

COLLECTIVE AGREEMENT

between the

BIG "A" SUPER SUCTION & FLUSHING LTD.

and the

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

Effective to December 31, 2002

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ARTICLE 1 - UNION RECOGNITION AND RIGHTS

1.1 Bargaining Unit Defined

The bargaining unit shall comprise all employees as defined in this Agreement except those employees in positions mutually agreed to between the parties as confidential exclusions. The parties to this Agreement agree that the owner/manager of the Company will be classified as a working owner/manager and as such will be part of the bargaining unit.

1.2 Bargaining Agent Recognition

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

1.3 Correspondence

The Employer agrees that all correspondence between the Employer and the Union related to matters covered by this Agreement shall be sent to the President of the Union or his/her designate. The Employer also agrees that a copy of any correspondence between the Employer and any employee in the bargaining unit covered by this Agreement pertaining to the interpretation or application of any clause in this Agreement as it applies to that employee, shall be forwarded to the President of the Union or his/her designate.

1.4 No Other Agreement

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

1.5 No Discrimination for Union Activity

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

1.6 Recognition and Rights of Stewards

- (a) The Employer recognizes the Union's right to select stewards to represent employees. The Employer and the Union will agree on the number of stewards, taking into account both operational and geographic considerations.
- (b) The Union agrees to provide the Employer with a list of the employees designated as stewards for each jurisdictional area.
- (c) The duties of stewards shall include:
 - (1) investigation of complaints of an urgent nature;
 - (2) investigation of grievances and assisting any employee who the steward represents in presenting a grievance in accordance with the grievance procedure;
 - (3) supervision of ballot boxes and other related functions during ratification votes;
 - (4) attending meetings at the request of the Employer.

1.7 Union Insignia

A union member shall have the right to wear or display the recognized insignia of the Union. The Union agrees to furnish to the Employer at least one union shop card, for each of the Employer's places of operation covered by this agreement, to be displayed on the premises. Such card will remain the property of the Union and shall be surrendered upon demand.

1.8 Right to Refuse to Cross Picket Lines

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

1.9 Sexual Harassment in the Work Place

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

(b) Sexual harassment means engaging in a course of vexatious comment or conduct of a sexual nature that is known or ought reasonably to be known to be unwelcome.

(c)

(1) An employee who wishes to pursue a concern arising from an alleged sexual harassment may submit a complaint in writing within thirty (30) days of the latest alleged occurrence through the Union directly to the Employer. Complaints of this nature shall be treated in strict confidence by both the Union and the Employer.

(2) An alleged offender shall be given notice of the substance of such a complaint under this clause and shall be given notice of and be entitled to attend, participate in, and be represented at any hearing under this clause.

(3) The Employer designate and a Union representative shall investigate the complaint and shall submit reports to the Employer in writing within thirty (30) days of receipt of the complaint. The Employer shall within thirty (30) days of receipt of the reports give such orders as may be necessary to resolve the issue.

(4) Where the complaint is determined to be of a frivolous, vindictive or vexatious nature, the Employer may take appropriate action. Such action shall only be for just cause and may be grieved pursuant to Article 8.

(5) In cases where sexual harassment may result in the transfer of the employee, it shall be the harasser who is transferred, except that the harassee may be transferred with his/her consent.

(d) Where either party to the proceeding is not satisfied with the Employer's response, the complaint will, within thirty (30) days, be put before a panel consisting of a Union representative, an Employer representative, and a mutually agreed upon chairperson, and the majority decision will be final and binding. The panel shall have the right to:

(1) dismiss the complaint;

(2) determine the appropriate level of discipline to be applied to the offender; and

(3) make a further order as is necessary to provide a final and conclusive settlement of the complaint.

(e) An alleged offender under this clause shall not be entitled to grieve disciplinary action taken by the Employer which is consistent with the decision of the Employer or the panel.

1.10 Time Off for Union Business

(a) *Without Pay* - Leave of absence without pay and without loss of seniority will be granted:

(1) to an elected or appointed representative of the Union to attend conventions of the Union and bodies to which the Union is affiliated;

(2) for elected or appointed representatives of the Union to attend to Union business which requires them to leave their general work area;

(3) for employees who are representatives of the Union on a bargaining committee to attend meetings of the bargaining committee;

(4) to employees called by the Union to appear as witnesses before an arbitration board, or the Labour Relations Board or its successors.

(b) *With Pay* - Leave of absence with basic pay and without loss of seniority will be granted to two (2) employees who are representatives of the Union on the Union's bargaining committee to carry on negotiations with the Employer.

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

ARTICLE 2 - CHECK-OFF OF UNION DUES

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

(b) The Employer shall deduct from any employee who is a member of the Union any assessments levied in accordance with the Union constitution and (or) bylaws and owing by the employee to the Union.

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

(d) All deductions shall be remitted to the President of the Union not later than the 15th day of the month following the month for which deductions were withheld. The Employer shall also supply the Union with a list of names of employees along with the amount deducted from each employee.

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

(f) From the date of the signing of this Agreement and for its duration, no employee organization other than the Union shall be permitted to have membership dues or other moneys deducted by the Employer from the pay of the employees in the bargaining unit.

(g) The Employer shall supply each employee, without charge, a receipt for income tax purposes in the amount of the deductions paid to the Union by the employee in the previous year. Such receipts shall be provided to the employees prior to March 1 of the succeeding year.

(h) An employee shall, as a condition of continued employment, complete an authorization form providing for the deduction from an employee's wages or salary the amount of the regular dues payable to the Union by a member of the Union.

(i) All employees covered by this agreement hired after the date of certification shall become members of the Union within thirty (30) days after entering employment and shall maintain such membership as a condition of continued employment. Any employee covered by this Agreement who fails to comply with this Article shall be terminated within seven (7) days of the Union notifying the Employer of the employee's failure to comply.

ARTICLE 3 - GRIEVANCES

3.1 Grievance Procedure

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

(1) differences between the parties respecting the interpretation, application, operation, or any alleged violation of a provision of this Agreement, or arbitral award, including a question as to whether or not a matter is subject to arbitration; or

(2) the dismissal, discipline, or suspension of an employee bound by this Agreement.

(b) The procedure for resolving a grievance shall be the grievance procedure in the Article

3.2 Step 1

In the first step of the grievance procedure, every effort shall be made to settle the dispute with the designated local supervisor. The aggrieved employee shall have the right to have his/her steward present at such a discussion. If the dispute is not resolved orally, the aggrieved employee may submit a written grievance, through the Union steward, to Step 2 of the grievance procedure. Where the aggrieved employee is a steward, he/she shall not, where possible, act as a steward in respect of his/her own grievance, but shall submit the grievance through another steward or Union Representative.

3.3 Time Limits to Present Initial Grievance

An employee who wishes to present a grievance at Step 2 of the grievance procedure, in the manner prescribed in Clause 3.4, must do so no later than thirty (30) days after the date:

(a) on which he/she was notified orally or in writing, of the action or circumstances giving rise to the grievance;

(b) on which he/she first became aware of the action or circumstances giving rise to the grievance.

3.4 Step 2

(a) Subject to the time limits in clause 3.3, the employee may present a grievance at this level by:

(1) recording his/her grievance on the appropriate grievance form, setting out the nature of the grievance and the circumstances from which it arose;

(2) stating the Article or Articles of the Agreement infringed upon or alleged to have been violated, and the remedy or correction required; and

- (3) transmitting his/her grievance to the designated local supervisor through the Union steward.
- (b) The local supervisor shall:
 - (1) forward the grievance to the representative of the Employer authorized to deal with grievances at Step 2; and
 - (2) provide the employee with a receipt stating the date on which the grievance was received.

3.5 Time Limit to Reply at Step 2

- (a) Within fourteen (14) days of receiving the grievance at Step 2, the representative designated by the Employer to handle grievances at Step 2 and the designated Union Representative shall meet to examine the facts, the nature of the grievance and attempt to resolve the dispute. This meeting may be waived by mutual agreement.
- (b) The representative designated by the Employer to handle grievances at Step 2 shall reply in writing to an employee's grievance within twenty-one (21) days of receiving the grievance at Step 2.
- (c) Where the grievance concerns a disciplinary matter, the reply at this step shall include a report of the Step 2 meeting and the results of investigations carried out by the Employer with regard to the facts and nature of the grievance. In such cases clause 3.7 (b) shall not apply. The report shall not be introduced as evidence at any arbitration proceeding.

3.6 Step 3

- (a) The President of the Union, or his/her designate, may present a grievance at Step 3:
 - (1) within twenty-one (21) days after the decision has been conveyed to him/her by the representative designated by the Employer to handle grievances at Step 2; or
 - (2) within twenty-one (21) days after the Employer's reply was due.
- (b) The presentation at this step shall include a report of the Step 2 meeting and the results of investigations carried out by the Union with regard to the facts and nature of the grievance. The report shall not be introduced as evidence at any arbitration proceeding.

3.7 Time Limit to Reply at Step 3

- (a) Within thirty (30) days of receipt of the grievance at Step 3, the representative designated by the Employer to handle grievances at Step 3 shall reply in writing, by registered mail, to the grievance. In the event of a strike, lockout or other work stoppage in the Canada Post Office, such notice shall be hand delivered.
- (b) The reply at this step shall include a report of the Step 2 meeting and the results of investigations carried out by the Employer with regard to the facts and nature of the grievance. The report shall not be introduced as evidence at any arbitration proceeding.

3.8 Failure to Act

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

3.9 Section 87 Settlement Officer

The Union and Employer agree to use the services of a Settlement Officer as provided under Section 87 of the Labour Relations Code.

3.10 Time Limits to Submit to Arbitration

Failing satisfactory settlement at Step 3, and pursuant to Article 4, the Union President, or his/her designate, may inform the Employer of his/her intention to submit the dispute to arbitration within:

- (a) thirty (30) days after the Employer's decision has been received; or
- (b) thirty (30) days after the Employer's decision was due.

ARTICLE 4 - ARBITRATION

4.1 Notification

(a) Where a difference arising between the parties relating to the interpretation, application, or administration of this Agreement including any question as to whether a matter is arbitrable, or where an allegation is made that a term or condition of this Agreement had been violated, either of the parties may, after exhausting the grievance procedure in Article 3, notify the other party within thirty (30) days of the receipt of the reply at the third step, of its desire to submit the difference or allegations to arbitration.

(b) A submission of such a difference of allegation to arbitration shall be by registered mail to the Company President or his designate. In the event of a strike, lockout or other work stoppage in the Canada Post Office, such notice shall be hand delivered.

(c) Where the matter in dispute is a dismissal grievance, the parties to this Agreement shall set a date for the hearing to be held between the sixth and eighth week from the date that such a hearing is requested.

4.2 Assignment of a Single Arbitrator

(a) When a party has requested that a grievance be submitted to an arbitration and either party has requested that a hearing date be set, the parties shall assign an arbitrator which will be drawn at random from a list of three candidates supplied by each of the Union and the Company. Such list of candidates will not be affiliated with the Union or the Company.

(b) The arbitrator's decision regarding all grievances shall be binding upon all parties.

4.3 Expenses of the Single Arbitrator

The Union and the Company shall share the expenses of the arbitrator equally.

ARTICLE 5 - DISMISSAL, SUSPENSION, DISCIPLINE & ABANDONMENT OF POSITION

5.1 Burden of Proof

In all cases of discipline, suspension and dismissal, the burden of proof of just cause shall rest with the Employer. Notice of discipline, suspension and dismissal shall be:

(a) verbally given to the employee by his supervisor in charge. At such time, a written notice may also be delivered to the employee or,

(b) if a written notice is not presented to the employee at the time of his verbal notification, the Company shall within twenty-four (24) hours send to the employee by registered mail such notice.

5.2 Abandonment of Position

An employee who fails to report for duty for two (2) consecutive working days without informing the Employer of the reason for his/her absence will be presumed to have abandoned his/her position.

ARTICLE 6 - SENIORITY

6.1 Seniority Defined

For the purpose of this Agreement service seniority shall mean the length of continuous service as an employee with the Employer and will include any paid leaves including but not limited to WCB and sick leave. A seniority list will be provided to the Union upon request.

6.2 Loss of Seniority

- (a) A regular employee on leave of absence without pay, or on temporary layoff other than leave of absence for an elected or appointed position in the Union or leave under Article 13 shall not accrue seniority for leave periods over thirty (30) calendar days.
- (b) An employee shall lose his/her seniority as a regular employee in the event that:
 - (1) he/she is discharged for just cause;
 - (2) he/she voluntarily terminates his/her employment or abandons his/her position;
 - (3) he/she is on layoff for more than three (3) months.

6.3 Re-Employment

A regular employee who resigns his/her position and within sixty (60) days is re-employed as a regular employee shall be granted leave of absence without pay covering those days absent and shall retain, effective the date of re-employment, all provisions and rights in relation to seniority and other fringe benefits.

6.4 Layoff and Recall

- (a) *Advance Notice* - the Employer shall notify regular employees who are to be permanently laid off twenty (20) working days in advance of the layoff or be paid in lieu for the twenty (20) days or part thereof. Reductions in assigned hours due to service purchase reductions will not constitute lay-off pursuant to this Article (unless hours are cancelled in entirety). Reductions in hours purchased are subject to the following:

Layoff of employees shall be in reverse order of seniority in each of the following classifications:

- (1) clerks
 - (2) labourers
 - (3) truck drivers
 - (4) foreman
- (b) Recall shall be by seniority in each classification.

6.5 Severance Pay

- (a) An employee on layoff shall have the option of going on a recall list for three (3) months or severance pay.
- (b) Severance pay shall be as follows:
 - (1) after one (1) year of completed employment - two (2) week's pay;
 - (2) one additional week for each completed year after one (1) year to a maximum of six (6) weeks pay.

ARTICLE 7 - TRAINING

Training courses shall be offered to employees from time to time. The Company shall pay all registration and other like fees for such courses with the expectation for the employee to attend such course (eg. WHMIS) on their own time. No employee will be expected to attend any course for more than five days per annum without financial compensation for their time.

ARTICLE 8 - HOURS OF WORK

- (a) The parties agree that a forty (40) hour work week is to be worked. The hours of work are at the discretion of the Company.
- (b) One-half hour (½) will be allotted for a meal period after completion of four (4) hours of work in a given work day.
- (c) An employee who is called to work by the Employer will be guaranteed financial compensation for same for a minimum of four (4) hours of work.

ARTICLE 9 - ANNUAL VACATIONS

9.1 Annual Vacation Entitlement

(a) Definitions

"Vacation Year" - for the purposes of this Article, a vacation year shall be the calendar year commencing January 1st and ending December 31st.

"First Vacation Year" - the first vacation year is the calendar year in which the employees first anniversary falls.

(b) Paid annual vacations for all employees shall be as follows:

- (1) Employees who terminate employment in less than 12 months from their date of hire shall be paid vacation pay at the rate of 6% for each month or major portion thereof worked.
- (2) Employees who have received at least 10 days pay at straight time rates for each calendar month shall have annual vacation entitlement as follows:

Vacation Year	Work Days
First to Fifth	15
Sixth	16
Seventh.....	17
Eighth.....	21
Ninth	22
Tenth	23

- (c) Employees engaged on a part time basis shall be entitled to vacation on a pro rata basis.

ARTICLE 10 - OVERTIME

10.1 Overtime Entitlement

An employee will be entitled to compensation for overtime in excess of:

- (a) forty (40) hours per week
- (b) eight (8) hours per day.

10.2 Overtime Compensation

Overtime shall be paid as follows:

- (a) time and one half for the first two (2) hours in excess of the hours contained in Clause 10.1(a) and (b).
- (b) double time for all hours worked in excess of (a) above.

ARTICLE 11 - PAID HOLIDAYS

11.1 Paid Holidays

The following have been designated as paid holidays:

- | | |
|----------------------|------------------|
| New Year's Day | Labour Day |
| Good Friday | Thanksgiving Day |
| Easter Monday | Remembrance Day |
| Queen's Birthday | Christmas Day |
| Canada Day | Boxing Day |
| British Columbia Day | |

11.2 Holidays Falling on Saturday or Sunday

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

11.3 Holiday Falling on a Scheduled Work Day

An employee who works on a designated holiday which is a scheduled work day shall be compensated at the rate of time and one half for hours worked, plus a day off in lieu of the holiday; except for Christmas and New Year's when the compensation shall be at the rate of double time for hours worked, plus a day off in lieu of the holiday. Such day off shall be at the Employer's discretion.

ARTICLE 12 - WORK CLOTHING

12.1 Regular Clothing Requirements

Employees will be required to supply their own steel toe work boots, rain clothing, coveralls and hard hats. It is agreed between the parties that these items will be kept available at all times and worn when necessary.

12.2 Protective Clothing Requirements

When it is deemed necessary to have protective clothing other than as described in Article 11.1, the Employer shall make such clothing available to the employees at his own expense. This clothing shall remain the property of the Company.

ARTICLE 13 - PAYMENT OF WAGES & ALLOWANCES

13.1 Equal Pay

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

13.2 Paydays

- (a) Employees shall be paid biweekly every second Friday.
- (b) A comprehensive statement detailing all payments, allowances and deductions shall accompany the paycheque for each pay period. All premiums and allowances payable shall be paid out not later than four weeks from the date of earning them.

13.3 Wage Rates

- (a) Office Clerks..... \$ 12.50/hr.
- (b) Labourer - probation (first 3 months of work)..... \$ 12.50/hr.
- (c) Labourer..... \$ 14.00/hr.
- (d) Air License and less than two years..... \$ 15.00/hr.
- (e) Truck Driver - having Class III with Air License
and more than two years..... \$ 16.00/hr.
- (f) Foreman..... \$ 18.00/hr.

13.4 Sick Leave

- (a) After completing the probation period, employees shall earn sick leave credits at a rate of twelve (12) hours per completed month of service.
- (b) A part-time employee shall be entitled to sick leave credits on a pro rata basis.
- (c) Employees will be allowed to accumulate sick leave credits to a maximum of three hundred and sixty (360) hours.
- (d) Where an employee is absent from work because of illness or injury the employee shall be entitled to claim sick leave at their regular rate of pay for a period equivalent to their accumulated sick leave credits.

- (e) The Employer may request a report from a qualified medical practitioner if the absence is over six (6) days or if it appears a pattern of consistent absence is developing.

13.5 Medical Premiums

After completion of the probation period, the Employer shall pay the costs of the British Columbia Medical Plan for all employees and their dependants.

ARTICLE 14 - MATERNITY AND ADOPTION LEAVE

14.1 Maternity Leave

A pregnant employee shall qualify for maternity leave:

- (a) Upon request, the employee will be granted leave of absence without pay for a period of not more than six (6) months.
- (b) The period of maternity leave without pay shall be for eleven (11) weeks before the expected date of delivery.
- (c) The Employer shall, upon the request of the employee, defer the commencement of maternity leave for any period approved in writing by a qualified medical practitioner.
- (d) On return from maternity leave, an employee shall be placed in her former position or in a position of equal rank and basic pay.
- (e) If an employee maintains coverage for medical, extended health, dental and group life, while on maternity or adoption leave, the Employer guarantees to pay the Employer's share of premiums provided the employees have prepaid their shares. Employees who fail to return to work shall reimburse the Employer for all such contributions.
- (f) An employee on maternity leave shall give the Employer adequate notice prior to the expiration of the maternity leave of the date when the employee shall be returning to work; such a date to be not less than six (6) weeks after the date of birth.
- (g) An employee may be required to commence a maternity leave where the duties of the employee cannot reasonably be performed because of the pregnancy and to continue the leave of absence until the employee provides a certificate from a medical practitioner stating that she is able to perform her duties.

14.2 Adoption Leave

Upon request, an employee shall be granted leave of absence without pay for up to eighteen (18) weeks following the adoption of a child. The employee shall advise the Employer of their intention to adopt and furnish proof of adoption.

14.3 Seniority Rights on Re-employment

An employee who makes application for re-employment prior to the expiration of maternity leave shall retain service credits and seniority rights accumulated prior to maternity leave absence.

The employee shall be deemed to have resigned on the date upon which leave of absence with pay commenced if an application for re-employment is not made one (1) month prior to the expiration of the leave.

14.4 Extension of Maternity Leave

Maternity leave may be extended for up to an additional two (2) months for health reasons related to the birth or termination of the pregnancy, where a medical practitioner's certificate is presented.

14.5 Sick Leave Credits

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

ARTICLE 15 - TERM OF AGREEMENT

15.1 Binding Agreement

This Agreement shall be binding and remain in effect to midnight, December 31, 2002.

15.2 Notice to Bargain

- (a) This Agreement may be opened for collective bargaining by either party giving written notice to the other party on or after November 1, 2002, but in any event not later than midnight, November 30, 2002.
- (b) Where no notice is given by either party prior to November 30, 2002, both parties shall be deemed to have given notice under this clause on November 30, 2002, and thereupon Clause 13.3 applies.

15.3 Commencement of Bargaining

Where a party to this Agreement has given notice under Clause 15.2, the parties shall, within fourteen (14) days after the notice was given, commence collective bargaining.

15.4 Change in Agreement

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

15.5 Agreement to Continue in Force

Both parties shall adhere fully to the terms of this Agreement during the period of bona fide collective bargaining.

15.6 Effective Date of Agreement

The provisions of this Agreement, except as otherwise specified, shall come into force and effect on the date of signing of this Agreement.

**SIGNED ON BEHALF OF
THE UNION:**

**SIGNED ON BEHALF OF
THE EMPLOYER:**

John T. Shields, President

Ralph W. Jesiak, President

Oli Magnusson,
Staff Representative

Mike McMichael
Foreman

Signed this _____ day of _____, 19 _____.

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MEMORANDUM OF AGREEMENT
Wages

The Parties agree that as per the Collective Agreement the following rates are effective January 1, 1999.

Classification	Current Rate	January 1999	January 2000	January 2001	January 2002
Office Clerks	\$13.33	13.46	13.73	13.94	14.15
Labourer (first three months)	\$13.33	13.46	13.73	13.94	14.15
Labourer	\$15.46	15.61	15.92	16.16	16.40
Truck Driver - Class III with air and less than two (2) years	\$16.00	16.16	16.48	16.73	16.98
Truck Driver - Class III with air and more than three (3) years	\$17.07	17.24	17.58	17.84	18.11
Foreman	\$19.20	19.39	19.78	20.08	20.38

**SIGNED ON BEHALF OF
THE UNION:**

**SIGNED ON BEHALF OF
THE EMPLOYER:**

John T. Shields, President

Ralph W. Jesiak, President

Oli Magnusson,
Staff Representative

Mike McMichael
Foreman

Signed this _____ day of _____, 19 _____.