

COLLECTIVE AGREEMENT

between the

COMPASS GROUP CANADA (BEAVER) LTD.

and the

**B.C. GOVERNMENT AND SERVICE
EMPLOYEES' UNION (BCGEU)
representing employees at:**

LAKEVIEW YOUTH CUSTODY CENTRE

Effective to October 31, 2003

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ARTICLE 1 - PREAMBLE

1.1 Purpose of Agreement

The purpose of this Agreement is to establish and maintain orderly collective bargaining procedures between the Employer and the Union.

1.2 Future Legislation

In the event that any future legislation renders null and void or materially alters any provision of the Collective Agreement, the following shall apply:

- (a) The remaining provisions of the Collective Agreement shall remain in force and effect from the term of the Collective Agreement.
- (b) The Employer and the Union shall, as soon as possible, negotiate mutually agreeable provisions to be substituted for the provisions so rendered null and void or materially altered.
- (c) If a mutual agreement cannot be struck as provided in (b) above, the matter shall be arbitrated pursuant to Article 9 of the Collective Agreement.

1.3 Conflict with Regulations

In the event that there is a conflict between the contents of this Agreement and any rule or order made by the Employer, or on behalf of the Employer, this Agreement shall take precedence over the said rule or order.

1.4 Use of Feminine and Singular Terms

Wherever the feminine or singular is used, the same shall be construed as meaning the masculine or plural unless otherwise specifically stated.

1.5 Sexual and Personal Harassment

The Union and the Employer recognize the right of employees to work in an environment free from sexual and personal harassment by other employees. An employee allegedly being harassed shall register their complaint in writing, through the Union Staff Representative, to the District Manager who shall deal with the complaint with all possible confidentiality.

The District Manager will investigate the allegation and if substantiated, take action appropriate to the offense. Unresolved complaints may be submitted by the Union at Step 3 of the grievance procedure.

ARTICLE 2 - RECOGNITION OF THE UNION

2.1 Bargaining Agent or Recognition

- (a) The Employer recognizes the B.C. Government and Service Employees' Union as the exclusive bargaining agent for all employees in the bargaining unit.
- (b) The bargaining unit shall be comprised of all employees included in the bargaining unit as described in the certification except those employees employed in positions listed below:
 - District Manager or designate
 - Component Manager

(c) It is understood that the Component Manager at Lakeview Youth Custody Centre is a Working Manager.

(d) The Chef/Manager rate will apply when the Component Manager is absent from the site.

2.2 Correspondence

(a) The Employer agrees that all correspondence between the Employer and the Union related to matters covered in this Agreement shall be sent to the President of the Union or his/her designate.

(b) The Employer agrees that a copy of any correspondence between the Employer and any employee in the bargaining unit covered by this Agreement pertaining to the interpretation of any clause in this Agreement, shall be forwarded to the President of the Union or his/her designate.

2.3 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 is in conflict with the terms of this Agreement.

2.4 No Discrimination

The Employer and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any employee by reason of his/her membership or activity in the Union. In addition, the Parties hereto subscribe to the principles of the Human Rights Act of British Columbia.

2.5 Recognition and Rights of Stewards

The Employer recognizes the Union's right to select one (1) steward at each location covered by this Agreement. The number of shop stewards may be changed by local mutual agreement. The Union agrees to provide the Employer with a list of the employees designated as stewards. A steward shall obtain the permission of his/her immediate supervisor before leaving his/her work to perform his/her duties as a steward. Leave for this purpose shall be without loss of pay. Such permission shall not be unreasonably withheld. On resuming his/her normal duties, the steward shall notify his/her supervisor.

Duties of the steward are:

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

When a shop steward is the only employee on duty in a department or where his/her absence would require the Employer to call in another employee or assign another employee to a higher rated position, the shop steward may be refused leave of absence to transact Union business. When such leave is refused, other time will be made available to ensure the Union business is transacted.

2.6 Bulletin Boards

The Employer shall provide bulletin board space for the posting of Union business.

2.7 Badges, Insignia and Union Shop Cards

A Union member shall have the right to wear a Union pin or badge displaying the recognized insignia of the Union.

2.8 Right to Refuse to Cross Picket Lines

- (a) All employees covered by the Agreement shall have the right to refuse to cross a legal picket line arising out of a dispute as defined in the appropriate legislation. An employee failing to report for duty shall be considered to be absent without pay.
- (b) Failure to cross a legal 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.

2.9 Unpaid Leave - Union Business

- (a) Leave of absence without pay and without loss of seniority shall be granted with reasonable notice for the purposes listed below. Such leave shall be subject to operational requirements and shall not be unreasonably withheld:
 - (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) to employees called by the Union to appear as witnesses before an arbitration board or the Industrial Relations Council of B.C., provided the dispute involves the Employer; or
 - (4) to employees representing the Union in collective bargaining with the Employer.

This provision does not apply to employees who are hired by the Union for a period greater than six (6) months.

- (b) To facilitate the administration of Section (a) when leave without pay is granted, the leave shall be given with basic pay and the Union shall reimburse the Employer for wages and benefits including travel time, incurred. It is understood that employees granted leave of absence pursuant to this clause shall receive their current rate of pay while on leave of absence.

The Union agrees to reimburse the Employer within one (1) month of receipt of billing from the Employer.

2.10 Essential Services Clause

The Union and the Company agree that the employees provide essential services defined under S. 72 of the B.C. Labour Relations Act.

Prior to any work stoppage the Parties will meet to identify essential positions and minimum staff levels needed to provide continuous service.

ARTICLE 3 - UNION SECURITY

3.1

Employees covered by the Union's Certificate of Bargaining Authority who were employed by the Employer and were not a member of the Union prior to the date of certification, shall have the option of

applying for membership in the Union which membership they shall maintain. Employees hired after the date of certification are required to become members of the Union as a condition of employment.

3.2

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

ARTICLE 4 - CHECK OFF OF UNION DUES

(a) The Employer shall, as a condition of employment, deduct from the regular wages or salary of each employee in the bargaining unit, whether or not the employee is a member of the Union, the amount of the regular monthly dues payable to the Union by a member of the Union, provided there are sufficient wages owing to the employee in the particular pay period to cover the deductions. The employee shall, as a condition of continued employment, complete an authorized form as provided by the Union for this purpose.

The Employer shall deduct from any employee who is a member of the Union any general assessments levied in accordance with the Union Constitution and/or Bylaws.

All deductions shall be made in each payroll period and membership dues or payments in lieu thereof shall be considered as owing in the month for which they are so deducted.

(b) All deductions shall be remitted to the President of the Union not later than twenty-eight (28) days following the end of the month in which the deduction was made and the Employer shall also provide a list of the names of those employees from whose salaries such deductions have been made together with amounts deducted from each employee.

(c) 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, provided that the changed deduction can be reasonably accommodated by the Employer's payroll system.

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

(e) At the same time that Income Tax (T-4) slips are made available, the Employer, without charge, shall indicate on the T-4 slip the total amount of Union dues paid by the employee for the previous year (the year for which the T-4 slip is provided). Every reasonable effort shall be made for those to be available to the employee at the earliest possible date, or not later than March 1st of the succeeding year.

ARTICLE 5 - EMPLOYER & UNION SHALL ACQUAINT NEW EMPLOYEES

The Employer agrees acquaint new employees with the fact that a Collective Agreement is in effect and with the conditions of employment set out in the articles dealing with Union Security and Dues Check Off. A new employee shall be advised of the name and location of his/her steward. Whenever the steward is employed in the same work area as the new employee, the employee's immediate supervisor

will introduce him/her to the steward who will provide the employee with a copy of the Collective Agreement, some time during the first thirty (30) days of employment.

ARTICLE 6 - EMPLOYER'S RIGHTS

6.1

The Union agrees that the management, operation, and direction of its working forces, including the scheduling of employees, is vested solely with the Employer unless the Agreement otherwise specifies. All rights and functions of the Employer shall be retained unless modified by the Collective Agreement

6.2

The Employer may conduct its business in all respects in accordance with its commitments and responsibilities, including the right to maintain and improve order, discipline, and efficiency.

6.3

The Employer may make, alter from time to time, and enforce reasonable rules of conduct and procedure to be observed by the employees, except that such rules of conduct may not be in breach of this Agreement.

ARTICLE 7 - EMPLOYER/UNION RELATIONS

7.1 Representation

No person shall undertake to represent the Union or the Employer without the proper authorization of the respective Party. To facilitate this, the Union shall supply the Employer with the names of its officers, and similarly, the Employer shall supply the Union with the names of the administrator or designates with whom the Union may be required to transact business.

7.2 Union Bargaining Committee

A Union Bargaining Committee shall be elected and consist of one (1) representative of the bargaining unit.

Leave of absence to attend negotiation sessions shall be administered in accordance with Article 2.9, Unpaid Leave -Union Business.

7.3 Union Representatives

- (a) The Employer agrees that access to its premises will be granted to representatives of the Union when dealing with or negotiating with the Employer, or when investigating and assisting in the settlement of a grievance.
- (b) The Union Representatives shall provide reasonable notice to the District Manager or his/her designate in advance of their intention and their purpose for entering and shall specify the anticipated duration of the visit. Such visits shall not interfere with the operation of the Employer's business.

7.4 Definition of Employees

- (a) A regular full-time employee is one who is appointed to a regularly scheduled position and is regularly scheduled to work up to twelve (12) hours per day, and between thirty-four and half (34.5) and forty (40) hours per week exclusive of unpaid meal periods.

A regular full-time employee is entitled to all of the benefits outlined in this Agreement.

(b) A regular part-time employee is one who is appointed to a regularly scheduled position but works between eighteen (18) hours and forty (40) hours per week exclusive of unpaid meal periods.

(c) A casual employee is any employee "on call" with no regularly scheduled shift.

A regular part-time employee is entitled to all of the benefits of this Agreement on a prorated basis, except as specified in Article 25.3.

ARTICLE 8 - GRIEVANCES

8.1 Grievance Procedure

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

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

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

The procedure for resolving a grievance shall be the grievance procedure in this Article.

8.2 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.

8.3 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 Section 8.4, must do so not later than:

(a) twenty-one (21) days after the date on which he/she was notified orally or in writing, of the action or circumstances giving rise to the grievance; or

(b) twenty-one (21) days after the date on which he/she first became aware of the action or circumstances giving rise to the grievance.

8.4 Step 2

(a) Subject to the time limits in Clause 8.3, the employee may present a grievance at this level by:

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

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

(3) transmitting this grievance to the designated local supervisor through the Union steward.

(b) The supervisor shall acknowledge receipt of the written grievance by signing and dating the grievance form at the time that the grievance is presented.

8.5 Time Limit to Reply at Step 2

The representative designated by the Employer to handle grievances at Step 2 shall reply, in writing to the Union, to an employee's grievance within twenty-one (21) days of receiving the grievance at Step 2.

8.6 Step 3

The President of the Union or his designate may present a grievance at Step 3 within:

- (a) 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;
- (b) twenty-one (21) days after the Employer's reply was due.

8.7 Time Limit to Reply at Step 3

The representative designated by the Employer to handle grievances at Step 3 shall reply in writing to the grievance within twenty-one (21) days of receipt of the grievance at Step 3.

8.8 Time Limit to Submit to Arbitration

Failing satisfactory settlement at Step 3, and pursuant to Article 9, the President or his/her designate may inform the Employer of his/her intention to submit the dispute to arbitration within:

- (a) twenty-one (21) calendar days after the Employer's decision has been received;
- (b) twenty-one (21) calendar days after the Employer's decision was due.

8.9 Administrative Provisions

- (a) Grievances and replies at Step 3 of the grievance procedure and notification to arbitrate shall be by registered mail.
- (b) Grievances, replies and notification shall be deemed to be presented on the day on which they are registered and received on the day they were delivered to the appropriate offices of the Employer or the Union.
- (c) In the event of a dispute, lockout or other work stoppage in the Canada Post Office, within British Columbia, this section shall not apply.
- (d) The time limits fixed in this grievance procedure may be altered by mutual consent of the Parties, but the same must be in writing.

8.10 Time Limits

If the President of the Union or his/her designate, an employee, or an Employer fails to process a grievance within the prescribed time limits, the grievance will be deemed to have been abandoned. However, neither Party will be deemed to have prejudiced its position on any future grievance.

8.11 Deviation from Grievance Procedure

- (a) The Employer agrees that, after a grievance has been initiated by the Union at Step 2, the Employer's representatives will not enter into discussion or negotiation with respect to the grievance, either directly or indirectly with the aggrieved employee without the consent of the Union. In the event that, after having initiated a grievance through the grievance procedure, an employee endeavours to pursue the same grievance through any other channel, then the Union agrees that, pursuant to this article, the grievance shall be considered to have been abandoned.

(b) Where an employee has filed a complaint with the Ombudsman or the Employment Standards Branch, the grievance shall be deemed to be abandoned unless the complaint is withdrawn, in writing, within forty-five (45) days of it being filed.

8.12 Policy Grievances

Where either Party to this Agreement disputes the general application, interpretation or alleged violation of an article of this Agreement, the dispute shall be discussed initially with the District Manager, his/her designate or the Union within twenty-one (21) calendar days of the occurrence. Where no satisfactory agreement is reached, either Party within a further twenty-one (21) calendar days, may submit the dispute to arbitration, as set out in Article 9 of this Agreement.

8.13 Dismissal or Suspension

Employees dismissed or suspended for alleged cause shall have the right to submit a grievance to the District Manager, or his/her designate, commencing at Step 3 within twenty-one (21) days of the employee receiving notice of dismissal or suspension.

ARTICLE 9 - ARBITRATION

9.1 Notification

Where a difference arising between the Parties relating to the interpretation, application or administration of this Agreement, including any questions as to whether a matter is arbitrable, either of the Parties may, after exhausting the grievance procedure in Article 8, 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 allegation to arbitration.

9.2 Assignment of a Single Arbitrator

- (a) When a party has requested that a grievance be submitted to an arbitrator, an arbitrator will be mutually agreed upon. Failing agreement, appointment will be made by the Labour Relations Board.
- (b) Depending upon availability, single arbitrators shall be assigned cases on a rotating basis.
- (c) The parties shall agree upon a list of arbitrators which shall be appended to this Agreement.

9.3 Three Person Arbitration Board

- (a) Within seven (7) days of receipt of written notice, the Parties may by mutual agreement have the matter heard by a three (3) person Arbitration board. Both Parties shall then have seven (7) days to name their appointee to the three (3) person board. The two (2) appointees shall then meet to select an impartial Chairperson.
- (b) If the recipient of the notice fails to appoint a nominee or the two (2) appointees fail to agree upon a Chairperson within seven (7) calendar days of their appointment, the appointment shall be made by the Ministry of Labour at the request of either Party.

9.4 Decision of Board

The decision of the majority shall be the decision of the Board. The decision of the Arbitration Board shall be final, binding and enforceable on the Parties. The Board shall have the power to dispose of a discharge or discipline grievance by any arrangement which it deems just and equitable. However, the Board shall not have the power to change this Agreement or to alter, modify or amend any of its provisions.

9.5 Disagreement of Decision

Should the Parties disagree as to the meaning of the Board's decision, either Party may apply to the Chairperson of the Arbitration Board to reconvene the Board to clarify the decision, which it shall make every effort to do within seven (7) days.

9.6 Expenses of Arbitration Board

Each Party shall pay:

- (a) the fees and expenses of the arbitrator it appoints;
- (b) one-half (1/2) of the fees and expenses of the Chairperson.

9.7 Amending Time Limits

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

ARTICLE 10 - DISMISSAL, SUSPENSION AND DISCIPLINE

10.1 Burden of Proof

In all cases of discipline and dismissal, except in the case of probationary employees, the burden of proof of just cause shall rest with the Employer.

10.2 Notice of Dismissal or Suspension

Notices of dismissal or suspension shall be in writing and shall set forth the reasons for dismissal or suspension.

10.3 Right to Grieve Other Disciplinary Action

Disciplinary action grievable by the employee shall include written censures, letters of reprimand and adverse reports or adverse employee appraisals. An employee shall be given a copy of any such document placed on the employee's file which might be the basis of disciplinary action. Should an employee dispute any such entry in his/her file, he/she shall be entitled to recourse through the grievance procedure and the eventual resolution thereof shall become part of his personnel record. Upon the employee's request, any such document, other than employee appraisals, substantiated security - related issues, those relating to sexual or personal harassment, or theft, shall be removed from the employee's file after the expiration of eighteen (18) months from the date it was issued provided there has not been any further infraction. The Employer agrees not to introduce as evidence in any hearing any document from the file of an employee, the existence of which the employee was not aware at the time of filing.

10.4 Evaluation Reports

Where a formal appraisal of an employee's performance is carried out, the employee concerned shall be given an opportunity to read and review a copy of the appraisal, away from the worksite. The employee shall sign the appraisal within forty-eight (48) hours of receipt of the appraisal. The form shall provide for the employee's signature in two (2) places, one (1) indicating that the employee has read and agrees with the appraisal; the other indicating that the employee has read and disagrees with the appraisal.

An employee shall receive a copy of this evaluation report at the time of signing.

All final employee performance appraisals shall form part of the employee's permanent record.

If the employee doesn't submit a grievance on the content of the appraisal within thirty (30) days of the date on which the employee signed the appraisal in disagreement, the appraisal shall become a permanent part of the employee's record.

10.5 Personnel File

(a) An employee, or the President of the Union (or his/her designate) with the written authority of the employee, shall be entitled to review the employee's personnel file, in the office in which the file is normally kept, in order to facilitate the investigation of a grievance. The employee or the President, as the case may be, shall give the Employer adequate notice, prior to having access to such file. Access to the file shall be no later than seven (7) days after notice is given.

(b) With reasonable notice given to the Employer, an employee shall be permitted to review his/her personnel file in the office in which the file is normally kept. Access to the file shall be not later than seven (7) days after notice is given.

10.6 Right to Have Steward Present

Where a supervisor intends to interview an employee for disciplinary purposes, the supervisor must notify the employee in advance of the purpose of the interview in order that the employee may contact his/her steward, providing that this does not result in an undue delay of the appropriate action being taken.

Where a supervisor intends to interview a shop steward for disciplinary purposes, the steward shall have the right to consult with a Staff Representative of the Union and to have another shop steward or alternate present at any disciplinary discussion with supervisory personnel, providing that this does not result in an undue delay of the appropriate action being taken.

This provision shall not apply to those discussions that are of an operational nature and do not involve imposition of disciplinary action.

10.7 Employment Abandoned

Any employee who fails to report for work and does not notify his/her supervisor within three (3) work days and who cannot give a reason acceptable to the Employer shall be considered as having abandoned his/her position.

ARTICLE 11 - SENIORITY

11.1 Seniority

Upon completion of the probationary period, the initial date or hours of employment shall be used for determining benefits and seniority start date.

Full-time employees shall have seniority by date of hire.

Part-time and casual employees shall have seniority calculated in hours worked.

Should a part-time or casual be appointed to a full-time position and upon successful completion of the probationary period, then hours shall be converted into days and then start date shall be back dated from the full-time date of hire.

In determining seniority for a promotion/vacancy, any part-time or casual shall have their hours converted to years [e.g., one (1) year = 2080 hours].

11.2 Seniority Lists

- (a) Up-to-date seniority lists shall be posted on all appropriate bulletin boards on January 1 and July 1 of each year. Such lists shall be open for correction for a period of thirty (30) calendar days following the posting, after which the seniority will be considered accurate.
- (b) The July 1 seniority list shall be sent to the President of the Union, or his/her designate. This list shall include the name, classification, seniority and home address of each employee.

11.3 Loss of Seniority

An employee shall lose his/her seniority and shall be deemed to have terminated his/her employment in the event that:

- (a) he/she is discharged for just cause;
- (b) he/she voluntarily terminates his/her employment;
- (c) he/she is on layoff for more than twelve (12) months
- (d) he/she abandons his/her position in accordance with Article 10.7;
- (e) he/she is on layoff and fails to report for work of an ongoing nature within seven (7) calendar days after being notified of recall by registered mail from the Employer.

11.4 Same Service Seniority Date

Where seniority rights are in dispute and two (2) or more employees have the same amount of seniority, the matter will be determined through the toss of a coin.

11.5 Bridging of Service

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

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

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

ARTICLE 12 - VACANCY POSTING

12.1 Postings

(a) A posting shall be required for vacancies or new positions which are in excess of two (2) calendar months and which the Employer is seeking to fill. A one-time increase of five (5) hours or less per week in the number of regularly scheduled hours of a regular position shall not constitute a vacancy.

A change in the starting or quitting times, shift schedules, or scheduled days off shall not constitute a vacancy.

The Employer will post job vacancies within seven (7) days. Copies of the posting will be faxed or mailed to each facility and posted by the Chef/Manager.

(b) The Employer agrees to post such vacancy or new job for a period of at least seven (7) calendar days in advance of the selection. Applications must be received during the seven (7) day period in order to be considered by the Employer.

(c) The posting shall contain the following information: title of the job, qualifications, nature of the position, present hours of work, wage rate or range.

(d) Where operational requirements make it necessary, the Employer may make temporary appointments pending the posting process.

(e) A copy of the job posting will be sent to the Chairperson of the Bargaining Committee and the President of the Union or his/her designate.

(f) Every effort will be made to fill a vacancy within twenty-one (21) days.

(g) If a vacancy is posted and filled by an employee currently in the bargaining unit, the successful applicant will be notified within one (1) week of the decision being made and the name of the successful candidate will be posted on the bulletin board.

(h) An employee granted a temporary promotion or transfer shall return to his/her former job and pay rate without loss of seniority and accrued perquisites when the temporary position or transfer terminates.

12.2 Selection Criteria

The successful applicant will be determined on qualifications, knowledge, education, skills, experience, personal suitability and seniority. Where two (2) or more applicants are equal, the one with the greater seniority will be selected.

12.3 Probationary Period

It is understood that all new employees will be subject to a probationary period of four hundred and eighty-eight (488) hours worked. The Employer may dismiss a probationary employee where the probationary employee is found to be unsuitable for continued employment in the position to which he/she has been appointed.

12.4 Qualifying Period

When a vacancy is filled by an existing regular employee, the employee shall be declared permanent in the new job after a period of sixty (60) work shifts or four hundred and eighty-eight (488) hours of work, whichever comes first. In the event the successful applicant proves unsatisfactory in the position during the trial period or if the employee is unable to perform the duties of the new job classification, or the employee wishes to return to his/her former position, he/she shall be returned to his/her former position and wage/salary rates, without loss of seniority. Any other employee promoted or transferred because of

rearrangement of positions shall be returned to his/her former position and wage or salary rate, without loss of seniority.

12.5 Application from Employees

Application from either the work or bargaining unit shall be considered prior to applications from non-employees.

12.6 Right to Grieve

Where an employee feels he/she has been aggrieved by any decision of the Employer relating to promotion, transfer or demotion, the employee may initiate a grievance.

12.7 Applying for Positions While on Vacation or Leave of Absence

An employee may put in writing, their desire for particular positions that may arise should they be away on vacation or leave of absence, so they can be considered for the position.

ARTICLE 13 - LAYOFF AND RECALL

13.1 Pre-layoff Canvass

Prior to the layoff of regular employees under Clause 13.2, the Employer may canvass any employee(s) to provide options or alternatives with regard to an impending layoff.

Should the Employer choose to canvass, they will notify the Union. The Parties agree to jointly explore options in order to cause the least disruption to employees and the workplace.

13.2

In the event of a layoff:

(a) Permanent full-time and part-time employees shall be laid off by classification in reverse order of seniority within the work unit.

(b) An affected employee will have the following options, in the following order:

(1) choose layoff and recall or severance as per article 13.1(d) or, may bump least senior employee in own classification in own work unit with equivalent hours;

** Should none of the above be available in equivalent hours, bumping occurs in same order as above but with "less hours".*

** Equivalent hours shall be defined as a three (3) hours difference.*

(c) *An employee whose hours are reduced from full-time or part-time or casual or part-time to casual for a period of one (1) month or more shall be entitled to exercise the layoff article.

(d) Bumping rights must be exercised within five (5) working days of notification of layoff to the first affected person and three (3) working days to any subsequent persons. Written notice will be provided to the Manager.

(e) Employees on layoff shall be recalled in order of seniority, and classification subject to ability to do the work available.

(f) In the event of a permanent layoff, two (2) weeks' notice will be given to an employee with less than three (3) years' seniority and three (3) weeks' notice will be given to an employee with more than three (3) years' seniority and one (1) additional week's notice for each additional year of seniority to a maximum of eight (8) weeks' notice. In the event of a permanent layoff if the Employer does not give proper notice an employee will receive equivalent to one (1) weeks' pay for every week not given in severance notice.

(g) Notice of layoff shall not apply where an Employer can establish that the layoff results from an act of God, fire or flood.

ARTICLE 14 - HOURS OF WORK

14.1 Continuous Operation

The work week shall provide for continuous operation based on a seven (7) day week, twenty-four (24) hours per day.

14.2 Hours of Work

The hours of work will normally not exceed twelve (12) hours per day exclusive of unpaid meal breaks and will normally not exceed forty (40) hours per week.

14.3 Scheduling Provisions

(a) The Employer shall arrange all shift schedules and post them at least fourteen (14) days in advance of the effective date.

(b) Except by agreement between the Employer and the employee, employees shall not be required to work in excess of five (5) consecutive shifts without receiving two (2) consecutive days off, which may include statutory holidays, otherwise overtime shall be paid in accordance with Article 15.

(c) There shall be no split shifts scheduled except by mutual agreement between the Employer and the Union.

(d) An employee reporting for work at the call of the Employer shall be paid a minimum of two (2) hours' pay at his/her regular rate of pay if he/she does not commence work, and a minimum of four (4) hours' pay at his/her regular rate if he/she commences work.

(e) Employees may exchange shifts with the approval of the Employer provided that a minimum of forty-eight (48) hours advance notice in writing is given and there is no increase in cost to the Employer. All rights to consecutive days off, overtime pay, and any premiums that result from the exchange are waived.

(f) If shifts are scheduled so that there are not eight (8) hours between the end of an employee's shift and the start of the next shift, overtime rates shall apply to hours worked on the succeeding shift which fall short of the eight (8) hour period.

(g) In the event the Employer must make shift schedule changes due to illness or injury, such changes may be made with forty eight (48) hours notice without incurring any overtime costs.

14.4 Rest and Meal Periods

(a) There shall be a fifteen (15) minute paid rest period in each half of any full shift. Employees working less than a full shift, but a minimum of four (4) hours, will receive one (1) fifteen (15) minute paid rest period. Employees required by the Employer to work during their scheduled rest period will have their rest period rescheduled to an alternative time during that shift.

(b) An unpaid meal period of one-half ($\frac{1}{2}$) hour or as otherwise stated in Hours of Work will be scheduled as close as possible to the normal institutional meal period and shall be taken away from the work area. Employees required by the Employer to work during their scheduled meal period will have their meal period rescheduled to an alternative time during that shift.

ARTICLE 15 - OVERTIME

15.1 Definition of Overtime

- (a) "*Overtime*" means work performed by an employee in excess of the hours outlined in Article 14.2.
- (b) "*Straight-time rate*" means the hourly rate of remuneration.
- (c) "*Time and one-half*" means one and one-half times the straight-time rate.
- (d) "*Double time*" means twice the straight-time rate.

15.2 Authorization and Application of Overtime

An employee who is required to work overtime shall be entitled to overtime compensation when the overtime worked is authorized in advance by the Component Manager.

15.3 Right to Refuse Overtime

All employees have the right to refuse to work overtime without being subject to disciplinary action for so refusing, except when required to do so in emergency situations.

15.4 Overtime for Part-time Employees

A regular part-time employee working less than the normal hours per day of a full-time employee, and who is requested to work longer than his/her regular work day, shall be paid at the rate of straight-time for the hours so worked, up to and including the normal hours in the work day for a full-time employee. Overtime rates shall apply to hours worked in excess of the normal hours in the work day of a full-time employee.

A regular part-time employee working less than the normal days per week of a full-time employee and who is requested to work other than his/her regularly scheduled work days, shall be paid at the rate of straight-time for the days so worked up to and including the normal work days in the work week of a full-time employee. Overtime rates shall apply to hours worked in excess of normal work days in the work week of a full-time employee.

15.5 Overtime Compensation

Overtime worked shall be compensated at the following rates:

- (a) time and one-half ($1\frac{1}{2}x$) for the first two (2) hours of overtime, double time ($2x$) for additional hours on a regularly scheduled work day;
- (b) time and one-half ($1\frac{1}{2}x$) for all hours worked on a day of rest, but employees shall not have the day off rescheduled.

15.6 Call Back

Employees called back to work on their regular time off shall receive a minimum of three (3) hours' overtime pay at the applicable overtime rate, or shall be paid at the applicable overtime rate for the time worked, whichever is greater.

15.7 Rest Interval

An employee required to work overtime beyond his/her regularly scheduled shift shall be entitled to eight (8) clear hours between the end of the overtime work and the start of his/her next regular shift. If eight (8) clear hours are not provided, overtime rates shall apply to the hours by which the time off fell short of eight (8) clear hours.

15.8 Shift Exchanges

In no event shall any overtime be payable as a result of employees voluntarily exchanging shifts.

15.9 Overtime Meal Allowance

An employee who is required to work a minimum of two and one-half (2½) hours overtime following his/her scheduled hours of work, shall be provided with a meal at the Employer's expense.

ARTICLE 16 - PAID HOLIDAYS**16.1 Paid Holidays**

Regular full-time employees shall be entitled to a day off with pay for each of the following statutory holidays:

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

Any other holiday proclaimed as a holiday by the Federal Government or the Government of the Province of British Columbia shall also be a paid holiday.

16.2 Holiday Falling on a Scheduled Work Day

An employee who works on a statutory holiday named in 16.1 shall be compensated at the rate of time and one-half (1½x) for all hours worked on the holiday and receive another day off with pay at a time mutually agreed between the Employer and the employee. Unused holiday days will be paid out at the end of each calendar year.

16.3 Holiday Falling on a Day of Rest

When a paid holiday falls on an employee's day of rest, the employee shall have the option of either an additional day's pay or a paid day off in lieu of the holiday. The lieu day shall be scheduled at a time mutually agreed between the Employer and the employee.

16.4 Holiday Coinciding with Day of Vacation

When an employee is on vacation with pay and a paid holiday falls within that period, the Paid Holiday shall not count as a day of vacation.

16.5 Holiday Pay Eligibility

- (a) Employees must work the regularly schedule day before and after such holiday except in case of an emergency or sickness at which time the Employer may require a medical certificate.
- (b) No employee shall receive holiday pay for a statutory holiday unless she was hired more than thirty (30) calendar days immediately preceding the holiday and has worked one hundred twenty (120) hours in the last thirty (30) days.
- (c) Employees shall be paid accordingly to their regularly scheduled shift for each statutory holiday where no work is performed.

ARTICLE 17 - ANNUAL VACATIONS**17.1 Vacation Entitlement**

- (a) The vacation year is the Company fiscal year (approximately September to August, inclusive.)
- (b) An employee who has completed twelve (12) full calendar months service as of June 30th shall receive two (2) weeks vacation and shall be paid four percent (4%) of his/her gross earnings in the previous twelve (12) months.
- (c) An employee who has completed four (4) full years service as of June 30th shall receive three (3) weeks vacation and shall be paid six percent (6%) of his/her gross earnings in the previous twelve (12) months.
- (d) An employee who has completed eight (8) full years service as of June 30th shall receive four (4) weeks vacation and shall be paid eight percent (8%) of his/her gross earnings in the previous twelve (12) months.
- (e) An employee who has complete twelve (12) full years service as of June 30th shall receive five (5) weeks vacation and shall be paid ten percent (10%) of his/her gross earnings in the previous twelve (12) months.
- (f) An employee who has completed less than twelve (12) full months service as of June 30th shall receive one (1) day paid vacation for each calendar month worked, from the commencement of service to a maximum of ten (10) days, provided that their employment started on or before the fifteenth (15th) day of any month he/she shall earn vacation entitlements from the first day of the month and when employment has commenced on or after the sixteenth (16th) day of any month, he/she shall earn vacation entitlements from the first day of the following month.
- (g) Regular part-time employees will be entitled to annual vacation on a pro rata basis.
- (h) For purposes of vacation, part-time employees shall be by date of hire.

17.2 Vacation Earnings for Partial Year

- (a) Where employment is terminated, employees shall be granted earned and unused annual vacation pay calculated on a proportionate basis. Any vacation owing at time of resignation will be paid out and shall not be taken as time in lieu of notice.

- (b) An employee whose employment ceases before he/she has completed five (5) working days of employment is not entitled to annual vacation pay.

17.3 Vacation Carryover

Regular employees, upon completion of twelve (12) months service, may carry over a maximum of five (5) days unused vacation from one (1) vacation year to be used in the next vacation year.

17.4 Call Back

- (a) Employees who have commenced their annual vacation shall not be called back to work, except in cases of extreme emergency and by mutual agreement.
- (b) Time necessary for travel in returning to his/her place of duty and returning again to the place from which he/she was recalled shall not be counted against his/her remaining vacation time.
- (c) Employees called back to work from vacation will be reimbursed vacation days worked.

17.5 Vacation Scheduling

Subject to operational requirements, scheduling of vacations shall be in accordance with service seniority within a department. Where an employee chooses to split their vacation, they shall exercise seniority rights in the choice of the first vacation period. Seniority shall prevail in the choice of the second vacation period, but only after all other first vacation periods have been selected. Seniority shall prevail in the choice of subsequent vacation periods in like manner.

An employee shall be entitled to receive his/her vacation to a maximum of four (4) consecutive weeks in an unbroken period. During the prime time period of May 1 to September 30, the unbroken period shall not exceed four (4) weeks.

No employee shall be entitled to more than two (2) vacation periods per vacation year unless mutually agreed.

17.6 Vacation Schedules

- (a) Employees shall submit their vacation requests to their supervisor on or before March 1st.
- (b) An employee who does not exercise his/her seniority rights by the cut-off dates stipulated above, shall not be entitled to exercise those rights in respect to any vacation time previously selected by an employee with less seniority.
- (c) Vacation schedules shall be posted no later April 1st of each year. Once posted, shall not be changed except in cases of emergency with the mutual agreement of the Employer and employee.

17.7 Vacation Pay

Upon receipt of thirty (30) days written notice, the Employer shall pay to the employee, immediately prior to the commencement of his/her vacation, an amount equivalent to his/her vacation pay earned, up to the amount of vacation time being taken.

ARTICLE 18 - SICK LEAVE

18.1 Sick Leave Plan

- (a) The Employer will provide employees who have completed their probation period with a bank of five (5) days casual illness on January 1st of each year. Up to three (3) unused days may be

accumulated and carried over into the following year, to a maximum of eight (8) days available in any one year. Unused days will not be paid out.

(b) In addition, the Employer will provide employees with a sick leave plan that will pay employees sixty-six and two-thirds percent (66-2/3%) of their regular wages up to the Employment Insurance maximum, starting on the first (1st) day of injury or the fifth (5th) day of illness up to a maximum of twenty-six (26) weeks.

18.2 Proof of Illness

After five (5) days of absence due to illness or injury, an employee will be required to provide proof of illness stating the reason for the absence and the expected date of return to work in order to receive benefits under the Short Term Disability Plan. If there is a question as to the legitimacy of a claim for sick leave benefits, the Employer may require an employee to provide proof of illness or injury.

18.3 Employee to Inform Employer

The employee shall advise the supervisor prior to the start of the shift of his/her inability to report to work because of illness or injury, and the probable date of his/her return to work.

Employees who are absent from work because of sickness shall contact their supervisor or the designated person in charge on a regular basis regarding the status of their condition and/or the anticipated date of return to work.

Employees who have been absent from work due to illness for a period of five (5) consecutive days or because of injury must provide at least forty-eight (48) hours' notice to the Employer prior to their return to work.

It is agreed that longer notice is required for absences in excess of thirty (30) consecutive calendar days.

18.4 Expiration of Sick Leave Credits

The Employer shall inform employees, in writing, when their sick leave credits expire. At the expiration of paid sick leave credits, employees who continue to be off on sick leave shall apply for and be placed on Unpaid Leave of Absence in accordance with Article 20.4. If the employee is not fit to return to his/her previous position at the expiry of the unpaid leave of absence, the employee must apply for further leave of absence.

18.5 Probationary Period

During the probationary period, an employee is not entitled to sick leave.

18.6 Third Party Coverage

In the event that an employee is absent from duty because of illness or injury in respect of which wage loss benefits may be payable to the employee by the Insurance Corporation of British Columbia (ICBC), the liability of the Employer to pay sick pay shall rank after the ICBC. Notwithstanding such liability, the Employer shall pay the employee such sick leave pay as would otherwise be payable under this Agreement. The employee shall not be obliged to take action against the ICBC, but the Employer shall be entitled to subrogate to the rights of the employee and to take whatever action may be appropriate against the ICBC at any time after six (6) months following the illness or injury, unless the employee first elects to take action on his/her own behalf. To the extent that the employee recovers monies as compensation for wages lost, the Employer shall be reimbursed any sick leave pay that it may have paid to the employee.

Where the Employer recovers monies from the ICBC, the employee's sick leave credits shall be proportionately reinstated.

ARTICLE 19 - WORKERS' COMPENSATION

19.1 Date of Injury

An employee who is injured during working hours and is required to leave for treatment or is sent home for such injury shall receive payment for the remainder of the shift at his/her regular rate of pay without deduction from sick leave, unless a doctor or nurse states that the employee is fit for further work on that shift.

19.2 Benefits While on Compensation

Employees who are absent from work and in receipt of WCB wage-loss replacement benefits shall be considered as being on unpaid leave of absence, except that seniority and benefits shall be applied as follows:

- (a) Seniority hours pursuant to Article 11.1 shall continue to accrue.
- (b) Accumulative benefits shall continue to accrue for a maximum of six (6) calendar months.
- (c) The health and welfare provisions of Article 25 will continue to apply, except that the employee shall be required to pay the health and welfare premiums for absences in excess of six (6) calendar months.

Failure of the employee to remit the required monthly premium payments shall result in the cancellation of the health and welfare benefits.

Where the Workers' Compensation Board denies an employee's claim (and/or appeal if applicable), the employee shall reimburse the Employer for any health and welfare premiums paid by the Employer in accordance with Article 25 - Health and Welfare Benefits, while on unpaid leave of absence.

19.3 Employee to Contact Employer

Employees who are absent from work due to a Workers' Compensation Board related injury shall contact their supervisor or the designated person in charge on a regular basis regarding the status of their condition and/or the anticipated date of return to work.

Prior to returning to work, employees who have been absent from work and in receipt of WCB wage-loss replacement benefits may be required to produce a medical certificate certifying that they have fully recovered from the compensable injury and are able to perform the full scope of their duties.

19.4 Transportation

Transportation to the nearest physician or hospital for employees requiring medical care as a result of an on-the-job accident shall be at the expense of the Employer.

ARTICLE 20 - SPECIAL AND OTHER LEAVE

20.1 Compassionate Leave

- (a) In the case of bereavement in the immediate family, an employee not on leave of absence without pay shall be entitled to special leave at his/her regular rate of pay, from the date of death to and

including the day of the funeral with, if necessary, an allowance for immediate return travelling time. Such leave shall not exceed three (3) working days.

(b) Immediate family is defined as an employee's parent, wife, husband, child, brother, sister, father-in-law, mother-in-law, foster child, grandfather, grandmother, grandchild, son-in-law, daughter-in-law, step parent, step child, legal guardian and any other relative permanently residing in the employee's household or with whom the employee permanently resides. In the event of the death of the employee's brother-in-law, sister-in-law, aunt and uncle, the employee shall be entitled to compassionate leave for one (1) day for the purpose of attending the funeral.

(c) Every effort will be made to grant additional compassionate leave of absence without pay, if requested by the employee.

20.2 Unpaid Leave for Public Office

Employees shall be granted unpaid leave of absence to enable them to run for elected public office, and if elected, to serve their term(s) of office.

20.3 Unpaid Leave

(a) An employee may request unpaid leave of absence. Requests for such leave of absence will be made in writing, addressed to their immediate supervisor. Reasonable notice will be given to minimize dislocation of staff. The Employer will indicate to the employee, in writing, the acceptance or refusal of such a request within a reasonable period of time. Such permission shall not be unreasonably withheld. Employees who have been granted an unpaid Leave of Absence will not work for another Employer during the time of the absence without first obtaining authorization from the District Manager.

(b) When an employee is away on unpaid leave of absence or an accumulation of unpaid leaves of absence exceeding twenty (20) working shifts in any year, the employee shall not accumulate benefits or seniority from the twenty-first (21st) day of the unpaid leave to the last day of the unpaid leave.

20.4 Health and Welfare Benefits While on Unpaid Leave of Absence

The Employer will continue to pay its share of the applicable health and welfare benefits for a maximum of twenty (20) work shifts in any calendar year. For any leave of absence or accumulation of leaves of absence in excess of twenty (20) work shifts in any calendar year, benefit coverage may be continued by the employee, provided the employee pays, in advance, the monthly cost of all the benefit premiums to the Employer in accordance with the procedures established by the Employer.

20.5 Education Leave

(a) When an employee is required to take a course by the Employer, the Employer shall bear the full cost of the course, including tuition fees, entrance or registration fees, laboratory fees and course-required books, pre-approved out of town travelling and subsistence expenses and other legitimate expenses where applicable. Fees are to be paid by the Employer when due.

(b) When an employee goes on approved Education Leave, upon completion of the leave he/she will return to his/her former position.

(c) An employee may request a leave of absence for educational purposes. Requests for such leaves will be made in writing and will indicate the relationship of such employee education to the Employers business. Reasonable notice will be provided by the employee to minimize the dislocation of staff. The Employer will entertain requests that directly relate to the needs of the business and will indicate to the employee in writing, the acceptance or refusal of such a request within a reasonable period of time. Such permission shall not be unreasonably withheld but will ensure that operational requirements are maintained.

20.6 Jury Duty and Leave for Court Appearances

A regular employee who is subpoenaed to serve as jurors or witnesses in any court provided such court action is not occasioned by the employee's private affairs, shall be granted leave of absence without loss of pay equal to the length of the court duty. An employee in receipt of his/her regular earnings while serving at a court shall remit to the Employer all monies paid to him/her by the court, except travelling and meal allowances not reimbursed by the Employer. The maximum paid leave that an employee may take under this section is five (5) days per year.

ARTICLE 21 - MATERNITY AND ADOPTION LEAVE

Employees are eligible for unpaid leave of absence from employment subject to the conditions in this Article. Every employee who intends to take a leave of absence under this Article shall give at least four (4) weeks notice in writing to the Employer unless there is a valid reason why such notice cannot be given and shall inform the Employer in writing of the length of leave intended to be taken.

Each employee who wishes to change the effective date of approved leave shall give four (4) weeks notice of such change unless there is a valid reason why such notice cannot be given.

21.1 Maternity Leave

- (a) The employee will be granted leave for a period not longer than seventeen (17) weeks.
- (b) The period of maternity leave shall commence not earlier than eleven (11) weeks before the expected date of delivery and end no earlier than six (6) weeks following the actual date of birth unless the employee requests a shorter period.
- (c) A request for shorter period under Clause 21.1 (b) must be given in writing to the Employer at least one (1) week before the date that the employee indicates she intends to return to work, and the employee must furnish the Employer with a certificate of a physician stating that the employee is able to resume work.
- (d) The Employer shall, upon the request of the employee, modify the commencement of maternity leave for any period approved in writing by a qualified medical practitioner.
- (e) An employee may be required to commence a maternity leave where the duties of the employee cannot reasonably be performed because of the pregnancy and to continue the leave of absence until the employee provides a certificate from a medical practitioner stating that she is able to perform her duties.
- (f) Maternity may be extended for up to an additional six (6) months for health reasons where a medical practitioner's certificate is presented.

21.2 Parental Leave

- (a) Upon application, an employee shall be granted leave of absence for up to thirty-seven (37) weeks following the birth or adoption of the employee's child. The employee shall have to furnish a medical certificate or other evidence stating the date of birth of the child or, where applicable, proof of adoption.
- (b) Where both parents are employees of the Employer, the employees shall determine the apportionment of the thirty-seven (37) weeks' parental leave between them.
- (c) Upon application, employees shall be granted parental leave as follows:
 - (1) in the case of the natural mother, commencing immediately following the end of the maternity leave under Article 21,

(2) in the case of the natural father, commencing within the fifty-two (52) week period following the birth of the child,

(3) in the case of an adopting parent, commencing within the fifty-two (52) week period following the date the adopted child comes into the actual care and custody of the parent.

(d) If the child suffers from a physical, psychological, or emotional condition, the employee is entitled to an additional period of parental leave of up to five (5) weeks. The employee's doctor or the agency that placed the child must certify that such an additional period of parental leave is required.

21.3 Leave Without Pay

All leave taken under Article 21 is leave without pay.

21.4 Aggregate Leave

The aggregate amount of leave of absence from employment that may be taken by an employee under Article 21.1 and 21.2 in respect of the birth or adoption of any one child shall not exceed fifty-two (52) weeks. Where an employee is granted total maternity leave under Articles 21.1 (a) and 21.1 (f) of greater than fifty-two (52) weeks, the employee shall not be entitled to parental leave under Article 21.2.

21.5 Return from Leave

(a) On return from leave, an employee shall be placed in her former position. Where the former position does not exist, in an equivalent position.

(b) Vacation entitlement, not vacation pay, shall continue to accrue while an employee is on leave pursuant to 21.1 or 21.2.

21.6 Benefit Plan

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

21.7 Employer May Require Employee To Take Leave

An Employer may require an employee to commence a leave of absence under Clause 20.1 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.

21.8 Sick Leave Credits

(a) Prior to the commencement of maternity leave, illness arising due to pregnancy may be covered by normal sick leave.

(b) Sick leave may be used by any pregnant employee, authorized by the receipt of a licensed physician's statement to the Employer, where there is a confirmed case of German measles or any other disease or condition which could be harmful to pregnancy as determined by the physician's statement or report in the place of employment. She may use this leave until all danger from such disease or condition no longer exists.

21.9 Extended Child Care Leave

Upon written notification, no later than four (4) weeks prior to the expiration of the aggregate leave taken pursuant to Articles 21.1 and 21.2, an employee shall be granted a further unpaid leave of absence not to exceed one (1) year. An employee shall neither lose nor accrue seniority while on extended child care leave.

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

An employee on extended child care leave shall provide the Employer with at least one (1) month's written notice of return from such leave.

Upon return from extended child care leave, an employee shall be placed in her former position or in a position of equal rank and basic pay.

21.10 Seniority Rights on Re-Employment

- (a) An employee who returns to work after the expiration of maternity or adoption leave shall retain the seniority she had accrued immediately prior to commencing maternity or adoption leave and shall be credited with seniority for the period of time covered by the maternity or adoption leave.
- (b) The employee shall be deemed to have resigned on the date upon which her maternity or parental leave commenced if an application for re-employment is not made within one (1) month prior to the expiration of the leave, or if she does not return to work after having applied for re-employment.

ARTICLE 22 - SAFETY AND HEALTH

22.1 Safety Committee

A Safety and Health Committee shall be established. Unless otherwise mutually agreed, the committee shall be composed of:

- (a) up to two (2) representatives appointed by the Employer; and
- (b) up to two (2) representatives appointed by the Union.

The Union representatives shall be employees at the workplace.

22.2 Committee Responsibilities

The Safety and Health Committee shall function in accordance with the provisions of the Industrial Health and Safety Regulations made pursuant to the Workers' Compensation Act. Minutes of all Safety and Health Committee Meetings shall be kept and copies of such minutes shall be sent to the Employer and the Union designate.

22.3 Right to Refuse Unsafe Conditions

No employee shall be disciplined for refusal to work on a job which he/she believes is unsafe until a Workers' Compensation Board inspector rules it safe.

22.4 Lieu Time to Attend Meetings

Members of the Safety Committee who attend Safety Committee Meetings outside normal working hours shall be credited with equivalent straight-time off with pay, to be scheduled at a mutually agreeable time.

22.5 Investigation of Accidents

The Occupational Health and Safety Committee shall be notified of each accident or injury and may investigate and report to the Union and Employer on the nature and cause of the accident or injury.

ARTICLE 23 - TECHNOLOGICAL, AUTOMATION AND OTHER CHANGES

This article will not interfere with the right of the Employer to make such changes in methods of operation as are consistent with technological advances in the food service industry.

The purpose of the following provisions is to preserve job security and stabilize employment and to protect as many regular employees as possible from loss of employment.

Any employee classified as a regular employee shall be considered displaced by technological change when his/her services shall no longer be required as result of a change in plant or equipment, or a change in a process or method of operation diminishing the total number of employees required to operate the facility in which he/she is employed.

Employees affected by technological change will be given reasonable notification in advance and allowed a training period to acquire the necessary skills for retaining employment within the bargaining unit, commensurate with their seniority and ability.

The Employer agrees that, whenever possible, no employee shall lose employment because of technological change, utilizing normal turnover of staff to absorb such displaced employee.

However, when necessary to reduce staff, it shall be done in accordance with Article 13, Layoff and Recall.

ARTICLE 24 - CONTRACTING OUT

The Employer agrees not to contract out bargaining unit work which would result in the laying off of employees within the bargaining unit.

ARTICLE 25 - HEALTH AND WELFARE

25.1 Eligibility

Full-time employees who regularly work twenty (20) hours per week or more shall be eligible to participate in the Health and Welfare Program on the first day of the calendar month immediately following the completion of the employee's probationary period.

Part-time employees who regularly work twenty (20) hours per week or more for three (3) months or longer shall be eligible to participate in the Health and Welfare Program on the first day of the calendar month immediately following the three (3) month period.

25.2 Basic Medical Insurance

Eligible employees and dependents shall be covered by the B.C. Medical Services Plan. The Employer shall pay one hundred percent (100%) of the premiums.

25.3 Extended Health Plan

- (a) The Employer shall pay one hundred percent (100%) of the premiums for an extended health plan. There shall not be any deductible for covered expenses.
- (b) The extended health plan shall include orthopaedic shoes to a maximum of one hundred and fifty dollars (\$150) per annum and vision care of two hundred and fifty dollars (\$250) every two (2) years.

25.4 Dental Plan

The Employer shall pay one hundred percent (100%) of the premiums for a dental plan. The plan shall have the following features:

- Plan A - 100% co-insurance
- Plan B - 90% co-insurance
- Plan C - 50% co-insurance
- Annual maximum of \$1,000.00 per person

25.5 Life Insurance and Accidental Death and Dismemberment

The Employer shall pay one hundred percent (100%) of the premiums for life insurance and accidental death and dismemberment.

The benefit will be two times (2x) annual salary to the next one thousand dollars (\$1000).

The plan shall include provision for conversion at the time of retirement or termination.

25.6 Medical Examination

When the Employer requires an employee to submit to a medical examination for insurance purposes or for the purposes of an independent medical opinion, it shall be at the Employer's expense and on the Employer's time.

25.7 Same Sex Spouses

Same sex spouses shall be considered family members for the purpose of Extended Health Care and Dental Plan benefits.

25.8 Short and Long Term Disability

The employer shall pay one hundred percent (100%) of the premiums for a Long Term Disability Plan.

25.9 Change of Carrier

The Employer will consult with the Union prior to any change in benefit carrier. No employees shall suffer a loss in level of benefits nor a delay due to any changes from one carrier to another.

ARTICLE 26 - WORK CLOTHING AND RELATED SUPPLIES**26.1**

- (a) The Employer will supply suitable rubber gloves and aprons or other protective clothing to employees required by the Employer to wear same.
- (b) All uniforms or special articles of wearing apparel prescribed by the Employer and worn by the employees while on duty shall be supplied by the Employer free of costs of the employees.
- (c) The Employer will compensate employees at a rate of sixty-five cents (\$0.65) per work day for Laundry costs.

ARTICLE 27 - PAYMENT OF WAGES AND ALLOWANCES**27.1 Paydays**

Employees shall be paid on a biweekly basis.

27.2 Relieving in Higher Rated Positions

When an employee temporarily relieves (for one shift or more) in a higher paying position included in this Agreement for which a flat rate of pay is established, he/she shall receive the rate for the job. When an employee temporarily (for one shift or more) relieves in a higher paying position included in this Agreement for which a salary range has been established, he/she shall receive the rate in the salary range which is next higher to his/her present rate.

27.3 Pay on Temporary Assignment

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

27.4 Mileage

An allowance of thirty-four cents (34¢) per kilometre will be paid to employees required by the Employer to use their own vehicles in the performance of their duties.

ARTICLE 28 - NOTICE OF NEW AND CHANGED POSITIONS**28.1 Job Descriptions**

The Employer agrees to supply the President of the Union or his/her designate, and Chairperson of the Bargaining Committee with the job descriptions for those classifications in the bargaining unit.

28.2 New Classifications/Duties**(a) Notice of New Positions**

In the event the Employer shall establish a new position, the wage rate for the new position shall be established by the Employer and written notice shall be given to the Union. The wage rate shall be considered as agreed unless the Union objects to the proposed wage rate within twenty-one (21) days of notification.

(b) Notice of Changed Positions

In the event that the Employer introduces significant changes to an existing job such that the job description is substantially altered, the Employer shall give written notice to the Union outlining the changes which have taken place, along with the Employer's proposal for a change in the wage rate, if any.

Should the Union object to the proposed wage rate, such objection to the wage rate must be made in writing, within twenty-one (21) days of notification by the Employer.

If no written objection is received by the Employer, then the wage rate shall be considered as agreed to.

If the wage rate proposed by the Employer for the changed job is revised as a result of negotiation or arbitration, then the revised wage rate shall be effective from the date on which the changes were implemented.

ARTICLE 29 - GENERAL CONDITIONS

29.1 Employer Property

Employees must return to the Employer all Employer property in their possession at the time of termination of employment. The Employer shall take such action as required to recover the value of articles which are not returned.

29.2 Copies of Agreements

The Union and the Employer desire every employee to be familiar with the provisions of this Agreement and his/her rights and obligations under it. For this reason, the Union shall photocopy and distribute sufficient copies of the Agreement for distribution to employees on staff. The cost of production and distribution of Agreements shall be shared equally between the Parties.

29.3 Personal Property Damage

Upon submission of reasonable proof, the Employer shall compensate an employee up to a maximum of seventy-five dollars (\$75) for the repair or replacement costs of personal clothing, false teeth, eye glasses and hearing aids damaged or torn by a person in the care or custody of the Employer.

29.4 Joint Labour Consultation Committee

A Joint Labour Consultation Committee shall be established consisting of two (2) members appointed by the Union and two (2) members appointed by the employer. The Committee shall meet regularly, at the call of either party, at a mutually agreeable time and location. Employees shall not suffer any loss of basic pay for the time spent at Committee meetings.

The purpose of the Committee is to review matters, other than grievances, relating to the maintenance of good relations between the parties, to correct conditions causing grievances and misunderstandings, and to discuss possible changes in staffing levels where there is a substantial and sustained change to the workload.

The Committee does not have the jurisdiction to alter or modify the terms and conditions of this Collective Agreement.

29.5

A wholesome meal shall be supplied by the employer with no deduction from the employee's wages.

ARTICLE 30 - TERM OF AGREEMENT

30.1 Duration

This Agreement shall be binding and remain in effect until midnight October 31, 2003.

30.2 Notice to Bargain

- (a) This Agreement may be opened to collective bargaining by either Party giving written notice to the other Party on or after July 1, 2003, but in any event no later than midnight on September 30, 2003.
- (b) Where no notice is given by either Party prior to September 30, 2003, both Parties shall be deemed to have been given notice under this section on September 30, 2003.

(c) All notices on behalf of the Union shall be given by the Staff Representative appointed by the President of the Union and similar notices on behalf of the Employer shall be given by the Vice President.

30.3 Commencement of Bargaining

Where a Party to this Agreement has given notice under Article 30.2 of this article, the Parties shall, within twenty-one (21) days after the notice was given, commence collective bargaining.

30.4 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.

30.5 Agreement to Continue in Force

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

30.6 Effective Date of Agreement

The provisions of this Agreement shall come into full force and effect on the date of ratification of the Agreement, except as otherwise provided.

**SIGNED ON BEHALF OF
THE UNION:**

**SIGNED ON BEHALF OF
THE EMPLOYER:**

George Heyman
President

Gordon Cowie
Employer Representative

Debra Bontje
Bargaining Committee

Cheryl Jones
Staff Representative

Dated this _____ day of _____, 2002.

**APPENDIX 1
WAGES**

Classification	Current	April 1/01 1.5% increase	April 1/02 2% increase
Cook	\$15.01	15.24	15.54
Manager	16.88	17.13	17.47

November 1, 2001 - Point five percent (.5%) cash payout (based on gross pay on April 1st 2001 to date gross October 31, 2001).

November 1, 2002 - Point five percent (.5%) cash payout (based on gross pay on April 1st 2002 to date gross October 31, 2002).

New Employees

New employees will be paid a start rate equivalent to twenty-five cents (25¢) less than the regular rate as set out above. This start rate will remain in effect until the employee has completed six (6) calendar months service excluding any time related to a layoff, illness or injury.

**APPENDIX 2
CASUAL EMPLOYEES**

Casual employees are required from time to time for short work periods, and as such, are not considered to be full-time or part-time employees.

The following terms and conditions will apply to casual employees:

- (a) A casual employee who commences work shall acquire seniority as a casual employee, calculated on the basis of hours worked and shall be placed on the casual employee list.
- (b) Casual employees, whenever practical, shall be called to work on the basis of seniority provided they have the qualifications, skills and demonstrated ability to do the required work.
- (c) Casual employees accepting an assignment will not, for any reason, be able to displace another employee who also is on another casual assignment.
- (d) Casuals may, with advance permission from the Employer, be unavailable to receive assignments for a consecutive period of up to four (4) weeks each year.
- (e) Casuals will have the option of changing their availability in January and June of each year. The Employer is not obligated to call a casual in for work on days the casual is not available to work.
- (f) A casual employee who is awarded a full-time position and successfully completes his/her probationary period will have their casual seniority credited as additional days/hours worked to the date of becoming a full-time employee hire.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement between the parties constitutes final settlement of all outstanding collective bargaining issues with respect to the new collective agreement.

All of the amendments to the new Collective Agreement are as contained in the attached documents. Other than these amendments, the terms and conditions of the existing agreement will apply.

It is understood by the parties that, with the exception of Appendix "A" wages rates, all other benefits will apply on the date of ratification of the Collective Agreement.

This Memorandum of Agreement is subject to ratification of the principles of the parties signatory hereto and both parties agree to recommend, to their respective principles, acceptance of all of the terms and conditions contained herein and in the attached document.

Regular employees at the time of the ratification of this Agreement will receive the following bonus:

Classification	Amount
Cook	\$400

LETTER OF INTENT

- (1) In the event that an error is made on a pay cheque by the Employer, the Employer agrees to correct the error within two (2) business days.
- (2) The Employer will make the same vaccinations available to all employees as are made available to Corrections Branch staff.
- (3) Where operationally feasible, Union Safety committee members will participate in centre Health and Safety Committee meetings.

**LETTER OF UNDERSTANDING #1
RE: RRSP**

Employees that have been employed for one year or more shall have the option of joining into an RRSP Plan upon the ratification of this Agreement. The Employer will match employee contributions to a maximum of one percent (1%).

The employee may, on April 1st of each year, choose to either be in or out of the plan; but once the choice is made, the employee must honour that choice until the next April 1st.

**LETTER OF UNDERSTANDING #2
RE: ARTICLE 14.3 - SCHEDULING PROVISIONS**

The parties agree that within one (1) month of the ratification of this agreement, that they will meet and discuss the process for employee shift scheduling.

The intent of this will be to review the current method concerning allocation of shifts and any associated improvements that might be incorporated.

LETTER OF UNDERSTANDING #3
RE: THE MANAGER AT LAKEVIEW COMMUNITY CORRECTIONAL CENTRE

Both parties agree and acknowledge that Ms. Debbie Bontje, currently working as the Manager, is an active member of the union by her choice.

Should she so request, she can return to her former position with full credit for all service as the Manager.

It is acknowledged that this working Manager's position shall not necessarily be filled again by a union member, however, if it is, then the same union membership continuation shall be at the discretion of the promoted employee.

MEMORANDUM OF UNDERSTANDING #1
RE: FAST TRACK, MEDIATION/ARBITRATION PROCESS

(1)

- The process can only be used by mutual agreement between the Parties who are signatory to this Collective Agreement.
- The outcome will be binding on the Parties.
- The cost will be borne in accordance with Section 112 of the Industrial Relations Act (e.g. Employer 1/3, Union 1/3, Government 1/3).
- The procedure may be used after Step 2 of the Grievance Procedure outlined in Article 8.
- No legal counsel (lawyer) will be used by either party. The Union will use elected officers or staff representatives. The Employer will use employees of its Human Resources Department.
- The number of cases to be heard at any given time will not exceed three (3).
- The Parties or their representative will try to get an agreed statement of facts for presentation to the arbitrator.
- Wherever possible the arbitrator will attempt to mediate a settlement between the Parties.
- In such case that the arbitrator must write a decision, such decision shall be brief and to the point.
- An agreed schedule for the process will be arranged in advance, based on a mutual assessment of the length of time needed to present each case.
- General rules of evidence will be waived except for the rule of "*onus*".
- The offices of the Employer and the Union will be used for the process on an alternating basis starting with the Union offices.

(2) *Procedure Guidelines*

- (a) *The Opening Statement:* This should basically set out the case from each party's perspective. The arbitrator will aggressively seek at this point to define the issue and to determine what evidence is agreed to and what is not.
- (b) *The Hearing:* Sufficient witnesses should be called to ensure the "*story*" is properly told. Where it is an issue of credibility or conflicting evidence, the key individuals must testify.
- (c) *The Argument:* As agreed, the Parties will not cite legal precedents but may refer to Brown and Beatty, Palmer, etc. . . . However, it is imperative that the relevant provisions of the Collective Agreement be canvassed by representative to ensure that all relevant clauses are put before the arbitrator.

- (d) *Mediation:* Counsel must accept some responsibility at this stage to assist the arbitrator in assessing the evidence before him. Specifically, if counsel can assist in assessing credibility and/or contradictory evidence, they should do so.
 - (e) *The Decision:* If mediation fails or is not appropriate and if the decision can be rendered after a short deliberation, the arbitrator will do so. By meeting first with counsel to explain the framework of his decision, the Parties are provided with the opportunity to influence the exact terms of the resolution. With the framework of settlement as outlined by the arbitrator, the Parties can work out exact terms which best suit the specifics of the case. Such an opportunity should not be wasted by continuing to argue the merits of the case.
- (3) Appointment of mediator/arbitrator pursuant to Section 105 of the Labour Relations Code.

**MEMORANDUM OF UNDERSTANDING #2
RE: TIME BANK**

An employee shall be entitled to put time earned from overtime and stat holidays into a bank to be taken as time off.

The maximum allowed time in the bank at any one time shall be forty (40) hours.

The time bank shall be revolving.

Any time in the bank at time of termination will be paid out in cash.

Withdrawal from the time bank will be with approval from the Employer and with adequate notice.

**MEMORANDUM OF UNDERSTANDING #3
RE: VIOLENCE IN THE WORKPLACE**

Within six (6) months of the ratification date of this agreement, the Safety Committee will review the issue of Violence in the Workplace and make recommendations to the Employer regarding:

- (1) Identification of regulatory standards that need to be adhered to.
- (2) Training courses for employees that may be at risk.
- (3) Physical and procedural measures that are needed to protect employees that may be at risk.
- (4) Stress debriefing and counselling where an employee is involved in an occurrence of violence in the workplace.

In performing this review the Safety Committee will investigate resources that may be currently available such as Correction Centre Programs, Employee Assistance Programs and WCB.

**SIGNED ON BEHALF OF
THE UNION:**

**SIGNED ON BEHALF OF
THE EMPLOYER:**

George Heyman
President

Gordon Cowie
Employer Representative

Debra Bontje
Bargaining Committee

Cheryl Jones
Staff Representative

Dated this _____ day of _____, 2002.