administration of this clause, when leave without pay is granted, the leave shall be given with pay and the Union shall reimburse the Employer for the appropriate salary and benefit costs, including travel time incurred. Leave of absence granted under this clause shall include sufficient travel time. The Union shall provide the Employer with reasonable notice prior to the commencement of leave under this clause. It is understood that employees granted leave of absence pursuant to this clause shall receive their current rate of pay while on leave of absence with pay. The Employer agrees that any of the above-noted leaves of absence shall not be unreasonably withheld.

3.11 Emergency Services During Strike or Lockout

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 Representative Assistance

The Employer recognizes the right of the Union to have assistance and/or representation from the BCGEU and/or any other assistance or representation it deems necessary when dealing on any matters with the Employer. Likewise, the Union recognizes the right of the Employer to have assistance and/or representation when dealing on any matters with the Union. As a matter of courtesy the parties will advise each other of who will be present or represent them at meetings.

3.13 Chief Steward

One of the stewards will act as the chief steward. The Union will notify the Employer which of the stewards will carry this title.

The chief steward will be provided with one day of the Employer paid release time to carry out related union business per month.

ARTICLE 4 - UNION SECURITY**4.1 Union Membership**

- (a) All employees in the bargaining unit who on May 17, 2000 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 May 17, 2000 shall, as a condition of continued employment, become members of the Union and maintain such membership immediately.
- (c) Nothing in this agreement shall be construed as requiring a person who was an employee prior to May 17, 2000 to become a member of the Union.

4.2 Bargaining Unit Work

- (a) It is not the policy or practice of the Employer to have excluded classes of employees perform work normally assigned to employees, including Foremen, covered by this agreement. Excluded employees shall not perform bargaining unit work except in an emergency situation where bargaining unit members are not immediately available. In these situations, bargaining unit employees are to be called when the emergency happens and the excluded employee shall cease all bargaining unit work upon their arrival.
- (b) The involvement of excluded employees in services provided by the bargaining unit shall not result in a reduction in bargaining unit positions.

ARTICLE 5 - UNION DUES**5.1 Check-off of Union Dues**

- (a) The Employer shall, as a condition of employment, deduct from the monthly 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. Each employee shall sign a Dues Authorization Check-off form.

- (b) The Employer shall deduct from any 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) Deduction shall be made monthly. 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 Union not later than 28 calendar days after the date of deduction and the Employer shall also make available to the Union information submitted with each dues remittance. This information shall include the following: Social Insurance Number, Surname and First Name, Address, Sex, Birth Date, Job Title, Gross Pay, and Year-to-Date Dues of those employees from whose salaries such deductions have been made together with the amounts deducted from each employee.
- (1) The Employer will provide to the Union with every regular dues remittance to the extent that the Employer has and collects the information provided in the chart below. The information will be provided electronically in the file formats ".csv".

Column Order	Name	Format	Format Description
1	Member SIN	XXXXXXXXXX	9 digits, no dashes or spaces
2	Member Last Name		
3	Member First Name		
4	Dues	XXXX.XX	No commas or dollar signs
5	Gross Wages for Period	XXXX.XX	No commas or dollar signs
6	Job/Position Title		
7	Service Start Date	yyyyMMdd	
8	Appointment Code		Regular, Auxiliary, yes
9	Work Location Name		
10	Work Location Address		
11	Members Address		
12	Member Work Phone	XXXXXXXXXX	10 digits, no dashes or spaces
13	Member Home Phone	XXXXXXXXXX	10 digits, no dashes or spaces
14	Member Cell Phone	XXXXXXXXXX	10 digits, no dashes or spaces
15	Member Home Email		

- (e) Before the Employer is obliged to deduct any amount under Section (a) of this article, the Union must advise the Employer in writing of the amount of its regular monthly dues. 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 staff representative of the Union. Upon receipt of such notice, such changed amount shall be the amount deducted.
- (f) 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 1st of the succeeding year.
- (g) 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 requested.

5.2 Electronic Fund Transfer "EFT" Language

- (a) The Employer will submit union dues remittance by EFT. The EFT will be submitted with an email to direct.deposit@bcgeu.ca including the EFT date and dollar amount.
- (b) Each EFT email will also include:

- (1) Employer name
- (2) Pay period type (eg. monthly, semi-monthly, biweekly, etc.)
- (3) Pay period number
- (4) Pay period end date
- (5) Pay period pay date

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 of employment set out in the articles dealing with Union Security and Dues Check-off. A new employee shall be advised of the name, worksite phone number, email address and location of their steward in the letter of hiring to the extent that the Employer has this information. Whenever the steward is employed in the same work area as the new employee, employee's immediate supervisor will introduce them to their steward, who will provide employee with a copy of the collective agreement. The Employer agrees that the bargaining unit Chairpersons (or designate) will be given an opportunity to interview each new employee within regular working hours, without loss of pay, and for 30 minutes sometime during the first week of initial 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.

ARTICLE 7 - EMPLOYER -UNION RELATIONS

7.1 Representation

No employee or group of employees shall undertake to represent the Union at meetings with the Employer without 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.

7.2 Union Bargaining Committees

- (a) A union bargaining committee shall not exceed two members of the bargaining unit, but shall include members of the staff of the Union when negotiating with the Employer. The Union will advise the Employer of the union members on the Committee.
- (b) An employer bargaining committee shall consist of not more than two excluded members of the Education Department, but shall include one other member of management, councillor, or labour consultant of Haisla Nation Council. The Employer Committee shall not exceed the number of members on the Union Committee. The Employer will advise the Union of its representatives on the Committee

7.3 Union Representatives

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.

Members of union staff shall notify the excluded designated supervisory official in advance of their intention and their purpose for entry and shall not interfere with the operation of the section concerned. In order to facilitate the orderly, as well as the confidential investigation of grievances, the Employer will attempt to make available to union representatives or stewards temporary use of an office or similar facility.

7.4 Technical Information

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.

7.5 Coordination of Interests

There shall be no restriction upon the right of an employee to engage in private or consultant work, for remuneration, outside of their position with the Employer, unless the Employer can demonstrate that a conflict of interest or duty exists. No employee shall engage in outside employment which will interfere with the efficient performance of the employee's duties or responsibilities or which will occupy time during their working hours; neither shall outside employment involve the performance of duties which the employee should perform as part of their employment.

Any consideration of such outside employment shall be disclosed to the employee's supervisor prior to the commencement of the work. Where concerns exist the Supervisor, or designate shall notify the employee within 30 days of the disclosure.

ARTICLE 8 - GRIEVANCES

8.1 Grievance Procedure

The Employer and the Union recognize that grievances may arise concerning:

- (a) differences between the parties respecting the interpretation, application, operation, or any alleged violation of a provision of this agreement, or arbitral award, including a question as to whether or not a matter is subject to arbitration; and
- (b) the dismissal, discipline, or suspension of an employee bound by this agreement. The procedure for resolving a grievance shall be the grievance procedure in this article.

8.2 Incident Review

Within 30 working days of the incident or becoming aware of the incident, every effort shall be made to settle the dispute with the designated local supervisor. The aggrieved employee shall have the right to have their steward present at such discussions. If the dispute is not resolved the aggrieved employee may submit a written grievance within those same 30 working days, through the union steward to Step 1 of the grievance procedure. It is the responsibility of Employees to ensure their pay is correct. Employees only have a maximum one year from date of a payroll payment to dispute issues with the amount of their pay, despite any claim to not being aware of the issue.

8.3 Step 1

- (a) Subject to the time limits in Clause 8.2 the employee may present a grievance at this level by:
 - (1) recording their 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 infringed upon or alleged to have been violated, and the remedy or correction required and;
 - (3) transmitting this grievance to the designated local supervisor through the union steward.
- (b) The local supervisor shall:
 - (1) provide employee with a receipt stating the date on which the grievance was received;

- (2) respond in writing within 14 days of receiving the grievance; and
- (3) forward the grievance form and the Employer's response at Step 1 to the Human Resources Manager (or designate).

8.4 Step 2

The staff representative of the Union (or designate) may advance a grievance at Step 2 to the Employer's Human Resources Manager (or designate) within 14 calendar days after the decision has been conveyed to them by the representative designated by the Employer to handle grievances at Step 1.

8.5 Time Limit to Reply at Step 2

The Human Resources Manager (or designate) designated by the Employer to handle grievances at Step 2 shall have 30 calendar days after advancement of the grievance to Step 2 to respond in writing during which time an investigation and/or hearing may be held.

8.6 Step 3

The staff representative of the Union (or designate) may advance a grievance at Step 3 to the Chief Operating Officer (or designate) of the Haisla Nation Council within 30 calendar days after the decision has been conveyed to them by the representative designated by the Employer to handle grievances at Step 2.

8.7 Time Limit to Reply at Step 3

The Chief Operating Officer (or designate) designated by the Employer to handle grievances at Step 3 shall respond in writing to the grievance within 30 calendar days after advancement of the grievance to Step 3, during which time an investigation and/or hearing may be held.

8.8 Time Limits

Should either party exceed the time limits set out in this article, or fail to request an extension of the time limits, in writing, within the time limits, the party exceeding the time limits must concede the grievance. Requests for time limit extensions shall not be unreasonably withheld.

8.9 Time Limit to Submit to Arbitration

Failing satisfactory settlement at Step 3, and pursuant to Article 9, the union staff representative (or designate) may inform the Employer of their intention to submit the dispute to arbitration within 30 calendar days after the Employer's decision has been received.

8.10 Administrative Provisions

- (a) Grievances and replies at Step 3 of the grievance procedure and notification to arbitrate shall be by facsimile, courier or hand delivery.
- (b) Subject to Section (c) below, grievances, replies and notification to arbitrate shall be deemed to be presented on the day of receipt of facsimile transmission, delivery by the courier or direct hand delivery to the Employer.
- (c) Where a facsimile is used to transmit grievances, replies and notification to arbitrate, the sender must forward the original documents to the recipient by mail within three business days of the facsimile transmission. The sender will retain a facsimile receipt to prove service.

(d) In the event of a dispute, strike, lockout, or other work stoppage in the Canada Post office, within British Columbia, Section (c) shall not apply and originals will be hand delivered or forwarded upon conclusion of the dispute.

8.11 Dismissal and Suspension Grievances

(a) In the case of a dispute arising from an employee's dismissal, rejection on probation, suspension greater than 20 days or suspension pending investigation, the grievance may be filed directly at arbitration within 30 days of the date on which the dismissal, rejection on probation, or suspension occurred, or within 30 days of the employee receiving such notice.

(b) In the case of a dispute arising from other suspensions, the grievance may commence at Step 1 of the grievance procedure within 30 days of the date on which the suspension occurred, or within 30 days of employee receiving such notice.

8.12 Deviation from Grievance Procedure

The Employer agrees that after a grievance has been initiated by the Union, the Employer's representatives 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.

8.13 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 Human Resources Manager, or designate, or the Union, as the case may be, within 60 calendar days of the occurrence. Where no satisfactory agreement is reached, either party may submit the dispute to arbitration, as set out in Article 9 of this agreement.

8.14 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.

8.15 Effective Date of Settlements

Settlements reached at any step of the grievance procedure in this article, other than Clause 8.13, may be applied retroactively to the date of the occurrence of the action or situation which gave rise to the grievance, but not prior to the effective date of the agreement in effect at the time of the occurrence or the date set by a board of arbitration.

8.16 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 within the time limits set out.

ARTICLE 9 - ARBITRATION

9.1 Arbitration

- (a) Where a difference arises between the parties relating to the interpretation, application, or administration of this agreement, including any question 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 8, notify the other party within 30 days of the receipt of the reply at the third step, of its desire to submit the difference or allegation to arbitration.
- (b) A submission of such a difference or allegation to arbitration shall be done in accordance with the administrative provisions of Clause 8.10.

9.2 Appointment of Arbitrator

For the purposes of this collective agreement, the persons named in Appendix 3 shall act as single arbitrators and, depending upon availability, shall be assigned in sequence, commencing with the first arbitrator named. The parties agree to give preference to qualified Aboriginal peoples. If none of these arbitrators are available to act within a reasonable period the parties shall request, pursuant to Section 57(4) of the *Canada Labour Code*, that the Minister of Labour appoint an arbitrator to hear the grievance.

9.3 Decision of the 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 grievance by any arrangement deemed just and equitable. However, the Arbitrator shall not have the power to change this agreement by altering, modifying or amending any provisions.

9.4 Costs

The parties to this agreement shall jointly bear the cost of the Arbitrator and each of the parties shall bear the cost of its own representatives and witnesses.

9.5 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.

9.6 Witnesses

At any stage of the grievance or arbitration procedure, the parties may have the assistance of the employee(s) concerned as witnesses. All reasonable arrangement 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.

9.7 Expedited Arbitration

The parties shall meet every four months or as often as required to review outstanding grievances filed at arbitration to determine by mutual agreement those grievances suitable for this process, and shall set dates and locations for hearings of groups of grievances considered suitable for expedited arbitration.

Subject to Clause 9.1, expedited arbitration shall refer to a system of rights arbitration incorporating procedures specifically designed to reduce delay and/or cost in the hearing and issuance of an award.

(a) All other 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 20 workdays;
- (4) policy grievances;
- (5) grievances requiring substantial interpretation of a provision of the agreement;
- (6) grievances relating to Article 14 - Hours of Work;
- (7) grievances requiring presentation of extrinsic evidence;
- (8) grievances where a party intends to raise a preliminary objection; and
- (9) demotions.

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

(b) the parties shall mutually agree upon a single arbitrator whose name shall be taken from the list of single arbitrators in Appendix 3;

(c) the Arbitrator shall hear the grievance and shall render a decision within two workdays of such hearings. No written reasons for the decision shall be provided beyond that which the Arbitrator deems appropriate to convey a decision;

(d) expedited arbitration awards shall be of no precedential value and shall not, therefore, be referred to by the parties in respect of any other matter;

(e) the parties will limit their use of authorities.

(f) all settlements of expedited arbitrations shall be "*without prejudice*";

(g) the parties shall equally share the cost of fees and expenses of the Arbitrator and hearing room;

(h) no later than two weeks prior to the scheduled hearing for each grievance, the Union and the Employer shall prepare a statement of agreed facts for presentation at the hearing. They will identify the names of all witnesses that they intend to call and will advise the other party of the purpose for which that witness is being called. They will also identify any preliminary issues that they intend to raise with the Arbitrator and the remedy being sought; and

(i) notwithstanding the above, either party may remove a case from the expedited process and forward it to full arbitration as per Article 9 of this agreement.

ARTICLE 10 - DISMISSAL, SUSPENSION AND DISCIPLINE

10.1 Burden of Proof

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

10.2 Dismissal

The Employer may dismiss any employee for just cause. Notice of dismissal shall be in writing and shall set forth the reasons for dismissal.

10.3 Suspension

- (a) The Employer may suspend an employee for just cause. Notice of suspension shall be in writing and shall set forth the reasons for the suspension.
- (b) Suspensions of five days or less will be removed from an employees file after the expiration of five years from the date it was issued, provided there has not been further infraction.

10.4 Dismissal and Suspension Grievance

Dismissals and suspensions may be subject to formal grievance under Article 8 of this agreement. A copy of the written notice of dismissal or suspension shall be forwarded to the staff representative of the Union within five workdays of the action being taken.

10.5 Right to Grieve Other Disciplinary Action

- (a) Disciplinary action grievable by the employee shall include written censures, letters of reprimand and adverse reports or performance evaluations, which may be applicable to the grievance. An employee shall be given a copy of any such document placed on the employee's file which might be the basis of disciplinary action. 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.
- (b) Upon the expiration of 18 months from the date it was issued any such document, other than official evaluation reports, shall be removed from the employee's file provided there has not been a further infractions.

10.6 Evaluation Reports

Where a formal appraisal of an employee's performance is carried out, the employee shall be given sufficient opportunity after the interview to read, review and ask questions about the appraisal. Provision shall be made on the evaluation form for an employee to sign it. The form shall provide for the employee's signature in two places; one indicating that the employee has read and accepts the appraisal, and the other indicating that the employee disagrees with the appraisal. The employee shall sign in one of the places provided. No employee may initiate a grievance regarding the contents of an evaluation report unless the signature indicates disagreement with the appraisal. An employee shall, upon request, receive a copy of this evaluation report at time of signing. An evaluation report shall not be changed after an employee has signed it, without the knowledge of the employee.

10.7 Personnel File

During regular working hours an employee or President of the Union (or designate) with the written authority of the employee shall be entitled to review the employee's personnel file, both paper and, if applicable, electronic, in the office in which the file is normally kept, in order to facilitate the investigation of a grievance. Requests to view personnel files must be made in writing to the supervisor at least three days in advance. The viewing will be done in the presence of the supervisor.

10.8 Right to Have Steward Present

- (a) An employee shall have the right to have their steward present at any discussion with supervisory personnel which the employee has been advised 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.

(b) A steward shall have the right to consult with a staff representative of the Union and to have a local representative present at any discussion with supervisory personnel which the steward has been advised 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.

10.9 Rejection During Probation

The Employer may dismiss a probationary employee during the probationary period for unsuitability provided that the factors involved in suitability could reasonably be expected to affect work performance in the position to which they has been appointed.

10.10 Abandonment of Position

An employee who fails to report for work without informing the supervisor for the reason for their absence will be deemed to be away without approved leave (AWOL) and will be disciplined accordingly.

An employee who fails to report for duty for five consecutive workdays without informing the Employer of the reason for their absence will be presumed to have abandoned their position. An employee shall be afforded the opportunity to rebut such presumption and demonstrate that there were reasonable grounds for not informing the Employer. Abandonment will result in dismissal.

10.11 Employee Investigation - Paid Administrative Leave

In the event that the Employer investigates an employee as a result of an allegation, the Employer shall place the employee on paid administrative leave for the duration of its investigation. The Employer shall endeavour to complete the investigation and provide the findings and disposition within one week's time.

Should the investigation take longer, the Employer and the Union shall agree to an extension of this time line.

ARTICLE 11 - SENIORITY

11.1 Seniority Defined

(a) "*Service Seniority*" shall mean the length of continuous service as an employee of the Haisla Nation Council, including service prior to union certification, and shall be based on a last date of hire system.

(b) "*Classification Seniority*" for a regular employee shall be from that date upon which an employee is last appointed to their present classification with the status of a regular employee.

(c) For the purposes of this clause, an employee's service seniority shall be deemed "*continuous*" during periods where they are awaiting recall pursuant to Articles 13 and during all scheduled non-teaching breaks in the calendar year.

11.2 Seniority List

(a) The Employer shall maintain a service seniority list showing the date each employee commenced employment (Schedule A). An up-to-date service seniority list shall be posted in each Department and sent to the staff representative of the Union on April 1st each year or upon request by the Union. Where within 30 days of posting the Union does not dispute its accuracy, the seniority list shall be deemed accurate.

11.3 Loss of Seniority

- (a) An employee on leave of absence without pay, other than leave of absence for an elected or appointed position in the Union, shall not accrue seniority for leave periods over 30 calendar days. An employee who is on leave of absence without pay in an elected or appointed position of the Union shall continue to accrue seniority without benefits during the leave period. Upon returning the employee shall receive their position back, or a position of equal rank and salary.
- (b) An employee on a claim recognized by the WorkSafeBC shall be credited with service seniority equivalent to what they would have earned had they not been absent and had been able to work.
- (c) An employee shall lose their seniority as an employee in the event that:
- (1) they are discharged for just cause;
 - (2) they are on layoff for more than 12 months;
 - (3) they substitute into or occupy an excluded position for more than six months;
 - (4) subject to Clause 11.4, they voluntarily terminate their employment or abandons their position; and
 - (5) following a layoff they fail to return to work when recalled as per the terms of Article 13.

11.4 Re-Employment

An employee who resigns their position and within 90 calendar days is re-employed shall be granted a leave of absence without pay covering those days absent and shall retain all provisions and rights in relation to seniority. Reinstatement and/or re-enrolment of benefits will be as per the guidelines of the Plan Carrier(s).

11.5 Care and Nurturing - Bridging of Service

If a regular employee terminates as a result of a decision to care for a dependent parent, spouse or child, and is re-employed, upon application they shall be credited with length of service accumulated at time of termination for the purposes of benefits based on service seniority. The following conditions shall apply:

- (a) the employee must have been a regular employee with at least two years of service seniority at time of termination;
- (b) the resignation must indicate the reason for termination and include a doctor's certificate stating that the dependant of issue requires such personal care;
- (c) the break in service shall be for no longer than six years, and during that time the employee must not have been engaged in remunerative employment for more than six months excepting employment with this employer as a casual; and
- (d) the previous length of service shall not be reinstated until successful completion of the probationary period on re-employment for non-instructional staff.

Former employees who meet the conditions outlined above will have in-service status when applying for re-employment and shall, for the purpose of the selection process, be credited with recognition for the years of seniority accumulated to the effective date of termination.

11.6 Probationary Period

- (a) All new employees will be placed on a 90 calendar day probationary period to determine suitability for continued employment.
- (b) The Employer, with the agreement of the Union may extend the probationary period for a further period not to exceed a further 90 days.

ARTICLE 12 - SERVICE CAREER POLICY

12.1 Postings

- (a) All new or vacant positions within the bargaining unit that are to be filled shall be posted on the bulletin boards for a period of not less than five workdays prior to the closing date.
- (b) The notice of postings shall contain the following information: nature of position, qualifications, skills, whether shift work is involved, wage or salary rate or range, whether the position is subject to a criminal record check, whether one must be bondable, whether the employee is required to use their vehicle in the performance of the job, whether production of a driver's abstract is required, and, where applicable, specific location. Such qualifications may not be established in an arbitrary or discriminatory manner.
- (c) Employees who fulfil the qualifications of the job posted shall be given priority in respect of placement in continuous positions, transfers and promotions within the bargaining unit before external applicants are considered for any position covered by this agreement.

12.2 Role of Seniority on Promotions and Transfers

The parties hereto agree that promotions and transfers shall be made on the basis of skills, knowledge and ability to fulfil the job requirements. Where two or more applicants are relatively equal based on these criteria, seniority will be the deciding factor.

12.3 Letter of Preference

In order that all permanent employees, and casual employees who have seniority in accordance with Article 26 of this collective agreement, have an equal opportunity to apply on vacant or new bargaining unit positions for which they are qualified, such employees may submit a "*Letter of Preference*" indicating which positions/classifications they wish to apply on. Letters of Preference shall remain valid for six months.

Acceptance of such "*Letters of Preference*" by the Employer is not to be interpreted as giving the employee preference on a job opening or job competition. The acceptance of a "*Letter of Preference*" by the Employer from an employee is simply a recognition of the employee's job interest.

12.4 Notification of Job Competition Results

Unsuccessful in-service applicants to posted positions will be notified of the name and classification of the successful applicant.

This article shall subscribe to the principles outlined in the grievance procedure (Articles 8 and 9).

12.5 Trial Period on Promotions and Transfers

In the case of promotions or transfers, a successful applicant shall be placed on trial for a period of up to 60 calendar days. Conditional on satisfactory service, the employee shall be declared to have

completed the trial period following the 60 calendar days. In the event the successful applicant proves unsatisfactory in the position during the trial period, or if the employee is unable to perform the duties of the new job classification, the employee shall be returned to the former position, wage or salary rate, without loss of seniority. Any other employee promoted or transferred because of the rearrangement of positions shall also be returned to the former position, wage or salary rate, without loss of seniority.

12.6 Disabled, Injured or Older Worker

Upon agreement of the parties to this agreement, subject to WorkSafeBC Regulations and Insurance Carrier(s) policy the Employer may provide suitable alternate employment and where possible with no reduction in pay rate when, through advancing years, injury, illness or handicap, and an employee is unable to perform their normal duties. Such employee shall not displace an employee with more seniority and such requests shall be referred to the Labour-Management Committee for resolution.

12.7 Transfers Without Posting

- (a) Lateral transfers or voluntary demotions may be granted without posting for:
 - (1) substantiated compassionate or medical grounds to employees who have completed their probationary period if appropriate; and
 - (2) all employees who have become incapacitated by industrial injury or industrial illness.

12.8 Positions Temporarily Vacant

- (a) The Employer agrees that it is not the normal practice to increase an employee's workload as a result of positions being temporarily vacant. However, vacancies of a short duration, or vacancies occurring as a result of unplanned circumstances, or vacancies where a suitable replacement employee is not found, may dictate the necessity of employee(s) being asked to assist in other work areas.
- (b) Should the Employer choose to fill a temporarily vacant position and should the vacancy be known to last for two weeks or longer, the Employer shall give qualified regular employees the opportunity to substitute in higher paying positions and arrange for staff replacements at the lowest-paying category.

ARTICLE 13 - LAYOFF AND RECALL

13.1 Notification of Workforce Adjustment

- (a) The Employer will provide to the Union a list of vacant positions and a list of all employees issued notices, laid off, retired, in receipt of severance pay or placed pursuant to Article 13.
- (b) The Employer agrees to supply the Union with as much advance notice as possible of expected position redundancies and employees to be designated for layoff.

13.2 Pre-Layoff Canvass

- (a) Where the Employer identifies to the Union a need to proceed with a layoff of employees pursuant to Clause 13.1, the Employer's intent to canvass an employee or group of employees within the area identified for reduction in order to invite, on a voluntary basis:
 - (1) placement of an employee(s) into a vacant position(s); or
 - (2) resignation of an employee(s) with severance and other benefits as provided in Article 13; or
 - (3) where eligible, early retirement.

- (b) Where an employee(s) selects an option or accepts an offer of placement, which shall be confirmed in writing by the Employer, such acceptance is final and binding on the employee.
- (c) Individual employee responses to the pre-layoff canvass will only be considered by the Employer if submitted within 10 days of written notification of the pre-layoff canvass to the employee, or group of employees, and to the Union.

13.3 Layoff and Recall

(a) *Menu of Labour Adjustment Strategies*

To minimize layoffs, the following menu of labour force adjustment strategies will be considered and whenever reasonably possible, be offered by the Employer at the appropriate time in the employee reduction during periods of funding shortfalls and reductions on the workforce.

- (1) job sharing;
- (2) reduced hours of work through partial leaves;
- (3) transfers to other areas within the bargaining unit subject to available work and meeting qualifications, with minimal training required;
- (4) unpaid leaves of absence for use to seek alternative employment, retirement adjustment, retraining as per *Canadian Labour Code* provisions;
- (5) voluntary severance;
- (6) purchasing of past pensionable service. If permissible the Employer will match a minimum of three year's contribution to the Pension plan where than employee opts for early retirement;
- (7) early retirement incentives;
- (8) agreed secondment (to another agency, or other department of Haisla Nation Council);
- (9) retraining;
- (10) continuation of health and welfare benefits;
- (11) combinations and variation of all of the above;
- (12) increase seniority recall provisions to two years when the layoff is a result of labour force adjustment (funding issues); and
- (13) any other mutually agreed upon alternatives.

13.4 Redundancy

In the event a position(s) redundancy is required then such position redundancy shall occur in reverse order of service seniority within a classification. Such layoffs shall occur as per Article 13.8.

13.5 Orientation Period

Employees who assume a new position pursuant to this article will receive job orientation including, where deemed appropriate, current in-service training. For the purposes of the application of this article, such orientation period will be for a reasonable period of time not to exceed the probationary period. The employee will be assessed through regular performance appraisals.

13.6 Layoff Notice

A regular employee who is issued a layoff notice shall receive the following periods of notice:

During the first year of employment two weeks' notice, and

- (a) After the completion of a period of employment of one year, one additional weeks' notice for each subsequent year of employment up to a maximum of eight weeks' notice.

13.7 Layoff Options

A regular employee who is issued layoff notice shall elect one of the following options within two calendar weeks:

- (a) to displace a junior regular employee within the classification series.
- (b) to be placed on the regular recall list;
- (c) to displace the casual employee with the longest remaining appointment for which they are qualified and/or to be placed on a list for both regular and casual recall. An employee electing this option shall accrue regular seniority for all work assignments for which they has been recalled, however, the rate of pay for work available under this option shall be commensurate with the actual classification of the work assignment offered. Upon completion of each work assignment and for the purposes of Clause 11.3(c)(2), they shall re-establish their right to a further 12 months of recall;
- (d) to elect early retirement as per the retirement plan outlined under the rules in force by the Plan Carrier(s); and
- (e) to sever their employment and receive severance pay based on as follows:

Severance pay shall be a minimum of two weeks salary or 5% of one year's salary for each year of service to a maximum of six month's salary whichever is greater. Salary on which severance pay is calculated shall be based on the teacher's salary at the time of lay-off.

13.8 Recall for Regular Employees

- (a) Regular employees who are laid off shall be placed on a recall list for 12 months.
- (b) No new regular employees shall be hired until employees on the regular recall list are recalled as specified in Clause 13.8(c).
- (c) A regular employee who opts to remain on the recall list shall be recalled in order of service seniority within the comparable classification provided they possesses the skills and abilities to perform the job.
- (d) The Employer will attempt to reach the regular employee for regular position(s) by telephone first, and then by registered letter. The Employer will attempt to contact the regular employee for two weeks before assigning the regular position to another person.
- (e) It is the responsibility of the laid off employee to ensure that the Employer is kept notified of their current mailing address, telephone number and availability.
- (f) If the recalled employee with the most service seniority is unavailable or refuses work, the employee with the next highest service seniority in the classification shall be recalled.
- (g) (1) A regular employee who elects recall pursuant to Clauses 13.8(a) and (b) shall remain on the regular recall list for 12 months from their date of layoff or until such time as they decline or

does not respond to an offer of regular work. They shall not lose their service seniority during that period.

(2) However, seniority shall be accrued and wages and other benefits shall be paid only for periods worked.

(h) When a regular employee initially displaces a casual employee in accordance with Clause 13.7(b), and there is no break in service, they shall remain on the benefit plans for which they are eligible, accrue but not be entitled to schedule vacation leave, and remain covered by the provisions of Article 19 for the duration of that appointment.

(i) A regular employee on the recall list may continue on the benefit plans for which they are eligible, according to the rules of eligibility of the Insurance and Plan carriers (Basic Medical Plan, Dental, Extended Health Care, Accidental Death and Dismemberment, and Group Life) by prepaying the premiums for such coverage.

ARTICLE 14 - HOURS OF WORK

14.1 Hours of Work

The instructional time shall be 30 hours per week for full-time elementary teachers.

ARTICLE 15 - PAID HOLIDAYS

15.1 Paid Holidays

Eligible employees shall be entitled to the following holidays with pay at the regular rate:

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

Any other holiday proclaimed as a holiday by the federal government or by the Haisla Nation Council for the locality in which the employee is working shall also be a paid holiday.

15.2 Holidays Falling on a Day of Rest

When a paid holiday falls on an employee's day of rest (Saturday or Sunday), the employee shall be entitled to a day off with pay in lieu. Should the holiday not be proclaimed as being observed on some specific day, the day off in lieu will be observed on the following Monday for the purpose of this agreement.

15.3 Holiday Falling on a Scheduled Workday

An employee who works on a designated holiday which is a scheduled workday shall be compensated at the rate of double-time for hours worked, plus a day off in lieu of the holiday. The scheduling of the lieu day shall be by mutual agreement.

15.4 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.

15.5 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 60 workdays preceding a paid holiday, in which case they shall receive the higher pay. For employees who work in excess of seven hours per day, they shall receive the higher rate if they have been working in a higher-paid position for a majority of the 420 working hours preceding a paid holiday.

ARTICLE 16 - SICK LEAVE**16.1 Sick Leave Defined**

Sick leave means the period of time an employee is absent from work with full pay for legitimate illness as recognized by a licensed medical practitioner. Absences over three workdays in duration must be substantiated with a medical certificate should the Employer require it, or if circumstances warrant.

16.2 Sick Leave Accrual

- (a) Sick leave shall be earned at a rate of one and one-half days for every month worked. Such leave shall be accumulated and used as necessary in accordance with Clause 16.1 if circumstances warrant.
- (b) Upon request, an employee shall be provided with an accounting of their sick leave bank utilization and balance.
- (c) Sick pay shall be paid at the employee's current rate of pay on the occasion of each sick day.
- (d) It is agreed by the parties that there shall be no cash payouts of sick leave entitlement.
- (e) Sick leave unused in any year shall accumulate on an employee's record of sick leave to a maximum of 10 days.
- (f) The cost of supplying medical confirmation required by the Employer shall be borne by the Employer.

16.3 Proof of Illness

- (a) An employee may be required by the Employer to produce a certificate from a qualified medical practitioner for any illness certifying that such employee is unable to carry out their duties due to illness or non-compensable accident. Where the employee is under the care of a traditional healer such certificate may be provided by their traditional healer in fulfilment of the requirement. The Employer may exercise this requirement after the first three days of each incident of sickness or accident or if circumstances warrant.
- (b) The cost of supplying such written information shall be borne by the Employer.

16.4 Notification of Absence

An employee who is sick is responsible to notify the supervisor at least 1 hour before the beginning of the shift of such absence. If the supervisor is not available, another management employee or the school secretary should be contacted. Failure to provide proper notification may result in disciplinary action. Mitigation will be taken into consideration.

ARTICLE 17 - SPECIAL AND OTHER LEAVE**17.1 Bereavement Leave**

- (a) An employee shall be granted a maximum of five regularly scheduled consecutive workdays' leave without loss of pay or benefits, in the case of the death of an immediate family member, and a maximum of three days for other members of their family.
- (b) "*Immediate family*" is defined as an employee's spouse, parent, child (includes adopted and stepchildren), stepparent, brother, sister, stepbrother, stepsister, grandparents, grandchild, father/mother-in-law, aunt and uncle. The Employer may request proof of blood lineage when processing an application for this bereavement leave clause.
- (c) "*Other family member*" is defined as guardian, foster child or child ward of the employee, niece, nephew, sister/brother-in-law and sibling-like relationship raised in the same household.
- (d) When travel outside of the local area (more than four hours drive one way) is required to attend the funeral of anyone referred to in Clauses 17.1(b) and (c), the employee shall be granted up to three additional regularly scheduled workdays' leave without loss of pay or benefits. Proof of such travel, i.e. receipts, will be requested by the Employer.
- (e) Employees who wish to attend to funeral services taking place in the Village, and who are not family members as outline in Clause 17.1(b) and (c) may apply for other leave described in this collective agreement.
- (f) Should the Employer decide to close the Haisla Community School for the funeral of a Band Member, employees so affected will not lose pay or benefits for the closure period.
- (g) An employee may choose to defer one of their bereavement entitlement days to be used for ceremonial reasons, i.e. Settlement Feast, Stone Moving, etc., related to the death of the family member. Any employee wishing to defer one of these days will be responsible to keep a copy of the original leave request and time sheet to be provided at the time they plan to take the additional day. Failure to provide a copy of the original leave request and time sheet may result in a denial of the leave if the Employer does not have the original forms.
- (h) If an employee is on vacation leave at the time of bereavement, the employee shall be granted bereavement leave and be credited the appropriate number of days to vacation leave credits.

17.2 Special Leave

Where leave from work is required, an employee shall be entitled to special leave at their regular rate of pay for the following:

- (a) marriage of the employee two days;
- (b) attend wedding of the employee's child one day;
- (c) birth or adoption of the employee's child two days;
- (d) serious household or domestic emergency..... one day;
- (e) attend their formal hearing to become a Canadian citizen..... one day;
- (f) attend funeral as pallbearer one day;
- (g) court appearance for a hearing concerning an employee's child one day;
- (h) serious illness – spouse, child, parent or stepparent two days;
- (i) attend a funeral one-half day.

Approval of any of the above leaves may be subject to proof by documentation. The maximum number of days under this clause to be used in any one fiscal year shall be six. These leaves are not cumulative from year to year.

17.3 Full-Time Union or Public Duties

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

- (a) for an employee to seek election in a municipal, provincial, federal, First Nation or other Indigenous election for a maximum period of 90 days where operationally feasible;
- (b) for employees elected to a public office for a maximum period of four years;
- (c) for an employee selected for a full-time position with the Union or any body to which the Union is affiliated for a period of one year and the leave shall be renewed upon request where operationally feasible.
- (d) for an employee elected to the position of President or Treasurer of the B.C. General Employees' Union for a period of three years.

17.4 Leave for Court Appearance

- (a) The Employer shall grant paid leave to employees, other than employees on leave without pay, who serve as jurors or, are attending court at the request of the Employer or as a result of a subpoena or a summons, 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 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 them by the court, except travelling and meal allowances not reimbursed by the Employer.
- (d) In the event an accused employee is jailed pending court appearance, such leave of absence shall be without pay.

17.5 Elections

An employee eligible to vote in a federal, provincial, municipal or first nation election or a referendum shall have four consecutive clear hours prior to closing of polls.

17.6 General Leave

- (a) Notwithstanding any provision for leave in this agreement, the Employer may grant leave of absence without pay to an employee requesting such leave. Such request to be in writing and approved by the Employer. Approval shall not be unreasonably withheld.
- (b) In the event that the circumstances on which the leave was based changes significantly, an employee may return to duty earlier than contemplated. The Employer shall be notified at least 20 workdays prior to the revised date of return.
- (c) Employees on leave of absence may continue participation in employee benefits provided that:
 - (1) the plans allow such participation;
 - (2) the participation is no cost to the Employer; and
 - (3) the employee maintains participation in all plans enrolled in prior to leave.

17.7 Leave for Writing Examinations

Leave of absence with pay may be granted to allow employees time to write examinations for courses approved by the Employer. Such leave shall not be unreasonably withheld.

17.8 Leave for Taking a Course

- (a) An employee shall be granted leave with pay to take courses at the request of the Employer.
- (b) An employee who wishes to enroll in courses related to their employment must make a request in writing to the Employer outlining the reasons for attending and any benefit to be gained by the Employer. An employee who receives such approval may be granted leave with partial pay.
- (c) An employee wishing to enroll in courses not directly related to their employment, must make a written request to the Employer outlining the reasons for attending and any benefit to be gained by the Employer. An employee who receives such approval may be granted an unpaid leave of absence.

17.9 Leave for Medical and Dental Care

- (a) Where it is not possible for an employee to schedule their medical and/or dental appointment outside of regular work hours, reasonable time off for such appointments may be permitted, but where any such absence exceeds two hours, the full-time absence shall be charged to the entitlement described in Clause 16.1.
- (b) Employees in areas where adequate medical and dental facilities are not available shall be allowed to deduct from their sick credits described in Clause 16.1 the necessary return travelling time to the nearest medical centre in order to receive medical and dental care for themselves and/or their dependent children. Such leave must be substantiated with a certificate of a qualified and licensed medical or dental practitioner.

17.10 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 28 weeks for the purpose of providing care or support to a gravely ill family member at risk of dying within 26 weeks. Notwithstanding Article 11.3(a), there will be no interruption in the accrual of seniority or eligibility for benefits under Article 22 and Appendix 1.

ARTICLE 18 - MATERNITY, ADOPTION AND PARENTAL LEAVE

Employees are eligible for unpaid leave of absence from employment subject to the conditions in this article. Every employee who intends to take a leave of absence under this article will give at least four weeks' notice in writing to the Employer unless there is a valid reason why such notice cannot be given and will inform the Employer in writing of the length of leave intended to be taken.

Each employee who wishes to change the effective date of approved leave will give four weeks' notices of such change unless there is a valid reason why such notice cannot be given.

18.1 Maternity Leave

- (a) The employee will be granted leave for a period not longer than 17 consecutive weeks.
- (b) The period of maternity leave will commence not earlier than 13 weeks before the expected date of delivery and end no earlier than six weeks following the actual date of birth unless the employee requests a shorter period later than 17 weeks after the leave begins.

- (c) A request for shorter period under Article 20.1(b) must be given in writing to the Employer at least one week before the date that the employee indicates they intend to return to work, and the employee must furnish the Employer with a certificate of a qualified medical practitioner stating that the employee is able to resume work.
- (d) The Employer will, upon request of the employee, modify the commencement of maternity leave for any period approved in writing by a qualified medical practitioner.
- (e) An employee may be required to commence a maternity leave where the duties of the employee cannot reasonably be performed because of the pregnancy and to continue the leave of absence until the employee provides a certificate from a qualified medical practitioner stating that they are able to perform their duties. However, where practical, the Employer will provide the employee with an opportunity to continue employment with appropriate alternative duties, before requiring an employee to take a leave of absence.
- (f) Maternity leave may be extended for up to an additional six months for health reasons where a qualified medical practitioner's certificate is presented.

18.2 Adoption and Parental Leave

- (a) Upon application, and employee will be granted leave of absence for 63 consecutive weeks or for up to 37 weeks following the birth or adoption of the employee's child. The employee will 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 will be granted parental leave as follows:
 - (1) In the case of the birth mother, up to 61 consecutive weeks commencing immediately following the end of the maternity leave under Article 18 (Maternity, Adoption and Parental Leave).
 - (2) In the case of the birth father or the common-law partner of the birth mother, including a same-sex partner, up to 62 consecutive weeks commencing within the 78 week period following the birth of a child.
 - (3) In the case of an adopting parent, up to 62 consecutive weeks commencing within the 78 week period following the date the adopted child comes into the actual care and custody of the parent or within the two week period preceding the date the adopted child comes into the actual care and custody of the parent.
 - (4) Where both parents are employees of the Employer, the employees shall determine the appointment of parental leave between them.
- (c) If the child suffers from physical, psychological, or emotional condition, the employee is entitled to an additional period of parental leave of up to five weeks. The employee's qualified medical practitioner or the agency that placed the child must certify that such an additional period of parental leave is required.

18.3 Leave without Pay

All leave taken under Article 18 (Maternity, Adoption and Parental Leave) is leave without pay.

18.4 Aggregate Leave

The aggregate amount of leave of absence from employment that may be taken by an employee under Article 18.1 (Maternity Leave) and 18.2 (Adoption and Parental Leave) in respect of the birth or adoption

of any one child will not exceed 78 weeks, except as provided under Article 18.1(f)(Maternity Leave) and/or 18.2(c)(Adoption and Parental Leave).

18.5 Return from Leave

- (a) On return from leave, an employee will be placed in their former position.
- (b) Vacation entitlement, not vacation pay, will continue to accrue while an employee is on leave pursuant to Article 18.1 (Maternity Leave) or 18.2 (Adoption and Parental Leave).

18.6 Benefit Plan

If an employee maintains coverage for benefit plans while on maternity, adoption or parental leave, the Employer agrees to pay the Employer's share of these premiums.

18.7 Seniority Rights on Return to Work

- (a) An employee who returns to work after the expiration of the maternity and/or adoption and parental leave will retain the seniority they had accrued immediately prior to commencing the leave and will be credited with seniority for the period covered by the approved leave.
- (b) The employee will notify the Employer within four weeks prior to the expiration of the leave of their intent to return to their position unless notice is provided pursuant to Article 11.5 (Bridging of Service) and/or Article 18.9 (Extended Child Care Leave).
- (c) The employee will be deemed to have resigned on the date upon which their leave commenced if notice is not given or they do not return to work.

18.8 Sick Leave Credits

- (a) Prior to the commencement of maternity leave, illness arising due to pregnancy may be covered by normal sick leave.
- (b) Sick leave may be used by any pregnant employee, authorized by the receipt of a qualified medical practitioner's statement to the Employer, where there is a confirmed case of German measles or any other disease or condition in the place of employment which could be harmful to pregnancy as determined by the qualified medical practitioners statement or report. They may use this leave until all danger from such disease or condition no longer exists.

18.9 Extended Child Care Leave

Upon written notification, no later than four weeks prior to the expiration of the aggregate leave taken pursuant to Article 18.1 (Maternity Leave) and 18.2 (Adoption and Parental Leave), an employee may be granted a further unpaid leave of absence not to exceed one year depending on operational requirements.

It is agreed and understood that leaves under this article shall not be unreasonably withheld.

An employee wishing continued coverage under any applicable benefits plans will pay the total premium costs while on extended child care leave.

An employee on extended child care leave will provide the Employer with at least four weeks written notice of return from such leave.

Upon return from extended child care leave, an employee will be placed in their former position.

ARTICLE 19 - OCCUPATIONAL HEALTH AND SAFETY**19.1 Statutory Compliance**

The Union and the Employer agree that regulations made pursuant to the *Canada Labour Code*, *Workers Compensation Act*, *the Factories Act*, or any other statute applicable to the working environment, shall be fully complied with. First Aid Attendants, kits and equipment shall be supplied by the Employer in accordance with this article.

19.2 Joint Occupational Safety and Health Committees

- (a) The parties agree to participate in developing a program to reduce risk of occupational injury or illness. Policies and procedures relating to health and safety will be recommended by the Committee for implementation by the Employer.
- (b) The Committee will meet at least once per month or at the call of either party to make recommendations on hazardous, dangerous or unsafe conditions including workload.
- (c) The Committee will carry out all the functions and duties as per the *Canada Labour Code* and Part 3, Division 4, Section 130 of the *Workers Compensation Act*.

Each worksite will have a Joint Health and Safety Committee and membership will be as follows:

- (1) The Committee will be comprised of a minimum of two worker representatives appointed by the Union and two employer representatives appointed by the Employer. In no case will the Employer's members outnumber those of the Union. Worker representative alternates will also be appointed to the Committee by the Union and will be afforded the same rights and responsibilities as a regular member of the Committee.
 - (2) A worker co-chair will be elected from the worker representatives of the Committee and the Employer co-chair will be appointed by the Employer.
- (d) Worker representatives of the Committee shall not suffer any loss of pay for the time spent to prepare for or attend a committee meeting or for carrying out any functions or duties as a committee member in accordance with the *Canada Labour Code* and *Workers Compensation Act*. This includes mileage and any other reasonable costs. Worker representatives will be granted two hours to meet together to prepare for each committee meeting. Where the meeting is held outside the Committee members' regular working hours, committee members will receive straight-time pay and any other reasonable costs.
- Worker representatives shall be released from their regular duties to attend committee meetings and perform related duties and functions as set out in the *Canada Labour Code* and Section 130 of the *Workers Compensation Act*. The Employer will reassign the work that otherwise would have been performed by the worker representative. This may include backfilling the employee for all or part of their time spent away from their work duties.
- (e) All minutes of the Committee will be recorded in a mutually agreed format and copies will be forwarded to the worker representatives of the Committee.
 - (f) A worker representative will be entitled to annual employer paid leave to attend union sponsored occupational health and safety training courses. If OHS training falls on the worker representative's regular time off, the worker representative will be compensated for all hours while attending the training.

(g) Where the worker representative is appointed to serve on the Committee for the first time, the Employer will provide that representative with one day of paid education leave, in addition to that required by law, during the first six months in which they serve on the Committee for the purposes of attending Committee Orientation training courses conducted by the Union.

Where the worksites exist with less than five employees working there, a worker representative from each such worksite will attend meetings of the Committee. This representative will be appointed by the Union as per Section 128 of the *Act*. Meetings will be held on a monthly basis. The worker representatives have the same duties and functions as a joint committee member.

19.3 Unsafe Work Conditions

(a) An employee may exercise their right to refuse to do unsafe work pursuant to the *Canada Labour Code*, Section 3.12 of the Occupational Health and Safety Regulation and Part 3, Division 6 of the *Workers Compensation Act*.

(b) An employee must not be subject to discriminatory or disciplinary action pursuant to the *Canada Labour Code* and Section 3.13(1) of the Occupational Health and Safety Regulations outlined in Information Appendix B and Part 3, Division 6 of the *Workers Compensation Act*.

19.4 Investigation of Incidents

(a) Pursuant to the *Canada Labour Code* and the *Workers Compensation Act*, Part 3, Division 10 governing Accident Reporting and Investigations, all accidents/incidents shall be jointly investigated by at least one worker representative and one employer representative. This will include motor vehicle incidents and incidents that did not involve an injury to a worker, or involved only minor injury not requiring medical treatment, but had the potential for causing serious injury to a worker.

The designated worker representative shall be released from their regular duties to participate in the investigation. The Employer will reassign the work that would have otherwise been performed by the worker representative for the duration of the investigation. This may include replacement of the employee. Where the investigation is scheduled outside the worker representative's regular hours, they will be paid at the applicable rate of pay.

A preliminary investigation will be completed within 48 hours and a preliminary and corrective action report will be posted and provided to the Committee. The full investigation will be completed within 30 days with the full investigation and corrective action report submitted on a mutually agreed accident/incident investigation form. Copies will be sent to the Workers' Compensation Board, Occupational Health and Safety Committee, each employer representative and each worker representative.

(b) If the Employer's representative is a member of the bargaining unit, nothing in this clause restricts the right of the Employer to require their representative in (a) above to complete other reports related to the accident under investigation.

(c) In the event of a fatality the Employer shall immediately notify the Union President, or designate of the nature and circumstances of the accident and arrange as soon as possible for an investigation pursuant to (a) above. Time spent in incident investigation will be considered time worked based on the employee's classification in effect at the time of the investigation. Applicable overtime rates will also be paid.

19.5 Occupational First Aid Requirements and Courses

- (a) The Union and the Employer agree that First Aid Regulations made pursuant to the *Canada Labour Code* and the *Workers Compensation Act* shall be fully complied with.
- (b) Where the Employer requires an employee to perform first aid duties in addition to the normal requirements of the job, the cost of obtaining and renewing the Occupational First Aid Certificate shall be borne by the Employer, and leave to take the necessary courses shall be granted with pay.

19.6 Injury Pay Provision

An employee who is injured on the job during working hours, and is required to leave for treatment or is sent home by the doctor for such injury shall receive payment for the remainder of the shift at the employee's regular rate of pay without deduction from sick leave.

19.7 Transportation of Accident Victims

Transportation to the nearest physician or hospital for employees requiring medical care as a result of an on-the-job accident shall be at the expense of the Employer. The Employer shall ensure that adequate arrangements are made for the employee to return to the job site, assembly point or current local accommodation, whichever is most appropriate to the employee's condition. Transportation will be provided or paid by the Employer.

19.8 Pollution Control

The Employer and the Union agree, to the maximum possible degree, to limit all forms of environmental pollution.

19.9 Dangerous Goods, Special Wastes, Pesticides and Harmful Substances

Where the employees are required to work with, or are exposed to any dangerous goods, special waste, pesticide or harmful substance, the Employer shall ensure that the employees are adequately trained in the identification safe handling, use, storage, and/or disposal of same.

19.10 Employee Working Alone

Check in procedures will be implemented to ensure the safety of all employees who work alone or in isolation where assistance would not be readily available to the worker.

Before a worker is assigned to work alone or in isolation, the Employer must identify any hazards and assess the risk to the worker and eliminate or minimize the risk from the hazard. The Employer must develop and implement a written procedure for checking the well-being of a worker assigned to work alone or in isolation.

The procedure must include the time interval between checks and the procedure to follow in the event the worker cannot be contacted, including provisions for emergency rescue. A person must be designated to establish contact with the worker at predetermined intervals and the results must be recorded by the person. A check at the end of the work shift must be done.

The procedure(s) must be developed in consultation with the Committee and the worker assigned to work alone or in isolation.

19.11 Communicable Disease and Parasitic Infestations Protection

- (a) The parties to this agreement share a desire to prevent acquisition and transmission of communicable disease where employees may come into contact with a person and/or possessions of a person with a communicable disease.
- (b) Where vaccination is, or may become available as a preventative measure, such vaccination will be made available to all employees who may be at risk of contracting the disease, at no cost to the employee.
- (c) Where an employee has contracted scabies, lice, or any other parasitic infestation as a result of direct exposure in the workplace, they will be entitled to leave without loss of pay for any scheduled shifts during the 24 hour period immediately following the detection to deal with personal matters arising from the exposure and will be provided with an appropriate treatment.
- (d) The Employer will, in consultation with the Committee, develop and implement measures necessary for the establishment of a work environment to prevent acquisition and transmission of a communicable disease.

Measures will include but are not limited to:

- (1) Preventative protocol measure including education, hygiene, protective equipment/apparel and vaccinations;
 - (2) Post-exposure protocols;
 - (3) Measures necessary for the establishment of a work environment with minimal risk to exposure or infection by communicable diseases.
- (e) The Employer may provide, as needed, information sessions/in-service to educate employees regarding communicable diseases as part of the program. Time spent by employees at these session without loss of pay.
 - (f) The examination of students for communicable diseases or infestations shall not be the responsibility of a member of the bargaining unit. However, an employee who suspects a child that may have a communicable disease or infestation shall report the concern to the Principal for investigation. There will be a log book or an incident report form completed to record the incident.

On such occasions, the Principal will ensure a qualified health professional will follow up on each situation.

19.12 Workplace Violence

The Employer will take all reasonable steps to eliminate, reduce or minimize threats to the safety of employees. Employees will receive training during working hours in recognizing and handling such threats to safety. The Employer will use the joint union training on the prevention of violence. The Union will not charge the Employer for this course.

The Committee will be consulted to determine the applicable physical and procedural measures that will be implemented. An employee serving clients in the community shall have the right to request backup to attend where there is reasonable cause to expect a violent situation and will have access to appropriate communication equipment.

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

Immediate critical incident defusing, debriefing support and, where deemed appropriate by a qualified medical practitioner, post traumatic counselling for individuals who have been exposed to violence of an unusual nature, including but not limited to physical or psychological violence, death of a colleague or client death or a series of such incidents. Appropriate resources will be made available to employees as soon as possible by qualified outside practitioners. Where an employee requires time off to attend critical incident defusing, debriefing or post traumatic counselling, it will be without loss of pay or benefits.

At the request of an employee who may be exposed to violence, physical aggression or verbal abuse, the parties will meet as soon as possible to determine remedies up to and including transfer. The parties will make every reasonable effort to find a remedy. Once the remedy is agreed it will be implemented within 10 days.

Where repeated incidents of violence occur, including physical aggression or verbal abuse, the Committee, after review of the circumstance, may request a review by WorkSafeBC.

Where an employee has experience a critical incident related to their work responsibilities, the Employer will assist the employee to obtain WorkSafeBC counselling and such other support as may be reasonably available.

An employee in need of assistance may call the WorkSafeBC Critical Incident Response pager. The Employer will post the current pager contact information at all worksites.

19.13 Hazardous Environmental Conditions

When the school is closed due to inclement weather, power failure or hazardous road conditions, the Principal shall decide if employees should report to work. An employee who has been advised not to report or who has been sent home as a result of hazardous road conditions, inclement weather or power failure, shall not suffer loss of earnings for the time which the work was not possible.

19.14 Safe Working Conditions

A safe and clean working environment is essential to carry out work assignments. The Employer will provide health and safety orientation before a new or young worker carries out their first shift.

The Employer will provide health and safety orientation or in-service which is necessary for safe techniques for lifting and supporting clients/residents, the safe performance of work, the safe use of equipment, and the safe handling of materials and products. The Employer will also make readily available information, manuals and procedures for these purposes.

In accordance with the *Canada Labour Code* and the Workers' Compensation Occupational Health and Safety Regulations Section 5, the Employer agrees to establish a joint process for determining the content and provision of all training packages related to WHMIS 2015 with the full implementation of this system by April 1, 2020. The Employer commits to the use of environmentally friendly products.

19.15 Mental Health

The parties recognize the importance of supporting and promoting a psychologically healthy workplace and as such will adhere to all applicable statutes, policy, guidelines and regulations pertaining to the promotion of mental health. The Employer will support the provision of education and training in Mental Health First Aid for the health and safety representatives including stewards and members of the joint labour management committee. The course will be provided at the Employer's expense and participants shall be given leave to attend with full pay, benefits and without loss of seniority.

19.16 Strain Injury Prevention

- (a) The parties agree that there is a shared interest in minimizing and/or eliminating musculoskeletal strain and injuries or illnesses which are work related.
- (b) Local Occupational Health and Safety Committees (or union and employer designated safety representatives) shall, in the performance of regular worksite inspections, identify the following risk factors which may contribute to risk:
- (1) The work methods and practices;
 - (2) The layout and condition of the workplace and workstation;
 - (3) The characteristics of objects or equipment handled;
 - (4) The environmental conditions;
 - (5) The physical and psychological demands of work;
 - (6) In a manner consistent with the *Canada Labour Code* and WCB regulation, policy and guidelines and developed by the Joint Occupational Health and Safety Committee.
- (c) Where new equipment will be introduced to the workplace, or during the design and planning stages of new or renovated workplaces or workstations, the Employer will seek the appropriate advise with respect to the risk factors noted in (b). Where appropriate, such advice will be sought from resources which will include the joint occupational health and safety committee or worker health and safety representatives.

19.17 Hearing Examinations

Hearing examinations required pursuant to the *Canada Labour Code* and the Workers' Compensation Occupational Health and Safety Regulations shall be conducted during working hours without loss of pay.

19.18 Domestic Violence

The Employer agrees they have a legal responsibility to protect workers from all forms of violence in the workplace including domestic violence that could impact employees in the workplace. As such, policies and safe work procedures will be developed to increase employee awareness, education and training in the prevention of injury or illness from domestic violence.

ARTICLE 20 - TECHNOLOGICAL CHANGE**20.1 Recognition**

- (a) Both parties acknowledge the overall advantages and necessity of technological change and the ongoing requirement to facilitate technological change in the Employer's operations.
- (b) The parties recognize the need to develop orderly procedures to facilitate adjustments to and implementation of changes in technology.

20.2 Notice

When the Employer intends to introduce a technological change:

- (a) The Employer agrees to notify the President of the Union (or designate) 90 days in advance of its intention to introduce a technological change as defined in this agreement.
- (b) The Employer shall provide the Union with a detailed description of the change it intends to carry out, disclosing all foreseeable effects and repercussions on employees.

20.3 Data To Be Provided

The notice required pursuant to Clause 20.2 shall be given in writing and shall contain pertinent data, including:

- (a) the nature of the change and the rationale for the change;
- (b) the date on which the Employer proposes to effect the change;
- (c) the approximate number, type, and location of employees likely to be affected by the change;
- (d) the effects the change may be expected to have on the employees' working conditions and terms of employment; and
- (e) all other pertinent data relating to the anticipated effects on employees.

20.4 Consultations

Once notice of a technological change has been given pursuant to Article 20.2 of this agreement, the Employer shall negotiate with the Union ways in which employees in the bargaining unit who may be affected can adjust to the effects of the technological change.

20.5 Resulting Agreements

Where the parties agree to appropriate solutions to the problems arising out of the intended technological change, the solutions shall be prepared as a letter of agreement between the parties and such letter of agreement shall have the same effect as the provisions of the existing collective agreement and shall be subject to the grievance procedure, up to and including arbitration, or may be subject to referral pursuant to the applicable provisions of the *Canada Labour Code*.

20.6 Failure to Agree

Where the parties do not reach agreement within 60 calendar days after the date on which the Union has received notification from the Employer of its intention of introduction of the chronological technological change, and various matters remain unresolved, the parties shall refer such matters pursuant to the applicable provisions of the *Canada Labour Code* or to arbitration within 21 calendar days of their failure to agree.

ARTICLE 21 - CONTRACTING OUT

21.1 No Contracting Out

The Employer agrees not to contract out any bargaining unit work, described in an employee's job description, which would result in the laying off of such employees.

ARTICLE 22 - HEALTH AND WELFARE

22.1 Benefits and Amount of Coverage

Regular employees who work more than 25 hours per week will receive health and welfare benefits, as set out in the Benefit Booklet in Appendix 1. The Employer shall pay 100% of the regular premiums except as otherwise specified in this agreement.

22.2 Long-Term Disability Elimination Period and Top-up

Employees may choose to utilize vacation, earned time off and compensatory leave bank entitlements to cover sick days preceding long-term disability coverage or to supplement long-term disability coverage by using a fraction of a day per sick day to a maximum of 100% of regular pay.

22.3 Entitlement to Benefit

- (a) A full-time employee on leave of absence without pay can maintain coverage under Article 22, for the duration of their leave, by paying the full cost of the premiums, providing there are no restriction in the carriers' contracts to the contrary. Other than in the case of leave granted pursuant to Article 18, and subject to Clause 22.3(c), the employee shall be responsible for the full cost of the benefit premiums effective the 26th day of unpaid leave.
- (b) A full-time employee on long-term disability benefits or on a claim recognized by the Workers' Compensation Board shall have their benefit premiums maintained.
- (c) Full-time employees who do not elect to maintain coverage pursuant to Clause 22.3(b) or whose coverage expires under same, who later return to work, shall not have to re-qualify for coverage, providing that the leave has not exceed one year or that such does not conflict with the provisions of the carrier's contracts.
- (d) An employee who, upon retirement, qualifies for vacation payout and/or severance pay, shall elect to receive such monies over the period of time equal to the commuted time value of the vacation pay and/or severance pay to be maintained on the benefit plans during such time.

22.4 Medical Examination

Where the Employer requires an employee to submit to a medical examination, it shall be at the Employer's expense during working hours wherever possible. However, should the Insurance Carrier require the employee to submit to a medical examination, as a result of the employee's request for addition or change in benefits, it is at the expense of the employee on their own time.

22.5 Health and Welfare Benefit Carriers and Plan Publications

- (a) The Employer shall supply to the Union copies of plan descriptions provided by the insurance carriers.
- (b) The Union shall be notified of any change to benefit carrier.

22.6 Legislative Changes

In the event that government legislation is enacted which results in a cost savings in the premium paid for the Group Benefit Plan, such savings will be shared equally between the Employer and employee.

22.7 Employee Assistance Program

Health Canada provides the funding to Haisla Nation Council in order to provide mental health services. A full range of programs is offered by qualified counsellors through Northwest Counselling Centre. These

programs are available to all residents of Kitamaat Village, all Haisla Nation Band Members, and employees of Haisla Nation Council at no cost to the individual.

22.8 Definition - Full-Time

For the purpose of Article 22, "*full-time*" shall refer to employees who work 25 hours or more per week on a regular basis or are in receipt of pay equivalent to 25 hours or more per week on a regular basis.

22.9 Errors and Omissions

The description of individual benefit plans within this article is intended to outline the principal features of the benefits sponsored by the Employer. Sun Life Group Policy No. 54510-G, is the governing documents.

22.10 Death Benefit & Continuation

- (a) In the event of the death of a member, the member's spouse, or children if there is no spouse, shall be paid any outstanding salary owing to the deceased member at the time of death.
- (b) The Employer shall, assuming insurance policies will permit, continue to provide at no cost to the spouse, or children, if no spouse exists, medical, extended health and dental benefits to the deceased employee's dependants to the end of the month in which the death occurred. Continuation of other Group Benefits will be as per Plan Guidelines (Appendix 1).

ARTICLE 23 - EDUCATIONAL ASSISTANCE AND TRAINING

23.1 Concept

The Employer supports the concept of career development for the purposes of enabling employees to prepare for promotional advancement and generally upgrade their present skills and knowledge which will be of benefit to both the employee and the Employer.

23.2 Employer-Required Courses

- (a) Where the Employer requires the employee to take training or refresher courses or attain or maintain particular levels of occupational licensing or certification, the employee shall be granted leave with pay to attend the course.
- (b) Where the Employer requires an employee to upgrade their skills or qualifications in order to operate or maintain new equipment, the cost of training and normal living and travel expenses as provided in this agreement will be borne by the Employer.
- (c) The Employer shall bear the full expenses associated with the course or occupational training. This shall include tuition, entrance or registration fees, laboratory fees and course-required books, etcetera. The Employer shall also reimburse the employee for their travelling costs, subsistence and legitimate expenses where applicable.

23.3 Professional Development

- (a) *Policy:*

Haisla Nation Council provides a Staff Capacity Development Program which offers reimbursement of tuition fees to encourage eligible employees to upgrade their education and/or skills by enrolling in part-time studies at recognized colleges or universities.

(b) *Eligibility:*

- (1) full-time or part-time employees who have completed their probationary period are eligible to apply for Staff Capacity Development Program benefits prior to their enrolment in a course of study;
- (2) employees must remain actively employed by Haisla Nation Council throughout the duration of the course of study;
- (3) time off from regular duties to attend a course of study will be at the discretion of the Chief Operating Officer or designate, the Program Manager, and the Human Resources Manager; keeping in mind Haisla Nation Council's desire to promote organizational capacity development.

(c) *Basis of Staff Capacity Development:*

- (1) for full-time employees, approved applications will be limited to the cost of tuition for the approved course, specific examination fees and texts;
- (2) for part-time employees, approved applications will be prorated to the percentage of time worked over the last three months; and
- (3) employees required to take courses by the Employer, subject to budget, all costs will be covered by the department;
- (4) The Staff Development Program applies to studies that are:
 - (i) courses must be offered by a recognized educational institution or professional organization;
 - (ii) related to the specific job which the employee performs;
 - (iii) designed to broaden the employee's knowledge and/or develop potential to assume greater responsibility within the organization;
 - (iv) denied through the Haisla Development Society and other funding agencies; and
 - (v) make transfer to other part of Haisla Nation Council.

(d) *Purpose:*

Haisla Nation Council wishes to encourage employees to continually upgrade and develop their skills and knowledge through attendance at colleges and universities in part-time studies. The mutually beneficial Staff Development Program is provided for this purpose.

(e) *Scope:*

This policy applies to full-time and part-time employees.

(f) *Responsibility:*

Employees wishing to apply for the Staff Development Program are responsible for doing so prior to enrolling in the course of study.

Payroll is responsible for issuing any payments directly to the educational institution within two weeks of approved documentation.

(g) *Procedure:*

Application for Staff Development Program is made on the form provided for this purpose, prior to enrolment and the commencement of the course of study. The application requires approval from the Chief Operating Officer or designate. Any application made after enrolment or course commencement will not be approved.

A copy of the approved Staff Development Form will be returned to the employee and serve as authorization for the employee to proceed with enrolment.

(h) *Exclusion:*

The following types of programs are not eligible for Staff Development:

hobby type courses;

correspondence courses offered by organizations other than recognized educational institutions.

Evidence of successful completion of the course of study and proper reimbursement under this program shall be filed in the employee's personnel file.

Disagreement shall be resolved through the appropriate step of the grievor.

23.4 On-the-Job Training

Where on-the-job training is to occur, it will typically be offered to the most senior employee in the appropriate classification within the work group. However, if the on-the-job training is taking place as a result of a need to improve job performance, or as a means to train an employee who has no experience in the technique being taught, the selection will be based on department need.

ARTICLE 24 - PAYMENT OF WAGES AND ALLOWANCES

24.1 Equal Pay

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

24.2 Paydays

(a) A comprehensive statement detailing all payments which have been automatically deposited and setting out allowances and deductions shall be forwarded in a confidential envelope to the Department in which the employee works on each payday. All premiums and allowances payable shall be paid out no later than the payday at the end of the second biweekly pay period after the pay period in which the premium or allowance was earned.

24.3 Payroll Deductions

Subject to programs being offered by the Employer, employees shall be entitled to have deductions from their salary assigned for the purchase of additional life insurance from the Employer's carrier, Canada Savings Bonds and/or RRSPs.

24.4 Rates of Pay

- (a) Employees shall be paid in accordance with the rates of pay negotiated by the parties to this agreement. For information purposes the applicable rates of pay are recorded in Appendix 4 of this agreement.
- (b) The Employer agrees that there shall be no alteration of any employee's time sheet without prior discussion with the employee. Any dispute in this regard is subject to the grievance procedure.
- (c) The distribution of paycheques shall be done in such a manner that the details of the paycheque shall be confidential.

24.5 Substitution Pay

- (a) When an employee temporarily substitutes in or performs the main duties of a higher-paying position, for one hour or more, they shall receive the rate for the job, for such hours worked, where a single rate is established. Substitution pay is not payable when an employee has not been designated by the Employer to substitute. Such substitution shall be authorized in writing in advance and does not apply to teacher in charge.
- (b) Whenever possible, existing employees shall be given the opportunity to fill positions that are temporarily vacant and the Employer may utilize a casual employee to fill the vacancy created by the regular employee filling the temporary position.

24.6 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.

24.7 Salary Protection and Downward Reclassification of Position

An employee shall not have their salary reduced by reason of a change in the classification of their position, or placement into another position with a lower maximum salary, that is caused other than by the employee. However, should the change in classification be a result of a reduction in government funding, the parties recognize that the Employer will not likely be in a position to maintain the higher salary.

24.8 Travel Expenses (For current rates refer to Appendix 6)

- (a) "*Vehicle Allowances*": Vehicle allowances for all distances travelled on employer business shall be paid to employees required to use their own vehicles in the performance of their duties. Rates will be in accordance with Haisla Nation Council Policy.
- (b) "*Meal Allowances*": Meal allowances for time spent away on employer business will be in accordance with Haisla Nation Council Policy.
- (c) "*Incidentals and Board and Lodging Allowances*": These allowances for expenses incurred while on employer business will be in accordance with Haisla Nation Council, unless otherwise noted.
- (d) "*Public Transportation*": Employees required to travel on employer business outside the local area will have such travel arranged on the most economical public transportation available, i.e., Economy airfare, or Commercial Bus lines. An employee who chooses to use their own vehicle (subject to any extra time off being approved) will be given the equivalent public transportation fare.

24.9 Salary Rate upon Employment

The hiring rate of pay for a new employee shall not be higher than the rate of pay for an existing employee in the same classification with similar work experience, training and education.

24.10 Reimbursement of Reasonable Expenses

Where employees are required to host consultants, contractors or other non-employer personnel in the course of their duties, they shall, subject to prior approval of their supervisors, be reimbursed for reasonable expenses upon production of receipts. Approval shall be granted in accordance with the entertainment policy of the Employer.

24.11 Salary on Demotion

When an employee is demoted the employee shall receive the rate for the position.

24.12 Classification Appeal Procedure

An Employee shall have the right to grieve, through the Union, the classification of the position they occupy.

- (a) If an employee believes that the position they occupy is improperly classified, they shall discuss the classification with their immediate supervisors.
- (b) The supervisor shall, upon request, provide the employee with a written statement of duties and responsibilities within 30 days of the request.
- (c) Upon request, the employee and the supervisor shall meet and discuss this statement and classification within 10 days.
- (d) Where a dispute remains and the employee is still of the belief that their position is improperly classified, the employee shall forward to the Human Resources Manager, or designate, with a copy to the union staff representative, written notification that they are proceeding with their reclassification request. Such notification must be received by the Human Resources Manager, or designate, within 30 days of the date that the response was due pursuant to Article 24.12(c) above, or the employee's reclassification request will be deemed abandoned.
- (e) The Human Resources Manager, or designate shall respond within 30 days of such a request providing written rationale for the Employer's classification determination.
- (f) If the employee disagrees with the decision of the Human Resources Manager the employee may, within 30 days, initiate a grievance at Step 3 as per Article 8 of this agreement.
- (g) The effective date of any resulting change in classification shall be the first day of the biweekly pay period following the date that a job description was requested pursuant to Article 24.12(b).

ARTICLE 25 - LABOUR-MANAGEMENT COMMITTEE**25.1 Responsibilities (Objectives)**

The Labour-Management Committee provides a forum in which union and employer concerns or problems may be addressed and discussed informally outside of negotiations or grievance/arbitration procedures. The Committee shall endeavour to maintain harmony between the Employer and its employees, establish a means of open communication, solve problems and provide feedback on management practices and labour activities.

25.2 Membership

The minimum size of this Committee shall be two employer representatives and two union representatives, one who will be instructional and one who will be support. Management representatives on the Committee will be appointed by the Employer and union representatives will be appointed by the Union and will generally be the Bargaining Committee responsible for negotiating the current collective agreement. When the agenda involves an operational worksite issue, a union-appointed steward(s) will be invited to attend. Either party may invite special guests.

25.3 Procedure

Each party shall appoint a person to act as their coordinator on the Committee. Staff members and department heads who wish consideration of problems or administrative and operational matters by the Labour-Management Committee shall bring such matters to the attention of their respective coordinators of the Committee. Each coordinator will consider the matter and provide verbal or written notice of their desire to schedule a meeting or provide information for agenda preparation. The Union and Management coordinators will be responsible for:

- (a) arranging time, dates and location of meetings;
- (b) preparing an agenda of discussion items;
- (c) notifying their respective committee members; and
- (d) ensuring that the meeting agenda is circulated to all committee members in advance of the meeting date and that any necessary reference material accompanies the agenda.

25.4 Conduct of Meetings

- (a) The Union and Management Coordinators will attempt to schedule meetings at least once every 60 calendar days, or at the call of either party, at a mutually agreeable time and place. Efforts will be made by both parties to schedule meetings during the workday provided no instructional time is lost.
- (b) A chairperson shall be appointed by the Committee. The appointment to Chairperson shall take place on a rotational basis, alternating between union and management representatives.
- (c) A recording secretary shall be present at all meetings of the Committee and minutes of the proceedings will be recorded, transcribed, and typed in draft form for review within a one week period. Each party shall have a minimum of two persons review the draft minutes and, upon agreement by both parties, these two persons shall sign the minutes as being approved. Once approved the posting of the minutes may take place and the minutes will be distributed to each committee member for adoption at the subsequent meeting. Minutes will be posted at all bulletin board locations.
- (d) Upon mutual consent of the parties, issues of a time sensitive or confidential nature will be recorded as an "*in camera*" set of minutes, not to be distributed on bulletin boards.
- (e) The Committee shall be responsible for ensuring that proper limits of authority and confidentiality are respected.

25.5 Jurisdiction of Committee

- (a) The Committee does not have the power to bind either the Union or its members or the Employer to any decisions or conclusions reached in its discussions. The Committee shall have the power to make recommendations to the Union and the Employer with respect to its discussions and conclusions.

- (b) The Committee does not have the jurisdiction to discuss, make recommendations on or initiate action on active grievances.

ARTICLE 26 - WORKING CONDITIONS/PERSONNEL PRACTICES

26.1 Purpose

The purpose of this article is to set forth certain terms and conditions of employment and general working conditions affecting teachers, to ensure that specific occupational and professional standards enjoyed by colleagues in the public and private school systems are incorporated herein.

26.2 Definitions

For the purpose of this article and the determination of the status of teachers and teaching assistants as it relates to benefits provided in this agreement:

- (a) "*Regular employee*" shall include a teacher who is employed for work which is of a "*continuous part-time*" nature (50 hours in a pay period or 25 hours per week);
- (b) "*Teacher-on-Call*" shall mean a certified teacher and a "*substitute*" is an uncertified replacement. Substitutes will be hired only when a Teacher-on-Call is not available. Subject to availability:
- (1) the Employer shall employ Teachers-on-Call to replace classroom teachers who are absent due to illness or other authorized absences of one-half day or more; and
 - (2) a Teacher-on-Call shall be required to assume only the duties of the teacher they are replacing. In the event that there is more than one block of unassigned time on any given day and in the absence of any direction from the teacher, the Principal may, after consultation with the Teacher-on-Call, reassign the Teacher-on-Call for the additional block(s) of unassigned time.

Teachers will not be required to cover for a classroom teacher who is absent except in emergency situations.

Teachers-on-Call and substitutes shall be considered casual employees except that eligibility for benefit and leave entitlements shall be based on the employee's achievement of service equivalent to 190 instructional days.

Both parties agree that teachers have the primary responsibility for teaching, designing programs, supervising, assessing and evaluating students and educational programs.

26.3 Teaching Staff Work Year

- (a) The annual salary established for teaching staff covered by this agreement shall be payable in respect of the teachers' "*regular work year*" which shall be defined as follows:
- (1) all days in session shall be scheduled (excluding Saturdays, Sundays and paid holidays pursuant to Clause 15.1, as well as winter and spring breaks) between Labour Day and the last Friday in June as coincides with the school district's calendar; and
 - (2) winter and Spring breaks will coincide with the school district calendar.
- (b) The regular work year shall include:
- (1) two days for professional development to be determined in consultation with the Principal;
 - (2) one year-end administrative day;

(3) five non-instructional days for the purpose of parent-community interaction, to be scheduled and utilized in consultation with the Principal; and

(4) a school opening day that may be shortened and may include different starting and dismissal times for different students.

(c) Hours of work and instructional time shall be such that:

in an elementary school the duration of a teacher's instructional day shall not exceed six consecutive hours and shall be inclusive of five hours of instructional time which shall include 15 minutes of recess and preparation time as set out in Clause 26.4 and a regular lunch intermission.

(d) In the event that a newly-created special program requires hours of work not detailed in this agreement, hours or work shall be subject to mutual agreement between the Employer and the affected teacher, and the Union, and in any event shall not exceed the same number of total instructional hours required of other teachers.

26.4 Preparation Time

(a) Full-time elementary teachers assigned on a full-time basis to classroom instruction and learning assistance teachers shall be provided with a minimum of 150 minutes preparation time per week.

(b) Part-time teachers assigned exclusively to classroom instruction will receive preparation time for classroom instruction prorated according to their part-time status.

(c) Preparation time shall be for periods of not less than 30 minutes.

(d) Teachers working as librarians and counsellors who have a timetable that allows for flexibility shall be provided with time in the normal workday for time tabling, record keeping and other duties.

(e) Teacher librarians and learning assistance Teachers shall not be required to provide preparation time for other Teachers during their library or learning assistance assignment.

26.5 Supervision

No teacher shall be required to perform any supervisory duties during the regularly-scheduled lunch break. Other supervisory duties shall be assigned on an equitable basis by the Principal and shall not exceed the equivalent of 45 minutes per week.

26.6 Extracurricular Activities

(a) While the parties consider it desirable that employees participate in extracurricular activities, it is recognized by the parties that involvement by an employee in extracurricular activities shall be on a voluntary basis.

(b) In this agreement, "*extracurricular activities*" are those that are beyond the prescribed and locally-determined curricula of the school.

(c) Extracurricular activities shall not form any part of a job description or posting.

(d) While involved in extracurricular activities, Teachers shall be considered to be acting in the employ of the Haisla Nation Council, for purposes of a liability of the Haisla Nation Council and coverage by the Haisla Nation Council's insurance.

26.7 Staff Meetings

For the purposes of this clause a "*staff meeting*" is considered to be a meeting called by the Principal for the purposes of conducting the business of the school and requiring the attendance of teachers.

- (a) School staff meetings shall be regularly-scheduled. Additional staff meetings as jointly agreed to may also occur.
- (b) All school staff meetings shall be held between the hours of 8:30 a.m. and 4:30 p.m. and during the normal instructional week.
- (c) When a staff meeting is called at a time when a part-time teacher is not on duty, that teacher shall not be required to attend the staff meeting. It is the teacher's responsibility to apprise themselves of the staff meeting agenda and the decisions made.
- (d) Teachers wishing to place items on the agenda shall notify the Principal.
- (e) Minutes of meetings shall be circulated to staff members.

26.8 Teacher Evaluations - Purpose, Frequency and Criteria

The teacher will be given a copy of the Evaluation Report at 48 hours prior to meeting with the Evaluator to discuss the evaluation. The report shall include a specific, objective description of teaching performance, with all judgements substantiated. In the event that the teacher disagrees with the report, they may, within seven days of receipt of the report, request another meeting with the evaluator, in the company of a representative of the Union to discuss the report further. Such meeting shall be held within 14 days of the request. The teacher shall have the right to submit to the evaluator a written commentary on the report which shall be attached to all copies of the report.

26.9 Teacher Evaluations - Procedure/Process

The observation period may not commence prior to September 30th in any one school year. Formal observations must be completed no later than May 31st.

26.10 False Accusations

Teachers accused of serious misconduct (related to an accusation made by a student or parent) and subsequently found by the Employer to be innocent shall be:

- (a) assisted to the fullest possible extent (counselling; STD; public statement) by the Employer in assuring the teacher's successful return to teaching;
- (b) provided with specialist's counselling and/or medical assistance as provided by the Employee Assistance and the Employee Benefit Programs;
- (c) provided time off as sick leave when supported by medical documentation as per the employee sick leave and short-term disability policies;
- (d) given preference of vacant positions for which the employee may be qualified, upon returning to teaching; and

The Employer agrees to appropriately discipline students who maliciously initiate false allegations against teachers and issue, upon request, a clear written statement exonerating teachers found to be falsely accused.

26.11 Confidentiality

The Employer shall respect applicable legislation (privacy) with regard to the release of information to media or public about the discipline or dismissal of a teacher.

26.12 Severe Student Behaviour

Where a teacher has been physically or verbally abused by a student, that teacher shall refer the student to the Principal who will investigate the concern and take appropriate corrective measures. In every case the Principal shall involve the teacher, student and parent/guardian in the corrective plan.

26.13 Initial Placement on Salary Scale

- (a) Initial placement on the teacher salary scale is determined by the category assigned by the Teacher Qualification Service and years of previous teaching experience as per Appendix 4.
- (b) At the time of appointment, the Employer shall advise each teacher in writing of the documentation required to establish initial scale placement.
- (c) Pending receipt of the necessary documentation, the teacher shall be placed at entry level (experience) of the appropriate professional training scale.
- (d) Each teacher shall submit all documentation required by the Employer to establish salary placement within two months of commencement of employment.
- (e) In the event that the necessary documentation is provided within the specified period of time, salary adjustment shall be made retroactive to commencement of employment.
- (f) The teacher shall be responsible for advising the Employer in writing of delays which occur in obtaining the documentation necessitating an extension of the time limits. The Employer shall not refuse a reasonable written request for an extension of time limits.
- (g) In the event that an extension is not granted, salary adjustment shall occur the first of the month following receipt of the documentation.
- (h) The Employer shall notify the teacher in writing of the category and experience placement that has been assigned.
- (i) In the event that a teacher wishes to appeal their placement on the salary grid, the teacher must apply in writing to the Principal, or appropriate official, giving reasons for the application for review. In the event that the matter is not satisfactorily resolved, the teacher may refer the matter immediately to Step 2 of the grievance procedure in Article 8.

26.14 Professional Improvement

Teachers who are entitled to reclassification to a higher category shall receive the higher salary upon receipt of the Teacher Qualification Service (TQS) statement or the attainment of equivalent education and experience as set out in Appendix 1. The salary adjustment shall be paid retroactively to September 1st, providing the revised TQS card, latest university transcripts, or required documentation have been submitted to the Employer no later than November 30th of that School year. Independent school Teachers who are not eligible for Teacher Qualification Service and who are denied reclassification by the Employer may appeal the decision through the grievance procedure.

26.15 Part-Month Payment and Deductions

- (a) The rate of deduction for a day without pay shall be on 1/195th of the current annual salary of the teacher.
- (b) The daily rate for a Teacher-on-Call who is on scale shall be 1/195th of the current annual salary of the Teacher-on-call.
- (c) An employee shall be paid 110th of current salary in respect of each month (September-June) in which the teacher works all prescribed school days in that month. Teachers employed for 10 FTE School

months may choose to have their annual salary divided by 26 pay periods in order that they maintain income throughout the calendar year.

(d) For purpose of calculating employee deductions, any prescribed day on which the employee is on authorized leave of absence shall be deemed to be a day of work and deduction (if any) which are authorized by this agreement (or statutes) in respect of such leave shall be made from the biweekly pay.

(e) In the event that an employee commences work on a day other than the first prescribed school day in that month, or terminates on a day other than the last prescribed school day of that month, the employee shall receive their normal salary prorated by the percentage of days worked out of that month. The formula for calculating this proration shall be as follows:

$$\frac{(1/10^{\text{th}} \text{ of annual salary}) \times (\text{days worked})}{(\text{total working days})}$$

(f) An employee who is requested in writing by the Employer to work beyond the prescribed school year shall be paid at the rate of 1/195th of their annual salary entitlement for each day worked.

(g) In the event that the employee is requested to work beyond the school year, the employee may take compensatory time in lieu of salary. The scheduling of compensatory time shall be mutually agreed upon by the employee and the administrative office. Time may be taken in full days/or blocks of days.

(h) Work beyond the school year is voluntary.

(i) A Teacher-on-Call shall receive a minimum of three hours' pay per callout.

26.16 Payment for Part-Time Teachers

(a) Part-time teachers shall be paid that portion of their regular scale placement that relates to the portion of the instructional appointment. When an in-service is held at a time when a part-time teacher is not normally on duty, that teacher shall not be required to attend the in-service.

(b) Teachers employed in part-time positions shall enjoy the same rights, privileges and benefits on a prorated basis as full-time teachers as provided per Benefit Plan Guidelines.

26.17 Full-Time to Part-Time Employment

(a) An employee with a continuing full-time appointment to the teaching staff may, without prejudice to that appointment, request a part-time assignment, specifying the fraction of time and length of time.

(b) Teachers who move from a full-time assignment to part-time assignment shall be considered to be on leave for pension purposes, and if applicable, may purchase pensionable service to provide for a full year of pensionable credit in accordance with the Pension Plan..

(c) An employee with a continuing part-time appointment to the teaching staff may, without prejudice to that appointment, request a full-time assignment.

(d) Part-time teachers are entitled to apply for other part-time assignments provided that the assignment does not exceed 100% and class schedules are not in conflict.

26.18 Teaching Appointments and Assignments

(a) Teaching appointments shall be subject to the provisions of Article 12 except that regular teachers who have worked the equivalent of 190 instructional days, shall, in seniority order, be offered vacancies for which they are qualified prior to external posting.

(b) When it is known that a regular teacher will be absent for two or more months, that position will be offered pursuant to Section (a) above.

(c) No teacher shall be reassigned for disciplinary or punitive reasons.

- (d) Discussions pertaining to school organization, proposed timetable and staff assignment may occur during regular staff meetings.
- (e) In-school assignment changes shall be accommodated wherever possible, taking into consideration qualifications, training, experience, equitable distribution of workload and the teacher's preference.
- (f) Prior to a position being declared available for transfer or vacant, the Principal, in consultation with staff, will consider in-school assignment changes.

26.19 Positions of Special Responsibility

(a) A teacher designated by the Principal/Administrator to assume the duties of the Principal who is temporarily absent shall receive, in addition to the teacher's regular teaching salary, the teacher shall receive an additional premium of \$60 per day.

(b) *Teacher in Charge*

- (1) a teacher may be appointed as Teacher in Charge in accordance with this article;
- (2) in the event that the Principal assigned to the school is absent from the school, the Teacher in Charge may be requested by the Principal to assume the duties specified in this clause;
- (3) the Teacher in Charge, when requested to act, shall attend to ensuring that routine supervision adequate to secure the safety of students and security of the school is maintained, and shall deal only with emergent matters as they may arise;
- (4) while acting as a Teacher in Charge, the teacher is covered by all terms and conditions of this agreement;
- (5) where absence of the Principal continues for more than five consecutive school days, the Teacher in Charge will assume all administrative duties, excluding only formal evaluation of instruction and personnel;
- (6) whenever possible the Teacher in Charge shall be selected from those teachers who have expressed an interest in performing this function. A teacher has the right to refuse to act as the Teacher in Charge except in emergencies; and
- (7) where the appointment of a Teacher in Charge is less than one day a replacement may be provided, but where the anticipated appointment is for one or more days a replacement shall be provided to relieve the Teacher in Charge of regular teaching duties for the duration of the appointment.

26.20 Teacher on Call

A teacher on call will receive $\frac{1}{189}^{\text{th}}$ of their category classification and experience.

An uncertified teacher on call will receive $\frac{1}{189}^{\text{th}}$ of the entry-level classification rate of a CAT4 in Appendix 4.

On call teachers will be paid an additional \$11 per day in lieu of benefits.

Vacation pay will be paid at the rate of 4%.

26.21 Staffing and Workload Review

An employee with concerns regarding workload or staffing levels should discuss such issues with the Principal. Should the concerns continue to exist after discussions with the Principal they may be placed on the agenda to be addressed by staff at the next staff meeting. Failing satisfactory resolution at this

level, the employee(s) may choose to seek recourse through either the Labour Management Committee or the grievance procedure.

26.22 Class Size and Composition

The parties agree that the maximum class sizes shall be:

Class	# of Students
Kindergarten/Grade 1	20
Grades 2/3	20
Grades 4/5	20
Grades 6/7	20

It is further agreed that should the class/size and composition change before the expiration of this collective agreement, the parties will jointly agree on new maximum levels.

(a) For the purposes of this agreement "*students with low incidence special needs*" are defined in the Ministry of Education Special Programs Manual of Policies, Procedures and Guidelines as follows:

These include dependent, moderately and severely/profoundly handicapped: blind, deaf, autistic and students in intervention classes for the severely behaviour disordered, socially disabled and emotionally disordered.

(b) Integration of a student with low incidence special needs shall be preceded by consultation between relevant staff, the Principal, parents/guardians and teachers who may be affected by such placement. The placement of a student with special needs shall be determined by the student's educational, social and medical needs. It shall be the responsibility of the Employer to ensure the necessary resources are available prior to placement. These requirements may include teacher assistant support, facilities modification and additional professional support available through the provincial government.

(c) If the teacher is not satisfied with resources and support provided when integrating a low incidence special needs student, the teacher may request from the Principal a further review of the matter.

(d) The integration of students with low incidence special needs may result in a smaller class size by at least one less than the numbers listed in Section (a) above. The class size maximums will be reduced 1:1:1 for up to a maximum of three integrated students. However, if a teacher assistant (not a personal attendant) were assigned to the class/teacher, then the reduction of maximums would be 1:1 for the first student and a further reduction of one for the third student.

(e) A maximum of three special needs students may be integrated into a single school class with support.

26.23 Curriculum Implementation

All matters concerning the implementation of new curriculum will be discussed at staff meetings. This is subject to the grievance procedure in the event of a disagreement.

26.24 Accreditation with FNEC

The parties agree that accreditation with FNEC is essential for funding of school programs such as special education. Accordingly teachers agree to implement and follow the curriculum recommended by FNEC and approved by the Education Director.

ARTICLE 27 - GENERAL CONDITIONS**27.1 Transportation of Children or Clients**

No employee shall be required to transport children or clients in her personal vehicle.

27.2 Comprehensive Insurance

- (a) The Employer agrees to provide comprehensive insurance covering tools, reference texts and instruments owned by the employees and required to be used in the performance of their duties at the request of the Employer. The Employer shall pay any deductible amounts for comprehensive insurance.
- (b) The employee agrees to provide a list of such items to the Employer and they shall update the list as necessary. This list shall be kept on the employee's personnel file.

27.3 Indemnity

- (a) *“Civil Actions”*: Except where the Judicial System considers that there has been a flagrant or wilful negligence on the part of an employee, the Employer agrees not to seek indemnity against an employee whose actions result in a judgement against the Employer. The Employer agrees to pay any judgement against an employee arising out of the performance of their duties. The Employer also agrees to pay any legal costs incurred in the proper proceedings including those of the employee. Where the employee is found to be wilfully negligent, the employee will be subject to disciplinary action up to and including discharge and indemnity will not apply.
- (b) *“Criminal Actions”*: Where an employee is charged with an offence resulting directly from the proper performance of their duties and is subsequently found not guilty, the employee shall be reimbursed for all reasonable legal fees.
- (c) *“Civil and Criminal Action”*: At the option of the Employer, the Employer may provide for legal services in the defence of any legal proceedings involving the employee (so long as no conflict of interest arises between the Employer and the employee) or pay the legal fees of Counsel chosen by an employee.
- (d) *“Civil and Criminal Actions”*: In order that the above provision shall be binding upon the Employer, the employee shall notify the Employer immediately, in writing, of any incident or course of event which may lead to legal action against them and the intention or knowledge of such possible legal action is evidenced by any of the following circumstances:
 - (1) when the employee is first approached by any persons or organization notifying them of intended legal action against them; or
 - (2) when the employee themselves requires or retains legal counsel in regard to the incident or course of events; or
 - (3) where any investigative body or authority first notifies the employee of any investigation or other proceeding which might lead to legal action against the employee; or
 - (4) when information first becomes known to the employee in the light of which it is a reasonable assumption that the employee would conclude that they might be the object of legal action; or
 - (5) when the employee receives notice of any legal proceeding of any nature or kind.

27.4 Copyright

Employees will be subject to the *Copyright Act and Regulations*.

27.5 Copies of the Agreement

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 arrange for printing of sufficient copies of the agreement for distribution to employees. The agreement shall be printed in a union shop and bear the recognized union insignia. The cost of such printing shall be shared equally.

27.6 Staff Confidentiality

Any confidential personal information about employees 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.

27.7 Private Vehicle Damage

Where an employee's vehicle is damaged by a person in the care of the Employer, or as a direct result of the employee's vehicle being required by the Employer to be used for business, the Employer shall reimburse the employee the lesser of actual vehicle damage repair costs, or the cost of any deductible portion of insurance coverage on that vehicle up to a maximum of \$500.

27.8 Personal Property Damage

- (a) Where the Employer requires/approves that an employee's personal possession(s) are to be at the worksite, and subsequently such personal possession(s) is/are damaged by a person in the care of the Employer, the Employer shall pay, up to a maximum of \$100, the replacement costs or personal deductible insurance, provided such personal possessions are of type suitable for use while on duty.
- (b) On request, and with reasonable notice, the Employer may provide a secure space for employees to store such personal possessions, wallets and/or purses when the employees are at their worksite. However, the Employer assumes no responsibility for personal items brought to work without being required by the Employer that end up lost or stolen.

27.9 Suspension of Driver's Licence

- (a) Where an employee who is required to hold a valid driver's licence as a condition of employment, has their driver's licence suspended for one year or less:
 - (1) the employee will retain their regular position on the workforce and shall be engaged in other duties for which they are qualified. They shall be paid at the rate established for the duties engaged in for the period of suspension. In the event such employment does not exist the employee may, upon the exhaustion of ETO, CTO and vacation entitlement, apply for leave of absence without pay to cover the period involved;
 - (2) a letter shall be written by the supervisor to the employee advising them of their status during the period of licence suspension. In cases of driver's licence suspensions on medical grounds, each case is to be examined on its own merits including referral to the Labour-Management Committee. In determining any action with regard to the employee concerned, the recommendations of the Labour-Management Committee must be taken into consideration; and
 - (3) on the second occurrence of licence suspension, action may be taken to dismiss the employee for just cause where their principal duties involve the operation of a vehicle or equipment.
- (b) Where an employee, who is required to hold a valid driver's licence as a condition of employment, has their driver's licence suspended for more than one year, the employee may be suspended immediately for just cause. This shall be confirmed in writing by the Employer.

- (c) Discipline arising in respect of this clause is subject to the grievance procedure.

27.10 Point of Assembly

The point of assembly for all employees, as described under this agreement, shall be the Haisla Community School.

27.11 Supply and Maintenance of Clothing

The Employer shall supply, clean and maintain, on a pre-approved and "*as needed*" basis, such safety clothing and/or equipment as necessary for the safe performance of job duties. The maximum reimbursable amount per regular employee will not exceed \$150 per fiscal year.

27.12 Administration of Medication

Employees covered by this agreement shall not be called upon to administer medication or administer other medical procedures on a regular basis unless:

- (a) the employee volunteers to administer the medication procedure;
- (b) written authorization and instructions for administration of medication has been received from the attending physician confirming that medication is required while a student is attending day care or school, or a client is attended to by a Home Support Worker;
- (c) a student's parent or guardian has made a written request for the Employer's assistance and has discussed the situation with the appropriate employer designate; and if necessary
- (d) adequate instruction and training has been received from a qualified health care professional.

The Employer shall indemnify and save harmless any employee against claims arising from the administration of medication, supervision of self-administration, or performance of medical or physical procedures that are carried out pursuant to the instructions and requests received as referred to in this clause.

27.13 Payment of College of Teachers Dues

Teachers shall pay their dues and then submit receipts for the dues for reimbursement. Haisla Nation Council will not be responsible for payment of late charges or fees.

ARTICLE 28 - SAFEGUARDING VULNERABLE PEOPLE

28.1 Purpose

The parties recognize that there are employees whose work assignment brings them in contact with vulnerable individuals. It is in the public interest that such employees do not have a history of behaviour which is with such assignments.

The parties recognize that an employee's privacy and reputation must be recognized and protected. Accordingly, information gathered to establish suitability for work assignments which include contact with vulnerable individuals is to be treated with confidentiality to the fullest extent compatible with meeting the Employer's responsibility of safeguarding vulnerable people.

"*Vulnerable people*" includes adults with physical/mental disabilities, and includes children.

ARTICLE 29 - TERM OF AGREEMENT**29.1 Duration**

This agreement shall be binding and remain in effect to midnight May 31, 2024.

29.2 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 February 1, 2024 but in any event not later than midnight, March 31, 2024.
- (b) Where no notice is given by either party, prior to March 31, 2024 both parties shall be deemed to have given notice under this section on March 31, 2024.
- (c) All notices on behalf of the Union shall be given by the staff representative of the Union and similar notice on behalf of the Employer shall be given by the Human Resources Manager, or designate.

29.3 Commencement of Bargaining

Where a party to this agreement has given notice under Clause 29.2 of this agreement, the parties shall, within 30 calendar days after the notice was given, commence collective bargaining. This time frame may be extended by mutual agreement but the same must be in writing.

29.4 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.

29.5 Loss of Program Funding

The Union recognizes the fact that Haisla Nation Council is predominantly funded by the federal government. The Union further acknowledges and agrees that should funding be eliminated or decreased in whole or in part, the Employer shall have no recourse but to reduce, change or cease operations accordingly.

Layoffs or changes will be done in accordance with the collective agreement.


29.6 Terms of Settlement


- (a) All provisions are effective date of ratification unless otherwise specified.


29.7 Agreement to Continue in Force


Both parties agree the terms of this agreement remain in effect and full force, absent strike or lockout, during the period of bona fide collective bargaining.

**SIGNED ON BEHALF OF
THE UNION:**

DocuSigned by:

6B01B367B8FF46D...
Stephanie Smith
President


DocuSigned by:

404FA7C17FED415...
Leana Brady
Bargaining Unit Chairperson


DocuSigned by:

97CEA764A9674FB...
Seth Downs
Bargaining Committee Member

DocuSigned by:

ED3C8D2598B642F...
Jeff Morgan
Staff Representative

Dated: October 22, 2021

**SIGNED ON BEHALF OF
THE EMPLOYER:**

DocuSigned by:

28732A4B240B4B5...
Laura Owl
Chief Operating Officer

DocuSigned by:

30D1C406075B4BC...
Diane Nordstokke
Acting Director of Human Resources
Occupational Health & Safety Supervisor

APPENDIX 1
Benefits Plan for Status Employees

Haisla Nation Council
Benefits Plan for Status Employees

Division #409

Effective Date March 1, 2007

This group Plan arranged by:

Karee Gleichman

Group Services Representative

Telephone Number (250) 826-0535 or 1-800-670-1877

Extended Health Care

Single or Family coverage

No deductible

100% coverage of all eligible services

Semi-private hospital

Ambulance transportation (ground or air)

Includes prescription drug card (excludes prescriptions covered through FNIHB)

Paramedical practitioner - \$500 per practitioner per calendar year on paramedical services (Chiropractor, Podiatrist, Foot Care Nurse, Naturopath, Osteopath, Audiologist, Clinical Psychologist, Speech Therapist, Acupuncturist, Licensed Massage Therapist)

Physiotherapist - \$1000 per calendar year

\$5000 every 12 consecutive months for Private Duty Nursing

\$500 hearing aid benefit every five years

Travel Health Benefits / International Travel Assistance

Coverage terminates at the earlier of retirement or termination of employment. There is no cap on extended health benefits due to no mandatory retirement age.

Survivor benefit for two years.

Vision Care

Single or Family coverage

No deductible

\$300 every 24 consecutive months per person

Frames, lenses, contacts, laser eye surgery (in lieu of glasses/contacts)

\$60 every 24 consecutive months per person, towards eye exam

Dental

I. 100% Basic Services

Routine Examinations

X-Rays

Fillings

II. 80% Major Services

Inlays/Onlays

Bridges

Crowns

III. 50% Orthodontics

For children under the

age 18

Lifetime Max. \$2000

IV. Enhanced Plan

Reimbursement over First

Nations Inuit Health Branch

Fee Guide for Status

Extractions

Dentures

Employees, but not more than
the Provincial Fee Guide.

Oral Surgery

Gum Therapy

Root Canal

Cleaning and Scaling

Fluoride Treatment

Space Maintainers

Rebase, Reline and Repair of

Dentures

Single or Family Coverage

No deductibles

Combined maximum of \$1500 per person per calendar year (Basic & Major)

Current province of residence fee schedule. Includes Specialist's fee schedule

Coverage terminates at the earlier of retirement or termination of employment

Survivor benefit for two years.

Group Life

Two times annual earning

Maximum benefit \$300,000

Coverage reduces by 50% at age 65 and terminates at the earlier of retirement or age 70

24 hour coverage

Loss of use schedule

Dependant Life

\$10,000 spouse

\$5000 dependent children

Dependent children from live birth to age 21, or to age 26 and attending a recognized educational facility,
or dependent upon the employee because of mental or physical infirmity

Coverage terminates at the earlier of retirement or age 70

Conversion Option

Short-Term Disability

STATUS - 75% of weekly earnings

NON-STATUS - 75% of weekly earnings

Payable after the 14th day accident/sickness

15 week benefit period

Maximum benefit \$1000 per week

Status: Non-taxable benefit/Non-Status: Taxable

Coverage terminates at age 70

Long-Term Disability

STATUS - 75% of weekly earnings

NON-STATUS - 75% of monthly earnings

119 day elimination period

Non-evidence maximum \$2500

Maximum benefit \$4000 per month

Best Doctors Service, Work-Life Assistance Program, and Spousal Disability Benefit

Coverage terminates at age 70
Non-taxable benefit

**APPENDIX 1B
Benefits Plan for Non-Status Employees**

**Haisla Nation Council
Benefits Plan for Non-Status Employees**

Division #409

Effective Date March 1, 2007

This group Plan arranged by:

Karee Gleichman

Group Services Representative

Telephone Number (250) 826-0535 or 1-800-670-1877

**APPENDIX 2
Bargaining Unit Exclusions**

It is agreed that the following positions are excluded from the bargaining unit:

Principal
Education Manager

**APPENDIX 3
List of Single Arbitrator**

In any case in which an arbitrator shall be required under this agreement, a single arbitrator shall be selected by mutual agreement of the parties as listed below:

Mark Brown
Chris Sullivan
John McConchie
Julie Nichols

The Union and the Employer may agree to any of the mutually agreed to arbitrators to expedite a proceeding.

**APPENDIX 4
Wage Rates**

Category 4

Step	Current	July 1, 2021	July 1, 2022 (2%)	July 1, 2023 (2%)
Entry	\$48,573.23	\$49,769.00	\$50,764.38	\$51,779.67
1	\$51,001.83	\$52,312.00	\$53,358.24	\$54,425.40
2	\$53,020.74	\$54,858.00	\$55,955.16	\$57,074.26
3	\$56,229.95	\$57,402.00	\$58,550.04	\$59,721.04
4	\$59,041.64	\$59,946.00	\$61,144.92	\$62,367.82
5	\$61,993.18	\$62,093.07	\$63,740.82	\$65,015.64
6	\$65,093.07	\$65,093.07	\$66,394.93	\$67,722.83
7	\$68,347.42	\$68,347.42	\$69,714.37	\$71,108.66
8	\$71,712.71	\$71,712.71	\$72,126.96	\$73,569.50
9	\$75,352.97	\$75,352.97	\$76,860.03	\$78,397.23
10	\$79,120.62	\$79,120.62	\$80,703.03	\$82,317.09

Category 5

Step	Current	July 1, 2021 (2%)	July 1, 2022 (2%)	July 1, 2023 (2%)
Entry	\$52,528.75	\$53,843.00	\$54,919.86	\$56,018.26
1	\$55,176.18	\$56,972.00	\$58,111.44	\$59,273.67
2	\$57,935.00	\$60,100.00	\$61,302.00	\$62,528.04
3	\$60,831.75	\$63,230.00	\$64,494.60	\$65,784.49
4	\$63,873.34	\$66,358.00	\$67,685.16	\$69,038.86
5	\$67,067.00	\$69,488.00	\$70,877.76	\$72,295.32
6	\$70,420.35	\$72,615.00	\$74,067.30	\$75,548.65
7	\$73,941.36	\$75,745.00	\$77,259.90	\$78,805.10
8	\$77,638.42	\$78,873.00	\$80,450.46	\$82,059.47
9	\$81,520.35	\$82,003.00	\$83,643.06	\$85,315.92
10	\$85,596.36	\$88,545.00	\$90,315.90	\$92,122.22

Category 4 - standard teaching certificate

Teachers hired into regular positions without either the standard or the professional teaching certificate will be paid at the entry-level position of CAT4 until they achieve the certification. Once certification has been achieved, they will be placed at the appropriate step to include both the time spent teaching without certification and per their credentials.

Category 5 - professional teaching certificate

All new hires will begin at entry level scale at either the CAT4 or CAT5 rate depending upon their educational credential. Once they have provided their credentials and proof of full-time teaching experience, they will be placed at the appropriate step in accordance with their years of full-time teaching retroactively. This has been the practice but should be clarified (this should be cross referenced with Article 26.13).

The Employer agrees that any increases obtained for teachers in the Public Education System working in School District 82 to the wage grid during the term of this agreement that are over and above what the instructors are currently earning, will be applied to the Education Department Instructors Agreement.

**APPENDIX 5
Pension Plan**

Haisla Nation Council
The Pension Plan Document
Policy Plan #61747
April 9, 2002

The Employers and the employees contributions are 5.5% and 5.5% respectively.

The Employer and the Union are to investigate the feasibility of other pension plans such as the Superannuation Plan, the Municipal Plan, the BCGEU Pension Plan and a manner in which to operationalize the change if deemed feasible.

**APPENDIX 6
Travel Rates**

Item	Rate
Breakfast	\$21.10
Lunch	\$21.35
Dinner	\$52.40
Incidentals Per Night	\$17.30
Mileage	55¢ / km
Flat rate to Terrace Airport	\$76.00
Private Accommodations	\$50.00 / night

As long as there is no decrease to the rates listed above, the meal and incidental rates will be the meal and incidental rates of Haisla Nation Council as dictated by the federal government and Haisla Nation Council policy.

**Private Accommodation - \$50 per night
Haisla Nation Council's Travel Rates - (Return Trips)**

Destination	Distance	Mileage/km	Flat Rate
Burns Lake	842 km	55¢	\$463.10
Hazelton	460 km	55¢	\$253.00
Houston	672 km	55¢	\$369.60
Kitimat - Riotinto Alcan	50 km	55¢	\$27.50
Kitimat - Downtown	40 km	55¢	\$22.00
Kitimat - Service Centre	44 km	55¢	\$24.20
Kitwanga	330 km	55¢	\$181.50
Mount Layton Hot Springs	109.4 km	55¢	\$60.17
Prince Rupert	450 km	55¢	\$247.50
Smithers	552 km	55¢	\$303.60
Terrace	140 km	55¢	\$77.00
Terrace Airport	Flat Rate = \$76.00		
Vanderhoof	1111 km	55¢	\$611.05

The flat rates may need to be flexible to coincide with current gas prices and Fed/Haisla Nation Council gas payments. Should any change be anticipated, the Union and the Employer will meet to discuss and come to an agreement.

Please note: There is a flat rate of \$650 from Prince George and beyond, including Vancouver & Victoria.

Destination	Flat Rate
Prince George	\$650
Quesnel	\$650
Williams Lake	\$650
Cache Creek	\$650
Kamloops	\$650
Merritt	\$650
Hope	\$650
Vancouver/Victoria	\$650

**SCHEDULE A
Seniority List**

- | | | |
|----|----------------------|--------------------|
| 1. | Leana Brady | November 26, 2004 |
| 2. | Dianna Smith | September 6, 2011 |
| 3. | Lianne (Sheila) Reid | March 22, 2021 |
| 4. | Alex McQueen | August 23, 2021 |
| 5. | Liana Stevens | September 7, 2021 |
| 6. | Sarah Stevens | September 01, 2021 |

**LETTER OF INTENT 1
Continued Problem-Solving**

The parties agree to meet on a regular basis during the term of the collective agreement to discuss areas of the collective agreement that can be identified as problem areas either to the Union or the Employer.

The Principals may resolve these problem areas by mutual agreement. In the event such mutually agreed resolve requires any change to the collective agreement, then such changes will be implemented during the next round of negotiations or sooner if the Principals agree.

LETTER OF AGREEMENT 1

The Teacher Librarian position will be maintained over the life of the agreement.

Whereas the Teacher Librarian position was introduced during the life of the 2008-2011 agreement.

Replacing the Librarian Technician Agreement in this term.

With the agreement of both bargaining units and the Employer.

The parties now agree to incorporate the Teacher Librarian position into the Instructor's collective agreement that was tentatively revised October 27, 2011.

LETTER OF AGREEMENT 2

The BCGEU represents three groups of workers at the Haisla Nation Council. (Instructors, Support & Public Works)

The next set of bargaining for the renewal of all three collective agreements shall be bargained simultaneously using the same process as currently practised by the parties.

LETTER OF AGREEMENT 3

The parties acknowledge that as a general principle regular part-time employees should have access to increased hours of work opportunities up to full-time hours prior to casual employees.

In view of the above, the parties agree regular part-time employees will be given the opportunity to accept work beyond their regular part-time schedule by mutual agreement.