

COLLECTIVE AGREEMENT FOR 2017 - 2020

between

THE CITY OF PRINCE GEORGE

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES

LOCAL #399 (Outside Workers)

and

LOCAL #1048 (Inside Workers)

TABLE OF CONTENTS

ARTICLE 1 - PREAMBLE	1
ARTICLE 2 - RECOGNITION AND NEGOTIATIONS	2
2.01 UNION RECOGNITION	2
2.02 RIGHTS OF EMPLOYER	2
*ARTICLE 3 - DISCRIMINATION	2
ARTICLE 4 - EMPLOYER SHALL ACQUAINT NEW EMPLOYEES	3
ARTICLE 5 - UNION SECURITY	3
5.01 UNION MEMBERSHIP	3
5.02 UNION REJECTION	3
ARTICLE 6 - CHECK-OFF OF UNION DUES	3
6.01 DEDUCTIONS	3
6.02 DUES RECEIPTS.....	4
ARTICLE 7 - BARGAINING	4
7.01 UNION BARGAINING COMMITTEE.....	4
7.02 MEETING OF THE COMMITTEE	4
7.03 FUNCTION OF BARGAINING COMMITTEE.....	4
7.04 TIME OFF FOR MEETINGS	4
7.05 REPRESENTATIVE OF UNION.....	4
ARTICLE 8 - LABOUR MANAGEMENT COMMITTEE.....	5
8.01 COMMITTEE STRUCTURE.....	5
8.02 UNION MEETINGS.....	5
ARTICLE 9 - SENIORITY	5
9.01 SENIORITY DEFINED.....	5
9.02 TERMINATION.....	5
9.03 SENIORITY LIST.....	5
9.04 SENIORITY DURING ABSENCE	6
9.05 SENIORITY DURING TRANSFERS TO SUPERVISORY POSITIONS	6
9.06 PROBATIONARY EMPLOYEES	6
*9.07 PART-TIME EMPLOYEES.....	7
*9.08 LIMITED DURATION EMPLOYMENT	9
9.09 JOB SHARING.....	10
*9.10 CO-OPERATIVE EDUCATION	12
ARTICLE 10 - GRIEVANCE PROCEDURE	12
10.01 ELECTION OF STEWARDS.....	12
10.02 GRIEVANCE PROCEDURE.....	13
10.03 SPECIAL GRIEVANCE	15
10.04 TIME LIMITS	15
ARTICLE 11 - ARBITRATION.....	15
11.01 COMPOSITION OF BOARD OF ARBITRATION.....	15
11.02 FAILURE TO APPOINT.....	16
11.03 BOARD PROCEDURES.....	16
11.04 DECISION OF THE BOARD	16

11.05 DISAGREEMENT ON DECISION	16
11.06 EXPENSES OF THE BOARD	16
11.07 AMENDMENT OF TIME LIMITS	17
11.08 WITNESSES	17
11.09 EXPEDITED ARBITRATION	17
ARTICLE 12 - DISCHARGE OR SUSPENSION	18
12.01 DISCHARGE OR SUSPENSION PROCEDURE	18
12.02 REINSTATEMENT	18
12.03 INFORMATION.....	18
12.04 PROGRESSIVE DISCIPLINE	18
ARTICLE 13 - HOURS OF WORK	19
13.01 WORK WEEK AND WORKING HOURS (SCHEDULE "A").....	19
13.02 WORK WEEK AND WORKING HOURS (SCHEDULES "B" & "C")	19
13.03 LACK OF WORK - MINIMUM PAY	20
13.04 BREAK PERIOD	20
13.05 SHIFT BREAK AND DURATION.....	20
13.06 SHIFT CHANGES.....	20
13.07 NOTICE OF SHIFT CHANGE (SCHEDULES "B" & "C")	21
*ARTICLE 14 - OVERTIME	21
*14.01 OVERTIME RATES ON REGULAR WORK DAYS	21
*14.02 OVERTIME ON DAYS OF REST	21
14.03 SHARING OF OVERTIME	21
*14.04 MINIMUM CALL BACK TIME	22
*14.05 DAILY OVERTIME.....	22
*14.06 WEEKLY OVERTIME.....	22
*14.07 OVERTIME ON REST DAY.....	22
*14.08 OVERTIME WHILE WORKING IN FULL-TIME CAPACITY	23
14.09 MEAL ALLOWANCE	23
14.10 SHIFT PREMIUMS APPLICABLE	23
14.11 OVERTIME DURING LAYOFFS	23
14.12 BANKED OVERTIME	23
ARTICLE 15 - PROMOTIONS AND STAFF VACANCIES.....	24
*15.01 POSTINGS.....	24
15.02 SELECTION	24
*15.03 PROBATIONARY PERIOD	25
15.04 PREVIOUS EXPERIENCE.....	25
15.05 UNION NOTIFICATION	26
ARTICLE 16 - LAYOFFS AND REHIRINGS	26
16.01 LAYOFF AND REHIRING PROCEDURES	26
16.02 NOTICE OF LAYOFF	27
16.03 CONTINUATION OF BENEFITS	28
16.04 RETENTION OF BENEFITS	28
16.05 REHIRING PROCEDURE.....	28
16.06 PREVIOUS EXPERIENCE.....	29
ARTICLE 17 - HOLIDAYS	29
17.01 STATUTORY HOLIDAYS	29
17.02 ELIGIBILITY	29
17.03 PAYMENT PROCEDURE.....	29

ARTICLE 18 - VACATIONS	30
*18.01 DEFINITIONS AND ENTITLEMENT	30
18.02 PAY ADJUSTMENT ON TERMINATION	31
ARTICLE 19 - SICK LEAVE	32
19.01 SICK LEAVE DEFINED	32
19.02 AMOUNT OF SICK LEAVE	32
19.03 PROOF OF ILLNESS	32
19.04 NOTIFICATION	32
19.06 SICK LEAVE WITHOUT PAY	33
19.07 SICK LEAVE RECORDS	33
19.08 CASH PAYMENT	33
19.09 SUPPLEMENTATION OF COMPENSATION AWARD	34
19.10 FAMILY ILLNESS	34
19.11 SICK LEAVE REIMBURSEMENT	35
ARTICLE 20 - JOB SECURITY	35
20.01 EQUIPMENT HIRING AND REPLACEMENT	35
20.02 CONTRACTING OUT	35
20.03 TECHNOLOGICAL CHANGE	35
ARTICLE 21 - LEAVE OF ABSENCE	37
21.01 LEAVE OF ABSENCE FOR UNION BUSINESS	37
21.02 BEREAVEMENT LEAVE	37
21.03 MOURNER'S LEAVE	37
21.04 JURY DUTY	38
*21.05 GENERAL LEAVE OF ABSENCE	38
*21.06 MATERNITY AND PARENTAL LEAVE FOR BIRTH OR ADOPTION	39
21.07 LEAVE OF ABSENCE FOR FULL TIME UNION OR PUBLIC DUTIES	39
21.08 SEARCH AND RESCUE AND VOLUNTEER FIREFIGHTER LEAVE	40
ARTICLE 22 - PAYMENT OF WAGES AND ALLOWANCES	40
*22.01 PAY DAYS	40
22.02 JOB CLASSIFICATION PAYMENT (SCHEDULE "A")	40
22.03 EQUIPMENT OPERATORS DURING BREAKDOWN (SCHEDULE "A")	41
22.04 TRANSFER TO LOWER CLASSIFICATION (SCHEDULE "A")	41
22.05 SALARY INCREMENT (SCHEDULES "B" & "C")	42
22.06 PAY WHEN TERMINATING BY RESIGNATION	42
22.07 SHIFT DIFFERENTIAL	42
22.08 SUNDAY PREMIUM	42
*22.09 STANDBY PAY	43
22.10 DIRTY PAY	43
22.11 IMPROVEMENT IN QUALIFICATION	44
ARTICLE 23 - BENEFITS	44
*23.01 GROUP LIFE INSURANCE	44
23.02 OPTIONAL LIFE INSURANCE	45
23.03 PENSION PLAN	46
*23.04 MEDICAL INSURANCE	46
*23.05 DENTAL PLAN	46
23.06 EMPLOYEE AND FAMILY ASSISTANCE PROGRAM	47
*23.07 EXTENDED HEALTH PLAN	47
23.08 BENEFITS ADVISORY COMMITTEE	49

ARTICLE 24 - JOB RECLASSIFICATION AND CLASSIFICATION.....	50
ARTICLE 25 - SEVERANCE PAY	50
ARTICLE 26 - PROTECTIVE CLOTHING AND UNIFORMS	50
26.01 PROTECTIVE CLOTHING.....	50
*26.02 UNIFORMS	51
*26.03 SAFETY BOOT ALLOWANCE	52
ARTICLE 27 - GENERAL CONDITIONS.....	52
27.01 PROPER ACCOMMODATION.....	52
27.02 BULLETIN BOARDS	52
27.03 PICKET LINE AND ESSENTIAL SERVICES	52
27.04 LIABILITY POLICY.....	53
27.05 CONTINUATION OF BENEFITS DURING STRIKE OR LOCKOUT	53
27.06 EMPLOYEES WITH DISABILITIES.....	53
27.07 TOOL INSURANCE.....	54
27.08 SERVICE TIME.....	54
27.09 JOB RELATED LIABILITY PROTECTION.....	54
27.10 COPIES OF AGREEMENT	55
27.11 ACCESS TO PERSONNEL FILES	55
27.12 TIMESHEETS	55
27.13 AQUATIC REPORT CARD PREPARATION TIME	55
ARTICLE 28 - HEALTH AND SAFETY	55
28.01 COMPLIANCE WITH WORKERS' COMPENSATION ACT OF B.C.....	55
28.02 INJURY PAY PROVISIONS	56
28.03 TRANSPORTATION OF EMPLOYEES	56
28.04 RIGHT TO REFUSE HAZARDOUS WORK.....	56
28.05 SAFETY INFORMATION	56
28.06 IMMUNIZATION.....	56
28.07 FIRST AID ATTENDANTS	56
ARTICLE 29 - EMPLOYEE DEVELOPMENT	57
29.01 EMPLOYEE REQUESTED	57
29.02 EMPLOYER REQUESTED	58
29.03 APPRENTICESHIP TRAINING	59
29.04 ON-THE-JOB TRAINING	61
ARTICLE 30 - TERM OF AGREEMENT.....	62
EMPLOYEE TYPES AND ENTITLEMENTS	64
SCHEDULE A.....	66
SCHEDULE B.....	74
SCHEDULE C.....	86
SCHEDULE D.....	97
<u>LETTERS OF UNDERSTANDING</u>	
Extension Of Layoff	103
Fleet Training.....	104

*Flex Time Concept.....	106
*Guard, Watch Clerk And Rcmp Service Representative	
Hours Of Work.....	108
*Article 17 - Holidays.....	110
*Joint Health And Safety Committees	113
*Article 9.07 - Part-Time Employee	117
*Part-Time Transition Provisions.....	121
Schedule D.....	123
*Scheduled Overtime – Utility Operations	126
*Seasonal Positions	128
*Seasonal Transfers Between Arenas & Public Works Positions	130
Transitional Winter Operations Positions.....	132

TABLE OF CONTENTS - ALPHABETICAL ORDER

<u>Provision</u>	<u>Page Number</u>	<u>Article</u>
Access to Personnel Files	55	27.11
Apprenticeship Training	59	29.03
Aquatic Report Card Preparation Time	55	27.13
Arbitration - Amendment of Time Limits	17	11.07
Arbitration - Board Procedures	16	11.03
Arbitration - Composition of Board of Arbitration	15	11.01
Arbitration - Decision of the Board	16	11.04
Arbitration - Disagreement on Decision	16	11.05
Arbitration - Expedited Arbitration	17	11.09
Arbitration - Expenses of the Board	16	11.06
Arbitration - Failure to Appoint	16	11.02
Arbitration - Witnesses	17	11.08
Banked Overtime	23	14.12
Bargaining - Function of Bargaining Committee	4	7.03
Bargaining - Meeting of the Committee	4	7.02
Bargaining - Representative of Union	4	7.05
Bargaining - Time Off for Meetings	4	7.04
Bargaining - Union Bargaining Committee	4	7.01
Benefits Advisory Committee	49	23.08
Bereavement Leave	37	21.02
Break Period	20	13.04
Bulletin Boards	52	27.02
* Call Back Time, Minimum	22	14.04
Compliance with Workers' Compensation Board	55	28.01
* Continuation of Benefits	28	16.03
Continuation of Benefits During Strike or Lockout	53	27.05
Contracting Out	35	20.02
Co-operative Education	12	9.10
Copies of Agreement	55	27.10
* Dental Plan	46	23.05
Dirty Pay	43	22.10
Discharge or Suspension - Information	18	12.03
Discharge or Suspension - Progressive Discipline	18	12.04
Discharge or Suspension - Reinstatement	18	12.02
Discharge or Suspension Procedure	18	12.01

Discrimination	2	3.00
Employee and Family Assistance Program	47	23.06
Employee Development - Employee Requested	57	29.01
Employee Development - Employer Requested	58	29.02
Employee Types and Entitlements	64	Chart
Employees with Disabilities	53	27.06
Employer Shall Acquaint New Employees	3	4.00
Equipment Hiring and Replacement	35	20.01
Equipment Operators During Breakdown	41	22.03
* Extended Health Plan	47	23.07
Extension of Layoff	103	Letter of Understanding
Family Illness	34	19.10
* First Aid Attendants	56	28.07
Fleet Training	104	Letter of Understanding
* Flex Time Concept	106	Letter of Understanding
* General Leave of Absence	38	21.05
* Grievance Procedure	13	10.02
Grievance Procedure - Election of Stewards	12	10.01
Grievance Procedure - Special Grievance	15	10.03
Grievance Procedure - Time Limits	15	10.04
* Group Life Insurance	44	23.01
* Guard, Watch Clerk and Service Representative		Letter of Understanding
Hours of Work	108	Letter of Understanding
* Holidays - Article 17	110	Understanding
Holidays - Eligibility	29	17.02
Holidays - Payment Procedure	29	17.03
* Holidays - Statutory Holidays	29	17.01
Hours of Work - Work Week and Working Hours '(Schedule "A")	19	13.01
Hours of Work - Work Week and Working Hours '(Schedules "B"&"C")	19	13.02
Immunization	56	28.06
Improvement in Qualification	44	22.11
Injury Pay Provisions	56	28.02
Job Classification Payment (Schedule "A")	40	22.02
Job Reclassification and Classification	50	24.00
Job Related Liability Protection	54	27.09
Job Security	35	20.00

Job Sharing	10	9.09
Jury Duty	38	21.04
Labour Management Committee - Structure	5	8.01
Labour Management Committee - Union Meetings	5	8.02
Lack of Work - Minimum Pay	20	13.03
Lay-Off and Rehiring Procedures	26	16.01
Leave of Absence for Full Time Union or Public Duties	39	21.07
Leave Of Absence For Union Business	37	21.01
Liability Policy	53	27.04
Limited Duration Employment	9	9.08
		Letter of
* Maintaining Joint Health and Safety Committees	113	Understanding
* Maternity and Parental Leave for Birth or Adoption	39	21.06
Meal Allowance	22	14.05
Medical Insurance	46	23.04
Mourner's Leave	37	21.03
Notice of Layoff	27	16.02
On-the-Job Training	61	29.04
Optional Life Insurance	45	23.02
Overtime - Sharing	21	14.03
Overtime During Layoffs	23	14.11
Overtime on Days of Rest	22	14.07
Overtime Rates on Weekdays	21	14.01
Part-time Employees	7	9.07
		Letter of
* Part-time Employees (Article 9.07)	117	Understanding
		Letter of
* Part-time Transition Provisions	121	Understanding
Pay Days	40	22.01
Pay When Terminating By Resignation	42	22.06
Pension Plan	46	23.03
Picket Line & Essential Services	52	27.03
* Postings	24	15.01
Preamble	1	1.01
Present Conditions and Benefits	1	1.03
Previous Experience - Layoffs and Rehiring	29	16.06
Previous Experience - Promotions and Staff Vacancies	25	15.04
Probationary Period	25	15.03
* Probationary Employees	6	9.06
Proper Accommodation	52	27.01

Protective Clothing	50	26.01
Rehiring Procedure	28	16.05
Retention of Benefits	28	16.04
Right to Refuse Hazardous Work	56	28.04
Rights of Employer	2	2.02
Safety Boot Allowance	52	26.03
Safety Information	56	28.05
Salary Increment (Schedules "B" & "C")	42	22.05
* Seasonal Positions	128	Letter of Understanding
Seasonal Transfers Between Arenas & Public		Letter of Understanding
* Works Positions	130	Letter of Understanding
Schedule "A"	66	Appendix A
Schedule "B"	74	Appendix B
Schedule "C"	86	Appendix C
Schedule "D"	97	Appendix D
Schedule D	123	Letter of Understanding
* Scheduled Overtime – Utility Operations	126	Letter of Understanding
Search and Rescue and Volunteer Firefighter		
Leave	40	21.08
Selection	24	15.02
Seniority Defined	5	9.01
Seniority During Absence	6	9.04
Seniority During Transfers to Supervisory Positions	6	9.05
Seniority List	5	9.03
Service Time	54	27.08
Severance Pay	50	25.00
Shift Break and Duration	20	13.05
Shift Change - Notice of (Schedules "B" & "C")	21	13.07
Shift Changes	20	13.06
* Shift Differential	42	22.07
Shift Premiums Applicable	23	14.10
* Sick Leave - Amount	32	19.02
Sick Leave - Cash Payment	33	19.08
Sick Leave - Defined	32	19.01
Sick Leave - Notification	32	19.04
Sick Leave - Proof of Illness	32	19.03
Sick Leave - Supplementation of Compensation Award	34	19.09
Sick Leave During Leave of Absence	33	19.05

Sick Leave Records	33	19.07
Sick Leave Reimbursement	35	19.11
Sick Leave Without Pay	33	19.06
Standby Pay	43	22.09
Sunday Premium	42	22.08
Technological Change	35	20.03
Term of Agreement	62	30.00
Termination	5	9.02
Timesheets	55	27.12
Tool Insurance	54	27.07
Transfer to Lower Classification (Schedule "A")	41	22.04
Transitional Winter Operations Positions	132	Letter of Understanding
Transportation of Employees	56	28.03
* Uniforms	51	26.02
Union Dues - Deductions	3	6.01
Union Dues Receipts	4	6.02
Union Membership	3	5.01
Union Notification	26	15.05
Union Recognition	2	2.01
Union Rejection	3	5.02
* Vacations - Definition and Entitlement	30	18.01
Vacations - Pay Adjustment on Termination	31	18.02

THIS AGREEMENT MADE THIS 27th DAY OF SEPTEMBER, 2017

BETWEEN:

THE CITY OF PRINCE GEORGE

(hereinafter called the "Employer")

PARTY OF THE FIRST PART

AND:

**THE CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCALS #399 AND #1048**

(hereinafter called the "Union")

PARTY OF THE SECOND PART

ARTICLE 1 - PREAMBLE

1.01 This Collective Agreement is individually applicable to Locals #399 and #1048. Reference to Schedule "A" pertains to Local #399. Reference to Schedules "B" or "C" pertains to Local #1048.

1.02 Whenever the singular or masculine is used in this Agreement, it shall be considered as if the plural or feminine has been used where the context of the party or Parties hereto so require.

1.03 Present Conditions and Benefits

All rights, benefits, privileges, working conditions and clothing allowances which employees now enjoy, receive or possess as employees of the Employer shall continue to be enjoyed and possessed insofar as they are consistent with this Agreement but may be modified by mutual agreement between the Employer and the Union.

ARTICLE 2 - RECOGNITION AND NEGOTIATIONS

2.01 Union Recognition

The Employer, or anyone authorized to act on its behalf, recognizes the Union as the sole Collective Bargaining Agent for its employees for whom the Union has been certified as Collective Bargaining Agent by the Labour Relations Board of British Columbia, and hereby consents and agrees to negotiate with the Union or anyone authorized to act on behalf of the Union in any or all matters affecting the relationship between the said Employer and its employees, looking towards a peaceful and amicable settlement of any difference which may arise between the Employer and the Union.

2.02 Rights of Employer

- (a) The Union recognizes the right of the Employer to operate and manage the City in accordance with its commitments and responsibilities and to make and alter from time to time rules and regulations to be observed by employees. Such rules and regulations shall not be contrary to any provisions of this Agreement.
- (b) The Employer shall always have the right to hire, assign, discipline and discharge employees for just cause.

***ARTICLE 3 - DISCRIMINATION**

The Employer and the Union agree that neither party will exercise any discrimination or coercion in respect to any employee in the matter of wage rates, training, upgrading, promotion, transfer, layoff, recall, discipline or discharge. The Employer and the Union further agree that neither party will exercise any discrimination or coercion in respect to any employee by reason of race, religion, colour, nationality, ancestry or place of origin, sex, age, sexual orientation, physical or mental disability, or membership in the Union.

The Employer will maintain a policy prohibiting all forms of discrimination or harassment in the workplace under the BC Human Rights Code, Workers Compensation Act, or any other act, code, statute, or legislation that applies.

Any complaint alleging discrimination and/or harassment shall be dealt with at the employee's choice, either in accordance with the process set out in the Employer's policy or through the grievance procedure.

ARTICLE 4 - EMPLOYER SHALL ACQUAINT NEW EMPLOYEES

The Employer agrees to acquaint new employees with the fact that an Agreement between the Parties is in effect including those conditions of employment set out in Articles 5 and 6 dealing with Union Security and Check-off of Union Dues.

New Employees shall be presented with a copy of the Agreement, Application for Union Membership card and Dues Deduction Authorization card by the Employer on commencement of employment.

The Employer shall present each new employee with a letter of introduction, which would include the names of the Union executive and shop stewards and the department in which they work.

A Union representative may participate in the monthly City orientation session in order to acquaint new employees with the policies and procedures of the Union.

ARTICLE 5 - UNION SECURITY

5.01 Union Membership

It is agreed that employees who are presently members of the Union shall remain so as a condition of employment. It is further agreed that persons who are hereafter employed by the City of Prince George shall become members of the Union by the pay period immediately following the completion of thirty (30) days employment and shall remain as members of the Union as a condition of employment.

5.02 Union Rejection

Any employee who applies to join the Union pursuant to the provisions herein and whose application is rejected, or whose membership is terminated by the Union, shall not as a result of such rejection or termination, be subject to discharge from employment.

ARTICLE 6 - CHECK-OFF OF UNION DUES

6.01 Deductions

Deductions of Union dues and initiation fees from each employee covered by this Agreement shall be made from each payroll period and shall be forwarded to the Secretary-Treasurer of the Union not later than the fifteenth (15th) day of the month following, accompanied by a list of names of all employees from whose wages the deductions have been made.

6.02 Dues Receipts

Total annual Union deductions shall be calculated by the Employer and shown on employees' T-4 Slips.

ARTICLE 7 - BARGAINING

7.01 Union Bargaining Committee

A Union Bargaining Committee shall be elected or appointed and consist of six (6) employees who are members of the Union, three (3) from Local 399 and three (3) from Local 1048. The Union will advise the Employer of the Union members to the Committee.

7.02 Meeting of the Committee

In the event of either party wishing to call a meeting of the Committee, the meeting shall be held at a time and place to be arranged by mutual agreement, however, such arrangements regarding the meeting shall be made not later than six (6) calendar days after the written request has been given.

7.03 Function of Bargaining Committee

All matters of mutual concern pertaining to Collective Bargaining shall be referred to the Bargaining Committee for discussion and possible settlement.

7.04 Time Off for Meetings

Any representative of the Union on this Committee who is in the employ of the Employer shall have the privilege to attend meetings of the Committee held within working hours without loss of remuneration.

7.05 Representative of Union

The Union shall have the right at any time to have the assistance of a representative of the Canadian Union of Public Employees when dealing or negotiating with the Employer.

ARTICLE 8 - LABOUR MANAGEMENT COMMITTEE

8.01 Committee Structure

The Labour Management Committee shall consist of two (2) representatives of Local #399, two (2) representatives of Local #1048 and up to four (4) representatives of the Employer. The Committee shall meet once every other month. The Committee shall have the power to recommend its decisions to the respective principals but does not have the power to bind.

At the request of either party, a special meeting shall be called to discuss a specific topic. Additional participants may be invited to attend these special meetings.

8.02 Union Meetings

The Union is permitted the use of the 18th Avenue Works Yard and City Hall Annex lunchrooms to hold meetings of the Locals.

ARTICLE 9 - SENIORITY

9.01 Seniority Defined

Seniority is defined as the length of service with the Employer and shall be used in determining priority for promotions, transfers and demotions. Seniority within the Bargaining Unit shall be used to determine layoffs and recall.

9.02 Termination

All employees voluntarily leaving employment shall terminate all seniority rights contained in this Agreement.

Written resignations shall be considered final. Verbal resignations, if not withdrawn within three (3) days, shall be considered final.

9.03 Seniority List

The Union Executive members and shop stewards will have access to a complete, up-to-date computerized seniority list for the purpose of printing and posting on bulletin boards. Any errors or omissions shall be corrected within fourteen (14) days of notifying the Human Resources Department. Such seniority list shall show the date upon which each employee's service commenced.

9.04 Seniority During Absence

Except as provided in subsections (a) to (f), if an employee is absent from work because of sickness, accident, layoff or leave of absence approved by the Employer, he shall not lose seniority rights.

An employee shall lose his seniority in the event:

- (a) he is discharged for just cause;
- (b) he resigns or otherwise voluntarily leaves his employment;
- (c) he is absent from work in excess of three (3) working days without notifying the Employer, unless such notice was not reasonably possible;
- (d) after a layoff he fails to return to work or to make satisfactory arrangements to do so within ten (10) calendar days of notice by registered mail being sent to his last known address;
- (e) he is laid off for a period exceeding twelve (12) months;
- (f) except in the case of illness or accident, he has not worked a shift for a period exceeding twelve (12) months.

When an employee loses his seniority, his right to continued employment and/or to re-employment shall cease. In the event of re-employment, such person shall start as a new employee and his right to seniority and other benefits based upon his length of service with the Employer shall be calculated from his date of re-employment.

9.05 Seniority During Transfers to Supervisory Positions

Employees transferred to a supervisory position or any other position not covered by this Agreement shall retain their seniority in the bargaining unit from which they were transferred, for a period of six (6) months.

9.06 Probationary Employees

- (a) (i) All new employee shall be hired on probation. The probationary period will be six (6) calendar months. During the probationary period, employees shall be entitled to all rights and privileges of the Agreement.
- (ii) In the event a probationer takes a leave for a period of between two (2) weeks and two (2) months, the probationary period will be extended by the length of the leave.
- (iii) In the event a probationer takes a leave of greater than two (2) months within the first four months of the probation, the probationer shall restart the probationary period upon return to active employment.

- (b) Employees on probation who are selected for another vacancy during their probationary period shall commence a new period of probation under this Article.
- (c) Employees who terminate employment for any reason shall be required to serve a new probationary period should they be rehired.
- (d) The probationary period shall be for the purpose of determining a person's suitability for permanent employment in that position which he is placed in a probationary capacity. At any time during that period, the employment of a probationary employee may be terminated if it can be satisfactorily shown that the employee is unsuitable for permanent employment.
- (e) By mutual agreement the employer may extend the probationary period. Such agreement shall not be unreasonably withheld.
- (f) A probationary employee's suitability for regular employment will be decided on the basis of factors such as:
 - (i) quality of work;
 - (ii) conduct;
 - (iii) capacity to work harmoniously with others;
 - (iv) ability to meet production standards set by the Employer.
- (g) Upon completion of the probationary period seniority shall be effective from the original date of employment and employee status shall be regarded as permanent.

* 9.07 Part-time Employees

**** NOTE: ARTICLE 9.07 HAS BEEN REPLACED BY A LETTER OF UNDERSTANDING FOR THE DURATION OF THE COLLECTIVE AGREEMENT TERM. PLEASE SEE LETTER OF UNDERSTANDING PART-TIME EMPLOYEES ON PAGE 117.**

~~_____ (a) Definition~~

- ~~_____ (i) Part time employees shall be defined as any employee not working a regular 40 or 37 1/2 hours work week and shall be paid in accordance with the rate applicable in the Schedule under which the employee is working.~~
- ~~_____ (ii) Part time positions shall be posted except as amended by Article 15.01.~~

~~(b) Regular Part-time~~

~~(i) A regular part-time employee shall be defined as an employee who works (or is expected to work) 880 hours or more in a twelve (12) month period.~~

~~(ii) Upon completion of his or her probationary period, a regular part-time employee's seniority shall be effective from the first day of the above noted twelve (12) month period.~~

~~(iii) Regular part-time employees who work less than 880 hours in a twelve (12) month period, for a period of time exceeding four (4) weeks, shall become irregular part-time employees.~~

~~(iv) At the time of his or her appointment to a regular part-time position, an employee may choose to receive benefits under the Collective Agreement including vacations, all paid leaves of absence and the benefit plans included in Article 23. Sick leave, vacation leave, weekly indemnity, statutory holidays and paid leaves of absence shall be earned on a prorated basis.~~

~~The employee's use of vacation and sick leave is based on the average hours he or she has worked in the previous six (6) months.~~

~~(v) Regular part-time employees who do not choose to receive the benefits identified in part (iv) will receive 12% of gross pay in lieu of those benefits.~~

~~(vi) Pension entitlements will be prorated on the basis of hours paid (excluding overtime).~~

~~(c) Irregular part-time employees working on an as required basis shall be entitled to 12% of gross pay in lieu of all benefits including vacations and statutory holidays. These employees shall not accrue seniority. However, the Union executive members and shop stewards shall have access to a list of such employees that provides the hours, departments, and classifications worked.~~

~~(d) Minimum Hours of Work:~~

~~Employees shall be scheduled for a minimum of four (4) hours except for irregular part-time employees who~~

~~(i) are students reporting for work on a school day, or~~

~~(ii) provide training or instruction in a recreational activity.~~

* 9.08 Limited Duration Employment

Limited duration employees shall be defined as employees working under the following conditions:

- (a) For work of a specific and limited duration for a period of up to six (6) months with advance notification to the Union President. Vacancies that are for three (3) months or more shall be posted. Vacancies that are for less than three (3) months may be filled without posting. New employees hired for a limited duration position who complete their probationary period shall become permanent. Upon completion of his or her probationary period, a limited duration employee's seniority shall be effective from the first day of employment in accordance with Article 9.06 (g). Limited duration employees hired for casual positions will not accrue seniority.
- (b) For the replacement of an employee who is absent because of vacation, sick leave, maternity leave or other leaves of absence. Vacancies that are for less than three (3) months may be filled without posting providing:
 - (i) A qualified employee within the Bargaining Unit Local will be given the opportunity to replace the absent employee where transferring the employee does not unduly affect operational requirements. Such employee shall return to their former position at the conclusion of their temporary assignment and shall continue to accumulate seniority.
 - (ii) Where two (2) or more employees are qualified, then the senior employee will be appointed.
 - (iii) Vacancies created by appointment of existing employees will be filled either internally or externally at the Employer's option.
- (c) Except as modified by this Article, limited duration employees will be entitled to the same provisions of the Agreement that they would have had, had they been regular employees. Limited duration employees may be required to complete the temporary assignment for which they were hired prior to filling another job for which they were selected where they were successful in bidding on a vacancy.
- (d) Employees hired for limited duration employment will accumulate seniority in accordance with Article 9.06. Employees hired for limited duration casual positions will not accrue seniority.

- (e) Existing employees selected or appointed to limited duration positions will return to their original position at the end of their limited duration appointment. New employees hired for limited duration appointments will have their employment terminated at the end of their limited duration appointment with the exception of those who become permanent under the provisions of 9.08 (a) or those who are successful in bidding on another vacancy during their limited duration term.
- (f) Except in the case of a regular full or regular part-time employee who fills a limited duration position, employees who fill limited duration positions shall receive twelve (12%) percent of gross pay in lieu of all benefits including vacation and statutory holidays.

9.09 Job Sharing

The Employer and the Union agree that where a Regular Full-time employee wishes to share his/her full-time position, that such job sharing agreement be mutually agreed upon using the following principles PROVIDED HOWEVER, that it is not construed as altering the existing rights and/or obligations of either party under the collective agreement, except as specifically provided herein. Each job share arrangement shall be reviewed on a case by case basis.

(a) General

Where a Regular Full-Time employee occupying a Regular Full-Time position wishes to share his/her position with another employee and has received formal approval from the Department Director or designate and the Union, the employee shall be entitled to do so. Employee participation in job sharing arrangements is voluntary.

(b) Definitions

The incumbent of the full-time position that is shared shall be called the Sharer. The employee who shares the position held by the incumbent shall be called the Sharee.

(c) Procedure

- (i) A Regular Full-Time Employee shall apply in writing to his/her Department Director or designate indicating the reason for the request and including the hours and days of the week the employee wishes to share. A copy of this request shall be forwarded to the Director of Human Resources and the Union. The Sharee will be selected in accordance with Article 15 of the Collective Agreement.

- (ii) Where an employee's request is approved and results in an acceptable job sharing arrangement, the Director of Human Resources or designate shall provide each affected employee with a letter covering the terms and conditions of the Job Sharing arrangement and signed by the Employer and Union.
- (iii) Under normal circumstances, the regular daily and weekly hours of the position shall remain unchanged as a result of the Job Sharing arrangement unless otherwise varied by the terms and conditions as provided in paragraph (i) above. The workload of the Sharer's position will not be increased nor will the Sharee's position be reduced as a result of the job sharing arrangement.
- (iv) Where an employee's request is denied, he or she may request a meeting with the Union, the Department Director and Director of Human Resources or their designates to discuss the matter.

(d) Duration

- (i) A job sharing arrangement will be for a period of twelve (12) months. After nine (9) months, the arrangement will be reviewed. If the employees involved, the Department Head or designate and Union approve, the arrangement will be renewed. Otherwise, it will be cancelled.
- (ii) Subject to operational requirements, for the first twelve (12) months of a job sharing arrangement, the Sharee may be granted a leave of absence and have the right to return to his or her own job if the job sharing arrangement ends or the Sharer opts out of it.
- (iii) Job sharing arrangements will be reviewed in the ninth (9th) month of each successive twelve (12) month term. If the employees involved, the Department Head or designate and the Union approve, it shall be renewed. Otherwise it will be cancelled at the end of the twelve (12) month term.
- (iv) Sharees or Sharers may opt out of a job sharing arrangement at any time during the twelve (12) month term upon ninety (90) days written notice to their supervisor of their intention to do so.

If the Sharee leaves the position, it reverts to a full-time position held by the Sharer. The Sharer may request a new job sharing arrangement if he or she wishes.

If the Sharer leaves the position it reverts to full-time and is posted.

(e) Benefits

While participating in a job sharing arrangement, depending upon the number of hours they work per twelve (12) month period, the Sharer and Sharee will receive benefits or a percentage in lieu of benefits in accordance with Article 9.07 (b) or 9.07 (c).

* 9.10 Co-operative Education

The Parties recognize the advantages of assisting co-operative education students to obtain practical work experience and agree that they may be employed under the following conditions:

- (a) Only individuals enrolled in recognized co-operative education programs may apply for co-operative education positions.
- (b) A maximum of five (5) co-operative education students may be employed by the City concurrently.
- (c) Co-operative education students may be employed to perform bargaining unit work and will be paid in accordance with the Collective Agreement.
- (d) Co-operative education students will be defined as irregular part-time employees. In accordance with Article 9.07 (c) of the Collective Agreement, they will receive a percentage in lieu of benefits and will not accumulate seniority.
- (e) No regular employees will be laid off as a result of co-operative education students being employed and all employees who are qualified to perform the jobs performed by the students, will be recalled before co-operative education students are hired.
- (f) Co-operative education positions may be filled for periods of up to four (4) months, without internal posting.

ARTICLE 10 - GRIEVANCE PROCEDURE

10.01 (a) Election of Stewards

The Employer acknowledges the right of the Union to appoint or elect Stewards whose duty shall be to assist any employee which the Steward represents, in preparing and presenting his grievance in accordance with the Grievance Procedure.

(b) Steward Recognition

The Union shall notify the Employer in writing of the names of the Chief Steward and each Steward and the department(s) he represents before the Employer shall be required to recognize them. The Stewards so elected or appointed shall be recognized so long as they remain employees or until their successors are chosen.

(c) Permission to Leave Work

The Employer agrees that Stewards shall not be hindered, coerced, restrained or interfered with in any way in the performance of their duties while investigating disputes and presenting adjustments as provided in this Article. The Union understands and agrees that each Steward is employed to perform full time work for the Employer and that he will not leave his work during working hours except to perform his duties under this Agreement. Therefore, no Steward shall leave his work without obtaining the permission of his supervisor and such permission shall not be unreasonably withheld. The Union agrees to keep such time away from work to a minimum.

(d) Time Off Due to Grievance

Representatives of the Union, in the employ of the Employer, and the grievor shall not suffer any loss of pay or benefits for the time involved in grievance and arbitration procedures during scheduled working hours.

(e) Joint Assistance

At any stage of the Grievance Procedure or arbitration, the Parties may have the assistance of the employee(s) concerned as witnesses and any other witnesses, or representatives of the Canadian Union of Public Employees, and all reasonable arrangements will be made to permit the conferring Parties to have access to any part of the Employer's premises to view any working conditions which may be relevant to the settlement of the grievance.

10.02 Grievance Procedure

A grievance is defined as any complaint or difference between the Parties arising from the interpretation, application, administration or alleged contravention of the Collective Agreement.

Step 1

The employee will bring the issue forward to his or her exempt supervisor within seven (7) working days of first becoming aware of the complaint or difference. The employee may be assisted by a Union representative. An informal discussion will take place and the exempt supervisor will provide a response within five (5) working days of the discussion.

Step 2

Grievances not resolved at Step 1 may be referred to the Central Grievance Committee. The Central Grievance Committee will be comprised of up to four (4) representatives of the Employer and two (2) representatives of each CUPE Local.

Each Party (Employer, CUPE 399, CUPE 1048) will choose a Central Grievance Committee Chairperson.

The Central Grievance Committee will meet once each month at a predetermined time.

Any Party wishing to advance a grievance to Step 2 will refer the issue in writing to the other Parties within seven (7) working days of receiving a Step 1 response. The written referral will contain enough detail so that the other Parties will know what issues(s) are involved in the complaint and what the referring Party seeks as redress. The referring Party will also state with whom and when the Step 1 meeting occurred.

The Central Grievance Committee will discuss all the grievances which were referred to it prior to the day of the meeting and attempt to resolve them. A written response to the grievances will be provided to the other Parties within ten (10) working days of the meeting.

If required, in addition to the regularly scheduled meetings, special meetings of all or part of the Central Grievance Committee may be held to follow up on outstanding issues.

Step 3

Grievances not resolved at Step 2 may be referred to the City Manager.

Any Party wishing to advance a grievance to Step 3 will refer the issue in writing within five (5) working days of receiving a Step 2 response.

A meeting with the City Manager will occur within five (5) working days of the referral and a written response to the grievance will be provided within five (5) working days of the conclusion of Step 3.

Step 4

A grievance not settled at Step 3 may be referred to Arbitration within five (5) working days of receipt of the City Manager's decision. Such referral will be in writing and will be directed to the City Manager or his/her designate.

10.03 Special Grievance

- (a) Safety Issues - An employee or group of employees who believe they are being required to work under conditions which are unsafe or unhealthy shall have the right to file a grievance at step 2 of the grievance procedure.
- (b) Selection - The processing of a grievance dealing with selection will begin with step 2.
- (c) Discipline - The processing of a grievance dealing with suspension, demotion or termination will begin with step 3.
- (d) Policy - Where a dispute involving a question of general application or interpretation occurs or where a group of employees or the Union has a policy grievance which affects more than one department, step 1 and 2 of the grievance procedure may be bypassed.
- (e) Sexual Harassment - The Employer agrees that an employee has the right to work without sexual harassment. A claim of sexual harassment by an employee shall be considered as a grievance and shall be filed at Step 3 of the grievance procedure.

Grievances begun at step 2 or 3 shall be initiated within seven (7) working days of the employee(s) first becoming aware of the issue(s) being grieved.

10.04 Time Limits

All time limits may be extended by mutual agreement of the Employer and the Union.

ARTICLE 11 - ARBITRATION

11.01 Composition of Board of Arbitration

When either party requests that a grievance be submitted to arbitration, the request shall be made in writing to the other party of the Agreement, and shall indicate whether a single arbitrator or a three (3) person arbitration board is preferred.

The request shall also include: the party's suggestions for a single arbitrator; or, alternatively, the name and address of the party's nominee to a three (3) person arbitration board. Within five (5) days thereafter, the other party shall respond in writing. In the case of a three (3) person arbitration board, the other party shall indicate the name and address of its nominee to the board. The two (2) nominees shall then select a chair.

11.02 Failure to Appoint

If the recipient of the notice fails to appoint an arbitrator or if the two (2) appointees fail to agree upon a Chair within seven (7) days of their appointment, the appointment shall then be made by the Minister of Labour upon the request of either party.

11.03 Board Procedures

The Board may determine its own procedure but shall give full opportunity to all Parties to present evidence and make representations to it. It shall hear and determine the question or difference submitted to it and render a written decision.

11.04 Decision of the Board

The decision of the majority shall be the decision of the Board. The decision of the Board of Arbitration shall be final and binding and enforceable on all Parties but in no event shall the Board of Arbitration have the power to change this Agreement or to alter, modify or amend any of its provisions. However, the Board shall have the power to dispose of any discharge or a discipline grievance by any arrangement which in its opinion it deems just and equitable.

11.05 Disagreement on Decision

Should the Parties disagree as to the meaning of the decision, either party may apply to the Chairman of the Board of Arbitration to reconvene the Board to clarify the decision, which it shall do within seven (7) days of receipt of the application.

11.06 Expenses of the Board

Each party shall pay:

- (a) The fees and expenses of the arbitrator it appoints;
- (b) One-half (1/2) the fees and expenses of the Chairman.

11.07 Amendment of Time Limits

The time limits fixed in the arbitration procedure may be extended by consent of the Parties to this Agreement.

11.08 Witnesses

At any stage of the grievance or arbitration procedure, the Parties may have the assistance of the employee(s) concerned as witnesses and any other material witnesses and all reasonable arrangements will be made to permit the conferring 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.

11.09 Expedited Arbitration

- (a) In order to facilitate the timely resolution of grievances, the Parties by mutual agreement may agree to an expedited arbitration hearing. All grievances may be considered suitable, with the following exceptions: grievances where a preliminary objection will be tendered; grievances requiring more than one (1) witness for each party; or hearings where either party uses a lawyer as counsel.
- (b) The Parties shall mutually agree upon single arbitrators who shall be appointed to hear and resolve matters. The arbitrator shall agree, in advance of his or her selection, to provide a decision within five (5) working days of the hearing.
- (c)
 - (i) Written decisions shall be limited to five (5) pages.
 - (ii) The decision of the Arbitrator shall be final and binding on both Parties.
 - (iii) Decisions shall not be precedent setting.
 - (iv) Decisions may be appealed in accordance with Section 99 of the Labour Relations Code or the pertinent section of any legislation that supersedes or amends the Code.
- (d) A grievance may be removed from the expedited arbitration process and forwarded to regular arbitration provided notice is given to the affected party at least one (1) week prior to the scheduled hearing.
- (e) All costs of an expedited arbitration shall be split equally by each party, except for cancellation fees arising from a decision by one party to proceed to regular arbitration. In that case, the party who refers the grievance to regular arbitration shall bear the full cost of cancellation fees.

ARTICLE 12 - DISCHARGE OR SUSPENSION

12.01 Discharge or Suspension Procedure

A regular employee may be suspended or discharged only for just cause. An employee, on completion of the probationary period, may be dismissed for just cause upon the authority of the City Manager or designate. The procedure for initiating discharge or suspension shall be as follows:

- (a) Depending on the nature of the incident, the employee to be suspended or discharged may be relieved of duties with pay pending investigation into the incident leading to the disciplinary review.
- (b) The employee shall be advised in writing of the disciplinary action to be taken. Unless the offence is of an extremely serious nature, suspensions shall not be served until Step 3 of the grievance, if any, is concluded. Discharge decisions shall be effective from the date that written notice is provided.

All letters of reprimand or discharge will be signed by management personnel.

12.02 Reinstatement

Should it be found upon investigation that an employee has been unjustly suspended or discharged, such employee shall be immediately reinstated in his former position without loss of seniority and shall be compensated for all time lost in an amount equal to his normal straight time earnings during the pay period preceding such discharge or suspension or by any other arrangement as to compensation which is just and equitable in the opinion of the Parties or in the opinion of the Board of Arbitration if the matter is referred to such a Board.

12.03 Information

The Employer agrees to give written particulars of any warning, censure, suspension, dismissal or other disciplinary matters to the Union.

12.04 Progressive Discipline

Documented verbal reprimands shall be deemed void, for the purpose of supporting discipline, after an employee has maintained a clear record with no infractions for twelve (12) months of active employment.

Written reprimands shall be deemed void, for the purpose of supporting future discipline, after an employee has maintained a clear record with no infractions for eighteen (18) months of active employment.

Suspensions shall be deemed void, for the purpose of supporting future discipline, after an employee has maintained a clear record with no infractions for thirty (30) months of active employment.

The disciplinary record of an employee or former employee shall not be shared in any manner with any other employer or agency, without the prior written consent of the employee concerned, unless the release of information is required by statute, regulation, or Court or Board Order.

ARTICLE 13 - HOURS OF WORK

13.01 Work Week and Working Hours (Schedule "A")

Except as modified by Schedule "D", the normal work week shall be from Monday to Saturday inclusive and shall constitute forty (40) hours in five (5) consecutive days.

- (a) The normal working hours in a work week shall be nine (9) consecutive hours between the hours of 7:00 a.m. and 6:00 p.m. with one (1) hour off for lunch. The lunch break may be decreased to one-half (1/2) hour upon agreement of both Parties. There shall be no change to the agreed lunch break schedule without prior consultation of both Parties. The hours of commencement of work shifts and lunch breaks shall be determined by the Operations Manager and continue for five (5) days.
- (b) By mutual agreement between the employee and the supervisor, start times to 5:00 a.m. may be scheduled for special maintenance and construction projects. Such agreement shall not be unreasonably withheld.
- (c) Other arrangements may be made upon mutual agreement between the Union and the Employer.

13.02 Work Week and Working Hours (Schedules "B" & "C")

- (a) Except as provided in Schedule "D" attached hereto, the regular hours of work for employees working a thirty-seven and one-half (37-1/2) hour work week shall be 8:30 a.m. to 5:00 p.m. including one (1) hour off for lunch, Monday to Friday inclusive and for employees working a forty (40) hour work week shall be 8:00 a.m. to 5:00 p.m. including one (1) hour off for lunch. The lunch break may be reduced to one-half (1/2) hour upon agreement of both Parties.
- (b) Other arrangements may be made upon mutual agreement between the Union and the Employer.

- (c) The Employer agrees, in consultation with the Union, to post in appropriate places the working schedule of each department.

13.03 Lack of Work - Minimum Pay

In the event of a full-time employee starting work in any day and being sent home he shall be paid for a minimum of five (5) hours. In the event that a full-time employee reports for work but is sent home before commencing work, he shall be paid for three (3) hours at regular rates.

13.04 Break Period

All employees shall be permitted a ten (10) minute rest period both in the first half and the second half of a shift that is at least six (6) hours long.

Employees who work twelve (12) hour shifts shall be permitted a ten (10) minute rest period every four (4) hours.

13.05 Shift Break and Duration

There shall be a full nine (9) hours break between shifts when shift periods are changed. In the event an employee is assigned a shift change without the required nine (9) hour break between the regular working hours of the shifts, he shall be paid at the rate of two (2) times his regular rate of pay for the entire shift worked after the deficient break.

13.06 Shift Changes

When an employee changes shifts within Schedule "A", that employee shall suffer no loss of wages. When an employee changes shifts within or between Schedules "B" and "C", that employee shall suffer no loss of wages.

Therefore, if a shift is changed which results in the employee working only nine (9) days in a pay period, the employee will be paid a regular ten (10) day payment sum.

However, if the employee's shift is again altered within a nine (9) month period which necessitates the employee working eleven (11) days in a two (2) week pay period, the Employer shall not be required to pay for the additional day worked. The employee will be paid a regular ten (10) day payment sum.

Upon request, the employee shall be given a copy of their time sheet when their shift is changed. An employee bumping into a position with a different shift shall be paid for the days worked at regular pay.

13.07 Notice of Shift Change (Schedules "B" & "C")

Twenty-four (24) hours' notice should be given before change in scheduled shift.

*** ARTICLE 14 - OVERTIME**

Provisions 14.01 to 14.04 apply to full-time employees only.

*** 14.01 Overtime Rates on Regular Work Days**

All time worked beyond the regular workday or beyond the regular work week shall be deemed to be overtime until a break of seven (7) hours occurs. Overtime at one and one-half (1½) time will be paid for the first two (2) hours immediately following the termination of the regular work day. Double time (2T) shall be paid for any time worked after the first two (2) hours following termination of the regular work day. Providing the employee has been advised overtime work is required prior to the end of his regular work day, the return to work immediately after a granted meal break does not constitute a call out and the meal break shall not be considered as working time.

*** 14.02 Overtime on Days of Rest**

All scheduled time worked on an employee's day of rest shall be paid at double the standard rate of pay for every hour worked. Employees will be paid a minimum (2) hours at the overtime rate for work performed. Unscheduled overtime on a rest day is considered a call out and the provisions of Article 14.04 apply.

14.03 Sharing of Overtime

Overtime opportunities will be distributed as equally as practicable among employees in the same department or division, job classification and shift. It is understood that nothing in this clause shall require payment for overtime hours not worked. Management shall make monthly checks to see that overtime opportunity is being distributed and, on a quarterly basis, shall provide the Union with a list of employees and overtime worked.

* 14.04 Callout Overtime

Every employee who is called out and required to work outside his regular working hours shall be paid for a minimum of two (2) hours at double his regular hourly rate of pay. If the call out is immediately preceding the commencement of the regular working day, the employee shall be paid double time (2T) only for the time worked prior to the commencement of his regular work day. Call out shall not be considered as a shift.

All call out starts fifteen (15) minutes prior to the employee arriving at work. Minimum time actually worked during call out then becomes one and three-quarters ($1\frac{3}{4}$) hours.

Call out overtime prevails when an employee reports for and works overtime during a period of time not immediately following completion of his regular working hours.

Provisions 14.05 to 14.09 apply to part-time employees (regular part-time & casual)

* 14.05 Daily Overtime

Time worked in excess of the daily hours associated with the position in which the part-time employee is working will be compensated in accordance with Article 14.01 or a Letter of Understanding governing hours of work for the position, whichever is applicable.

* 14.06 Weekly Overtime

The work week, for the purposes of establishing overtime for employees employed on a part-time basis, shall be Saturday to Friday. Employees will be paid at the rate of one and one-half ($1\frac{1}{2}$) times the regular rate for all time worked in excess of forty (40) hours in a week. Daily overtime hours are not included in the calculation of weekly hours for the purposes of establishing weekly overtime.

* 14.07 Overtime on Rest Day

Part-time employees shall have a period of thirty two (32) consecutive hours free from work each week. If an employee is called into work during the period they otherwise would have off for this rest period, they shall receive two (2) times the regular rate for the hours worked during the rest period.

* 14.08 Overtime While Working in Full-time Capacity

Employees who work full-time hours for a complete shift cycle in a single position will be paid overtime rates in accordance with the provisions that apply to full-time employees employed in the position. A shift cycle is the full number of regular working days prior to scheduled days off for a position. This section applies to part-time employees who are: backfilling for a full-time employee; filling a full-time vacancy on a temporary basis; job share partners working complete shift cycles; or, otherwise temporarily scheduled on a full-time basis to fill a single position.

14.09 Meal Allowance

An employee required to work four (4) or more consecutive hours overtime, after a regular shift, or four (4) or more consecutive hours on call out shall be provided with a meal allowance of ten (10) dollars by the Employer. However, meal breaks will not be calculated as overtime.

14.10 Shift Premiums Applicable

Shift premiums will apply to overtime hours worked in conjunction with a shift qualifying for shift premiums, but such premiums shall not be computed in the overtime rates. Shift premiums do not apply to call outs.

14.11 Overtime During Layoffs

There shall be no extended amount of scheduled overtime worked in any operation while there are employees on layoff in the same or similar type of operations and who are qualified to perform the available work.

14.12 Banked Overtime

- (a) For overtime worked, the employee may be paid in cash or may choose to bank the time at the appropriate overtime rate, and the time sheet must indicate the choice.
- (b) Notwithstanding section (a), employees will not be permitted to bank overtime hours for work performed that is funded by the Provincial Emergency Program or equivalent government funding program.
- (c) Payroll will review employees' banked overtime as of the last day of the pay period in which October 31st falls. Employees' banked overtime in excess of ten (10) working days shall be paid out on the following paycheck.
- (d) Time off shall be taken at a time mutually agreeable to the employee and Employer, and time may be taken in days or part-days.

- (e) Upon fourteen (14) days written notice, an employee with banked overtime may request pay-out of the total amount or any portion of it.
- (f) For payout or retention of banked overtime upon layoff, see Article 16.04(b).

ARTICLE 15 - PROMOTIONS AND STAFF VACANCIES

*** 15.01 Postings**

- (a) Except as otherwise provided in this agreement, when a new position is created in accordance with Article 24 or a vacancy occurs in an established position, within the scope of the Bargaining Unit, the employer shall notify the Union in writing and post notice on all bulletin boards for a minimum of seven (7) working days prior to the closing of the competition. Applications to posted positions shall be in writing.
- (b) Job postings shall contain the following information: nature of position, required knowledge and education, ability and skills, shift and salary rate or range.
- (c) Where practical, when the employer wishes to fill vacancies arising from normal retirement, vacancy notices shall be posted sixty (60) days prior to the employee's retirement date.
- (d) All vacancies of greater than three (3) months duration will be posted.

15.02 Selection

- (a) In all cases of promotion (except promotions to positions excluded from the Bargaining Unit) or in filling vacancies, lateral transfers or new positions created, the following factors will be considered:
 - (i) length of continuous service; and
 - (ii) qualification and ability to perform the work.

When the factors of qualifications and ability to perform the work are relatively equal, length of continuous service shall govern.

- (b) If there are no internal applicants who qualify for selection, the Employer may, at its option, without re-posting, choose to select an applicant with less than the required qualification provided that, where two (2) or more applicants are relatively equal in qualifications, preference shall be given to the senior.

- (c) If there are no internal applicants who qualify for selection, the Employer may, at its option, fill the vacancy by hiring outside the bargaining unit. Such outside hire will not have less qualifications than was required of internal applicants.
- (d) The employer will make every reasonable effort to finalize all selections within ten (10) working days of posting closure.
- (e) The successful and all internal applicants shall be advised of the appointment concurrently.
- (f) A successful applicant for any job posting may be held in his present job up to thirty (30) working days from date of selection. Upon assumption of the new job or after fifteen (15) working days from the date of selection, whichever shall first occur, the employee will receive the appropriate salary adjustment for his new job. The above time limits may be extended by mutual agreement.
- (g) An employee selected to a position shall not be eligible to apply for another position within the same job classification for a one (1) year period. Employees accepted into positions in the same classification will not be subject to the probation period.

* 15.03 Probationary Period

The successful applicant shall be placed on probation for a period of up to three (3) calendar months or, in the case of part-time employees, (6) calendar months. Conditional on satisfactory service, such trial promotion shall become permanent at the Employer's discretion, so long as the probationary period does not extend beyond three (3) calendar months or, in the case of part-time employees six (6) calendar months. If, for any reason, during the probationary period the employee does not remain in the new position, the employee shall revert to his original position without loss of seniority. The probationary period may be extended by mutual agreement.

15.04 Previous Experience

In confirming appointments or promotions to permanent positions, or in engaging limited duration or probationary employees, consideration shall be given to previous experience in the same or similar work in establishing the rate of pay of the employee within the salary range for the particular position concerned.

15.05 Union Notification

- (a) The Employer will provide to the Union President:
 - (i) A copy of each current job posting as the notices are posted;
 - (ii) A letter which advises the final disposition of that posting, including names of unsuccessful applicants;
 - (iii) If a posting is cancelled, written notification including reasons shall be forwarded to the Union President and Chief Shop Steward.
- (b) The Union will be notified within seven (7) working days of all appointments, hirings, layoffs, rehiring and terminations of employment and the effective date.

ARTICLE 16 - LAYOFFS AND REHIRINGS

16.01 Layoff and Rehiring Procedures

(a) Role of Seniority in Layoffs

Both Parties recognize that job security shall increase in proportion to the length of service. Therefore, in the event of layoff, employees shall be laid off in reverse order of bargaining-unit-wide seniority, subject to qualification and ability of the employee and the nature of the work available. An employee about to be laid off may bump a junior employee at an equal or lesser classification or rate of pay with less seniority, providing the employee exercising the right has the qualification and ability to perform the work of the employee with less seniority. The employee bumped will be the one with the least seniority within the classification. Bumping upward is not permitted. When conditions permit, an employee who has exercised bumping rights shall be entitled to return to his original position.

(b) Recall Procedure

Employees shall be recalled to positions which they are capable of performing in the order of bargaining-unit-wide seniority.

(c) No New Employees

No new employees shall be hired to fill any vacancy or occupy a new position until laid off employees within the bargaining unit have been given an opportunity of recall in accordance with the provisions of Article 16.05.

16.02 Notice of Layoff

- (a) Where the period of layoff will be less than thirteen (13) weeks, unless any legislation is more favourable to the employees, the Employer shall provide written notification to full-time employees who are to be laid off, ten (10) working days prior to the effective date of the layoff if employed by the month, or five (5) working days if employed by the hour.

Where the period of layoff will exceed thirteen (13) weeks, the Employer shall not lay off an employee without giving the employee in writing at least two (2) weeks' notice where the employee has completed a period of employment of at least six (6) consecutive months, and after completion of a period of employment of three (3) consecutive years, one (1) additional weeks' notice, and for each subsequent completed year of employment, an additional weeks' notice, up to a maximum of eight (8) weeks' notice.

An employee who is recalled for short term employment of up to three (3) months shall receive five (5) days' notice of layoff.

Notwithstanding the above, notice shall not be required in the following circumstances:

- (i) the employee is discharged for just cause;
 - (ii) the employee is offered alternative employment with the City and has refused such employment.
- (b) The period of notice shall not coincide with the employee's annual vacation.
- (c) When the Employer lays off an employee he may, instead of notice required to be given under 16.02(a), pay the employee severance pay equal to the period of notice required. Payment under this clause does not relieve the Employer from making any other payment to which the employee is entitled under the Employment Standards Act or the Collective Agreement.
- (d) When a layoff exceeds twelve (12) months, the employee is deemed to be terminated.
- (e) The employee shall notify the Employer ten (10) working days before terminating employment if employed by the month or five (5) working days if employed by the hour.
- (f) If more than three (3) days sick leave is requested during notice of layoff period, a Doctor's Certificate may be required.

- (g) The Employer may consider a request for voluntary layoff during times of staff reduction, provided it will not adversely affect the work schedule.

16.03 Continuation of Benefits

- (a) The Employer agrees to pay its share of the monthly premiums for up to three (3) months to the Medical Plan, Extended Health Plan and Dental Plan, for employees with one (1) or more years of service being laid off. Employees are responsible for their share of the premiums.
- (b) In the event of a layoff of longer than three (3) months, employees so affected will be given the right to continue their medical, extended health and dental plan coverage. Affected employees will be responsible for one hundred (100%) percent of the plan premiums.
- (c) Employees laid off due to seasonal fluctuations will have their share of the premiums submitted by the employer and these premiums will arrear while the employees are on layoff. Following the employee's return to work, their share of the premiums will be deducted from their pay over six (6) consecutive pay periods.
- (d) Employees who are laid off on a permanent basis (job elimination, restructuring etc.) will be required to pay their share of the premiums directly to the Employer as the premiums are due so that the Employer may submit one hundred (100%) percent of the plan premiums to the carriers.

16.04 Retention of Benefits

- (a) An employee being laid off and re-employed within twelve (12) months shall retain previous benefits earned in connection with vacations and other benefits based on length of service.
- (b) An employee being laid off for a short period of time, not expected to exceed thirty (30) working days, shall have the option of pay out or retention of earned vacation and banked overtime.

16.05 Rehiring Procedure

The Employer shall notify the employee by registered mail to return to work and the employee shall, within ten (10) calendar days of mailing such notice, return to work or make satisfactory arrangements to do so. Failure to return to work or to make satisfactory arrangements to do so, will result in loss of seniority in accordance with Article 9.04(d).

The notice shall be mailed to the last known address and it shall be the responsibility of the employee to keep the Employer informed of his current address.

16.06 Previous Experience

When the Employer needs to hire new employees, consideration will be given to applicants who were CUPE members with previous municipal experience.

ARTICLE 17 - HOLIDAYS

17.01 Statutory Holidays

Employees covered by this Agreement are entitled to a holiday with pay on the following days:

New Year's Day	B.C. Day
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

and any other day proclaimed by the Federal, Provincial or Municipal Government as a holiday for the general public.

17.02 Eligibility

- (a) All employees, except as provided in Article 9.07 (c) with fifteen (15) days of service shall qualify for pay for the holidays identified in 17.01.
- (b) Regular part-time employees and employees on layoff or leave of absence without pay for any reason shall receive pro-rated statutory holiday pay calculated in accordance with the regulations pursuant to the 'Employment Standards Act'.

17.03 Payment Procedure

Payment for statutory holidays will be made to qualifying employees as follows:

- (a) If a statutory or declared holiday falls or is observed during the qualifying employee's annual vacation he shall be granted an additional day's vacation for such holiday in addition to his regular vacation time.

- (b) If a statutory or declared holiday falls or is observed on a day upon which a qualifying employee is not ordinarily employed he shall not be paid for that holiday but shall be entitled to one (1) day with pay in lieu thereof and this shall be taken on the first (1st) working day after the holiday. For employees engaged in the Community Services Department and the R.C.M.P., this shall be taken before, or with the employee's annual vacation or by mutual agreement, at the next convenient weekend off to provide the employee with a three (3) day weekend.
- (c) A qualifying employee who is required to work on a statutory holiday shall be paid at the rate of double time (2T) of his standard rate of pay for every hour worked in addition to his regular holiday pay, or take time off at a rate of double time (2T) to be scheduled by mutual agreement in accordance with the conditions of Article 14.08.

ARTICLE 18 - VACATIONS

***18.01 Definitions and Entitlement**

- (a) "Vacation" means annual vacation with pay.
- (b) "Vacation year" means the twelve (12) month period ending on the "anniversary date of employment", in each year.
- (c) Vacation credits shall be earned by all employees, except those on layoff, unpaid leave of absence in excess of two (2) weeks, absence on WCB in excess of two (2) months, or weekly indemnity in excess of two (2) months.

Vacation Entitlement

<u>During the Year of Service</u>	<u>Per Year in Days</u>	<u>Per Pay Period In Hours (Approx.)</u>		<u>Vacation Pay As Percent Of Gross Salary</u>
		<u>7.5 Hour Working Day</u>	<u>8 Hour Working Day</u>	
1st	10	2.87	3.07	4.0%
2nd through 5th	15	4.31	4.60	6.0%
6th through 12th	20	5.75	6.13	8.0%
13th through 19th	25	7.19	7.67	10.0%
20th and over	30	8.62	9.20	12.0%

- * (d) Vacation pay shall be paid at the employee's regular rate of pay in effect immediately prior to the vacation taken. All employees shall be entitled, at the completion of each vacation year, to the difference in pay between their regular rate of pay and their percentage of gross salary entitlement as stated in the above chart. Such payment shall be made in a lump sum to each employee not later than thirty (30) days following the completion of the employee's vacation year.

- (e) All vacation requests for the months of June to September inclusive shall be submitted in writing by April 1st, each year and the vacation schedule will be posted on bulletin boards or employees may individually be notified in writing no later than April 16th. For all other months, the written request will be submitted sixty (60) days prior to the vacation period and answered in writing no later than fifteen (15) days after such request is submitted.

A shorter time period will be considered if the request is agreeable with Management and does not prevent other employees from taking their requested vacation.

In the case of overlapping of vacation requests submitted within the time limits set out, which in Management's opinion would dilute the work force too greatly, preference in choice of vacation dates shall be determined by seniority of service. In no instance shall the vacation period be any less than ten (10) consecutive working days, unless otherwise requested by the employee, provided the employee has earned the required vacation credit.

- * (f) Vacation entitlement may be taken once it is accrued.
- (g) No employee may continue to work and draw vacation pay in lieu of taking vacation.
- (h) An employee may carry over into the next vacation year a maximum of ten (10) days.
- (i) Management will consider and grant vacation carry-over requests so long as the work schedule is not unduly affected and Section (e) is adhered to.

18.02 Pay Adjustment on Termination

In all cases of termination of service for any reasons, adjustment will be made for any overpayment or underpayment of vacation entitlement at date of termination.

ARTICLE 19 - SICK LEAVE

19.01 Sick Leave Defined

Sick leave means the period of time an employee is permitted to be absent from work with full pay by virtue of being sick or disabled and includes time off for visits to chiropractor, physician or dentist and where the employee is quarantined by Health Regulations or because of an accident for which compensation is not payable under the Workers' Compensation Act.

19.02 Amount of Sick Leave

After completing the probationary period with the City, all employees shall receive 1.17 days for each month worked, retroactive to the day of commencement. Unused sick leave shall be cumulative to a maximum of one hundred and seventy-two (172) days. A deduction shall be made from accumulated sick leave for all regular working days (exclusive of holidays and vacation) absent for sick leave as defined above.

19.03 Proof of Illness

A Doctor's Certificate shall be provided by the employee when claiming sick leave in excess of three (3) consecutive working days if requested by the Employer. The Employer shall pay the cost of the doctor's certificate. The Union, through its Shop Stewards, and Management agree to work together in solving problems with employees abusing sick leave.

19.04 Notification

Employees working in the Community Services Department claiming sick leave shall notify their Divisional Manager or Foreman or Supervisor one (1) hour prior to the commencement of their shift on the day in which the sick leave is being claimed, except when not reasonably possible. All other Schedule "B" and "C" employees claiming sick leave shall notify the Employer not later than the time of commencement of their shift. Schedule "A" employees claiming sick leave shall notify their Foreman or Supervisor one (1) hour in advance of commencement of their shift. In the event the Foreman or Supervisor cannot be contacted, a message shall be placed on the Service Centre number, (250) 561-7600, indicating the employee's name, division, reason for request and time of notification. Schedule "A", "B" and "C" employees must call in on each working day of their illness unless their date of return to work is previously known and they have advised their supervisor.

19.05 Sick Leave During Leave of Absence

When an employee is given leave of absence without pay for any reason or is laid off on account of lack of work and returns to the service of the Employer upon expiration of such leave of absence or layoff, he shall not receive sick leave credits for the period of such absence, but shall retain his accumulated credits, if any, existing at the time of such leave or layoff.

19.06 Sick Leave Without Pay

Sick leave without pay may be granted to an employee who does not qualify for sick leave with pay or who is unable to return to work at the termination of the period for which sick leave with pay is granted.

19.07 Sick Leave Records

A record of all unused sick leave will be kept by the Employer.

19.08 Cash Payment

(a) As an incentive to accumulate sick days during an employee's tenure of employment, the following schedule of payout of accumulation of sick days shall apply:

- (i) On termination - twenty-five (25%) percent;
- (ii) As an incentive for early retirement between fifty-five (55) and sixty-five (65) years, with a minimum of ten (10) years service with the Employer - fifty (50%) percent;
- (iii) Retirement at sixty five (65) years or older , with a minimum of ten (10) years' service with the Employer - fifty (50%) percent.

(b) The employee may request payment of accrued sick leave as:

- (i) a lump sum payment at the time of termination or retirement; or
- (ii) held over to the next taxation year; or
- (iii) converted into a paid pre-retirement vacation equivalent.

19.09 Supplementation of Compensation Award

- (a) All employees shall be covered by the Workers' Compensation Act. An employee with accrued benefits prevented from performing his regular work with the Employer on account of an occupational accident that is covered by the Workers' Compensation shall receive from the Employer the difference between the amount payable by the Workers' Compensation Board and his last rate of pay. Pending a settlement of the insurable claim, the employee shall continue to receive the full pay and benefits of this Agreement, for as long as accrued benefits permit. On approval of the insurable claim and payment of the W.C.B. cheque to the Employer, the employee's accrued benefits will be credited in the appropriate amount.
- (b) To receive his regular salary, the employee shall assign the W.C.B. cheque to the Employer. The difference in remuneration between the employee's regular salary and the W.C.B. benefits shall be deducted from accrued benefits.
- (c) Where the employee has no accrued benefits or has used up those that were available, then the W.C.B. cheque shall be paid directly to the employee.
- (d) An employee receiving payment for a compensable injury under Workers' Compensation shall be entitled to all benefits under this Collective Agreement for a maximum period of three (3) months from the expiry date of accrued credits. Seniority only shall continue until the W.C.B. decision awarding an employee a pension or the employee is declared unfit to return to work.
- (e) While on Workers' Compensation, the employee benefit premiums shall be paid in accordance with the provisions of the Collective Agreement.
- (f) For Income Tax purposes the Employer agrees to provide a letter stating the total compensation the employee has received from the W.C.B. for the year.

19.10 Family Illness

In the cases of illness of the spouse or a child of an employee, when no one at home other than the employee can provide for the needs of the ill person, the employee shall be entitled, after notifying the Employer, to use up to a maximum of three (3) consecutive days at any one time of accumulated sick leave for this purpose.

19.11 Sick Leave Reimbursement

Where any employee receives reimbursement for lost salary from any third party for any absence, the employee shall reimburse the employer for all equivalent sick leave paid during such absence and the employee shall be re-credited any sick leave credits.

ARTICLE 20 - JOB SECURITY

20.01 Equipment Hiring and Replacement

The Employer shall utilize City-owned equipment and operators to the fullest extent possible. Private equipment will not be hired when the regular qualified employees and City equipment are available to perform the work required by the Employer.

A copy of the Capital Acquisitions section of the Provisional Budget which details proposed fleet acquisitions and deletions shall be given to the Union immediately after presentation to City Council, and management will explain the intent to the Union. Any equipment changes outside the yearly adopted budget shall be communicated to the Union prior to the change.

20.02 Contracting Out

In order to provide job security for the members of the Bargaining Unit, the Employer agrees that no employees shall lose their job as a result of contracting out.

With written consent of both Parties, a service performed by the municipality may be tendered, and if as a result of award of such contract working employees are displaced, the provisions of Article 20.03, Technological Change, shall apply.

20.03 Technological Change

- (a) The Employer will give to the Union at least ninety (90) days' notice of any intended technological change that:
 - (i) affects the terms and conditions, or security of employment of employees to whom this Collective Agreement applies; and
 - (ii) alters significantly the basis upon which the Collective Agreement was negotiated.

- (b) An employee rendered redundant or displaced by technological change shall be given an opportunity to fill any vacancy for which he is senior and qualified. If no vacancy exists, such employee shall be laid off in accordance with Article 16.01.
- (c) Where new or greater skills are required than under the present methods of operation, the Employer shall make reasonable effort to retrain such employees over a period not to exceed one (1) year. The employees' rate of pay defined in the Collective Agreement shall not be reduced during the training period. Rates of pay for the new position shall be negotiated between the Parties in accordance with Article 24.
- (d) No additional employees shall be hired by the Employer in the department in which technological change has been introduced until the employees affected by the change are allowed a reasonable training period to acquire the necessary knowledge or skills to retain their position. This clause does not apply to the hiring of employees on a temporary basis to train present employees.
- (e) During the term of this Agreement any disputes arising in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two (2) Parties to this Collective Agreement.
- (f) Where the dispute cannot be settled in direct negotiations, the matter may be referred by either party directly to an arbitration board pursuant to Article 11 of this Agreement, bypassing all other steps in the grievance procedure.
- (g) The arbitration board shall decide whether or not the Employer has introduced or intends to introduce a technological change, and upon deciding that the Employer has or intends to introduce a technological change the arbitration board may make any one or more of the following orders:
 - (i) that the change be made in accordance with the terms of the Collective Agreement unless the change alters significantly the basis upon which the Collective Agreement was negotiated;
 - (ii) that the Employer will not proceed with the technological change for such period, not exceeding ninety (90) days, as the arbitration board considers appropriate;
 - (iii) that the Employer reinstate any employee displaced by reason of technological change;

21.04 Jury Duty

- (a) In the event of an employee being required to serve on a jury or being called for jury duty, or subpoenaed as a witness, such employee shall receive the difference between his regular earnings and the payment he receives for jury service or Court witness, excluding payment for travelling, meals or other expenses. The employee will present proof of service and the amount of pay received. Time spent by an employee required to serve as a Court witness in any matter arising out of his employment shall be considered as time worked at the appropriate rate of pay.
- (b) When an employee is called for jury selection, jury duty or subpoenaed by the Crown as a witness on a case to be heard by the Supreme, County or Provincial Court, and the reporting time is in the forenoon, the employee need not report to work prior to the reporting hour. Immediately after being dismissed by the Court, the employee shall report to work. An employee serving such Court duty shall not be double-shifted and as such, an employee spending a full shift day in Court duty shall not be required to work that day. However, an employee spending less than a full shift day in court duty shall be required to complete the remainder of the shift day at work. The employee must notify his supervisor at least twenty-four (24) hours prior to the Court reporting time and will continue to keep his supervisor informed regarding the length of the Court assignment.

* 21.05 General Leave of Absence

- (a) The Employer shall grant leave of absence without pay and without loss of seniority to any employee requesting such leave for good and sufficient cause. Such request to be in writing, and the employee provide at least ten (10) working days advance notice, except in emergencies. General leave shall be restricted to a maximum of two (2) weeks. Extension beyond two (2) weeks shall be granted subject to operational requirements of the Employer. Good and sufficient cause shall mean: pressing personal, family, legal and financial affairs, extended vacations or education.
- (b) The Employer shall continue to pay its share of the premiums for the Medical Plan, Extended Health and Dental Plans, Weekly Indemnity, Group Life and Accidental Death & Dismemberment insurance plans during a leave of up to two (2) weeks, subject to approval by the plan carrier. Employees wishing coverage for leaves longer than two (2) weeks shall pay the full amount of premiums and their coverage shall continue subject to the plan carrier approval.

- (iv) that the Employer pay to that employee such compensation in respect of his displacement as the arbitration board considers reasonable.

ARTICLE 21 - LEAVE OF ABSENCE

21.01 Leave of Absence for Union Business

- (a) Leave of absence without pay and without loss of seniority shall be granted upon fifteen (15) days' written notice to the Employer for employees elected or appointed to represent the Union at executive and committee meetings of the Canadian Union of Public Employees, its affiliated or chartered bodies, at the provincial level, Union conventions, and at the Local level.
- (b) Fifteen (15) days' notice shall not be required in the case of leave of absence for the Presidents of each Local or other members elected or appointed to the B.C. Division of CUPE or the B.C. Federation of Labour, to attend emergency or unscheduled meetings. In this instance, forty-eight (48) hours' notice shall be required.

21.02 Bereavement Leave

On the death of a member of a regular full-time or regular part-time employee's immediate family, the employee will be granted on request an appropriate leave of absence up to a maximum of three (3) days without loss of pay. Members of the employee's immediate family are defined as spouse, parent, child, brother, sister, parent-in-law, brother-in-law, sister-in-law, grandparent, and grandchild.

One (1) additional day off without loss of pay may be granted when travel is required or under special circumstances.

In the case of death of an employee's spouse or child, the maximum five (5) days bereavement leave shall be granted and be separate from vacations or other approved leaves of absence.

Reasonable additional unpaid leave shall be granted on request.

21.03 Mourner's Leave

Employees who request leave to participate as pallbearers or active participants in a funeral ceremony shall make such a request in writing and the Employer shall allow one (1) day leave with pay.

* 21.06 Maternity and Parental Leave for Birth or Adoption

- (a) Providing that a pregnant employee is capable of performing her duties the Employer shall not deny the right to continue employment during the period of pregnancy. All requests for maternity and parental leave shall be in writing and employees will be required to stay off duty for the full amount of leave requested except as modified by 21.06 (b).
- (b) In exceptional circumstances Management may with one (1) month's notice accept a person back from maternity and parental leave prior to expiry of the original leave period requested.
- (c) (i) Maternity leave shall cover a maximum period of fifty-two (52) weeks for the birth of a child.

(ii) Within fifty-two (52) weeks after a child's birth, a birth father shall be granted up to thirty-five (35) consecutive weeks of parental leave.
- (d) While on maternity and parental leave an employee shall retain her seniority status under this Collective Agreement.
- (e) During the period of maternity and parental leave, the Employer shall continue to pay its share of the Medical Services Plan, Dental Plan, Extended Health Plan, Group Life Insurance, Weekly Indemnity and Accidental Death and Dismemberment. The employees agree to pay their share of the same benefits. The employees' premiums arrear while they are on leave and, after they've returned to work, are deducted from their pay over six (6) consecutive pay periods. Employees on or returning from leave shall have the option to buy back service in accordance with the Municipal Pension Plan's current rules and deadlines.

21.07 Leave of Absence for Full Time Union or Public Duties

- (a) The Employer recognizes the right of an employee to participate in Public Affairs. Therefore, upon written request, the Employer shall allow leave of absence without pay so that the employee may be a candidate in a publicly-elected body. The maximum time off would be from date of nomination to the day of confirmation by the Returning Officer of the election results.
- (b) An employee elected to Federal or Provincial office shall be allowed continuous leave of absence without loss of seniority and without pay during his term of office.

- (c) An employee who is elected or selected for a full time position with the Union, or any body with which the Union is affiliated, shall be granted, on two (2) months written notice to the Employer, leave of absence without loss of seniority for a period in excess of one (1) year. For periods of less than one (1) year, the Employer, on receipt of two (2) months written notice, may grant such leave to employees filling key positions who would be difficult to replace for short periods of time and the Employer agrees, in such cases, to discuss the situation with the Union. However, the employee shall give the Employer, prior to returning to the employment of the City, a written request sixty (60) days prior to the particular date. During such leave the employee shall be removed from the City payroll and the Union shall be responsible for the employee's remuneration and benefits.

21.08 Search and Rescue and Volunteer Firefighter Leave

Approved employees shall be granted three (3) days paid leave per year (to a maximum of fifteen (15) days per year for all CUPE employees) and five (5) days unpaid leave per year to participate in searches or fight fires within the Fraser/Fort George and Bulkley/Nechako Regional Districts' boundaries. Leave approval is subject to operational requirements but shall not be unreasonably withheld.

ARTICLE 22 - PAYMENT OF WAGES AND ALLOWANCES

* 22.01 Pay Days

- (a) Employees shall be paid every second (2nd) Friday in accordance with Schedules "A", "B" and "C" attached hereto and forming part of this Agreement.
- (b) General wage rate increases shall be applied as of the first day of the pay period in which the effective date falls.

22.02 Job Classification Payment (Schedule "A")

Employees shall be paid the rate as set out in Schedule "A" for the work performed. In the event an employee is required to work in more than one (1) job classification during a shift for a period of at least two (2) hours in each classification and providing the employee is qualified to work in such classification, he shall be paid for the entire shift at the highest rate worked during that shift.

22.03 Equipment Operators During Breakdown (Schedule "A")

Equipment operators in the categories Grades Two (II), Three (III), Four (IV) and Five (V) and Truck Drivers Grades Three (III) and Four (IV) taken off a machine due to scheduled maintenance or equipment breakdown not resulting from willful damage or negligence on the part of the operator, will be reassigned to another piece of equipment or other duties and his normal operating rate paid for a maximum period of twenty-five (25) regular working shifts. In the event the operator is not assigned to an alternative piece of equipment the operator may be assigned work in the City Shop and the operator will undertake to carry out the assigned work. If such Shop work is refused by the machine operator or truck driver, their pay will immediately revert to the pay grade for whatever work is assigned them. The City will provide spare sets of tools for operators assigned to Shop work and the operator shall be responsible for the tools while in his custody.

22.04 Transfer to Lower Classification (Schedule "A")

(a) Rate Protection

- (i) Employees with less than five (5) years seniority who have been continuously employed in a specific category for forty-four (44) working days or longer and who are transferred to a lower classification shall suffer no reduction in wages for a period of twenty-five (25) working days.
- (ii) Employees with more than five (5) years seniority being continuously employed in a specific category for sixty (60) working days or longer and who are transferred to a lower classification shall suffer no reduction in wages during the period of employment in the lower classification.
- (iii) "Days" shall be defined for the purpose of this clause as being those days on which the employee is present at work and paid at a specific classification rate. Such qualifying days shall include statutory holidays, but not those days on which the employee worked less than six (6) hours.
- (iv) Employees who have lost their statutory qualifications to perform their duties or have been demoted as a disciplinary measure, shall not benefit from the rate protection provisions set out above but shall immediately be paid in conformance with the work being performed and with Schedule "A". On regaining statutory qualification the employee shall be returned to his job classification and pay rate provided the loss of qualification is the only such circumstance during a period of twenty-four (24) calendar months previous to the loss.

(b) Reappointment

The Employer is not required to post higher rated job vacancies when employees who have been previously qualified with the City or who are presently being paid for that classification are working at lower rated positions. Such appointed promotions shall be carried out consistent with the seniority provisions of the Collective Agreement.

22.05 Salary Increment (Schedules "B" & "C")

- (a) When an employee is promoted to a higher classification on a permanent or limited duration basis, he shall move to the probationary step of the new pay grade or, if that rate of pay is less than his current rate of pay, to the non-probationary step.
- (b) Employees who are initially placed in the probationary step of the new pay grade shall move to the non-probationary step upon successful completion of their probationary period.

22.06 Pay When Terminating By Resignation

The employer must pay all wages owing to an employee within six (6) days after the employee terminates employment.

22.07 Shift Differential

Employees who work on the afternoon shift shall receive fifty (50) cents per hour over their regular hourly rate for all hours worked. Employees who work on the night shift shall receive seventy five (75) cents per hour over their regular hourly rate for all hours worked. Shift premiums will apply to overtime hours worked in conjunction with a shift qualifying for shift premiums, but such premiums shall not be computed in the overtime rates. Shift premiums do not apply to call outs.

For the purpose of determining shift differentials, an afternoon shift commences between the hours of 1:00 p.m. and 9:59 p.m. and a night shift commences between the hours of 10:00 p.m. and 4:59 a.m. Part-time employees whose shifts end by 5:00 p.m. shall not receive afternoon shift differential. All hours worked will be paid the appropriate shift premiums.

22.08 Sunday Premium

A premium of five (5%) percent shall apply to the regular rate of pay for all work performed on Sundays where that day falls within the employee's regular shift.

* 22.09 Standby Pay

- (a) Employees engaged in standby emergency duty shall receive fourteen (14) hours pay at their regular rate of pay for each calendar week of standby duty. The employee shall remain within the City limits or, with the consent of his supervisor, within a reasonable distance, during the term of his standby duty, in order to carry out his duties. This consent shall not be unreasonably withheld. He shall also keep pager or other communication equipment with him at all times and shall respond promptly to any call. Regular call out provisions shall apply for emergency work performed. When a statutory holiday falls within the standby week the standby pay shall be increased by two (2) hours for each statutory holiday.
- (b) Employees engaged in standby emergency duty under the terms of Article 22.09 (a) shall receive two (2) additional hours pay at their regular rate of pay for each week of standby duty to compensate for all time spent coordinating work over the telephone when reporting to a worksite is not necessary. If an employee is assigned stand-by duties for less than a full week, the two hours of additional pay for coordinating work over the telephone will be prorated and rounded up to the nearest full hour.

22.10 Dirty Pay

Dirty pay in the amount of forty (40) cents per hour will be paid in addition to the regular rate of remuneration for a minimum payment of two (2) hours when an employee is required to work under conditions which would subject clothing and protective equipment supplied by the employee to abnormal wear and tear or subject the person of the employee to working conditions which are unusually objectionable. This would include coming in contact with hot mix asphalt, asphalt emulsions, raw sewage, sewage sludges, sandblasting or spray undercoating of vehicles, digging up graves for disinterment, bulldozing fires and repair work inside garbage truck packers. Approval of "dirty pay" shall be at the discretion of the direct management supervisor.

Up to three (3) employees engaged in the exhumation of a body or clean-up following a fatality shall be paid an additional forty dollars (\$40) bonus for such work and, following the exhumation or clean-up, shall be allowed to take the rest of the day off with pay. In addition, counselling services will be made available on paid time for these employees as required.

22.11 Improvement in Qualification

When an employee improves his qualification through any training method, whether on-the-job training or through his own efforts, he may, on or after receiving certification of qualification, apply for any vacant position arising and posted. Employees obtaining higher qualification are not entitled to bump or replace existing permanent employees by reason of improved qualification. Classification and rate of pay of an employee improving his qualification shall remain consistent with the classification in which work is actually done until assignment to a higher-rated position.

ARTICLE 23 - BENEFITS

It is agreed that the levels of benefits provided will be as follows and will at no time fall below the levels of benefits provided December 31, 2001, plus improvements, except by mutual agreement of the Parties.

* 23.01 Group Life Insurance

- (a) Employees shall participate in mutually agreeable Group Life, Accidental Death and Dismemberment, and Weekly Indemnity plans. The Employer pays eighty (80%) percent and the employee pays twenty (20%) percent of the monthly premium of the Weekly Indemnity plan and of the Group Life and Accidental Death and Dismemberment plan. Effective July 1, 2019, the Employer pays ninety (90%) percent and the employee pays ten (10%) percent of the monthly premium and, effective July 1, 2020, the Employer pays one hundred (100%) percent of the monthly premium.

Dividends from the Group Life and Accidental Death and Dismemberment plan may be allowed to accrue but shall only be used for the improvement of the plan as may be mutually determined between the Employer and the Union from time to time.

Coverage ceases for Accidental Death and Dismemberment insurance at age eighty (80).

- (b) Weekly indemnity shall be sixty-six and two-thirds (66 2/3%) percent of weekly earnings to a maximum of \$700.00 per week and shall be payable for a maximum of twenty-six (26) weeks.

- (c) The Life Insurance policy face value shall be fifty-five thousand dollars (\$55,000) death and fifty-five thousand dollars (\$55,000) accidental death and dismemberment for regular part-time employees and seventy-five thousand dollars (\$75,000) death and seventy-five thousand dollars (\$75,000) accidental death and dismemberment for regular full-time employees. Accidental death and dismemberment insurance continues for all covered employees up to a maximum age of eighty (80) years.
- (d) In case of illness, the City will pay Employer contributions for three (3) months after Weekly Indemnity expires or one (1) year after commencement of illness, whichever is longer.

23.02 Optional Life Insurance

(a) Employee and Spousal Optional Life

(i) Benefits Available

Employees may apply for optional life insurance for themselves and their spouses. Employee and spousal optional life is available in units of \$10,000. The minimum amount of insurance is \$10,000 per person and the maximum amount of insurance is \$500,000 per person.

(ii) Premium Cost

Employees pay premiums for employee and spousal optional life through payroll deductions.

(b) Dependent Optional Life

(i) Benefits Available

Employees may apply for dependent optional life insurance. Dependent optional life insurance provides a flat benefit of \$15,000 for each eligible dependent child.

(ii) Premium Cost

Employees pay premiums for dependent optional life through payroll deductions.

23.03 Pension Plan

Employees shall participate in the existing pension plan in accordance with the terms of the plan and in any future plan that may be entered into by mutual agreement of the Parties hereto.

* 23.04 Medical Insurance

The Employer shall pay eight-five (85) percent and the employee shall pay fifteen (15%) percent of the premiums of the Medical Services Plan of British Columbia for all eligible employees. Effective July 1, 2019, the Employer pays ninety (90%) percent and the employee pays ten (10%) percent of the premium and, effective July 1, 2020, the Employer pays one hundred (100%) percent of the premium. In case of illness, the City will pay Employer contributions for three (3) months after Weekly Indemnity expires or one (1) year after commencement of illness, whichever is longer.

* 23.05 Dental Plan

The Employer agrees to provide a dental plan which will be shared between the Employer and the employee on an 80/20 basis. Effective July 1, 2019, the Employer pays ninety (90%) percent and the employee pays ten (10%) percent of the premium and, effective July 1, 2020, the Employer pays one hundred (100%) percent of the premium.

Coverage shall be as follows: Plan A (Basic Services) - 100%; Plan B (Major Restorative Services) - 80%; Plan C (Orthodontics) - 50%.

Plan A covers services for the care and maintenance of teeth, including procedures to restore teeth to natural or normal function. Eligible expenses include diagnostic services, preventive services, restorative services, endodontics, periodontics, prosthetic repairs and surgical services.

Plan B covers services for the replacement of missing teeth or reconstruction of teeth where basic restorative methods cannot be used satisfactorily. Plan B includes prosthodontic and restorative services such as veneers and crowns.

Plan C covers orthodontic services. The Plan C lifetime maximum is \$4,000 per insured.

Dental coverage for new employees shall commence after six (6) months' service.

In case of illness, the City will pay Employer contributions for three (3) months after Weekly Indemnity expires or one (1) year after commencement of illness whichever is longer.

23.06 Employee and Family Assistance Program

The Employer shall pay one hundred percent (100%) of the cost of an agreed Employee and Family Assistance Program.

The Union agrees that all employees' Employment Insurance premium reductions or rebates shall be used by the City to assist in funding the Employee and Family Assistance Program.

* 23.07 Extended Health Plan

The Employer shall pay eighty (80%) percent and the employee shall pay twenty (20%) percent of the premiums of an extended health plan for eligible employees. Effective July 1, 2019, the Employer pays ninety (90%) percent and the employee pays ten (10%) percent of the premium and, effective July 1, 2020, the Employer pays one hundred (100%) percent of the premium. Deductible is \$50 per single or family each calendar year. With the exception of vision care, reimbursement is eighty (80%) percent of in-province eligible expenses and out-of-province non-emergency eligible expenses. Vision care reimbursement is one hundred (100%) percent of eligible expenses. After \$1,000 has been paid for a person in a calendar year, further eligible expenses for that person within that year will be reimbursed at one hundred (100%) percent subject to the plan maximums. Reimbursement is one hundred (100%) percent of out-of-province emergency eligible expenses. The maximum amount of benefits payable for a member or dependent is \$5,000,000.

In-Province Eligible Expenses

The plan covers reasonable and customary charges for the following In-Province services and supplies when medically necessary, and prescribed, ordered, or referred by a physician. For further information concerning Extended Health Plan eligible expenses, please refer to your Group Benefits booklet.

- (a) Drugs and medicines dispensed by a licensed pharmacist or physician in a quantity the carrier considers reasonable. Pay Direct Card provided.
- (b) Prescription smoking cessation drugs. The lifetime maximum is \$600 per insured.
- (c) Prescription birth control.
- (d) The additional charge for semi-private or private room accommodation in a hospital and the coinsurance charge of the extended care unit of a hospital.
- (e) Emergency ambulance services.

- * (f) Professional services of the following practitioners to the maximum amounts indicated per calendar year

Chiropractor/naturopath combined	\$350
Physiotherapist/massage practitioner combined	\$400
Podiatrist	\$250
Speech language pathologist	\$250
Clinical Psychologist	\$250
Acupuncture when rendered by a physician	\$250

Private duty care by a registered nurse for a person with an acute condition in a hospital. The maximum is seven hundred twenty (720) hours of such services per calendar year.

- (g) Dental treatment by a dentist for the repair or replacement of natural teeth which is required, performed, and completed within fifty-two (52) weeks after an accidental injury which occurred while covered under the extended health plan.
- (h) Medical aids and supplies – charges for the following and other services and supplies.
- (i) Custom fitted orthopedic shoes and modifications to stock item footwear to a maximum of \$500 in a calendar year period for an adult and \$300 in a calendar year period for a child.
 - (ii) Hearing aids to a maximum of \$2,000 in a five (5) calendar year period.
 - (iii) Vision care coverage of one hundred percent (100%) of \$350 per twenty four (24) calendar months. Effective July 1, 2019, vision care coverage increases to \$500 per twenty four (24) calendar months.
 - (iv) Eye examination coverage of one hundred percent (100%) of \$100 per two (2) calendar years.
- (i) Charges for standard durable medical equipment.

Out-of-Province Non-Emergency Eligible Expenses

The carrier will reimburse the employee and his dependents for non-emergency eligible expenses incurred while travelling outside of British Columbia, subject to the deductible, in-province reimbursement percentage, and maximums on the same basis as if the claim occurred in British Columbia.

Out-of-Province Emergency Eligible Expenses

While travelling outside of British Columbia, benefits are payable for the following expenses incurred in an emergency only: local ambulance services; hospital room charge and charges for services and supplies when confined as a patient or treated in a hospital, to a maximum of ninety (90) days; physician, laboratory and x-ray services; prescription drugs in sufficient quantity to alleviate an acute medical condition; and other emergency services and/or supplies, if the carrier would have covered them inside British Columbia.

Emergency Travel Assistance

In emergencies which occur while the employee and his dependents are travelling, the carrier will coordinate the following services: locate the nearest appropriate medical care; obtain consultative and advisory services and supervision of medical care by qualified licensed physicians; investigate, arrange and coordinate medical evacuations and related transportation needs; arrange and coordinate the repatriation of remains; replace lost or stolen passports, locate qualified legal assistance and local interpreters, and other incidental aid the employee and/or his dependent may require when in distress.

In case of illness, the City will pay Employer contributions for three (3) months after Weekly Indemnity expires or one (1) year after commencement of illness, whichever is longer.

23.08 Benefits Advisory Committee

A committee, comprised of two (2) CUPE Local 399, two (2) CUPE Local 1048, and four (4) management representatives will meet quarterly, or as required, to review options for the cost-effective management of the benefit plans.

The Employer shall provide copies of the benefits contracts to the committee members.

ARTICLE 24 - JOB RECLASSIFICATION AND CLASSIFICATION

The Employer shall prepare a new job description whenever a job is created or whenever the duties of a job change significantly enough to warrant a review. When the duties in any classification are substantially increased or when any position not covered by schedules "A", "B" or "C" is established during the life of this Agreement, the rate of pay shall be subject to negotiations between the Employer and the Union. If the Parties are unable to agree as to the classification or rate of pay of the job in question, such dispute shall be submitted to arbitration. The new rate shall become retroactive to the time the position first was filled by an employee. Existing classifications shall not be eliminated or changed without prior consultation with the Union.

ARTICLE 25 - SEVERANCE PAY

If, as a result of the Employer ceasing all or part of its operations, or if by reason of any changes in operating methods the Employer is unable to provide work for any employee so displaced with five (5) or more years of service, at the same regular rate of pay in comparable class of work, the employee shall be given thirty (30) days' notice and severance pay on the basis of one (1) week's pay at the rate of the position last occupied for every year of completed service with the Employer.

Employees with less than five (5) years' service shall receive notice or severance pay in the amount of three (3) days for each completed year of service.

Severance pay will apply to all regular employees terminated for any reason other than for just cause. Severance pay or notice will not apply in cases of temporary layoff.

An employee laid off without the prescribed notice may elect to claim the portion of severance pay due and be terminated or be placed on a recall list for a period of twelve (12) months. This election must take place within a period of three (3) calendar days of the date of layoff or the employee will automatically be placed on the recall list.

ARTICLE 26 - PROTECTIVE CLOTHING AND UNIFORMS

26.01 Protective Clothing

The Employer shall supply protective clothing as follows when necessary for employees to carry out their assigned duties:

- (a) Water and Sewer crews - rubber suits, rubber boots, gloves or mitts, coveralls.
- (b) Garbage crews - coveralls, rubber and leather gloves or mitts.

- (c) Shop Mechanics - coveralls.
- (d) Guards at the R.C.M.P. Detachment - two long-sleeved shirts, two (2) short-sleeved shirts, two (2) pairs of pants, and gloves to be used when searching incoming prisoners.
- (e) Animal Pound employees - rubber boots and coveralls to be used when cleaning out the animal pound.
- (f) Asphalt crews, cement crews and welders - gloves appropriate for the work.
- (g) Truck Drivers and Equipment Operators - coveralls.
- (h) Gardening crews - knee pads
- (i) Suitable similar protective clothing to other employees under special circumstances when considered necessary by their supervisors.
- (j) Employees performing traffic control – high visibility jackets – type chosen in consultation with affected employees.

All articles of protective clothing shall remain the property of the Employer. Employees who lose the protective clothing issued to them will be responsible for replacement but would not be responsible for replacement if the loss is due to no fault of their own nor from normal wear.

Worn out clothing will be returned to the Employer before a reissue is made.

Employees working on any unsanitary or dangerous jobs have the right to request that they be supplied with all the necessary tools and safety equipment.

* 26.02 Uniforms

- (a) Probationary Parking Control Officers, Animal Control Officers and Bylaw Officers shall receive two (2) pairs of black pants and two (2) shirts. Additionally, employees will receive either one (1) light jacket or one (1) winter coat based upon seasonal need. Following successful completion of the probationary period, the employee will receive the other piece of outerwear needed to complete their uniform issue. All employees in these classifications shall receive a maximum of \$100 per year as reimbursement towards the purchase of black footwear, along with a set of boot spikes or grips to be used during winter conditions.

Parking Control Officers shall receive one (1) set of rain gear.

Uniform articles shall be replaced when normal wear dictates replacement, but normally no more frequently than once per year.

- (b) The Meter Reader shall be provided with one (1) light jacket and one (1) winter coat.
- (c) Custodial and event staff working in arena facilities during events and who are expected to interact with the public shall be provided with a jacket.
- * (d) Post-probationary regular full-time and part-time lifeguards and aquatic leaders will receive one (1) pair of shorts per year upon request, and an annual swimwear allowance of \$75.00.
- (e) All uniform articles remain the property of the City.

* 26.03 Safety Boot Allowance

Effective January 1, 2018 each employee required by the W.C.B. of B.C. to wear safety boots will receive an annual boot allowance of one hundred (\$100) dollars.

ARTICLE 27 - GENERAL CONDITIONS

27.01 Proper Accommodation

Proper accommodation shall be provided at the Employer's place of business for employees to have their lunch and keep their clothes worn that day.

27.02 Bulletin Boards

The Employer shall provide bulletin boards upon which the Union shall have the right to post notices of meetings and such other notices as may be of interest to employees. Such bulletin boards shall be placed in prominent places for all employees to see.

27.03 Picket Line and Essential Services

Just cause for discharge or suspension shall not include refusal of an employee to cross the picket line of a legal strike. Essential services defined as police, ambulance and fire shall be maintained, and other essential services, mutually agreed by both Parties shall also be maintained.

27.04 Liability Policy

The City agrees to continue to carry the Comprehensive Liability policy which covers all employees in the performance of their Municipal duties.

27.05 Continuation of Benefits During Strike or Lockout

The provisions of this Agreement shall continue to apply in the matter of seniority, medical plan, dental plan, and life insurance plan. The Employer agrees to pay the medical plan, dental plan, extended health coverage and life insurance plan and to recognize seniority status, during any period of legal strike or lockout. On return to work the employee's share of the cost will be refunded to the Employer by the Union.

27.06 Employees with Disabilities

- (a) The City of Prince George recognizes that employment of individuals with disabilities is desirable and every effort should be made to facilitate such employment in suitable positions. It is further recognized that training and/or experience oriented special programs are beneficial to individuals with disabilities and that the City and the Canadian Union of Public Employees, Locals 399 and 1048 shall cooperate with placements where such programs can be accommodated.
- (b) Employees who have given long and faithful service, or who have been physically injured in the employ of the City, or, after a prolonged illness, which leaves them unable to carry out their previous duties, will be given preference of such other work as may be available at the prevailing rate of such work, providing the employee is able to perform the duties or can be reasonably trained to perform the duties.
- (c) The methods to facilitate placement of new employees with disabilities shall be as follows:

Vacancies will be posted (except those specified in Articles 9.08 and 15.01 (d) of the Collective Agreement) and positions will be filled on the basis of qualifications, ability, and seniority. The Human Resources Department will place job postings on internal bulletin boards. In addition it will advertise job vacancies on the City's website and, as required, in the newspaper.

If there are no internal applicants who qualify for selection, the Employer may hire an external applicant providing he or she is more qualified than any of the internal applicants are.

Where no significant difference exists in the qualifications of external candidates for a position, an applicant with a disability will receive preference over an applicant without a disability.

- (d) Conditions or benefits provided by the Collective Agreement may have to be modified by mutual agreement to facilitate employment for individuals with disabilities. i.e. on a case by case basis, consideration may be given to and agreement reached concerning such items as: altering job requirements; paying special wage rates in certain circumstances; providing accessibility and/or special working arrangements and waiving certain benefits if required. In facilitating employment of individuals with disabilities, it is not intended that provisions of the Collective Agreement be superseded. In the absence of mutual agreement to the contrary, the Collective Agreement would govern.

27.07 Tool Insurance

- (a) The Employer shall replace tradesmen's tools of equal quality lost on the Employer's premises through fire or through theft provided evidence of such can be supplied.
- (b) Employees will provide suitable tool boxes with locks and will store tools in a secure and approved manner in a location provided by the Employer.
- (c) Employees will provide the Supervisor with an up-to-date tool list annually.

27.08 Service Time

Where the Employer requires equipment to be serviced, or necessary book work to be completed, this time will be considered paid time.

27.09 Job Related Liability Protection

Any employee may request from Management the services of the City Solicitor or other solicitor of the Employer's choice at no cost to the employee with respect to any action or suit commenced against the employee arising from any acts or omissions committed by the employee during the course of his employment provided that this provision shall not apply:

- (a) if the acts or omissions alleged to have been committed by the employee constitute a breach of the terms of employment, or
- (b) if the acts or omission committed by the employee constitute a breach of any conditions, statutory or otherwise, of any insurance policy which would otherwise be applicable.

The provisions of the above paragraph shall be without prejudice to any right of subrogation or indemnity that the Employer may have against the employee.

27.10 Copies of Agreement

The Union shall have sufficient copies of the Collective Agreement printed in booklet form and agrees to pay fifty (50%) percent of the total cost. The Employer agrees to pay the remaining fifty (50%) percent of the total cost. The Employer agrees to indicating changed Articles of the Collective Agreement by means of an asterisk (*).

27.11 Access to Personnel Files

On reasonable advance notice, an employee shall not be denied access to review his/her personnel file. The Union shall have the right, on behalf of the employee, to respond in writing to any document contained therein. Such reply shall become part of the permanent record. Upon request, the employee shall receive a copy of any document in the file.

27.12 Timesheets

When an employee's timesheet is revised, he shall be provided with a copy of the altered timesheet.

27.13 Aquatic Report Card Preparation Time

Employees required to complete aquatic report cards will receive three (3) minutes of regular pay per card. Employees will identify this paid time on their timesheets.

ARTICLE 28 - HEALTH AND SAFETY

28.01 Compliance with Workers' Compensation Act of B.C.

- (a) The Employer and employees will cooperate to assure safe working conditions and devise plans for the furtherance of safety measures. Equipment and devices mutually agreed upon to be provided by the Employer.
- (b) The Health and Safety Committee shall continue to operate in compliance with the Workers' Compensation Act and Regulations.

28.02 Injury Pay Provisions

An employee who is injured during working hours and is required to leave for treatment or is sent home as a result of such injury shall receive regular pay until the end of the shift. Any additional necessary time off work will be paid from accumulated sick leave or by the Workers' Compensation Board B.C.

28.03 Transportation of Employees

Transportation to the nearest physician or hospital for employees requiring medical care during working hours as a result of a serious illness shall be at the expense of the Employer.

28.04 Right to Refuse Hazardous Work

No employee shall carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment when that employee has reasonable cause to believe that to do so would create an undue hazard to the health or safety of any person.

An employee's refusal to carry out hazardous work shall be in compliance with the Workers' Compensation Act of B.C.'s Occupational Health and Safety Regulations.

No employee shall be subject to disciplinary action because he has acted in compliance with the foregoing paragraphs or an order by the board.

28.05 Safety Information

The Safety Committees shall be provided with all accident reports and safety information known to the Employer regarding potentially hazardous substances utilized in the workplace.

28.06 Immunization

Immunization for Hepatitis B shall be provided by the Employer at the employee's option where there is a risk of work related infection, until such time as this immunization is provided by a medical plan.

28.07 First Aid Attendants

- (a) The City will maintain a pool of First Aid Attendants who hold a minimum of a current Occupational First Aid Level II certificate.

- (b) First Aid Attendants in the pool shall receive a premium of seventy-five (75) cents per hour on all hours paid in addition to their regular hourly rate of pay regardless of whether they are the designated First Aid Attendant or not. This premium is already reflected in the Yardperson/First Aid Attendant wage identified in Schedule "A".
- (c) The City will pay the cost of wages and fees to obtain Level II certification and recertification to the First Aid Attendants in the pool.
- (d) Selection

When selecting First Aid Attendants to the pool, in addition to considering qualifications, ability and seniority per Article 15.02, the following criteria shall apply:

- (i) whether the employee's other work is such that he will be able to promptly render first-aid in a clean and sanitary condition;
 - (ii) whether his other work is such that he will not be prevented from seeing or hearing any summons indicating his services are required;
 - (iii) whether his other work will enable him to provide designated First Aid Attendant duties in the areas required by the City; and
 - (iv) if bargaining unit members are not available to act as First Aid attendants, the City may meet its first aid requirements internally or externally as it sees fit.
- (e) Maintenance in the pool will be contingent upon maintaining a valid Level II certification and meeting the requirements set out in paragraph (d).
 - (f) All other employees holding a valid Occupational First Aid Level II certification shall receive twenty five (25) cents per hour in addition to their regular wage. The City will require these Employees to act as designated First Aid Attendants in the absence of employees in the pool. When acting as designated First Aid Attendants, employees shall receive the seventy-five (75) cents per hour premium.

ARTICLE 29 - EMPLOYEE DEVELOPMENT

29.01 Employee Requested

Tuition

Upon submission of proof of successful completion of a pre-approved course, the Employer shall reimburse the cost of the course fee, books and materials in accordance with the terms of the City's Training and Development Policy. Further, the Employer will pay for the time required to be taken off work to write exams. The Employer may pay for other approved course-related time off.

Employees shall undertake to remain with the Employer for twelve (12) months from the date of notifying the Employer of successful completion of the course. Should employees choose to leave the City service, they shall refund any monetary assistance given by the Employer, within the twelve (12) months prior to the date of termination.

29.02 Employer Requested

(a) Seminars

Seminars attended by employees at the request of the Employer shall be paid in full.

(b) Certificates of Aquatic Competency

The Employer agrees to pay the cost of renewal of mandatory qualification medals or certificates for aquatic employees. Where conditions will permit, all tests will be given and taken during the employee's working hours.

(c) Professional Association Memberships and Certifications

Permanent full-time and regular part-time employees who have passed their probationary period and who are required by the Employer to maintain a membership in a professional association or to maintain a certification shall be reimbursed the annual fees of that membership or certification upon submission of proof of payment.

(d) Drivers' Medical Examinations

Permanent full-time and regular part-time employees who have passed their probationary period, who are required by the Employer to maintain a Class 1 or a Class 3 Driver's Licence and to maintain that licence are required by the Superintendent of Motor Vehicles to have a medical examination, shall be reimbursed the cost of that examination upon submission of proof of payment.

29.03 Apprenticeship Training

(a) Purpose

The Employer recognizes the apprenticeship training program to improve the knowledge and skill of employees in the workforce. Subject to operational requirements, apprentices may be utilized in the following areas:

carpentry	mechanical
painting	welding
electrical	or any other trade recognized by the Apprenticeship Board

(b) Apprenticeship Agreement

Where apprenticeship programs are entered into, the Parties shall draft an Agreement that includes:

- (i) the person designated by the employer to be in charge of implementing and monitoring the apprenticeship program;
- (ii) confirmation that the designated person in (i) will implement and monitor the program in accordance with the guidelines set out by the apprenticeship board;
- (iii) confirmation from the apprenticeship candidate that he/she will be available for all apprenticeship related training work except for cases of sick leave, holiday or banked overtime leave.

(c) Right to Continue

Once started in the program, the apprentice shall have the right to continue, providing he/she passes all of the prescribed tests. An apprentice may be subject to layoff, but cannot be bumped. However, in the fifth (5th), sixth (6th), seventh (7th) and eighth (8th) six-month period, an apprentice shall not be subject to layoff.

(d) Selection

Selection of the apprenticeship candidate will be based on the following considerations:

- (i) Aptitude in areas pertinent to the trade. In general, aptitude will be determined by an apprenticeship assessment examination recommended by an accredited public post secondary institution. This exam may be supplemented by additional technical questions deemed appropriate to city operations.
- (ii) Personal suitability including:
 - interpersonal skills
 - communication skills
- (iii) Seniority

Prospective candidates will be tested on items (i) and (ii). The final test score shall be established using the following weights:

area (i) 70% weight
area (ii) 30% weight.

The selected candidate will be the most senior applicant who passes and whose overall score is within ten (10%) percent of highest score.

In the event that no candidate achieves a passing score, selection shall be made in accordance with Article 15.02 (b) and (c) of this Agreement.

(e) School Attendance

The Employer agrees to provide a leave of absence to apprentices for the appropriate time periods to attend school in conjunction with the apprenticeship training program. Apprentices will suffer no loss of wages or other benefits while attending school.

(f) Remuneration

Apprentices shall be paid in accordance with the rates outlined below for all hours worked:

1st 6-month period	70% of the Journeyman rate
2nd 6-month period	72.5% of the Journeyman rate
3rd 6-month period	75% of the Journeyman rate
4th 6-month period	77.5% of the Journeyman rate
5th 6-month period	80% of the Journeyman rate
6th 6-month period	82.5% of the Journeyman rate
7th 6-month period	85% of the Journeyman rate
8th 6-month period	90% of the Journeyman rate

(g) On Obtaining Certification

On obtaining certification as a Journeyman, the employee will be classified as such and paid the full rate provided the Employer's operational requirements are such that an additional Journeyman position is required. In the event an additional Journeyman position is not required, the employee may be laid off, with the ability to bump, pursuant to Article 16.01, but not into a Journeyman position in which he apprenticed. Payment shall be at the rate of classification in which the work is actually done.

(h) Collective Agreement

All provisions of the Collective Agreement shall be applicable to apprentices in this program with the exception of restrictions necessitated to conform with Article 29.03 (b) (iii).

29.04 On-the-Job Training

(a) Cross-training

The City considers it desirable to maintain a system of on-the-job training so that employees shall have an opportunity to qualify for promotion. Accordingly, employees may be allowed opportunities to learn the work of other positions within the same department and division during regular working hours when staff time is available. This will be achieved by working together with other employees for temporary periods without affecting the work schedule, salary or pay of the employees concerned, and by providing relief during periods of absence of employees in other classifications. Articles of this Collective Agreement related to payment while working in other positions, on a relief basis, shall apply.

(b) Fleet Operator Trainee Positions

Semi-annually, the Employer and two representatives of each local shall meet to discuss equipment training needs for the next six (6) month period. The Employer will then determine the training program for the next six (6) month period.

When the Employer determines there is a need to train additional fleet operators, the following procedure shall apply:

- (i) The Employer shall post notice of fleet operator trainee positions on all bulletin boards for a minimum of seven (7) working days.
- (ii) Applications for fleet operator trainee positions shall be in writing.
- (iii) Employees shall be selected for fleet operator trainee positions in accordance with Article 15.02

ARTICLE 30 - TERM OF AGREEMENT

This Agreement unless changed by mutual consent of both Parties hereto shall be in force and effect from and after the first (1st) day of January, 2017, A.D., up to and including the last day of December, 2020, A.D., and thereafter from year to year unless either party to this Agreement gives notice in accordance with the Labour Relations Code of British Columbia. Both Parties shall adhere fully to the terms of this Agreement during the period of bona fide Collective Bargaining even if negotiations extend beyond the anniversary date of the Agreement.

IN WITNESS WHEREOF BOTH PARTIES HERETO HAVE EXECUTED THESE PRESENTS:

THE CORPORATE SEAL OF THE CITY OF PRINCE GEORGE
was hereunto affixed by and in the presence of:



MAYOR



CORPORATE OFFICER

SIGNED ON BEHALF OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES, LOCAL #399:



PRESIDENT



SECRETARY

SIGNED ON BEHALF OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES, LOCAL #1048:



PRESIDENT



SECRETARY

SIGNED, this 28 day of June, 2018 in the City of Prince George in the
Province of British Columbia.

EMPLOYEE TYPES AND ENTITLEMENTS
(For Reference Only)

ENTITLEMENTS	EMPLOYEE TYPE				
	Full-Time	Part-Time		Limited Duration	
		Regular	Casual	Specific Work	Replacement
Definition	<i>Employed to work the full hours associated with the position in accordance with the applicable schedule.</i>	<i>Employees that the employer expects to schedule for 18 hours per week or more.</i>	<i>Employees who: - backfill for regular part-time or full-time employees who are absent; and/or, - work for special events or overload work; and/or - are students providing instruction or supervision in a recreational activity.</i>	<i>With advance notification to Union, for work of a specific and limited duration of up to six months.</i>	<i>For the replacement of an employee who is absent</i>
Hours Per Week	<i>- Work regular 40 (Sched A/C) or 37.5 (Sched B) hour week</i>	<i>- Works less than regular 40 (Sched A/C) or 37.5 (Sched B) hour week</i>	<i>- Works less than regular 40 (Sched A/C) or 37.5 (Sched B) hour week</i>	<i>May be full-time, part-time or casual</i>	<i>May be full-time, part-time or casual</i>
Position Posting	<i>- Posted</i>	<i>- Posted</i>	<i>- Posted</i>	<i>Posted if duration of 3 months or more</i>	<i>Posted if duration of 3 months or more</i>
Probation	<i>- six calendar months</i>	<i>- six calendar months</i>	<i>- six calendar months</i>	<i>- six calendar months</i>	<i>- six calendar months</i>

ENTITLEMENTS	EMPLOYEE TYPE				
	Full-Time	Part-Time		Limited Duration	
		Regular	Casual	Specific Work	Replacement
Employment Status	- Upon completion of probation, employment is permanent	- Upon completion of probation, employment is permanent	- Upon completion of probation, employment is permanent	- New employees hired for LD positions who complete probation become permanent, otherwise employment terminated when complete appointment	-New employees hired for LD appointment terminate upon completion of appointment
Seniority	- Upon completion of probation, seniority date is start date	- Upon completion of probation, seniority date is start date	- No seniority	Eligible to accrue seniority in accordance with status of position	Eligible to accrue seniority in accordance with status of position
Benefits	- must enroll in pension and benefit plans	- at time of appointment may choose to receive 12% of gross pay in lieu of all benefits/paid leaves OR - pension and benefit plans and prorated leaves	- 12% of gross pay in lieu of all benefits and all paid leaves	Except for existing full-time or regular part-time employees, employees filling LD positions will receive 12% of gross pay in lieu of all benefits and all paid leaves	Except for existing full-time or regular part-time employees, employees filling LD positions will receive 12% of gross pay in lieu of all benefits and all paid leaves

SCHEDULE "A"
EMPLOYEE CLASSIFICATION AND WAGE SCHEDULE

WAGE INCREASES

Effective January 1, 2017 - 2.00%

Effective January 1, 2018 - 1.50%

Effective January 1, 2019 - 1.50%

Effective January 1, 2020 - 1.75%

Pay Grade	Job Type		January 2017	January 2018	January 2019	January 2020
<u>GENERAL</u>						
A77	LABU	Labourer (Unlicenced)	28.07	28.49	28.92	29.43
A01	LAB1	Labourer 1	28.69	29.12	29.56	30.08
A03	LAB2	Labourer 2	29.16	29.60	30.04	30.57
A05	TRA	Trades Assistant	29.65	30.09	30.54	31.07
A04	LABF	Yardperson/First Aid Attendant (includes First Aid premium)	30.10	30.55	31.01	31.55
A66	SRPR	Sign Repair Person	30.41	30.87	31.33	31.88
A70	SRP1	Sign Repair Person 1	31.16	31.63	32.10	32.66
A08	AR1	Asphalt Raker 1 (incl. Dirty Pay)	31.32	31.79	32.27	32.83
A68	AR2	Asphalt Raker 2 (incl. Dirty Pay)	32.61	33.10	33.60	34.19
A16	TFCP	Traffic Control Person	31.41	31.88	32.36	32.93
A03	USIT1	Utility Serviceperson In Training 1	29.16	29.60	30.04	30.57
A70	USIT2	Utility Serviceperson In Training 2	31.16	31.63	32.10	32.66
A73	USC	Utilities Serviceperson - Certified	31.96	32.44	32.93	33.51
A73	USCL	Utility Serviceperson Locator	31.96	32.44	32.93	33.51
<u>SUPERVISORS</u>						
A09	AF	Assistant Foreman	36.09	36.63	37.18	37.83
A10	FORE	Foreman	36.98	37.53	38.09	38.76

EMPLOYEE CLASSIFICATION AND WAGE SCHEDULE

2 of 8

Pay Grade	Job Type		January 2017	January 2018	January 2019	January 2020
<u>TRUCK DRIVERS</u>						
A12	TD1	TD 1 - Class 5	30.15	30.60	31.06	31.60
A13	TD2T	TD 2 - Training	30.26	30.71	31.17	31.72
A14	TD2	TD 2 - (GVW 12,701 - 18,200 kg incl. Garbage collector/driver)	30.71	31.17	31.64	32.19
A15	TD3T	TD 3 - Training	31.06	31.53	32.00	32.56
A16	TD3	TD 3 - Class 3 with Air	31.41	31.88	32.36	32.93
A16	WTD3T	WTD 3 - Training	31.41	31.88	32.36	32.93
A18	TD4T	TD 4 - Training	32.00	32.48	32.97	33.55
A17	T3CH	Hiab	32.68	33.17	33.67	34.26
A68	WTD3	WTD 3	32.61	33.10	33.60	34.19
A19	TD4	TD 4 - Class 1 with Air	32.70	33.19	33.69	34.28
A16	TDAGT	TD - Automated Garbage Training	31.41	31.88	32.36	32.93
A68	TDAG	TD Automated Garbage	32.61	33.10	33.60	34.19

EMPLOYEE CLASSIFICATION AND WAGE SCHEDULE

3 of 8

Pay Grade	Job Type		January 2017	January 2018	January 2019	January 2020
<u>EQUIPMENT OPERATOR</u>						
A22	EQ1	EQ 1 - Wheeled tractors having attachments for sweeping, tilling, agricultural work, loading under 1.15 cu.m. (1 1/2 cu.yd) capacity, small snow plowing; compactors from 227 kg. (501 lbs.) to 6,803 kg. (14,999 lbs); sidewalk snow plow.	29.58	30.02	30.47	31.00
A23	EQ2T	EQ 2 - Training	29.74	30.19	30.64	31.18
A24	EQ2	EQ 2 - Forklift; compactors over 6,804 kg. (15,000 lbs.); crawler tractors D2-D3 and tailgate paver; Waldron back hoe; ridden mowers of over 2.13m (7ft. swath); front bucket bobcat; sidewalk snow plow with trailer.	31.17	31.64	32.11	32.67
A25	EQ3T	EQ 3 - Training	31.17	31.64	32.11	32.67
A26	EQ3	EQ 3 - Front-end loader 1.15 - 3.44 cu.m. (1 1/2 - 4 1/2 cu.yd.) gravel capacity; crawler size D4-D6 incl. steam boiler; back hoe; shovel or crane less than .57 cu.m. (3/4 cu.yd) capacity; street sweepers; vactor.	32.68	33.17	33.67	34.26
A27	EQ4T	EQ 4 - Training	32.68	33.17	33.67	34.26
A28	EQ4	EQ 4 - Crawler tractors D7 equivalent; front end loader over 3.44 cu.m. (4 1/2 cu.yd.) gravel capacity; back hoe; shovel or crane .57 cu.m. (3/4 cu.yd) capacity to .76 cu.m. (1 cu.yd); road graders; gradall operator; Grade III loader mounted plow or snow blower on temporary basis.	34.31	34.82	35.34	35.96
A29	EQ5T	EQ 5 - Training	34.31	34.82	35.34	35.96
A30	EQ5	EQ 5 - Crawler tractor D8, D9 equivalent; back hoe over 0.76 cu.m. (1cu.yd.); finishing grader.	34.94	35.46	35.99	36.62

NOTE: All equipment operator rates are the full rate for applicable classification.
 Dirty pay will apply only to the tractor mounted sweeper Equipment Operator I classification.

EMPLOYEE CLASSIFICATION AND WAGE SCHEDULE

4 of 8

Pay Grade	Job Type		January 2017	January 2018	January 2019	January 2020
<u>CARPENTERS, MILLWRIGHTS, PLUMBERS and WELDERS</u>						
A31	ACRP	Apprentice Carpenter				
	AMIL	Apprentice Millwright				
		Apprentice Plumber				
	AWLD	Apprentice Welder				
		1st 6 months-70% journeyman rate	25.83	26.22	26.61	27.08
		2nd 6 months-72.5% journeyman rate	26.75	27.15	27.56	28.04
		3rd 6 months-75% journeyman rate	27.68	28.09	28.51	29.01
		4th 6 months-77.5% journeyman rate	28.60	29.02	29.46	29.98
		5th 6 months-80% journeyman rate	29.52	29.96	30.41	30.94
		6th 6 months-82.5% journeyman rate	30.44	30.90	31.36	31.91
		7th 6 months-85% journeyman rate	31.37	31.83	32.31	32.88
		8th 6 months-90% journeyman rate	33.21	33.71	34.21	34.81
<u>MECHANICS</u>						
A72	AMEC	Apprentice Mechanic				
		1st 6 months-70% journeyman rate	25.87	26.25	26.64	27.11
		2nd 6 months-72.5% journeyman rate	26.79	27.19	27.59	28.08
		3rd 6 months-75% journeyman rate	27.71	28.13	28.55	29.05
		4th 6 months-77.5% journeyman rate	28.64	29.06	29.50	30.02
		5th 6 months-80% journeyman rate	29.56	30.00	30.45	30.98
		6th 6 months-82.5% journeyman rate	30.48	30.94	31.40	31.95
		7th 6 months-85% journeyman rate	31.41	31.88	32.35	32.92
		8th 6 months-90% journeyman rate	33.26	33.75	34.25	34.86

EMPLOYEE CLASSIFICATION AND WAGE SCHEDULE

5 of 8

Pay Grade	Job Type		January 2017	January 2018	January 2019	January 2020
<u>ELECTRICIANS</u>						
A39	AELC	Apprentice Electrician				
		1st 6 months-70% journeyman rate	25.95	26.34	26.73	27.20
		2nd 6 months-72.5% journeyman rate	26.88	27.28	27.69	28.17
		3rd 6 months-75% journeyman rate	27.80	28.22	28.64	29.15
		4th 6 months-77.5% journeyman rate	28.73	29.16	29.60	30.12
		5th 6 months-80% journeyman rate	29.66	30.10	30.55	31.09
		6th 6 months-82.5% journeyman rate	30.58	31.04	31.51	32.06
		7th 6 months-85% journeyman rate	31.51	31.99	32.46	33.03
		8th 6 months-90% journeyman rate	33.36	33.87	34.37	34.97

EMPLOYEE CLASSIFICATION AND WAGE SCHEDULE

Pay Grade	Job Type		January 2017	January 2018	January 2019	January 2020
FOR THE FOLLOWING POSITIONS MARKED WITH A BULLET (*), THE RATES INCLUDE TOOL ALLOWANCE						
A47	HVAC	HVAC Tradesperson	35.97	36.51	37.06	37.71
A53	CF	▪Concrete Finisher	33.35	33.85	34.36	34.96
		<i>Tool Allowance (included)</i>	0.184	0.187	0.190	0.193
A51	CPC	▪Carpenter Certified	36.90	37.45	38.01	38.68
		<i>Tool Allowance (included)</i>	0.303	0.308	0.313	0.318
A50	CSF	▪Carpenter Shop Foreman	38.16	38.73	39.31	40.00
		<i>Tool Allowance (included)</i>	0.303	0.308	0.313	0.318
A54	MW	▪Millwright	36.90	37.45	38.01	38.68
		<i>Tool Allowance (included)</i>	0.184	0.187	0.190	0.193
A74	PLC	▪Plumber Certified	36.90	37.45	38.01	38.68
		<i>Tool Allowance (included)</i>	0.184	0.187	0.190	0.193
A74	PMTC	▪Plants Maintenance Technician	36.90	37.45	38.01	38.68
		<i>Tool Allowance (included)</i>	0.184	0.187	0.190	0.193
A52	WLC	▪Welder Certified	36.90	37.45	38.01	38.68
		<i>Tool Allowance (included)</i>	0.315	0.320	0.325	0.331
A48	MEC	▪Mechanic Certified	36.95	37.50	38.06	38.73
		<i>Tool Allowance (included)</i>	0.428	0.434	0.441	0.449
A48	EFT	▪Emergency Fleet Technician	36.95	37.50	38.06	38.73
		<i>Tool Allowance (included)</i>	0.428	0.434	0.441	0.449
A48	EVT	▪Emergency Vehicle Technician (Training)		under review		
		<i>Tool Allowance (included)</i>	0.428	0.434	0.441	0.449
		▪Emergency Vehicle Technician		under review		
		<i>Tool Allowance (included)</i>	0.428	0.434	0.441	0.449
A55	ELC	▪Electrician Certified	37.07	37.63	38.19	38.86
		<i>Tool Allowance (included)</i>	0.184	0.187	0.190	0.193
A67	CEET	▪Electrician/Electronics Technician Certified	37.84	38.41	38.99	39.67
		<i>Tool Allowance (included)</i>	0.184	0.187	0.190	0.193
A67	PELC	▪Plant Electrician	37.84	38.41	38.99	39.67
		<i>Tool Allowance (included)</i>	0.184	0.187	0.190	0.193
A67	FIT	▪Foreman in Training (Electrical)	37.84	38.41	38.99	39.67
		<i>Tool Allowance (included)</i>	0.184	0.187	0.190	0.193
A49	SF	▪Heavy Duty Foreman	38.16	38.73	39.31	40.00
		<i>Tool Allowance (included)</i>	0.184	0.187	0.190	0.193
A50	WLDF	▪Welding Foreman	38.16	38.73	39.31	40.00
		<i>Tool Allowance (included)</i>	0.315	0.320	0.325	0.331
A50	LFF	▪Light Fleet Foreman	38.16	38.73	39.31	40.00
		<i>Tool Allowance (included)</i>	0.315	0.320	0.325	0.331
A58	MEAF	Mechanic - Assistant Foreman	37.68	38.25	38.82	39.50
A56	ELMF	Electrical or Mechanical Foreman	38.39	38.97	39.55	40.24
A57		Technician/Electrical Foreman	38.39	38.97	39.55	40.24
		Foreman - Civic Trades		40.16	40.76	41.47

EMPLOYEE CLASSIFICATION AND WAGE SCHEDULE

7 of 8



Pay Grade	Job Type		January 2017	January 2018	January 2019	January 2020
A61	PTS	Partsperson	32.09	32.57	33.06	33.64
A82	INVC	Inventory Coordinator	32.68	33.17	33.67	34.26
<u>PARKS and CEMETERY</u>						
A05	PIPM	Parks Worker 2 - Integrated Pest Management	29.65	30.09	30.54	31.07
A05	PKW2	Parks Worker 2 - Special Events	29.65	30.09	30.54	31.07
A05	PKW2	Parks Worker 2 - Crew Leader	29.65	30.09	30.54	31.07
A05	PKW2	Parks Worker 2 - Turf & Construction	29.65	30.09	30.54	31.07
A05	PKW2	Parks Worker 2 - Cemetery	29.65	30.09	30.54	31.07
A05	IRR1	Irrigation Technician 1	29.65	30.09	30.54	31.07
A62	GRD1	Gardener	30.40	30.86	31.32	31.87
A62	UFG1	Arborist 1	30.40	30.86	31.32	31.87
A62	IRR2	Irrigation Technician 2	30.40	30.86	31.32	31.87
A62	PKW3	Parks Worker 3 - Turf, Snow & Construction	30.40	30.86	31.32	31.87
A63	GRD2	Gardener 2	31.16	31.63	32.10	32.66
A63	HEG2	Gardener 2 - Horticulture & Events	31.16	31.63	32.10	32.66
A63	IPMG2	Gardener 2 - Integrated Pest Management	31.16	31.63	32.10	32.66
A63	ITG2	Irrigation Technician 3	31.16	31.63	32.10	32.66
A63	UFG2	Arborist 2	31.16	31.63	32.10	32.66
A83	IPMC	IPM Coordinator	33.20	33.70	34.21	34.81
A09	AF	Assistant Foreman - Turf, Snow & Construction	36.09	36.63	37.18	37.83
A76	CMCT	Cemetery Caretaker	36.98	37.53	38.09	38.76
A10	FORE	Foreman - Horticulture	36.98	37.53	38.09	38.76
A10	FORE	Foreman - Parks & Playground	36.98	37.53	38.09	38.76
A10	FORE	Foreman - Turf, Snow & Construction	36.98	37.53	38.09	38.76
A10	FORE	Foreman - Turf & Irrigation	36.98	37.53	38.09	38.76
A10	FORE	Foreman - IPM	36.98	37.53	38.09	38.76
A10	FORE	Parks Foreman	36.98	37.53	38.09	38.76

SPECIAL RATES

Charge Hand	<ul style="list-style-type: none"> - \$0.60 per hour over regular rate when in charge of a crew working - Charge hand rate applies to tradesmen rate when one or more additional tradesmen are being directly supervised.
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Dirty Pay

- Re: Article 22.10
- \$0.55 per hour over regular rate for special conditions specified.
- \$0.40 per hour over regular rate.
- Up to three (3) employees engaged in the exhumation of a body or clean-up following a fatality shall be paid an additional forty dollars (\$40) bonus for such work and, following the exhumation or clean-up, shall be allowed to take the rest of the day off with pay. In addition, counselling services will be made available on paid time for these employees as required.

Electrical permit premium		\$2500.00 per year
Mobile Equipment Trainer		\$1000.00 per year
Seconded Trainer Premium	-	\$0.75 per hour over

Foreman (Utilities Div.) EOCP Certifications

Level 1 certification(s)	- \$0.25 per hour over
Level 2 certification(s)	- \$0.50 per hour over
Level 3 certification(s)	- \$0.75 per hour over
Level 4 certification(s)	- \$1.00 per hour over

SHIFT DIFFERENTIAL RATES RE: ARTICLE 22.07

Afternoon shift	-	\$0.50 per hour over regular rate
Night Shift	-	\$0.75 per hour over regular rate

SCHEDULE "B"
THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

WAGE INCREASES

Effective January 1, 2017 - 2.00%

Effective January 1, 2018 - 1.50%

Effective January 1, 2019 - 1.50%

Effective January 1, 2020 - 1.75%

Pay Grade	Classification		Probationary Step	Post Probation
1		1-Jan-17	25.30	25.73
			1897.50	1929.75
			4125.32	4195.44
		1-Jan-18	25.68	26.12
			1926.00	1959.00
			4187.28	4259.03
		1-Jan-19	26.07	26.51
			1955.25	1988.25
			4250.88	4322.62
		1-Jan-20	26.53	26.97
			1989.75	2022.75
			4325.88	4397.63
2	Aquatic Cashier	1-Jan-17	25.73	26.17
			1929.75	1962.75
			4195.44	4267.18
		1-Jan-18	26.12	26.56
			1959.00	1992.00
			4259.03	4330.77
		1-Jan-19	26.51	26.96
			1988.25	2022.00
			4322.62	4396.00
		1-Jan-20	26.97	27.43
			2022.75	2057.25
			4397.63	4472.63

SCHEDULE "B"
THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
3	Data Entry Clerk	1-Jan-17	26.17	26.75
	Mailroom Clerk		1962.75	2006.25
	Meter Reader		4267.18	4361.75
	Office Assistant 1			
	RCMP Casual Clerical	1-Jan-18	26.56	27.15
			1992.00	2036.25
			4330.77	4426.98
		1-Jan-19	26.96	27.56
			2022.00	2067.00
			4396.00	4493.83
		1-Jan-20	27.43	28.04
			2057.25	2103.00
			4472.63	4572.10
4	Aquatic Cashier/Clerk	1-Jan-17	26.75	27.30
	Junior Engineering Assistant		2006.25	2047.50
	Office Assistant 2		4361.75	4451.44
	Accounting Services Clerk			
		1-Jan-18	27.15	27.71
			2036.25	2078.25
			4426.98	4518.29
		1-Jan-19	27.56	28.13
			2067.00	2109.75
			4493.83	4586.77
		1-Jan-20	28.04	28.62
			2103.00	2146.50
			4572.10	4666.67

THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE

- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
5	Development Services Representative Records & Information Clerk Procurement Assistant	1-Jan-17	27.30	27.81
			2047.50	2085.75
			4451.44	4534.59
		1-Jan-18	27.71	28.23
			2078.25	2117.25
			4518.29	4603.08
		1-Jan-19	28.13	28.65
			2109.75	2148.75
			4586.77	4671.56
		1-Jan-20	28.62	29.15
			2146.50	2186.25
			4666.67	4753.09
6	Administration Clerk Aquatic Cashier Team Leader Computer Technician Student CPIC Operator Engineering Technician Student Parking Control Officer RCMP Accounting & Purchasing Clerk Service Representative	1-Jan-17	27.81	28.40
			2085.75	2130.00
			4534.59	4630.80
		1-Jan-18	28.23	28.83
			2117.25	2162.25
			4603.08	4700.91
		1-Jan-19	28.65	29.26
			2148.75	2194.50
			4671.56	4771.03
		1-Jan-20	29.15	29.77
			2186.25	2232.75
			4753.09	4854.18

SCHEDULE "B"
THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
7	Bylaw Compliance Assistant Computer Technician 1 Custodian 1 Disclosure Clerk	1-Jan-17	28.40	28.99
			2130.00	2174.25
			4630.80	4727.00
		1-Jan-18	28.83	29.42
			2162.25	2206.50
			4700.91	4797.11
		1-Jan-19	29.26	29.86
			2194.50	2239.50
			4771.03	4868.86
		1-Jan-20	29.77	30.38
			2232.75	2278.50
			4854.18	4953.65
8	Dispatcher Head CPIC Operator Lead Service Representative Legislative Support Clerk Project Assistant Records Clerk	1-Jan-17	28.99	29.65
			2174.25	2223.75
			4727.00	4834.62
		1-Jan-18	29.42	30.09
			2206.50	2256.75
			4797.11	4906.36
		1-Jan-19	29.86	30.54
			2239.50	2290.50
			4868.86	4979.74
		1-Jan-20	30.38	31.07
			2278.50	2330.25
			4953.65	5066.16

SCHEDULE "B"
THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
9	Administrative Coordinator 1	1-Jan-17	29.65	30.30
			2223.75	2272.50
			4834.62	4940.60
	Animal Control Officer	1-Jan-18	30.09	30.75
			2256.75	2306.25
			4906.36	5013.98
	Civic Maintenance Worker 2	1-Jan-19	30.54	31.21
			2290.50	2340.75
			4979.74	5088.99
	Custodian 2	1-Jan-20	31.07	31.76
			2330.25	2382.00
			5066.16	5178.67
10	Computer Technician 2	1-Jan-17	30.30	31.01
			2272.50	2325.75
			4940.60	5056.37
	Court Administrator	1-Jan-18	30.75	31.48
			2306.25	2361.00
			5013.98	5133.01
		1-Jan-19	31.21	31.95
			2340.75	2396.25
			5088.99	5209.65
		1-Jan-20	31.76	32.51
			2382.00	2438.25
			5178.67	5300.96

SCHEDULE "B"
THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
11	Accounting Clerk	1-Jan-17	31.01	31.71
	Administrative Coordinator 2		2325.75	2378.25
	Billings Clerk 2		5056.37	5170.51
	Cemetery Coordinator			
	Client Services Coordinator	1-Jan-18	31.48	32.19
	Emergency Fleet Services Coordinator		2361.00	2414.25
	Fleet Administrator		5133.01	5248.78
	Investment Clerk	1-Jan-19		
	Legislative Coordinator		31.95	32.67
	Procurement Analyst 1		2396.25	2450.25
	Traffic Permit Officer		5209.65	5327.05
	Accounting Coordinator	1-Jan-20		
			32.51	33.24
			2438.25	2493.00
			5300.96	5419.99
12	Parking Control Supervisor	1-Jan-17	31.71	32.40
	Programmer 1		2378.25	2430.00
	Procurement Analyst 2		5170.51	5283.02
		1-Jan-18	32.19	32.89
			2414.25	2466.75
			5248.78	5362.92
		1-Jan-19	32.67	33.38
			2450.25	2503.50
			5327.05	5442.82
		1-Jan-20	33.24	33.96
			2493.00	2547.00
			5419.99	5537.39

THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE

- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
13	Budget Administrator	1-Jan-17	32.40	33.21
	Bylaw Coordinator		2430.00	2490.75
	Computer Technician 3		5283.02	5415.10
	Engineering Technician			
	Environmental Services Technician	1-Jan-18	32.89	33.71
	Facility Asset Coordinator		2466.75	2528.25
	GIS Technician		5362.92	5496.63
	Network Technician 1			
	Planning Technician	1-Jan-19	33.38	34.22
	Project Coordinator		2503.50	2566.50
	Property Agent Administrator		5442.82	5579.78
		1-Jan-20	33.96	34.82
			2547.00	2611.50
			5537.39	5677.62
14	Bylaw Enforcement Officer	1-Jan-17	33.21	34.04
	Community Policing Coordinator		2490.75	2553.00
			5415.10	5550.43
		1-Jan-18	33.71	34.55
			2528.25	2591.25
			5496.63	5633.59
		1-Jan-19	34.22	35.07
			2566.50	2630.25
			5579.78	5718.38
		1-Jan-20	34.82	35.68
			2611.50	2676.00
			5677.62	5817.85

SCHEDULE "B"
THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
15	Website Content Specialist	1-Jan-17	34.04	34.89
			2553.00	2616.75
			5550.43	5689.03
		1-Jan-18	34.55	35.41
			2591.25	2655.75
			5633.59	5773.82
		1-Jan-19	35.07	35.94
			2630.25	2695.50
			5718.38	5860.24
		1-Jan-20	35.68	36.57
			2676.00	2742.75
			5817.85	5962.97
16	Asset Management Analyst	1-Jan-17	34.89	35.75
			2616.75	2681.25
			5689.03	5829.26
	Budget Analyst	1-Jan-18	35.41	36.29
	Computer Technician 4		2655.75	2721.75
	Court Liaison 1		5773.82	5917.31
	Financial Analyst	1-Jan-19	35.94	36.83
	Forensic Identification Technician		2695.50	2762.25
	GIS Technologist		5860.24	6005.36
	Network Technician 2	1-Jan-20	36.57	37.47
	Planner 1		2742.75	2810.25
	Programmer/Analyst 1		5962.97	6109.72
	Digital Communications Coordinator			
	Plan Checker 1			

SCHEDULE "B"
THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
17	Building Inspector 1 Procurement Analyst 3 Property Agent 1 Risk & Claims Analyst Transit Planner	1-Jan-17	35.75	36.68
			2681.25	2751.00
			5829.26	5980.90
		1-Jan-18	36.29	37.23
			2721.75	2792.25
			5917.31	6070.58
		1-Jan-19	36.83	37.79
			2762.25	2834.25
			6005.36	6161.90
		1-Jan-20	37.47	38.45
			2810.25	2883.75
			6109.72	6269.51
18	Court Liaison 2 Plan Checker 2	1-Jan-17	36.68	37.64
			2751.00	2823.00
			5980.90	6137.44
		1-Jan-18	37.23	38.20
			2792.25	2865.00
			6070.58	6228.75
		1-Jan-19	37.79	38.77
			2834.25	2907.75
			6161.90	6321.69
		1-Jan-20	38.45	39.45
			2883.75	2958.75
			6269.51	6432.57

SCHEDULE "B"
THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
19	Building Inspector 2	1-Jan-17	37.64	38.65
	Business Development Officer		2823.00	2898.75
	Court Coordinator		6137.44	6302.12
	Economic Development Officer			
	Engineering Assistant	1-Jan-18	38.20	39.23
	Environmental Assistant - Source Control		2865.00	2942.25
	GIS Analyst		6228.75	6396.70
	Programmer Analyst 2			
	Technical Support Specialist	1-Jan-19	38.77	39.82
	Workforce Development Officer		2907.75	2986.50
	Environmental Assistant - Engineering Services		6321.69	6492.90
		1-Jan-20	39.45	40.52
			2958.75	3039.00
			6432.57	6607.04
20	Environmental Coordinator	1-Jan-17	38.65	39.96
	Planner 2		2898.75	2997.00
	Strategic Parks Planner		6302.12	6515.73
	Planning Team Lead			
		1-Jan-18	39.23	40.56
			2942.25	3042.00
			6396.70	6613.56
		1-Jan-19	39.82	41.17
			2986.50	3087.75
			6492.90	6713.03
		1-Jan-20	40.52	41.89
			3039.00	3141.75
			6607.04	6830.43

SCHEDULE "B"
THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
21	GIS Coordinator Plumbing Inspector Plan Checker 3	1-Jan-17	40.49	41.77
			3036.75	3132.75
			6602.15	6810.86
		1-Jan-18	41.10	42.40
			3082.50	3180.00
			6701.61	6913.59
		1-Jan-19	41.72	43.04
			3129.00	3228.00
			6802.71	7017.94
		1-Jan-20	42.45	43.79
			3183.75	3284.25
			6921.74	7140.23
22	Building Inspector 3 Planner 3 Programmer/Analyst 3 Property Agent 2	1-Jan-17	41.77	43.02
			3132.75	3226.50
			6810.86	7014.68
		1-Jan-18	42.40	43.67
			3180.00	3275.25
			6913.59	7120.67
		1-Jan-19	43.04	44.33
			3228.00	3324.75
			7017.94	7228.28
		1-Jan-20	43.79	45.11
			3284.25	3383.25
			7140.23	7355.47

SCHEDULE "B"
THIRTY-SEVEN AND ONE-HALF HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
23	Chief Building Inspector	1-Jan-17	43.80	45.11
			3285.00	3383.25
			7141.86	7355.47
		1-Jan-18	44.46	45.79
			3334.50	3434.25
			7249.48	7466.35
		1-Jan-19	45.13	46.48
			3384.75	3486.00
			7358.73	7578.85
		1-Jan-20	45.92	47.29
			3444.00	3546.75
			7487.54	7710.93

NOTE: Custodian 1's employed at City Hall and the R.C.M.P. Detachment work 37.5 hours per week and are, therefore, included in this pay schedule.

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

WAGE INCREASES

Effective January 1, 2017 - 2.00%

Effective January 1, 2018 - 1.50%

Effective January 1, 2019 - 1.50%

Effective January 1, 2020 - 1.75%

Classification		Probationary Step	Post Probation
1	Transcriptionist	1-Jan-17	26.58
			2126.40
			4622.97
		1-Jan-18	26.98
			2158.40
			4692.54
		1-Jan-19	27.38
			2190.40
			4762.11
		1-Jan-20	27.86
			2228.80
			4845.60
2	Cleaner	1-Jan-17	27.12
			2169.60
			4716.89
		1-Jan-18	27.53
			2202.40
			4788.20
		1-Jan-19	27.94
			2235.20
			4859.51
		1-Jan-20	28.43
			2274.40
			4944.74

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
3	Head Transcriptionist	1-Jan-17	27.67	28.28
			2213.60	2262.40
			4812.55	4918.65
		1-Jan-18	28.09	28.70
			2247.20	2296.00
			4885.60	4991.70
		1-Jan-19	28.51	29.13
			2280.80	2330.40
			4958.65	5066.48
		1-Jan-20	29.01	29.64
			2320.80	2371.20
			5045.61	5155.19
4	Animation & Display Assistant Arena Maintenance Worker Crowd Management Officer Event Maintenance Worker GI Records Clerk Lifeguard Instructor 2 MNI Administrator Prime Administrator RCMP Service Representative Victim Services Assistant Watch Clerk	1-Jan-17	28.28	28.90
			2262.40	2312.00
			4918.65	5026.48
		1-Jan-18	28.70	29.33
			2296.00	2346.40
			4991.70	5101.27
		1-Jan-19	29.13	29.77
			2330.40	2381.60
			5066.48	5177.80
		1-Jan-20	29.64	30.29
			2371.20	2423.20
			5155.19	5268.24

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
5	Acting Team Leader 1 (Aquatics) Aquatic Maintenance Worker Exhibit & Property Custodian Facility Operator Maintenance Worker, Off-Street Parking Wastewater Technician Level 1 - Uncertified	1-Jan-17	28.90	29.53
			2312.00	2362.40
			5026.48	5136.05
		1-Jan-18	29.33	29.97
			2346.40	2397.60
			5101.27	5212.58
		1-Jan-19	29.77	30.42
			2381.60	2433.60
			5177.80	5290.85
		1-Jan-20	30.29	30.95
			2423.20	2476.00
			5268.24	5383.03
6	Coordinator Animation, Audio & Display Services Head RCMP Service Representative Head Watch Clerk	1-Jan-17	29.53	30.20
			2362.40	2416.00
			5136.05	5252.59
		1-Jan-18	29.97	30.65
			2397.60	2452.00
			5212.58	5330.85
		1-Jan-19	30.42	31.11
			2433.60	2488.80
			5290.85	5410.86
		1-Jan-20	30.95	31.65
			2476.00	2532.00
			5383.03	5504.78

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
7	Assistant Facility Foreman Building Maintenance Worker Head Exhibits & Property Custodian	1-Jan-17	30.20 2416.00 5252.59	30.84 2467.20 5363.90
		1-Jan-18	30.65 2452.00 5330.85	31.30 2504.00 5443.90
		1-Jan-19	31.11 2488.80 5410.86	31.77 2541.60 5525.65
	Team Leader 2 (Aquatics) Water Pumphouse Operator 1 Certified Exhibition Park Assistant Foreman	1-Jan-20	31.65 2532.00 5504.78	32.33 2586.40 5623.05
	Aquatic Leader Construction Technician 1 Wastewater Technician Certified - Level 1 Data Processor Disclosure Liaison	1-Jan-17	30.84 2467.20 5363.90	31.60 2528.00 5496.08
		1-Jan-18	31.30 2504.00 5443.90	32.07 2565.60 5577.83
		1-Jan-19	31.77 2541.60 5525.65	32.55 2604.00 5661.31
		1-Jan-20	32.33 2586.40 5623.05	33.12 2649.60 5760.45

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
9	Community Arenas Coordinator Facility Scheduling Coordinator Head Jail Guard Water Pump House Operator 2 Certified Victim Services Coordinator	1-Jan-17	31.60	32.40
			2528.00	2592.00
			5496.08	5635.22
		1-Jan-18	32.07	32.89
			2565.60	2631.20
			5577.83	5720.45
		1-Jan-19	32.55	33.38
			2604.00	2670.40
			5661.31	5805.67
		1-Jan-20	33.12	33.96
			2649.60	2716.80
			5760.45	5906.55
10	Aquatic Coordinator 1 Assistant Aquatics Foreman Wastewater Technician Certified - Level 2 Water Systems Technician	1-Jan-17	32.40	33.19
			2592.00	2655.20
			5635.22	5772.63
		1-Jan-18	32.89	33.69
			2631.20	2695.20
			5720.45	5859.59
		1-Jan-19	33.38	34.20
			2670.40	2736.00
			5805.67	5948.29
		1-Jan-20	33.96	34.80
			2716.80	2784.00
			5906.55	6052.65

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
11	Civic Centre Foreman Community Coordinator Custodial Foreman	1-Jan-17	33.19	33.98
			2655.20	2718.40
			5772.63	5910.03
	Event Coordinator Facility Foreman Laboratory Technician	1-Jan-18	33.69	34.49
			2695.20	2759.20
			5859.59	5998.73
	Social Development Coordinator Water Pumphouse Operator 3	1-Jan-19	34.20	35.01
			2736.00	2800.80
			5948.29	6089.17
		1-Jan-20	34.80	35.62
			2784.00	2849.60
			6052.65	6195.27
12	Aquatic Programmer Civic Events Coordinator Construction Technician 2	1-Jan-17	33.98	34.84
			2718.40	2787.20
			5910.03	6059.61
	Marketing & Event Coordinator Wastewater Technician Certified - Level 3	1-Jan-18	34.49	35.36
			2759.20	2828.80
			5998.73	6150.05
		1-Jan-19	35.01	35.89
			2800.80	2871.20
			6089.17	6242.23
		1-Jan-20	35.62	36.52
			2849.60	2921.60
			6195.27	6351.80

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
13	Aquatic Operations Foreman	1-Jan-17	34.84	35.75
			2787.20	2860.00
			6059.61	6217.88
	Assistant Foreman Water Pumphouse	1-Jan-18	35.36	36.29
			2828.80	2903.20
			6150.05	6311.80
	CN Centre Foreman	1-Jan-19	35.89	36.83
			2871.20	2946.40
			6242.23	6405.72
	Community Coordinator Team Lead	1-Jan-20	36.52	37.47
			2921.60	2997.60
			6351.80	6517.03
	Promotions & Business Development Coordinator	1-Jan-17	35.75	36.69
2860.00			2935.20	
6217.88			6381.37	
Wastewater Technician Certified - Level 4	1-Jan-18	36.29	37.24	
		2903.20	2979.20	
		6311.80	6477.03	
Wastewater Technician Foreman (Class 2)	1-Jan-19	36.83	37.80	
		2946.40	3024.00	
		6405.72	6574.43	
Aquatic Operations Foreman in Training	1-Jan-20	37.47	38.46	
		2997.60	3076.80	
		6517.03	6689.22	
Fleet Planning Specialist	1-Jan-17	35.75	36.69	
		2860.00	2935.20	
		6217.88	6381.37	

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		Probationary Step	Post Probation
15	Criminal Analyst Foreman Water Pumphouse Wastewater Operator Trainer Exhibition Park Foreman	1-Jan-17	36.69 2935.20 6381.37	37.86 3028.80 6584.86
		1-Jan-18	37.24 2979.20 6477.03	38.43 3074.40 6684.00
		1-Jan-19	37.80 3024.00 6574.43	39.01 3120.80 6784.88
		1-Jan-20	38.46 3076.80 6689.22	39.69 3175.20 6903.15
		1-Jan-17	37.86 3028.80 6584.86	39.06 3124.80 6793.58
		1-Jan-18	38.43 3074.40 6684.00	39.65 3172.00 6896.19
		1-Jan-19	39.01 3120.80 6784.88	40.24 3219.20 6998.81
		1-Jan-20	39.69 3175.20 6903.15	40.94 3275.20 7120.56
		1-Jan-17	39.06 3124.80 6793.58	40.32 3225.60 7012.72
		1-Jan-18	39.65 3172.00 6896.19	40.92 3273.60 7117.08
		1-Jan-19	40.24 3219.20 6998.81	41.53 3322.40 7223.17
		1-Jan-20	40.94 3275.20 7120.56	42.26 3380.80 7350.14

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Part-time employees engaged in classifications listed in Schedule "B" or "C" to receive the same wage increase as regular full-time employees. These employees are to be paid at the hourly rate of:

Pay Grade	Classification		
C901	Aquafit Instructor Lifeguard Instructor 1	1-Jan-17	25.07
			2005.60
			4360.34
		1-Jan-18	25.45
			2036.00
			4426.43
		1-Jan-19	25.83
			2066.40
			4492.53
		1-Jan-20	26.28
			2102.40
			4570.79
C902	Customer Service/Waterslide Attendants	1-Jan-17	14.44
			1155.20
			2511.50
		1-Jan-18	14.66
			1172.80
			2549.76
		1-Jan-19	14.88
			1190.40
			2588.03
		1-Jan-20	15.14
			1211.20
			2633.25
C903	Event Host	1-Jan-17	21.77
			1741.60
			3786.38
		1-Jan-18	22.10
			1768.00
			3843.78
		1-Jan-19	22.43
			1794.40
			3901.18
		1-Jan-20	22.82
			1825.60
			3969.01

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade	Classification		
C904	Event Worker	1-Jan-17	18.43
			1474.40
			3205.47
		1-Jan-18	18.71
			1496.80
			3254.17
		1-Jan-19	18.99
			1519.20
			3302.87
		1-Jan-20	19.32
			1545.60
			3360.26
C905	Dog License Canvasser	1-Jan-17	18.96
			1516.80
			3297.65
		1-Jan-18	19.24
			1539.20
			3346.35
		1-Jan-19	19.53
			1562.40
			3396.79
		1-Jan-20	19.87
			1589.60
			3455.92
C906	Asst Mtce Wrkr, Off-St Parking	1-Jan-17	23.61
			1888.80
			4106.41
		1-Jan-18	23.96
			1916.80
			4167.28
		1-Jan-19	24.32
			1945.60
			4229.90
		1-Jan-20	24.75
			1980.00
			4304.69

SCHEDULE "C"
FORTY HOUR PER WEEK SCHEDULE
- Hourly, Biweekly, and Monthly Rates are Listed -

Pay Grade Classification			
C907	Waterwise Liaison Worker	1-Jan-17	19.33
			1546.40
			3362.00
		1-Jan-18	19.62
			1569.60
			3412.44
		1-Jan-19	19.91
			1592.80
			3462.88
		1-Jan-20	20.26
			1620.80
			3523.75
C909	Auxiliary Lifeguard Auxiliary Water Safety Instructor	1-Jan-17	21.96
			1756.80
			3819.43
		1-Jan-18	22.29
			1783.20
			3876.83
		1-Jan-19	22.62
			1809.60
			3934.22
		1-Jan-20	23.02
			1841.60
			4003.79
Employees will be paid double time (2T) for statutory holidays for hours worked. Employees need not work when called.			

SCHEDULE "D"
CLASSIFICATIONS REQUIRED TO WORK OTHER
THAN THE REGULAR WORK WEEK

Appendix D
1 of 6

All schedules to be five (5) consecutive days per week with two (2) consecutive days off unless otherwise stated.

COMMUNITY SERVICES

Aquatic, Arena, or Civic Centre staff employed in cleaning, custodial, maintenance, lifeguarding, facility operator, crowd management, display & animation or foreman jobs

- Nine (9) consecutive hours covering twenty-four (24) hour period, Monday to Sunday.

Community Coordinator, Aquatic Coordinator 1, Aquatic Coordinator 2

- Nine (9) consecutive hours per day, between 8:00 a.m. and 10:00 p.m., Monday to Sunday. Shifts shall be determined by event or operational needs. Regular work week is Monday to Friday.

Aquatic Cashiers, Aquatic Cashier Team Lead, Administrative Coordinator 2 (Aquatics)

- Eight and one half (8 ½) consecutive hours per day, between 5:30 a.m. and 12:00 midnight, Monday to Sunday.

Events Coordinators, Marketing and Event Coordinator, Promotions & Business Development Coordinators

- Nine (9) consecutive hours per day between 6:00 a.m. and 11:00 p.m., Monday to Sunday. Shifts to be determined by event demands. Regular work week is Tuesday - Saturday and/or Sunday to Thursday.

Facility Scheduling Coordinators, Arenas Scheduling Coordinator, Civic Events Coordinator

- Nine (9) consecutive hours per day between 6:00 a.m. and 11:00 p.m., Monday to Sunday. Shifts to be determined by event demands. Regular work week (no event demands) is Monday to Friday.

Custodians

- Eight and one half (8½) consecutive hours between 8:00 a.m. and 12:00 midnight Monday to Sunday.

Custodial Foreman

- Nine consecutive hours between 8:00 a.m. and 12:00 midnight, Monday to Sunday.

SCHEDULE "D"
CLASSIFICATIONS REQUIRED TO WORK OTHER
THAN THE REGULAR WORK WEEK

Appendix D
2 of 6

Police Support Services

All total hours include one (1) hour off for lunch. Lunch break may be reduced to one-half (½) hour upon agreement by both parties.

Changes to regular shifts shall only be made after proper notice has been given as provided for under Article 13.

Guards

- Four (4) shifts consisting of twelve (12) consecutive hours covering twenty-four (24) hour period Monday to Sunday, followed by four (4) shifts off.

*** Head Guard**

- Four (4) shifts consisting of twelve (12) consecutive hours covering twenty-four (24) hour period Monday to Sunday, followed by four (4) shifts off.

OR

- Five (5) shifts consisting of nine (9) consecutive hours between 7 am and 6 pm with one (1) hour unpaid meal break Monday to Friday.

*** Transcriptionists**

- Nine (9) consecutive hours between 7:00 a.m. to 10:00 p.m., Monday to Sunday. Regular hours are Monday to Friday.

RCMP Service Representatives

- Four (4) shifts consisting of twelve (12) consecutive hours per day covering twenty-four (24) hour period, followed by four (4) shifts off.
- Five (5) shifts consisting of nine (9) consecutive hours per day between 8:00 a.m. and 8:00 p.m.

Watch Clerks

- Four (4) shifts consisting of twelve (12) consecutive hours per day covering twenty-four (24) hour period, Monday to Sunday, followed by four (4) shifts off.

OR

- Nine (9) consecutive hours per day between 7:00 a.m. and 4:00 p.m., Monday to Friday.

OR

- Nine (9) consecutive hours per day between 4:00 p.m. and 1:00 a.m., Tuesday to Saturday.

OR

- Nine (9) consecutive hours per day between 9:00 a.m. and 6:00 p.m., Monday to Friday when no afternoon shift coverage scheduled.

SCHEDULE "D"
CLASSIFICATIONS REQUIRED TO WORK OTHER
THAN THE REGULAR WORK WEEK

Appendix D
3 of 6

Head Watch Clerk, Records Supervisor	- Nine (9) consecutive hours per day between 6:00 a.m. and 1:00 a.m., Monday to Saturday. Shifts shall be determined by training or operational needs. Regular work week shall be Monday to Friday.
GI Records Clerk	- Nine (9) consecutive hours per day between 7:00 a.m. and 5:00 p.m., Monday to Friday.
PRIME Administrator	- Nine (9) consecutive hours per day Monday to Friday between 6 a.m. and 9 p.m. with one (1) hour unpaid meal break. Meal break may be reduced to one-half (½) hour by mutual consent of supervisor and employee.
Court Administrator	- Eight and one half (8 ½) consecutive hours between 6:30 a.m. and 5:00 p.m., Monday to Friday.
* Data Processor	- Nine (9) consecutive hours between 7:00 a.m. and 5:00 p.m., Monday to Friday.
Court Liaison	- Eight and one half (8 ½) consecutive hours between 6:30 a.m. and 5:00 p.m., Monday to Friday.
* Community Policing Coordinator, Community Policing Assistant	- Eight and one half (8 ½) consecutive hours per day between 8:30 a.m. and 10:00 p.m., Monday to Sunday. Shifts shall be determined by community needs. Regular work week is Monday to Friday.
Victim Services Coordinator, Victim Services Assistant	- Nine (9) consecutive hours per day between 7:00 a.m. and 10:00 p.m. Monday to Sunday. Shifts shall be determined by community needs. Regular work week is Monday to Friday.
* Criminal Analyst	- Nine (9) consecutive hours per day between 7:00 a.m. and 7:00 p.m., Monday to Sunday. Shifts shall be determined by community needs.
Exhibit & Property Custodian	- Nine (9) consecutive hours between 6:00 a.m. and 11:00 p.m., Monday to Friday.

SCHEDULE "D"
CLASSIFICATIONS REQUIRED TO WORK OTHER
THAN THE REGULAR WORK WEEK

Appendix D
4 of 6

ADMINISTRATIVE SERVICES

- | | |
|--|--|
| Computer Technician 1, Computer Technician 2 | - Eight and one half (8 ½) consecutive hours per day between 6:00 a.m. and 5:00 p.m., Monday to Friday; between 6:00 a.m. and 5:00 p.m., Tuesday to Saturday; or, between 6:00 a.m. and 5:00 p.m., Sunday to Thursday. (Loretta Sontag exempt from these hours). |
| Computer Technician 3, Computer Technician 4 | - Eight and one half (8 ½) consecutive hours per day, Monday to Friday, between 6:00 a.m. and 5:00 p.m., Tuesday to Saturday, between 6:00 a.m. and 5:00 p.m., Sunday to Thursday, between 6:00 a.m. and 5:00 p.m. |
| Network Technician | - Eight and one half (8 ½) consecutive hours per day, between 6:00 a.m. and 12:00 midnight, Monday to Sunday. |
| Service Representatives | - Call Centre: 7:00 a.m. to 5:00 p.m., Monday to Friday.
- Service Centre: 8:00 a.m. to 5:00 p.m., Monday to Friday.
(Darlene Hudon is exempt from these Schedule D Hours) |

PLANNING & DEVELOPMENT

- | | |
|---|--|
| Parking Control | - Eight and one half (8 ½) consecutive hours between 7:00 a.m. and 7:00 p.m., Monday to Saturday. |
| Animal Control Officers, Dog License Canvassers | - Eight and one half (8 ½) consecutive hours between 6:00 a.m. and 10:00 p.m., Monday to Sunday. |
| By-Law Enforcement Officers | - Eight and one half (8 ½) consecutive hours per day, Monday to Sunday, 8:30 a.m. to 12:00 midnight. Employees who were in the By-Law Enforcement Officer positions before 1996 are not required to work the Sunday Shift. |
| * By-Law Compliance Assistant | - Eight and one half (8 ½) consecutive hours per day, Monday to Sunday, 7:00 a.m. to 12:00 midnight. |

SCHEDULE "D"
CLASSIFICATIONS REQUIRED TO WORK OTHER
THAN THE REGULAR WORK WEEK

Appendix D
5 of 6

Planners, Business Development Officer,
 Economic Development Officer, Workforce
 Development Officer, Transit Planner, Project
 Coordinator

- Eight and one half (8½) consecutive hours per day, between 8:00 a.m. and 10:00 p.m., Monday to Sunday. Shifts shall be determined by meeting or operational needs. Regular work week is Monday to Friday.

ENGINEERING & PUBLIC WORKS

- Schedule B & C Classifications working at or from the 18th Avenue yard as of May 31, 2017 which are not listed below.

- Eight and one half (8½) or nine (9) consecutive hours between 7:00 a.m. and 5:00 p.m., Monday to Friday.

Inventory Coordinator

- Eight and one half (8 ½) consecutive hours between 7:00 a.m. and 5:00 p.m., Monday to Saturday.

* Traffic Permit Officer

- Eight and one half (8 ½) consecutive hours between 7:00 a.m. and 5:00 p.m., Monday to Friday.

* Wastewater Treatment Plant Classifications

- Nine (9) consecutive hours between 7:00 a.m. and 5:00 p.m., Monday to Sunday.

* Pumphouse Operator

- Nine (9) consecutive hours between 7:00 a.m. and 5:00 p.m., Monday to Sunday.

• Laboratory Technician

- Nine (9) consecutive hours between 7:00 a.m. and 5:00 p.m., Monday to Friday.

Equipment Operator 3 (Steamer)

- Afternoon shift of eight and one-half (8½) hours between 11:30 a.m. and 8 p.m. with one half (½) hour unpaid meal break for five (5) consecutive days, Monday to Saturday. Normal hours apply to day shift.

Inspectors, Survey Crews

- Nine (9) consecutive hours between 7:00 a.m. and 5:00 p.m., Monday to Friday. Following discussion between the employee and the supervisor, start times to 5:00 a.m. may be scheduled for special projects where traffic control problems exist or contract supervision is required.

Roads—Winter Operations (includes spring clean-up)

Truck Sanders

- Maximum of four (4) employees working nine (9) consecutive hours between 3:00 p.m. and 12:00 midnight, Monday to Saturday.

Equipment Operator 3 (floater), Equipment
 Operator 4 (floater)

- Up to three (3) shifts per day of eight and one-half (8½) consecutive hours with one half (½) hour unpaid meal break for five (5) consecutive days, Monday to Saturday.

SCHEDULE "D"
CLASSIFICATIONS REQUIRED TO WORK OTHER
THAN THE REGULAR WORK WEEK

Appendix D
6 of 6

Foreman/Assistant Foreman

- Up to three (3) shifts per day of eight and one-half (8½) consecutive hours with one half (½) hour unpaid meal break for five (5) consecutive days, Monday to Saturday.

Parks & Solid Waste

Trades Assistant, Labourer 1, Equipment Operator 1, Equipment Operator 2

- Nine (9) consecutive hours per day, Monday to Sunday, 7:00 a.m. to 9:00 p.m.

Cemetery Staff

- Nine (9) consecutive hours per day between the hours of 7:00 a.m. and 6:00 p.m., Monday to Sunday (these hours of work will apply to employees hired, transferred, bumped or promoted into Cemetery Operations positions after June 20, 2008).

* Cemetery Coordinator

- Eight and one half (8 ½) consecutive hours between 7:00 a.m. and 5:00 p.m., Monday to Friday.

FINANCE

* Revenue Control Clerk

- Eight and one half (8 ½) consecutive hours between 8:00 a.m. and 5:00 p.m., Monday to Friday.

CITY MANAGER'S OFFICE

Social Development Coordinator, Project Assistant

- Nine (9) consecutive hours per day between 8:00 a.m. and 10:00 p.m., Monday to Sunday. Shift shall be determined by event or operational needs. Regular work week is Monday to Friday.

LETTER OF UNDERSTANDING

Between

THE CITY OF PRINCE GEORGE

And

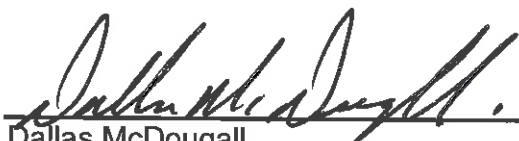
THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCALS #399 AND #1048


EXTENSION OF LAYOFF

During the term of the Collective Agreement, to allow for a trial period, the parties agree to add the below mentioned Extension of Layoff language to Article 16. Upon sixty (60) days written notice, either the Employer or the Union may terminate this Agreement.

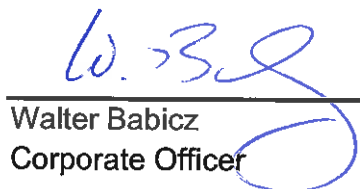
Article 16.02 (h) Extension of Lay-offs

Where an employee's scheduled layoff date is extended the employee shall receive one notice prior to the original scheduled lay-off date, confirming their lay-off date has been extended, and a second (2nd) notice within five (5) working days of the final lay-off date, confirming the final date of lay-off.


Dallas McDougall
President, CUPE Local 399


Lyn Hall
Mayor


Kelly Boudreau
President, CUPE Local 1048


Walter Babicz
Corporate Officer

LETTER OF UNDERSTANDING

Between

THE CITY OF PRINCE GEORGE

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCALS #399 AND #1048

FLEET TRAINING

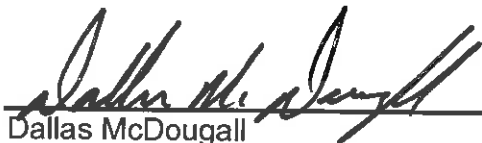
This letter of understanding replaces Article 29.04(b) of the Collective Agreement so long as this letter of understanding remains in effect.


The purpose of this letter is to enhance the City's ability to train back-up fleet operators and to improve employees' opportunities to obtain training and provide back-up coverage in fleet positions within their Divisions.

The term Fleet refers to vehicles or rolling equipment and these terms may be used interchangeably.

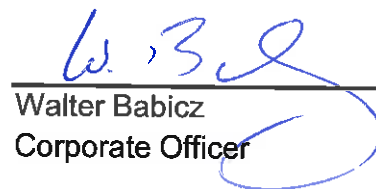
1. Within each Division, the Employer will make a list of fleet operator incumbents and qualified operators (qualified spares) who are employed within each Division. This list will be referred to as the Qualified Spare List.
2. Once completed, the Employer will post the Qualified Spare List on the bulletin board within the Division.
3. Employees are responsible to ensure that the list is accurate with respect to their qualifications. Any errors or omissions must be brought to the supervisor's attention within seven working days of the posting of the list or otherwise reasonably becoming aware of the list (ex. upon return from leave etc...).
4. Employees who transfer to another Division are responsible to ensure that their name is added to the Qualified Spare List in the new Division.
5. Employees who have a claim of competency on any City fleet but who have not been certified according to the City's practices will be added to the qualified spare list only upon receipt of a full safety orientation and a successful evaluation for competency. A claim of competency means: holding the appropriate licence for the equipment and having sufficient previous experience operating the equipment or similar equipment in a work setting such that competency will likely be established.
6. The Employer will provide a list of the number of qualified spare operators needed for each fleet operator position. When the number of qualified spare operators drops below the number required, a training opportunity will be posted.

7. Selection of trainees will be in accordance with Article 15.02 of the collective agreement with 1st preference given to applicants within the Division where the training opportunity exists. If there are no qualified applicants within the Division, the employer may then consider qualified applicants within the Department and then City wide.
8. Employees are eligible to apply and be awarded up to two trainee postings at any one time. Once the training period on either of the postings is complete, the employee will once again be eligible to apply on further postings.
9. Employees who receive training will be expected to act as spare operators.
10. The first eight hours of a training opportunity will be a trial period and the trainee may opt out of the training at any time during the first eight hours of training.
11. Training on fleet for incumbents or limited duration employees in positions where operation of the fleet is a necessary part of the job will not be posted; for example, the selection of a less than qualified candidate where no qualified candidate applies for a posting.


Dallas McDougall
President, CUPE Local 399


Lyn Hall
Mayor


Kelly Boudreau
President, CUPE Local 1048


Walter Babicz
Corporate Officer

LETTER OF UNDERSTANDING

Between

CITY OF PRINCE GEORGE

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCALS #399 AND #1048

FLEX TIME CONCEPT

During the term of the Collective Agreement, to allow for a trial period, the parties agree to the following Letter of Understanding:

- A flex time agreement is an arrangement that allows employees to work additional time to be banked and taken as paid time off at a future, and mutually agreeable, time.
- Flex time agreements may be implemented in a department/division/work group by mutual agreement between the employees and the exempt supervisor. Employee participation in flex time is voluntary.
- Flex time agreements will be recorded in writing, with a copy provided to the Union President, and will be governed by the following principles:

There shall be no additional cost to the employer as a result of a flex time agreement;

Up to a maximum of one (1) additional hour per day may be worked and banked as flex time;

No flex agreement shall permit an employee to bank more than eighteen (18) hours of flex at any one time;

In order to bank flex time, employees must actually work all of the regular hours of work that day;

Additional time worked must be an extension of the regular working hours and may be worked during the usual lunch break, provided a minimum of one (1) half (1/2) hour break is maintained;

When a choice is available about when to work flex time (either immediately before or immediately after the regular hours of work, or during the lunch break), those choices shall be offered to eligible employees in order of seniority;

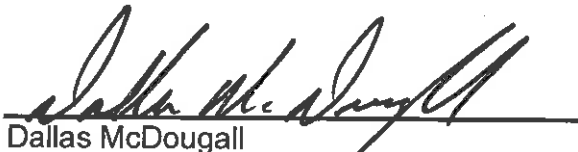
Rest periods as per Article 13.04 and 13.05 shall be maintained;


Flex time worked and taken off must be entered in to the payroll system;

Flex time banked will be paid out upon termination of employment but will not be paid out under any other circumstances;

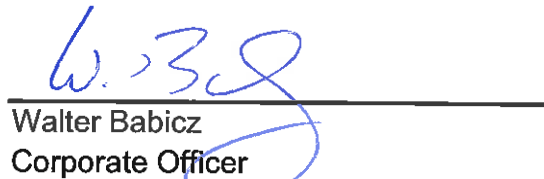
Employees who have flex time banked and transfer to a department/division/work group without a flex time agreement shall maintain their flex bank and be permitted to schedule flex time off at a mutually agreeable time;

Each agreement shall contain a cancellation period of thirty (30) days.


Dallas McDougall
President, CUPE Local 399


Lynn Hall
Mayor


Kelly Boudreau
President, CUPE Local 1048


Walter Babicz
Corporate Officer

LETTER OF UNDERSTANDING

Between

THE CITY OF PRINCE GEORGE

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL #1048

GUARD, WATCH CLERK AND RCMP SERVICE REPRESENTATIVE

HOURS OF WORK

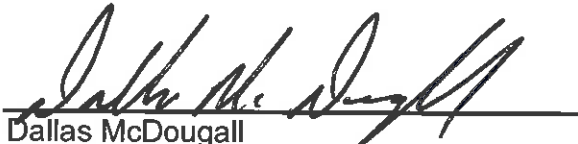
The following will apply to 1) Guard positions, 2) Watch Clerk positions, and 3) Service Representative positions at the R.C.M.P. Detachment.

1. The Terms of the Collective Agreement apply except when changed and otherwise noted in this memorandum.
2. Employees scheduled to work a twelve (12) hour shift will be paid at straight time for all hours during their regular shift.
3. Shifts for the positions shall be as set out in Schedule "D" of the Collective Agreement.
4. Breaks for the twelve (12) hour Watch Clerk and Service Representatives shall be one (1) hour paid meal break and three (3) ten (10) minute rest breaks.

Breaks for the twelve (12) hour Guard position shall be one (1) hour paid meal break to be combined with three ten (10) minute rest breaks for a total of one and one half (1 ½) hours. Mealtime Relief Employee to be supplied by the Employer may be scheduled on a split shift, two (2) hours per shift, or at least four (4) consecutive hours.

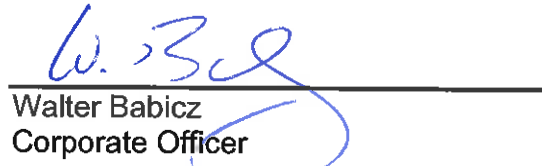
5. Shift differential shall be paid on the Night Shift only at Night Shift rate. Sunday premium shall be paid for all shift hours for shifts that begin on Sunday. The shift differential shall be paid at the shift differential rate defined in the current Collective Agreement.
6. Any time worked in addition to a completed shift or in the event of a callout shall be paid at the appropriate rate of pay as per the Collective Agreement.

7. Employees on the above mentioned shifts required to work on a Statutory holiday will be paid a premium only if their shift begins on the Statutory holiday. Coverage will not be required on Statutory holidays in the positions on the eight (8) hour shifts.
8. Either party may withdraw this Letter of Understanding at the expiry of the current Collective Agreement.


Dallas McDougall
President, CUPE Local 399


Lyn Hall
Mayor


Kelly Boudreau
President, CUPE Local 1048


Walter Babicz
Corporate Officer

LETTER OF UNDERSTANDING

Between

THE CITY OF PRINCE GEORGE

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES

LOCALS #399 AND #1048

ARTICLE 17 - HOLIDAYS

The Parties agree to implement the following language changes to Article 17, conditional upon the City being reasonably able to implement these changes with its existing payroll system. These changes shall be implemented no later than six (6) months from the date of ratification of the new Collective Agreement.

Should the City not be able to reasonably implement these changes with its existing payroll system, the manner of calculating statutory holiday pay as applied to the 2013 – 2016 Collective Agreement shall remain in effect.

17.01 Statutory Holidays

Eligible employees covered by this Agreement are entitled to a holiday with pay on the following days:

New Year's Day
Family Day
Good Friday
Easter Monday
Victoria Day
Canada Day

B.C. Day
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day
Boxing Day

and any other day proclaimed by the Federal, Provincial or Municipal Government as a holiday for the general public.

17.02 Eligibility

All employees, except as provided in Article 9.07 (c) with fifteen (15) days of service shall qualify for pay for the holidays identified in 17.01.

17.03 Payment Procedure

(a) Payment for statutory holidays will be made to eligible full-time employees who are actively employed, including those on paid leave, as follows:


- i. If a statutory or declared holiday falls or is observed during the employee's annual vacation he shall be granted an additional day's vacation for such holiday in addition to his regular vacation time.
- ii. If a statutory or declared holiday falls or is observed on a day upon which an employee is not ordinarily employed he shall not be paid for that holiday but shall be entitled to one (1) day with pay in lieu thereof and this shall be taken on the first (1st) working day after the holiday. For employees engaged in the Community Services Department and the R.C.M.P., this shall be taken before, or with the employee's annual vacation or by mutual agreement, at the next convenient weekend off to provide the employee with a three (3) day weekend.
- iii. An employee who is required to work on a statutory holiday shall be paid at the rate of double time (2T) of his standard rate of pay for every hour worked in addition to his regular holiday pay, or take time off at a rate of double time (2T) to be scheduled by mutual agreement in accordance with the conditions of Article 14.08.

(b) Payment for statutory holidays will be made to eligible part time employees or eligible employees on layoff or leave of absence without pay as follows:

- i. An employee who has worked for fourteen (14) days within the two pay periods prior to the pay period where the statutory holiday falls, will receive holiday pay equivalent to the amount of regular pay, including vacation pay, paid in that period divided by the number of days the employee worked.
- ii. An employee who has worked for less than fourteen (14) days within the two pay periods prior to the pay period where the statutory holiday falls, will receive holiday pay equivalent to the amount of regular pay, including vacation pay, paid in that period divided by fourteen (14).
- iii. The number of days worked in the above sections includes any day the employee earned wages, excluding overtime wages.

17.04 Statutory Holiday Worked

Any employee required to work on a statutory holiday, regardless of eligibility for holiday pay, will be paid at the rate of double time (2T) their rate of pay for all hours worked.



Dallas McDougall
President, CUPE Local 399

Lyn Hall
Mayor

Kelly Boudreau
President, CUPE Local 1048

Walter Babicz
Corporate Officer

TERMS OF REFERENCE
BETWEEN THE CITY OF PRINCE GEORGE
AND
THE CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCALS #399 AND #1048
ON MAINTAINING
JOINT HEALTH AND SAFETY COMMITTEES

Joint Workplace Health and Safety Committees

1. Introduction and Functions

The mandate of the Joint Health & Safety Committees and its members is to positively impact the health and safety for workers at the City of Prince George. At the locations below, Joint Health and Safety Committees shall meet monthly to fulfil regulated requirements specific to the area represented. The Committees shall participate in inspections, investigations, risk assessments, procedure review and trend analysis in order to make recommendations to prevent injuries. They will also create and distribute minutes to the employer and union representatives.

Joint committee representatives may meet with appropriate managers or supervisors to review implementation plans for the recommendations.

2. Membership on Committees

RCMP	2 employer representatives, 2 worker representatives
City Hall	2 employer representatives, 4 worker representatives
18 th Ave Yard	4 employer representatives, 8 worker representatives
Aquatics, Arenas	2 employer representatives, 5 worker representatives

The Committee composition is based on current organizational structure and may be adjusted by mutual agreement of the Parties. Each Party will appoint alternates to the Committees who attend meetings in the absence of a regular member.

A list of Committee members and the alternates shall be posted on area Safety Boards as well as on the City's Intranet site.

3. Attendance at Meetings

Both Parties agree that attendance at meetings is of paramount importance and members should make every effort to attend or have an alternate attend in their place. Release from duty to attend Safety Committee meetings will not be unreasonably withheld.

4. Terms of Office

Committee members are recommended to participate for a period of at least two years. Changes in office should occur yearly to provide overlap between new and experienced members. Committee members are not limited to a single term. This will ensure that fully trained and experienced committee members are available at all times. Worker Representatives will be chosen in accordance with a procedure established by CUPE. Employer Representatives will be appointed to the Committee.

5. Co-chairs

a) Each committee will elect two co-chairs from its membership; one selected from the worker representatives, one from the employer representatives.

b) The co-chairs will:

- Rotate chairing the meetings.
- Prepare the agendas and approve meeting minutes.
- Prepare recommendations and forward to the employer for a response.
- Guide discussion towards a decision or an action plan and assign responsibility.
- Ensure Management and Union Presidents are informed of any outstanding, recurring or severe issues.

6. Records

Joint Committees will keep accurate records of all matters that come before it. The most recent three (3) meeting minutes shall be posted to local Bulletin Boards, and the minutes retained electronically.

Where informal Divisional committees exist, minutes of those meetings will be forwarded to the area Joint Committee in a timely manner.

7. Meetings

A quorum shall consist of fifty percent (50%) plus one (1) of the members. Employer representatives cannot outnumber worker representatives.

A member of a Joint Committee is entitled to perform the functions and duties of the committee including preparing for and attending meetings of the committee, without loss of pay.

8. Agendas and Minutes

A standard format for agendas & minutes will be implemented for use by all Joint Health & Safety Committees.

An agenda will be prepared by the co-chairs and distributed to the members one week prior to the meeting.

Minutes of the meeting will be prepared within five (5) working days after the meeting and distributed to the committee members, alternate members and Union Presidents.

9. Issue Resolution

Co-Chairs must generate a Recommendation form when an issue cannot be resolved by a Joint Committee, or when an action requires support from upper management.

Management is obligated to respond, in writing, within twenty-one (21) days.

The Recommendation form and Management response shall be forwarded to the CUPE Presidents by the Worker Representative.

When a Joint Committee is unsatisfied with the outcome of a Recommendation, the Co-Chairs and the Director responsible for that Committee can bring the issue before the Directors' Safety Steering Group for debate and resolution. The Union Presidents will be invited to attend to participate in the discussion.

When a resolution has still not been reached, the Co-Chairs, together with the Supervisor, Health & Safety, shall bring the issue to WorkSafeBC for input and a resolution.

Employer Obligations to Committees

1. Educational Leave

Each member of a Joint Committee is entitled to a paid annual safety related educational leave of eight (8) hours, and one member may designate another member to utilize all or part their leave. The employer will offer courses throughout the year, hosted internally or by WorkSafe, the BCMSA, BC Federation of Labour, or other provider if agreeable to the Committee Chairs.


2. Other Obligations


The employer must provide the Joint Committee with

- Clerical support,
- Equipment necessary for carrying out the committee's duties.


Terms of Reference Amendment

These terms of reference may be amended by mutual agreement of the Employer and the Union.


Dallas McDougall
President, CUPE Local 399


Lyn Hall
Mayor


Kelly Boudreau
President, CUPE Local 1048


Walter Babicz
Corporate Officer

LETTER OF UNDERSTANDING

Between

THE CITY OF PRINCE GEORGE

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES

LOCALS #399 AND #1048

ARTICLE 9.07 - PART-TIME EMPLOYEES

During the term of this Collective Agreement, to allow for a trial period, the parties agree to apply the following provisions in place of Article 9.07 of the Collective Agreement.

While these provisions are in place, all references elsewhere in the Collective Agreement or other, existing agreements to "irregular part time" will be substituted with "casual" as set out in this agreement.

9.07 Part-time Employees

(a) Definition

- (i)** Part-time employees shall be defined as any employee not working a regular forty (40) or thirty-seven and one-half (37½) hour work week, or other full-time schedule as agreed between the Parties, and shall be paid in accordance with the rate applicable in the Schedule under which the employee is working.
- (ii)** Part-time positions shall be posted except as amended by Article 15.01.

(b) Regular Part-time Employee

- (i)** A regular part-time employee is an employee who the employer expects to schedule for eighteen hours per week or more. Regular part-time employees who are scheduled for less than eighteen (18) hours in a week shall have preference over a casual employee for additional shifts in their classification.
- (ii)** Nothing in this section is a guarantee of a minimum amount of hours per week or as a commitment, other than where specified, to give

preference for available shifts to Regular Part-time or Casual Employees.

- (iii) At the time of his or her appointment to a regular part-time position, an employee may choose to receive benefits under the Collective Agreement including vacations, all paid leaves of absence and the benefit plans included in Article 23. Sick leave, vacation leave, weekly indemnity, statutory holidays and paid leaves of absence shall be earned on a prorated basis.

The employee's use of vacation and sick leave is based on the average hours he or she has worked in the previous six (6) months. Employees may also use additional vacation hours from their vacation accruals to top up their daily hours during their vacation period to the full regular daily hours associated with their position.

- (iv) Regular part-time employees who do not choose to receive the benefits identified in part (iii) will receive twelve percent (12%) of gross pay in lieu of those benefits.
- (v) Pension entitlements will be prorated on the basis of hours paid (excluding overtime).

(c) Casual Employees

(i) Definitions:

Casual employees are part time employees employed in any of the capacities listed below:

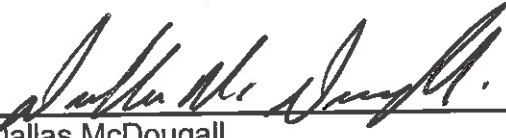
- i. Primarily to backfill for regular part-time or regular full-time employees who are absent;
- ii. As a supplementary labour pool for special events or overload work; or
- iii. As students providing instruction or supervision in a recreational activity. The term student applies to secondary school students or full-time students in a post-secondary program at a publicly accredited institution, including while on break periods prior to graduation from the program or in transition from secondary to post-secondary.

- (ii) Casual employees identified in (i) i and (i) ii may work up to two (2) shifts per week that are not considered replacement or overload/special event related in order that a pool of employees may be maintained with the skills necessary to perform the work. Jail Guards working shifts to provide break relief will be considered to be backfilling an employee who is absent.
- (iii) Casual employees shall be entitled to twelve percent (12%) of gross pay in lieu of all benefits including vacations and statutory holidays.
- (iv) Casual employees shall not accrue seniority.
- (v) A casual employee's start date will be used to establish preference for vacation scheduling among other casual employees within the same classification and Division. The start date will also be the governing factor among casual employees in a job posting competition where two (2) or more are relatively equal in qualifications and ability to perform the work. If casual employees share the same start date, they will be ranked next by their employee number in chronological order.
- (vi) On a quarterly basis, the Employer will provide the Union with a list of casual employees including their name, start date and classification.
- (vii) Casual employees who are appointed to regular positions on a full-time, part-time or limited duration basis shall be required to serve a new period of probation under Article 9.06 and their seniority date shall be the date of their appointment to the regular position.

(d) Minimum Shift Length

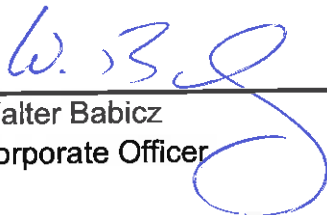
Employees shall be scheduled for a minimum of four (4) hour shifts except for casual employees who:

- (i) are students reporting for work on a school day, or
- (ii) provide training or instruction in a recreational activity.


Dallas McDougall
President, CUPE Local 399


Lyn Hall
Mayor


Kelly Boudreau
President, CUPE Local 1048


Walter Babicz
Corporate Officer

LETTER OF UNDERSTANDING

Between

THE CITY OF PRINCE GEORGE

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES

LOCALS #399 AND #1048

PART-TIME TRANSITION PROVISIONS


WHEREAS the Parties have agreed to a change in the Collective Agreement provisions governing part-time status; and

WHEREAS the Parties wish to provide a smooth transition to the new language for existing regular part time employees;

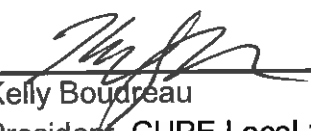
THEREFORE the Parties agree as follows:

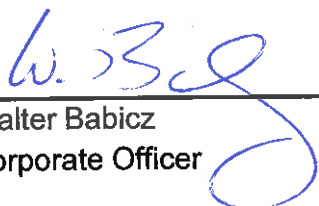
1. Employees who, at the date of ratification of the 2017 – 2021 Collective Agreement, have regular part time status will grandparented as part time employees under the new provisions, provided that such employees maintain sufficient availability.
2. Grandparented employees who hold two (2) positions at the time of ratification may be subject to a status change should they relinquish one (1) of the positions. Employment status will be commensurate with the status of the position maintained by the employee and be subject to the new Collective Agreement provisions.
3. Grandparented employees who subsequently change positions will be subject to a status change commensurate with the status of any new position they are appointed to.
4. Grandparented employees who are employed in the office casual pool, including at the RCMP, will maintain their status as part time employees, subject to their availability, but will be treated as casual employees for scheduling purposes.
5. Grandparented employees who have opted to receive twelve percent (12%) in lieu of all benefits under the collective agreement, will be offered one (1) opportunity to choose benefits or remain on the percent in lieu. Eligibility to receive benefits under this option is subject to the conditions of the benefit carriers.

6. These transition provisions in no way imply any guarantee about the number of positions, part time or otherwise, that will continue to exist in any Division of the City.


Dallas McDougall
President, CUPE Local 399


Lyn Hall
Mayor


Kelly Boudreau
President, CUPE Local 1048


Walter Babicz
Corporate Officer

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THE CANADIAN UNION OF PUBLIC EMPLOYEES

LOCALS #399 AND #1048

SCHEDULE D

Where the Employer feels that there is a bona fide need to add a Classification or Position to Schedule "D" so that normal or regular hours for that Classification/Position may be different than those described in Article 13.01 or 13.02, or to adjust the hours of work for a Classification/Position currently listed in Schedule "D", the following procedures shall be followed:

New or Vacant Positions

1. Where the Employer intends to alter the regular hours of work for a position which is new or vacant, it will provide the Union with ten (10) days prior notice of the proposed hours of work for the position(s) along with its reasons for such changes. Bona fide reasons shall include the need to significantly improve service, costs or efficiencies. This notice period may be waived by mutual consent. Consent will be granted in emergency situations where a local state of emergency has been declared.
2. The Union will have an opportunity to meet with the Employer to make representations with respect to the alteration in hours of work.
3. The Union will not unreasonably withhold consent to an alteration to the regular hours of work. If the Union does withhold consent, it shall provide its reasons for doing so to the Employer.
4. Where there is no mutual agreement to an alteration to the regular hours of work, the matter shall be referred to an Hours of Work Umpire who shall convene a hearing within fourteen (14) business days of the referral.
5. The Employer may proceed to fill the vacancy and the proposed regular hours of work will be noted on any posting for that vacancy. Should the matter not be resolved before the Employer is ready to appoint a candidate to the position, the candidate may commence work under the proposed regular hours of work.

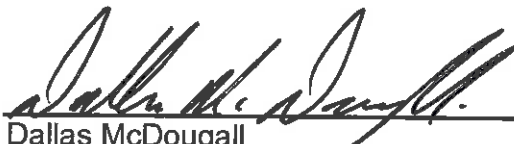
6. The Hours of Work Umpire will first assist the parties to reach mutual agreement regarding the hours of work for the position(s). Should the Parties fail to reach agreement, the Umpire will evaluate the rationale of both Parties to render his decision. The Umpire's decision will be in writing and will be binding on the Parties but shall not be precedent setting.
7. A decision of an Hours of Work Umpire to reject the proposed amendment to the regular hours of work shall be retroactive such that overtime premiums will be paid to employees who worked the shift during the interim period.

Existing Positions with Incumbents

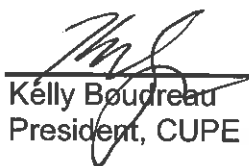
8. Where the Employer intends to alter the regular hours of work for a position with an existing incumbent, it will provide the Union and the affected employee(s) with thirty (30) days prior notice of the proposed hours of work for the position(s) along with its reasons for such changes. Bona fide reasons shall include the need to significantly improve service, costs or efficiencies.
9. The Union will have an opportunity to meet with the Employer to make representations with respect to the alteration in hours of work.
10. Within thirty (30) calendar days of being notified, the Union shall inform the Employer of its decision to agree or not to agree to such changes. When making its decision, the Union will consider the bona fide impact that such change may have on the affected members' personal and family needs. Agreement to such change will not be unreasonably withheld by the Union.
11. Where there is no mutual agreement to an alteration to the regular hours of work, the matter shall be referred to an Hours of Work Umpire who shall convene a hearing within fourteen (14) business days of the referral.
12. The Umpire will first assist the parties to reach mutual agreement regarding the hours of work for the position(s). Should the Parties fail to reach agreement, the Umpire will evaluate the rationale of both Parties to render his decision. The Umpire's decision will be in writing and will be binding on the Parties but shall not be precedent setting.
13. Where there is a dispute between the Parties, the affected employee(s) shall not commence the altered hours of work until the Umpire has rendered his/her decision.
14. Employees who are affected by an hours of work change under this Letter of Understanding shall be offered the amended work shifts on the basis of seniority (high to low) provided they are qualified to perform the work. In the event that the Union agrees with, or an Umpire rules in favour of the proposed changes, and there are insufficient employees who agree to accept the work shifts, the Employer shall assign the work in reverse order of seniority (low to high) to employees who are qualified to perform the work.

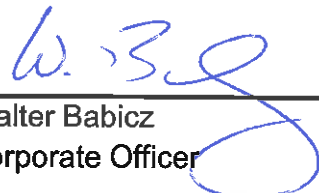
Umpires

15. The Umpire shall be selected from the following mutually agreed upon list on a rotational basis. Should an Umpire not be available within the specified timeframe, the next name on the list shall be selected.
- i. Mark Brown
 - ii. James Dorsey
 - iii. John Hall
 - iv. Irene Holden
16. The Parties will share in equal portions the fees and costs of the Umpire.


Dallas McDougall
President, CUPE Local 399


Lyn Hall
Mayor


Kelly Boudreau
President, CUPE Local 1048


Walter Babicz
Corporate Officer

LETTER OF UNDERSTANDING

Between

THE CITY OF PRINCE GEORGE

And

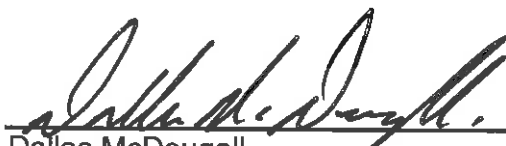
THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL #399

SCHEDULED OVERTIME – UTILITY OPERATIONS

During the term of the current Collective Agreement, and notwithstanding Article 14.03, the Parties agree to the following process for the scheduling of Truck Drivers for overtime shifts in Utility Operations. Upon sixty (60) days written notice, either the Employer or the Union may terminate this Agreement.


1. Where there is a scheduled overtime shift requiring Truck Drivers in Utility Operations that is not an extension of a regular shift, the Employer will first schedule employees who are employed in the classification of Truck Driver from within the Utilities Division.
2. If the Employer is unable to schedule sufficient employees who are employed as Truck Drivers from within the Utilities Division to fulfill the requirements for the overtime shift, then the Employer will offer the overtime opportunity to employees who are employed as Truck Drivers from other Divisions.
3. After offering the overtime opportunity to employees employed as Truck Drivers from other Divisions within the Department, the employer may then offer the overtime opportunity to an employee who is qualified as a Truck Driver from within the Division.
4. When applying the priorities described in this letter to distribute the overtime opportunities, the Employer will also apply the principle in Article 14.03 to distribute the overtime as equally as practicable.

5. This letter of understanding applies only where the Employer schedules Truck Drivers in Utility Operations to work on an overtime basis and in no way creates an independent right to overtime.


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THE CITY OF PRINCE GEORGE

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THE CANADIAN UNION OF PUBLIC EMPLOYEES

LOCALS #399 AND #1048

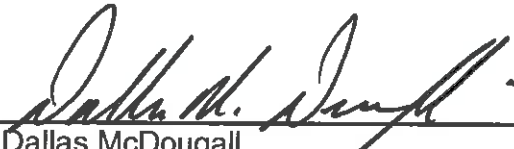
SEASONAL POSITIONS

WHEREAS many of the positions listed in Schedule "A" of the Collective Agreement are subject to normal seasonal variation and the Parties are desirous of fostering continuous, year-round employment;

THEREFORE the Parties agree as follows:

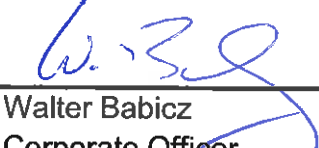
- a. The terms of this Letter of Understanding shall apply only to positions in Schedule "A" of the Collective Agreement.
- b. Where a position in Schedule "A" is subject to normal seasonal variation (seasonal position), that fact will be noted on any posting for a vacancy in that position.
- c. Candidates for a posting will be entitled to hold rights to up to two positions if:
 - i. one position is a continuous position and the other position is a seasonal position; or
 - ii. both positions are seasonal positions but in opposing seasons (e.g. winter vs. summer).
- d. An employee who relinquishes a seasonal position to return to a continuous position, may be held in the seasonal position until the end of the season.

- e. Notwithstanding paragraph c, the following classifications are not entitled to hold both a continuous and seasonal position:
- i. all Certified Trades positions;
 - ii. Utility Serviceperson or Utility Serviceperson-in-Training ;
 - iii. Foreman;
 - iv. Cemetery Caretaker;
 - v. Any continuous position in Parks operations which requires completion of a college or university program, may not also hold a summer seasonal position, with the exception of seasonal Foreman; and,
 - vi. Any other position agreed to by the Parties.
- f. The bumping provisions of Article 16.01 of the Collective Agreement shall apply to employees who are displaced from seasonal positions; however the finishing of work at the end of a season is not deemed to be a displacement (lay-off) for that purpose. Permanent full-time employees who do not have another position in the off season will qualify for recall rights under Article 16.01(b).
- g. Local 1048 members who are also incumbents in Schedule "A" seasonal positions and Local 399 members who are also incumbents in Schedule "C" seasonal positions during 2005 up to the date of ratification shall be grandparented. Grandparented employees shall be entitled to hold rights to their existing positions; however those who are selected to new seasonal or full-time permanent positions shall lose their grandparent status.
- h. CUPE Local 399 members who, at the signing of the 2017 Collective Agreement, hold both a seasonal position and a continuous position that would not otherwise be eligible under paragraph d of this agreement, will continue to hold rights to their existing positions. New appointments will be subject to the terms of this agreement.


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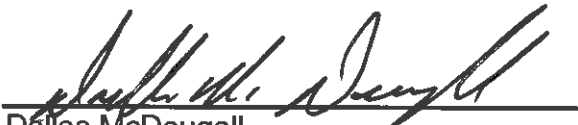
THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCALS #399 AND #1048

SEASONAL TRANSFERS BETWEEN ARENAS & PUBLIC WORKS POSITIONS

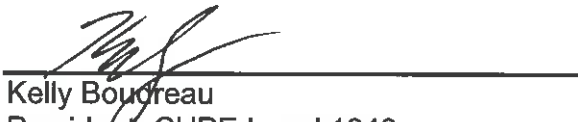
In the interest of providing increased security of employment to employees and more consistency in staffing for Arenas positions and summer seasonal Public Works positions, the Parties agree to the following:

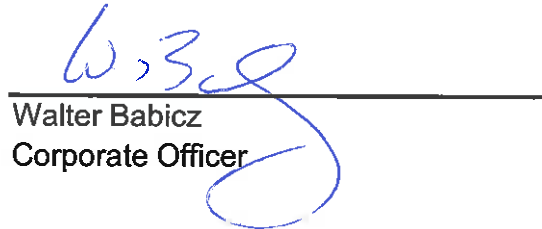
1. Employees holding eligible positions in the Public Works Department may elect to apply for eligible positions in CN Centre/ Arenas Division without having to relinquish their original position.
2. Employees holding eligible positions in the CN Centre/Arenas Division may elect to apply for eligible positions in the Public Works Department without having to relinquish their original position.
3. Eligible positions in the Public Works Department are defined as summer seasonal positions. Eligible positions in the CN Centre/Arenas Division are defined as part-time positions and up to a maximum of two full-time Facility Operator positions. If the number of concurrent candidates for positions under the terms of this letter of understanding exceed the number of eligible positions in the Facility Operator position, then the most senior candidate will be the first to be offered the opportunity to maintain both positions, followed by the next senior candidate and so on.
4. Transfer between the CN Centre/Arena Division position and the Public Works Department position will be based on operational requirements and will be jointly determined by the management supervisor in each Division. If everything else is equal, the decision about which employee to transfer, among two or more employees, shall be made on a voluntary basis by seniority.
5. In order to facilitate seasonal overlap or increased demands, staff may be required to work some shifts in their other position prior to the effective date of their transfer to that other position.

6. Employees holding a seasonal position and a part time position shall maintain their seniority date and eligibility for benefits. The employee's seniority date shall be established in accordance with the applicable Article of the Collective Agreement.
7. When filling positions at the beginning of a season, senior employees on lay-off will be recalled in accordance with Article 16 before junior employees are transferred to those positions.
8. Any one of the three Parties to this agreement may cancel this agreement at any time upon thirty (30) days written notice to the other Parties of its intention to do so.


Dallas McDougall
President, CUPE Local 399


Lyn Hall
Mayor


Kelly Boudreau
President, CUPE Local 1048


Walter Babicz
Corporate Officer

LETTER OF UNDERSTANDING

Between

THE CITY OF PRINCE GEORGE

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL #1048 AND #399

TRANSITIONAL WINTER OPERATIONS POSITIONS

During the term of the current Collective Agreement, to allow for a trial period, the parties agree to add the below mentioned Winter Operations Transitions Letter of Understanding to the Collective Agreement. Upon sixty (60) days written notice, either the Employer or the Union may terminate this Agreement.

Home Position to Winter Season Position

Where an afternoon or night shift is established for the purpose of transition into winter operations, placement of employees on those shifts shall be based on the following priority order:


1. By order of seniority, members who express an interest, are not on lay-off, own a winter season position, and based on operational requirements can be released from their home position. Members who express an interest shall be paid the rate for the position required.
2. If an insufficient number of members express an interest, members will be appointed by reverse order of seniority within the group of employees who are not on layoff, own winter season positions in the classification required, and based on operational requirements can be released from their home position. Members shall be paid their winter seasonal rate when appointed.


Winter Season Position to Home Position

When the winter season ends, members shall return to their home positions based on the following priority order:


1. By order of seniority members who express an interest to immediately return to their home position and based on operational requirements can be released from their winter season position. Members shall be paid their home position rate starting at the time they return to their home position.

2. If an insufficient number of members express an interest, members will return to their home positions by reverse order of seniority subject to qualifications, and operational requirements within the member's home division. Members shall be paid their home position rate starting at the time they return to their home position.


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