

2000 - 2002

COLLECTIVE AGREEMENT

between the

CITY OF VANCOUVER

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL NO. 1004

(VANCOUVER CIVIC EMPLOYEES' UNION)

2000-2002
COLLECTIVE AGREEMENT
 between the
CITY OF VANCOUVER
 and the
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL NO. 1004
 (VANCOUVER CIVIC EMPLOYEES' UNION)

I N D E X

<u>CLAUSE</u>	<u>PAGE</u>
1. <u>TERM OF THE AGREEMENT</u>	1
2. <u>DEFINITIONS</u>	2
3. <u>UNION SECURITY</u>	3
4. <u>RIGHTS OF MANAGEMENT</u>	3
5. <u>REMUNERATION</u>	3
5.1 Pay Schedules.....	3
5.2 Pay Days.....	4
5.3 Effective Date for Individual Adjustments	4
5.4 Definition of a Day and a Week.....	4
6. <u>WORKING CONDITIONS</u>	4
6.1 Work Methods.....	4
6.2 Hours of Work and Work Weeks.....	4
6.3 Rest Periods.....	5
6.4 Daily Guarantee.....	5
6.5 Change of Shift for Emergency Conditions	6
6.6 Change of Normal Shifts (Other than Emergency Conditions).....	6
6.7 Split Shifts.....	6
6.8 Shift Premium	7
7. <u>OVERTIME, CALLOUT AND STANDBY</u>	7
7.1 Definition	7
7.2 Overtime Pay.....	8
7.3 Compensating Time Off (C.T.O.)	8
7.4 Time Lost Through Lack of Work or Sickness	9
7.5 Standby.....	9
7.6 Callout.....	10
8. <u>MEAL PERIODS</u>	11

INDEX (cont'd)

<u>CLAUSE</u>		<u>PAGE</u>
9.	<u>SPECIAL PREMIUM PAY</u>	12
9.1	Travel Time	12
9.2	Continuance of Regular Pay Following Breakdown of Truck or Equipment	12
9.3	Bridge Painters	12
9.4	Pump House and Sump Workers	13
9.5	Sewer Employees	13
9.6	Spray Painting and Sand Blasting - City Paint Shop.....	13
9.7	Live Sewage Bonus	13
9.8	Tunnel Work	13
9.9	Cemetery Labourers - Disinterring Bodies.....	14
9.10	First Aid Premiums	14
9.11	Compensation for Instruction - Truck Drivers and Equipment Operators	14
10.	<u>EMPLOYEE BENEFITS</u>	15
10.1	Benefit Administration.....	15
10.2	Medical Coverage.....	15
10.3	Dental Services Plan.....	16
10.4	Group Life Insurance.....	16
10.5	Optional Group Life Insurance.....	17
10.6	Same Sex Benefit Coverage	17
10.7	Sickness and Accident Insurance	17
10.8	Long Term Disability Plan	18
10.9	Gratuity Plan.....	19
10.10	Sickness Inspection Plan	20
10.11	Workers' Compensation Board Make-Up	21
10.12	Pension	21
10.13	Continuation of Pension Contributions.....	21
10.14	Pension 'Buy-Back' Provision	21
10.15	Employment Insurance.....	22
10.16	Compassionate Leave.....	22
10.17	Maternity and Parental Leave.....	23
10.18	Benefits for Regular Part-Time Employees	26
10.19	Absence from Duty of Union Officials	27
10.20	Requests for Leave of Absence for Pre-Apprenticeship Training.....	29
10.21	Group RRSP.....	29
11.	<u>VACATIONS AND PUBLIC HOLIDAYS</u>	29
11.1	Vacations	29
11.2	Supplementary Vacation	32
11.3	Public Holidays	32

INDEX (cont'd)

<u>CLAUSE</u>	<u>PAGE</u>
12. <u>PROBATION</u>	35
13. <u>POSTING AND FILLING OF POSITIONS</u>	36
13.1 Promotions, Demotions and Transfers	36
13.2 Posting of Positions	37
13.3 Display of Spare Truck Driver and Equipment Operator Lists	38
13.4 Same Day Hire	38
14. <u>LAYOFF AND RECALL</u>	38
14.1 Layoff	38
14.2 Recall.....	39
15. <u>GRIEVANCE PROCEDURE</u>	40
15.1	40
15.2 Wrongful Dismissal.....	42
16. <u>GENERAL CONDITIONS</u>	42
16.1 Workers' Accommodation.....	42
16.2 Clothing.....	42
16.3 Washing of Trucks and Equipment.....	43
16.4 Rules for Determining Welding Work to be Done by Garage Section ...	43
16.5 Employee Tools and Equipment	43
16.6 Personnel Records	43
16.7 Disabled Employees	44
17. <u>HEALTH AND SAFETY</u>	44
17.1 Central Safety Committee	44
17.2 Safety Precautions	44
17.3 Transportation of Employees in Trucks	44
17.4 Sexual Harassment	45
18. <u>TECHNOLOGICAL CHANGE</u>	45
19. <u>EMPLOYMENT EQUITY</u>	46
20. <u>CONDITIONS AND BENEFITS NOT MENTIONED</u>	46
21. <u>CHANGES AFFECTING THE AGREEMENT</u>	46
22. <u>SCHEDULES</u>	46

INDEX (cont'd)

	<u>PAGE</u>
<u>SCHEDULES</u>	
<u>SCHEDULE "A"</u> Rates of Pay.....	48
<u>SCHEDULE "B"</u> Crews Required to Work Other Than Normal Work Week.....	55
<u>SCHEDULE "C"</u> Supplementary Vacation	60
<u>SCHEDULE "D"</u> Part I - 1977 Negotiations	62
Appendix "A" - Principles Governing the Conversion of Employee Fringe Benefits in Cases of Introduction or Renewal of Compressed Work Weeks.....	63
Part II - 1978 Negotiations	65
Part III - 1991 - 1993 Negotiations.....	70
Part IV - 2000 - 2002 Negotiations	72
<u>SCHEDULE "E"</u> Apprenticeship Plan	73
<u>SCHEDULE "F"</u> Temporary Full-Time Employees	77
<u>SCHEDULE "G"</u> Nights to Days - Garage	79

THIS AGREEMENT made and entered into as of 1 January, 2000.

BETWEEN:

CITY OF VANCOUVER

(hereinafter called "the Employer")

OF THE FIRST PART

AND:

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL NO. 1004
(VANCOUVER CIVIC EMPLOYEES' UNION)

(hereinafter called "the Union")

OF THE SECOND PART

WHEREAS:

The Employer is an employer within the meaning of the Labour Relations Code of British Columbia, 1992.

The Union is the bargaining authority for the "Outside Employees" being the following classes of employees, namely:

Cemetery; Bridge Tender; Roads, including pavements; construction, which includes Machine Shop, Carpenter Shop, Blacksmith, Paint Shop, Water Meter Shop, Garage, Gas Station Attendants; Scavenging, which includes Sweepers, Flushers, Watchmen and Incinerator Workers; Sewers and Waterworks, at Vancouver, B.C. except those excluded by the Labour Relations Code.

THIS AGREEMENT shall constitute the wages and working conditions of the employees so certified.

1. **TERM OF THE AGREEMENT**

This Agreement shall be for a term of three (3) years with effect from 2000 January 01 to 2002 December 31, both dates inclusive. Should either party hereto at any time within four (4) months immediately preceding the date of expiry of this Agreement by written notice require the other party hereto to commence collective bargaining, or should the parties be deemed to have given notice under Section 46 of the Labour

Relations Code, this Agreement shall continue in full force and effect, and neither party shall make any change or alter the terms of this Agreement until:

- (a) The Union can lawfully strike in accordance with the provisions of Part 5 of the Labour Relations Code; or
- (b) The Employer can lawfully lock out in accordance with the provisions of Part 5 of the Labour Relations Code; or
- (c) The parties shall have concluded a renewal or revision of this Agreement or shall have entered into a new Collective Agreement;

whichever is the earliest.

It is understood and agreed between the Employer and the Union that the operation of subsections (2) and (3) of Section 50 of the Labour Relations Code is hereby excluded from and shall not be applicable to this Agreement.

2. DEFINITIONS

2.1 The following terms defined in this Clause unless otherwise specifically provided herein, shall have for the purposes of this Agreement the meanings hereinafter specified:

- (a) "Regular Full-Time Employee" means an employee who is employed on a full-time basis of 35, 37½, 40 or such other number of weekly hours as is recognized in this Agreement as normal for a particular class of positions, for an indefinite period of time;
- (b) "Temporary Full-Time Employee" means an employee who is employed on a full-time basis as set forth above, for a definite and limited period of time (which may be extended or cut short by circumstances which could not be foreseen at the time of hiring);
- (c) "Regular Part-Time Employee" means an employee who is employed on a regular part-time schedule of weekly hours which are less than the number constituting full-time employment for a particular class of positions, for an indefinite period of time;
- (d) "Auxiliary Employee" means an employee other than an employee defined in Clauses 2(a), 2(b) and 2(c);
- (e) "Callout" means a call back to work of any employee by the Employer under Clause 7.6;

- (f) "Overtime" means the work scheduled by the Employer under Clause 7.1;
- (g) "Standby" means a requirement by the Employer of any employee to stand by for a call to work under Clause 7.5.

3. UNION SECURITY

All present employees who are now members of the Union shall remain members of the Union. All persons employed on or after 12 April, 1974, shall apply to the Union to become members thereof by the pay period immediately following completion of thirty (30) calendar days of employment. All present employees who are now members of the Union and those employees who subsequently become members of the Union shall remain members of the Union as a condition of employment provided that no employee shall be deprived of employment by reason of loss of membership in the Union for reasons other than failure to pay the regular Union dues that all other members of the Union are required to pay to the Union nor shall any employee be deprived of employment by reason of the refusal of the Union to admit such employee to membership in the Union.

All employees covered by the Union Certificate of Bargaining Authority shall pay to the Union an amount equal to the Union's dues, such payment to be made by payroll deduction. The deduction shall be back-dated to the date the employee commences work provided the employee is still in the employ of the Employer on the final day of the first pay period. Where appropriate, the first deduction shall be prorated and deductions for all subsequent pay periods shall be made provided an employee works any part of the pay period.

4. RIGHTS OF MANAGEMENT

Any rights of management which are not specifically mentioned in this Agreement and are not contrary to the Agreement shall continue in full force and effect for the duration of this Agreement, always provided that in the exercise of the aforementioned management rights there shall be no discrimination.

5. REMUNERATION

5.1 Pay Schedules

The scale of remuneration set out in Schedule "A" attached shall apply during the term of this Agreement.

5.2 Pay Days

The wages of the employees covered by this Agreement shall be paid every second Friday, PROVIDED HOWEVER that where the pay day falls on a public holiday, as provided for in Clause 11.3(a), then the employees shall be paid on the last working day immediately preceding such day. For the purpose of this sub-clause only, a working day means a regular working day of the office employees at the City Hall.

5.3 Effective Date for Individual Adjustments

Individual pay adjustments arising from periodic increments, reclassifications, revaluations and promotions (but not for acting in a higher capacity) are to commence at the beginning of the bi-weekly pay period the first day of which is nearest the calendar date of the pay adjustment.

Note: This item is not intended to interfere with provisions regarding pay for acting in a higher capacity which were in effect on May 2, 1981.

5.4 Definition of a Day and a Week

For the purpose of computing pay other than overtime, the end of each day shall be midnight and the end of a week shall be Thursday midnight (except for employees on Schedule "B" annexed hereto who start their normal shifts before midnight and finish after midnight, in which case the end of the scheduled shift shall be the end of the day). For the purpose of computing overtime pay, the end of a week shall be Sunday midnight. These definitions of a week are not to alter in any way the definition of "normal work week" outlined later in this Agreement under the Clause headed "Working Conditions".

6. WORKING CONDITIONS

6.1 Work Methods

The City Engineer shall be responsible for setting the hours of work within the normal work day and at all times for deciding the methods by which employees shall work under the terms of this Agreement.

6.2 Hours of Work and Work Weeks

- (a) Except as otherwise provided for in this Agreement, the normal work week shall be Monday to Friday. The normal hours of work shall consist of any eight (8) hours between 7:00 a.m. and 5:00 p.m.

Except as otherwise provided in the Agreement, no eight (8) hour shift shall be spread over a period of longer than eight and one-half (8½) hours with one-half (½) hour off for lunch.

- (b) Where the Employer's operations require work weeks other than Monday to Friday or hours of work other than eight (8) hours between 7:00 a.m. and 5:00 p.m., such adjustments shall be by mutual consent between the Employer and the Union and such consent by the Union shall not be unreasonably withheld. Such adjustments shall be reflected in Schedule "B" and further adjustments of an on-going nature agreed upon during the term of the Agreement shall be added thereto.
- (c)
 - (i) Except where a provision in the Agreement or a currently accepted practice specifically contemplates otherwise, (for example, the Overtime, Callout and non-standard work week provisions) employees shall have not less than eight (8) consecutive hours free from work between each shift worked and not less than thirty-two (32) consecutive hours free from work each week.
 - (ii) Where an employee is required to work within the eight (8) or thirty-two (32) hour free period, the time worked during the work free period shall be subject to the appropriate overtime provisions.
- (d) The eating period provided under (a) above shall be scheduled so as to prevent any employee from working more than five (5) consecutive hours without an unpaid eating period.

6.3 Rest Periods

Two (2) rest periods of ten (10) minutes each will normally be allowed to each employee during the working shift. In as far as practicable, the first shall be taken midway between the start of the shift and the lunch period and the second midway between the lunch period and the end of the shift. The City Engineer or representative shall determine the time and the manner in which an employee's rest period may be taken and in the event of emergency such rest period may be cancelled.

6.4 Daily Guarantee

- (a) Subject to the provisions of Clause 6.4(c), an employee reporting for a scheduled shift on the call of the Employer, shall receive their regular hourly rate of pay for the entire period spent at the place of work, with a minimum of two hours' pay at the regular hourly rate.

- (b) Subject to the provisions of Clause 6.4(c), an employee other than a school student on a school day who commences work on a scheduled shift, shall receive the regular hourly rate of pay for the entire period spent at the place of work, with a minimum of four hours' pay at the regular hourly rate.
- (c) In any case where an employee (i) reports for a regular shift but refuses to commence work, or (ii) commences work but refuses to continue working, the employee shall not be entitled to receive the minimum payments set forth in Clause 6.4(a) and 6.4(b).

6.5 Change of Shift for Emergency Conditions

Notwithstanding any other Clause in this Agreement, when, because of emergency conditions caused by snow, ice, flooding, wind, earthquake or other like circumstances, an employee is required to work on shifts other than the normal day shift as defined in Clause 6.2, the employee shall receive the regular rate of pay, or the regular rate of pay for the class of work performed, whichever is higher, for each of the first three (3) consecutive shifts so worked, plus shift premium which shall be paid in accordance with Clause 6.8.

If the emergency condition continues beyond three (3) days, such employee shall be paid the first eight (8) hours of the fourth and subsequent shifts at straight time for the class of work performed, plus shift premium, which shall be paid in accordance with Clause 6.8, provided that the employee is required to work on shifts other than the normal day shift as defined in Clause 6.2.

No travel time shall be allowed under this Clause 6.5.

An employee hired specifically for emergency work shall be paid straight time for the first eight (8) hours per shift, according to classification, regardless of the time of such shifts. Overtime rates shall apply after eight (8) hours' work in any shift.

6.6 Change of Normal Shifts (Other than Emergency Conditions)

When conditions arise (other than emergency conditions) requiring employees to work on organized shifts other than their normal shifts, they shall be paid their standard rate of pay plus the approved shift premium.

6.7 Split Shifts

- (a) A split shift occurs when an employee starts a normal shift but is sent home to return for emergency work later in the day.

- (b) Where an employee works a split shift, the shift shall be completed within twelve (12) hours of commencing such shift.
- (c) In cases of emergency including snow clearing, sanding of streets, flooding or like circumstances, making it necessary for an employee to work a split shift in order to carry on work outside the normal work day, standard rates shall prevail until a total of eight (8) hours has been worked.
- (d) One (1) hour extra at straight time will be allowed for travelling time.

6.8 Shift Premium

Employees in the following classes

- (i) the classes of work for which shift premiums were paid under the Collective Agreement made between the Employer and the Union and dated as of January 1, 1979; and
- (ii) the watchman class,

shall be paid a shift premium of 75¢ per hour for all regular hours worked more than one hour on either side of the normal hours of work as defined in Clause 6.2, provided that where the majority of an employee's regular hours of work fall outside the period described above, the shift premium shall apply to the entire shift.

7. OVERTIME, CALLOUT AND STANDBY

7.1 Definition

Overtime shall be defined for Regular Full-Time Employees and Temporary Full-Time Employees as:

- (i) time worked immediately following the employee's regular shift;
- (ii) time worked immediately preceding the employee's regular shift where it has been prescheduled by notice provided prior to the end of the employee's previous shift;
- (iii) time worked at any other time where it has been prescheduled by notice provided prior to the end of the employee's regular shift except as otherwise provided in Clause 11.3.

7.2 Overtime Pay

Regular Full-Time Employees and Temporary Full-Time Employees who elect to be paid for overtime worked shall be paid for the performance of overtime work scheduled by the Employer under Clause 7.1 at the following overtime rates:

- (i) time and one-half the regular rate of pay for the first two (2) hours of overtime worked immediately preceding or immediately following an employee's regular shift;
- (ii) double the regular rate of pay for all overtime in excess of the first two (2) hours thereof worked immediately preceding or immediately following an employee's regular shift;
- (iii) double the regular rate of pay for all overtime worked at any other time than at the times set forth in items (i) or (ii) of this Clause. Employees shall be paid a minimum of one and one-half (1½) hours at double time for overtime worked pursuant to this paragraph (iii).

7.3 Compensating Time Off (C.T.O.)

- (a) Every employee who is required to work overtime, or work on a public holiday, shall at the time of working overtime or at the time of working on a public holiday, elect whether to be paid therefor or receive compensating time off in lieu thereof. Thereafter, the method of compensation selected will not be changed unless the Supervisor is notified otherwise.

An employee who elects to receive compensating time off in lieu of being paid overtime or for time worked on a public holiday shall be credited with compensating time off equivalent to the number of hours that would have been paid at straight time for the overtime so worked, at the rate or rates of pay in effect at the time such overtime was worked, subject to the following conditions:

- (i) Time off in lieu of overtime and work on public holidays may not be added to the annual vacation if any part of the vacation falls within the period from June 15th to September 15th, except as provided in Clause 7.3(b).
- (ii) If the employee does not receive all of the compensating time off by 31 March of the year following the year in which the overtime was worked giving entitlement to such compensating time off, or prior to leaving the service of the Employer for any reason (whichever event occurs first), the employee shall be paid in cash for the overtime for which no compen-

sation was received at the rate or rates of pay in effect at the time such overtime was worked.

- (iii) Time off in lieu of overtime, or work on public holidays, must be approved by the employee's Branch Superintendent, and may be taken in no less than multiples of one week (five work days) at one time, except as provided in Clause 7.3(b). These days may be made up of days off in lieu of overtime or time worked on public holidays, regular vacation, a public holiday in that particular week, or gratuity days necessary to make up a two-week or more leave.
- (iv) Employees required to work on public holidays shall receive eight (8) hours' pay at straight time in accordance with Clause 11.3(b) for the public holiday so worked.

It is understood that employees now working on public holidays will continue to do so.

- (b) Upon written application of individual employees, the City Engineer may permit the requirements of Clauses 7.3(a)(i) and 7.3(a)(iii) herein to be relaxed if conditions in the Branch permit. The Union recognizes that conditions vary from Branch to Branch and that the relaxation of requirements will vary from Branch to Branch.

7.4 Time Lost Through Lack of Work or Sickness

Any employee who is sent home during the normal work week because of lack of work, or who has not completed forty (40) hours' work at their standard rate of pay in that week due to sickness in respect of which a certificate from a duly qualified medical practitioner has been provided, shall be paid overtime rates for all work performed outside normal working hours or on the employee's normal scheduled rest days, as if the regular shifts had been worked unless such hours are due to a change in shift as outlined in the Clauses 6.5 and 6.6 on "Change of Shifts". Overtime rates, however, shall not be paid an employee who, in the opinion of the City Engineer, has been absent without adequate reason and who therefore has not completed forty (40) hours of work at the standard rate of pay in that work week.

7.5 Standby

- (a) Employees who are designated to stand by between the end of a normal day shift on the first day of work in a normal work week (excluding public holidays) until the beginning of the normal day shift on the last day of work in the normal work week shall be paid one hour's pay at the employee's rate of pay (except where the special rate of pay to be paid Waterworks and Sewers employees applies under

Clause 7.5(d)) for each period of eight (8) hours that the employee stands by in addition to any callout pay entitled under Clause 7.6.

- (b) Employees who are designated to stand by for a call to work at any other time (that is during public holidays and weekends) shall be paid (1) hour's pay at the employee's rate of pay (except where the special rate of pay to be paid to Waterworks and Sewers employees applies under Clause 7.5(d)) for each period of six (6) hours that the employee stands by in addition to any callout pay entitled under Clause 7.6.
- (c) Where the period of time which an employee stands by exceeds a multiple of six (6) hours or eight (8) hours (as the case may be) the residual balance shall be compensated as follows:
 - (i) one-half ($\frac{1}{2}$) hour's standby pay for periods of half or less than half of the full period.
 - (ii) one (1) hour's standby pay for periods of more than half of the full period.
- (d) Where an individual employee of the Waterworks or Sewers Branch is on standby, the employee shall be paid not less than that employee's regular classified rate or the regular classified rate of Sub-Foreman II whichever is the greater while on standby and during a resulting callout.

Where two or more employees of the Waterworks or Sewers Branch are on standby as a work unit or crew, then the employee who is designated as being in charge of the work unit or crew shall be paid not less than that employee's regular classified rate or the regular classified rate of Sub-Foreman II whichever is the greater while on standby and during a resulting callout.

7.6 Callout

- (a) Callout is to be defined for Regular Full-Time Employees and Temporary Full-Time Employees as being called back to work at any time following completion of an employee's regular shift except when prescheduled by notice provided prior to the end of the employee's previous regular shift which is defined as overtime in Clause 7.1.
- (b) An employee who is called back to work shall be paid double the rate of pay for the time actually worked plus 1 hour's allowance at double the rate of pay for travelling to and from home, with a minimum of 3 hours' pay at double the rate of pay. (The minimum includes one (1) hour for travelling time.)

- (c) If additional calls are made upon the employee prior to the expiry of the 3 hour period or prior to the employee's arrival home, whichever last occurs, such additional calls shall not attract an additional 3 hours minimum, but the employee shall be paid for the time actually worked plus an additional 1 hour's allowance at double the rate of pay for travelling to and from home. If two separate callouts are completed within a 3 hour period, the minimum payment shall be 4 hours at double the rate of pay. (The minimum includes two (2) hours for travelling time.)
- (d) Notwithstanding the callout minimum, an employee who is at the work place prior to the commencement of the employee's regular shift and who is required to commence work prior to the commencement of the employee's regular shift shall be paid in accordance with the overtime provisions for the actual time worked prior to the commencement of the employee's regular shift.

8. MEAL PERIODS

- (a) During Overtime Worked Immediately Following or Immediately Preceding an Employee's Regular Shift

If a Regular Full-Time Employee or Temporary Full-Time Employee is required to work overtime immediately following or immediately preceding the employee's regular shift under Clause 7.1(i) or Clause 7.1(ii) then upon the completion by the employee of two (2) continuous hours of such overtime work, the employee shall be given a paid meal period of one-half (½) hour which the Employer may permit the employee to begin at any time within the two (2) hour period; provided however that, except in the case of an emergency, the meal period shall begin no later than the end of the two (2) hour work period. Upon the completion of each succeeding three and one-half (3½) continuous hours of overtime work, the employee shall be given another paid meal period of one-half (½) hour which, except in an emergency, shall be taken no later than the end of each three and one-half (3½) hour work period.

- (b) During Callouts and During Overtime Worked Other Than Immediately Following or Immediately Preceding an Employee's Regular Shift

A Regular Full-Time Employee or Temporary Full-Time Employee who completes three and one-half (3½) continuous hours of callout work under Clause 7.6, or overtime work occurring at any time other than immediately following or immediately preceding the employee's regular shift under Clause 7.1(iii), shall be given a paid meal period of one-half (½) hour which the Employer may permit the employee to begin at any time within the three and one-half (3½) hour work period; provided however, that, except in the case of an

emergency, the meal period shall begin no later than the end of the three and one-half (3½) hour work period. Upon the completion of each succeeding three and one-half (3½) continuous hours of callout work or overtime work, the employee shall be given another paid meal period of one-half (½) hour which, except in an emergency, shall be taken no later than the end of each three and one-half (3½) hour work period.

- (c) For each meal period given to a Regular Full-Time Employee or Temporary Full-Time Employee under Clause 8(a) or Clause 8(b) the employee shall be paid one-half (½) hour's pay at double the employee's regular rate of pay.
- (d) Where by reason of an emergency it is not feasible to give a meal period at the designated time under Clause 8(a) or Clause 8(b) it shall be taken as soon as practicable and in addition the Employer shall be responsible for supplying a reasonable form of nourishment during the course of the work at such time as the employee would have been otherwise entitled to a paid meal period.

9. SPECIAL PREMIUM PAY

9.1 Travel Time

The Regular Full-Time Employees listed below who remain regularly employed at Burns Bog in the Municipality of Delta, and who continue to reside in the City of Vancouver shall be paid one-fifth (¹/₅) of an hour of their regular pay for every shift worked.

R. Greenwood

A. Pavone

9.2 Continuance of Regular Pay Following Breakdown of Truck or Equipment

The Employer agrees that a Truck Driver or Equipment Operator, who is so classified due to having competed successfully for a posted position, and who is unable to perform their regular duties due to the breakdown of their truck or equipment shall continue to receive their regular rate of pay for up to ten (10) working days.

9.3 Bridge Painters

A premium of thirty-five cents (35¢) per hour shall be paid to Bridge Painters when they are working over the sides or under the decks of bridges maintained by the City, or for working in closed columns, boxes and expansion joints. For purposes of this clause, 'bridges' refers to the Burrard, Cambie, First Avenue, Georgia and Dunsmuir Viaduct, Granville and Hastings Viaduct bridges.

9.4 Pump House and Sump Workers

While engaged in the cleaning of sewage pumping station wells and grit chambers, employees shall receive an additional fifty cents (50¢) per hour.

9.5 Sewer Employees

While engaged in the cleaning of large mains, employees shall receive an additional fifty cents (50¢) per hour. The following employees shall continue to receive the higher premium while so engaged:

Cooper, A.C.	\$1.31
May, R.O.	1.30
McLellan, D.B.	1.43
Simpson, J.H.	1.45

9.6 Spray Painting and Sand Blasting--City Paint Shop

A premium of thirty-five cents (35¢) per hour shall be granted for spray painting and sand blasting work in the City Paint Shop, also extended to autobody work when such work is performed.

9.7 Live Sewage Bonus

A premium of fifty cents (50¢) per hour will be paid to the following employees while they are in contact with live sewage:

- (a) Unstop Crews
- (b) Flushing & Rodding Crews
- (c) Pump Mechanics
- (d) Dragging Crews
- (e) Construction Crews who are in contact with live sewage while reconstructing or hooking up sewers.

The Foreman shall determine when this premium shall be paid.

9.8 Tunnel Work

Employees engaged in tunnel work where the tunnel exceeds fifteen (15) feet overall shall receive one (1) additional pay grade (effective 2000 October 17, fifty cents (50¢) per hour extra) while engaged in this work. The length of the tunnel shall be determined by adding together the width of the shaft, if any, and the length of the tunnel proper.

9.9 Cemetery Labourers - Disinterring Bodies

Employees of the Cemetery labour staff who are required to disinter bodies shall receive two (2) hours' pay per body in addition to regular pay.

9.10 First Aid Premiums

Employees who are required by the Employer to perform first aid duties in addition to their normal duties and who hold a valid Workers' Compensation Board Occupational Health and Safety First Aid Certificate shall be paid a premium in accordance with the certificate required by the Employer as follows:

	<u>Full-Time Employees</u>	<u>Regular Part-Time & Auxiliary Employees</u>
OH&S Level II	\$85 per month	55¢ per hour
OH&S Level III	\$100 per month	65¢ per hour

The Employer will pay course fees for the OH&S Level II and/or III course for employees who are required to have such certification.

9.11 Compensation for Instruction - Truck Drivers and Equipment Operators

- (a) Truck Drivers and Equipment Operators participating in the City of Vancouver's Driver Trainer Program as instructors shall receive a premium of \$1.00 per hour above their regular rate while so instructing. Such compensation shall be for providing instruction in all aspects of the vehicle or equipment operations, and evaluating the progress and performance of trainees and reporting same to a superior.
- (b) Such instructor positions shall be posted and candidates shall be required to have their appropriate B.C. Driver's License, have successfully completed City of Vancouver's Driver Training Course or passed the City of Vancouver's Road Test and written tests (including the City of Vancouver's Air Brake test) and passed an annual review in order to retain their status as instructors. In addition, updating and upgrading instruction by the Supervisor, Driver Training, may be required of incumbents on Employer's time.

10. EMPLOYEE BENEFITS

10.1 Benefit Administration

The Employer has the sole responsibility for all aspects of the administration of the health and welfare benefit plans. Benefits for Regular Part-Time Employees are set out in Clause 10.18 of this Agreement.

10.2 Medical Coverage

(a) Medical Services Plan

- (i) All Regular Full-Time Employees and Temporary Full-Time Employees who have completed six (6) months' continuous service shall be entitled to coverage under the Medical Services Plan established under the Medical Services Act of British Columbia;
- (ii) The Employer shall pay one hundred percent (100%) of the premiums;
- (iii) Where an employee after becoming eligible for such benefits is laid off, and is subsequently re-employed within twelve (12) months of the date of such layoff, the Employer agrees to resume payment of the premium for such coverage immediately upon such re-employment, but if the employee is not re-employed within the period of twelve (12) months as aforesaid, the employee shall again be required to complete six (6) months' continuous service before being eligible for the coverage provided in this Clause 10.2(a);
- (iv) The provisions of this Clause 10.2(a) shall not apply to employees who have been dismissed from the service or who have resigned of their own accord.

(b) Extended Health Care Plan

All Regular Full-Time Employees and Temporary Full-Time Employees who have completed six months' continuous service shall be entitled to coverage under an Extended Health Care Plan with the Employer. The provision of these benefits shall be subject to the requirements of the Plan. The Plan shall contain, among other benefits, a vision care option (\$250.00 per person, payable per twenty-four (24) month period), coverage for hearing aids (\$700.00 maximum payable per person in a five (5) calendar year period), orthopedic shoes, diabetic equipment and supplies, ostomy supplies, and clinical psychologist services (\$600.00 maximum payable per person in a calendar year). The EHB lifetime

maximum coverage under this Plan will be \$1,000,000 per covered employee and dependent.

The Employer shall pay one hundred percent (100%) of the premiums.

10.3 Dental Services Plan

The Employer has established a dental plan for all Regular Full-Time Employees who have completed six (6) months of continuous service and all Temporary Full-Time Employees who have completed twelve (12) months of continuous service on the following basis:

- (a) Basic Dental Services (Plan A) paying for 80% of the approved schedule of fees;
- (b) Prosthetics, Crowns and Bridges (Plan B) paying for 50% of the approved schedule of fees;
- (c) Orthodontics (Plan C) paying for 50% of the approved schedule of fees. The lifetime maximum shall be \$2000 (\$3000, effective 2000 November 01) for adults and dependent children as defined by the Plan.
- (d) The Employer shall pay sixty percent (60%) and the employees shall pay forty percent (40%) of the premiums.

10.4 Group Life Insurance

All employees who are Regular Full-Time Employees or Temporary Full-Time Employees shall, effective the first of the month following one year's service, join the Group Life Insurance plan which provides the following coverage:

- (a) Coverage shall be one and one-half (1½) times basic annual salary, which shall be computed to the next higher \$1,000.
- (b) Coverage shall be provided until age 65 without the payment of premiums in the case of an employee becoming totally and permanently disabled prior to age 65.
- (c) One thousand dollars (\$1,000) coverage shall be provided to employees who retire at age 65, or who terminate their employment having qualified for full vacation pursuant to the provisions of Clause 11.1(d).
- (d) The cost of the \$1,000 coverage for retired employees shall be incorporated into the premiums paid by the Employer and the active employees.
- (e) The Employer shall pay one hundred percent (100%) of the premiums.

10.5 Optional Group Life Insurance

Subject to the provisions of the Plan, eligible employees shall be entitled to purchase optional Group Life Insurance coverage in units of ten thousand dollars (\$10,000) up to a maximum of two hundred and fifty thousand dollars (\$250,000). The employee shall pay one hundred percent (100%) of the premiums for the optional coverage.

10.6 Same Sex Benefit Coverage

An employee who co-habits with a person of the same sex, and who promotes such person as a "spouse" (partner), and who has done so for a period of not less than twelve (12) months, will be eligible to have the person covered as a spouse for purposes of Medical, Extended Health, and Dental benefits.

10.7 Sickness and Accident Insurance

(a) Each Regular Full-Time Employee and Temporary Full-Time Employee, after three (3) months of service shall be enrolled in a Sickness and Accident Insurance Plan with the employee paying a share of the premium for such insurance of eighty-four cents (84¢) for each one hundred dollars (\$100.00) of wages. The Employer shall pay the balance of such premium. Any refund shall belong to the Employer. When an employee covered by the Sickness and Accident Insurance Plan is prevented from performing the employee's regular duties because of

- (1) a bona fide non-occupational sickness or accident; or
- (2) a bona fide accident or industrial illness for which there are no benefits in lieu of lost wages from the Workers' Compensation Board, provided that the Occupational Health Director verifies that the accident or industrial illness is bona fide;

then the employee shall be paid

- (i) for the first three (3) working days of disability, 80% of regular pay for the first working day and 60% of regular pay for each of the second and third working days, for a maximum of four (4) disabilities in any one (1) calendar year by the Employer, and
- (ii) for disabilities exceeding three (3) working days, 80% of regular pay for a maximum of twenty-six (26) weeks as set out in the Short Term Disability Plan Document.

The waiting time for commencement of payment under item (i) shall be 6 months of continuous service by the eligible employee.

In the event that an employee is absent on paid sick leave for twenty-six (26) weeks in twelve (12) consecutive months and returns to work, that employee shall be eligible for the benefits described in Clause 10.7(a)(ii) one (1) calendar month after return to work in the case of a new disability or the recurrence of a previous disability, as set out in the Short Term Disability Plan Document.

- (b) While an employee is receiving benefits under Clause 10.7(a), the Employer will:
- (i) continue to make its contributions to the employee's superannuation fund based on the gross benefits received by the employee, and
 - (ii) arrange with the employee so that the employee's contributions to the superannuation fund be continued by the employee based on the gross benefits paid, and
 - (iii) pay the premium for the employee's coverage under the Medical Services Plan and the Extended Health Care Plan under Clause 10.2, and
 - (iv) pay the premium for the employee's group life insurance policy under Clause 10.4, and
 - (v) pay its share of the premium for the employee's coverage under the Dental Services Plan under Clause 10.3.

If the Employer and the Union enter into an agreement whereby the employees are insured under a sickness and accident plan operated by the Employer, then the agreement shall be substituted for Clause 10.7(a) effective from the date of the agreement.

10.8 Long Term Disability Plan

- (a) A Long Term Disability Plan will be implemented as part of the Sickness and Accident Insurance Plan that will provide for receipt by eligible disabled employees of 65% of their regular gross earnings up to age 65. This long term benefit would commence after the twenty-six (26) weeks of paid sick leave under the present Sickness and Accident Insurance Plan. This plan will also provide that an employee may receive benefits for the first two (2) years of disability on condition that the employee is unable to perform the employee's regular duties for the Employer; thereafter the criterion shall be ability to perform any sort of work. It is understood and agreed between the Employer and the Union that the Long Term Disability Plan shall be subject to the rules and regulations of the carrier selected by the parties and the Employer shall first

confer with the Union in the preparation of the specifications to be submitted as the basis of prospective carriers to tender.

- (b) Any unemployment insurance savings of the Employer and the employee shall be applied toward payment of the Long Term Disability Plan.

10.9 Gratuity Plan

The following applies to Regular Full-Time Employees and Temporary Full-Time Employees only:

- (a) How Accumulated

A credit of three (3) working days per annum shall be given for each year of service, or for part of a year a credit of one (1) day for each four (4) months of service, which may be accumulated to a maximum of 120 working days.

- (b) Deduction

A deduction is made from the current year's gratuity credits for all days absent on sick leave with pay, except that such deduction shall not exceed three working days in any one calendar year, or for any one illness. The total gratuity credited to each employee at December 31st of each calendar year will remain to such employee's credit regardless of time lost in any subsequent year through illness or any other reason. This Clause 10.9(b) to be effective as of January 1st, 1954 but the credits of each employee to be recalculated retroactive to January 1, 1948.

- (c) Establishment

- (i) Transferred employees or new groups placed under this plan shall receive benefits from the same date that such employees come under the "Sick Pay Plan" and the initial net credits shall be determined by a summarization of the attendance records for the past six (6) years' employment with the Employer.

- (ii) New employees in any of the above groups commence accumulating from the effective date of employment, but receive no credits until the completion of six (6) months' service. Temporary employees commence accumulating after one year of service.

(d) Gratuity Leave

An employee who has completed not less than three (3) years of continuous service and is eligible for gratuity leave may be granted leave up to the number of gratuity days accumulated; PROVIDED HOWEVER THAT:

- (i) The minimum gratuity leave which shall be taken shall be five (5) days and the maximum leave twenty (20) days. Only one period of gratuity leave may be taken in a calendar year.
- (ii) An employee's right to gratuity leave shall be subject at all times to the exigencies of the Department of the employee and to the discretion of the Department Head.
- (iii) An employee who takes gratuity leave hereunder and terminates employment for any reason prior to the completion of ten (10) years' continuous service shall repay the Employer the number of days' gratuity leave so taken.

(e) Payment in Cash

An employee or the employee's estate (as the case may be) shall be entitled to payment in cash for gratuity days accumulated in the event of normal retirement at minimum to maximum age, death in the service, permanent disability or leaving the service after completion of ten (10) years' continuous service.

(f) Procedure for Delaying Gratuity Payments on Termination of Service

Payment of the amount of gratuity, or any part thereof calculated as of the termination date of service with the Employer may, with the employees' consent, be delayed for a period not exceeding twelve months. If an employee desires to delay the payment of any gratuity the employee shall notify the Director of Human Resources to that effect prior to the last day of actual work for the Employer. The delayed amount shall be paid in a single sum, plus interest, for the period of the delay at a rate to be determined from time to time by the Director of Finance.

10.10 Sickness Inspection Plan

With reference to Clauses 10.7, 10.8 and 10.9, the Employer at its expense will establish a Sickness Inspection Plan, the details of which will be discussed with the Union.

10.11 Workers' Compensation Board Make-Up

- (a) Any Regular Full-Time Employee or Temporary Full-Time Employee who has completed six months of continuous service and whose claim for Workers' Compensation Board (WCB) temporary disability benefits is accepted by the WCB, shall assign the employee's WCB cheque to the Employer and the Employer shall pay the employee's approximate net salary. In the event the WCB rejects a claim, or during a period of WCB delay prior to accepting one, the Employer will pay full regular salary to the employee for as long a period as the employee has sick leave, gratuity, vacation and overtime credits. Where the WCB subsequently accepts an employee's claim, the employee's pay shall be recalculated retroactive for the period of the claim.
- (b) An employee who is injured while working shall be paid regular pay for the full shift on the day the employee suffers the occupational injury.

10.12 Pension

An employee shall be eligible to participate in a Pension Plan under the terms of the Pension (Municipal) Act of British Columbia.

10.13 Continuation of Pension Contributions

Where, due to a layoff, a full-time employee has had a reduction in the hours of work and that employee's employment status has changed, the employee must continue to contribute to the Municipal Superannuation Plan. Contributions made by the Employer and the employee shall be made on the basis of the new hours worked, and are subject to the requirements of the Pension (Municipal) Act.

10.14 Pension 'Buy-Back' Provision

Subject to the qualifying provision contained in Section 9(1) of the Pension (Municipal) Act, the Employer agrees to participate in such contributions as are necessary to extend pensionable service of a retiring employee who has reached minimum retirement age, up to a maximum of six (6) months. The said extension to represent that time served by the employee in a probationary capacity with the Employer which has not heretofore been considered as pensionable service. Costs, as defined by the Commissioner of Municipal Superannuation, are shared 50/50 by the employee and the Employer as per Section 9(1)(b) of the Pension (Municipal) Act.

Note: The Employer and the Union agree that the maximum extension for any employee who served a longer probation period because the Collective Agreement in force at the time they were hired included such longer probation period shall be twelve (12) months.

10.15 Employment Insurance

All employees shall be covered by employment insurance.

10.16 Compassionate Leave

- (a) Any Regular Full-Time Employee and Temporary Full-Time Employee who has completed six (6) months of employment, may be granted compassionate leave without loss of pay for a period not to exceed three (3) working days in the following events:
 - (i) in the case of the death of the employee's wife, husband, child, ward, brother, sister, parent, parent-in-law, grandparent, grandchild, guardian or common-law spouse;
 - (ii) in the case of the death of any other relative if living in the employee's household.
- (b) Any employee who qualifies for compassionate leave without loss of pay under Clause 10.16(a), and who is required to travel to a point outside the Lower Mainland of British Columbia (defined as the area included within the Greater Vancouver Regional District, Central Fraser Valley Regional District, Dewdney-Alouette Regional District, Fraser-Cheam Regional District, Powell River Regional District, Squamish-Lillooet Regional District and Sunshine Coast Regional District) may be granted additional leave without loss of pay for a further period of two (2) working days.
- (c) Requests for leave under Clauses 10.16(a) and 10.16(b) herein shall be submitted to the employee's Department Head who will determine and approve the number of days required in each case.
- (d) An employee who qualifies for compassionate leave without loss of pay under Clause 10.16(a) herein may be granted such leave when on annual vacation if approved by the Department Head. An employee who is absent on sick leave with or without pay or who is absent on Workers' Compensation, shall not be entitled to such compassionate leave without loss of pay.
- (e) Upon application to, and upon receiving the permission of the Department Head, an employee may be granted leave of up to one-half (½) day without loss of pay in order to attend a funeral as a pallbearer or a mourner in any case other than one covered by Clause 10.16(a) herein.

10.17 Maternity and Parental Leave

(a) Length of Leave

Birth Mother

A pregnant employee shall be entitled to up to seventeen (17) consecutive weeks of maternity leave and up to thirty-five (35) consecutive weeks of parental leave, all without pay. The parental leave must immediately follow the maternity leave.

In the event the birth mother dies or is totally disabled, an employee who is the father of the child shall be entitled to both maternity and parental leave without pay.

Birth Father and Adoptive Parent

An employee who is the birth father, the adoptive father or the adoptive mother shall be entitled to up to thirty-seven (37) consecutive weeks of parental leave without pay. The employee shall take the leave within fifty-two (52) weeks of the child's birth or date the child comes within the care and custody of the employee. An employee shall be entitled to an extension of up to fifteen (15) consecutive weeks without pay immediately following the parental leave.

Extensions - Special Circumstances

An employee shall be entitled to extend the maternity leave by up to an additional six (6) consecutive weeks' leave without pay where a physician certifies the employee as unable to return to work for medical reasons related to the birth.

An employee shall be entitled to extend the parental leave by up to an additional five (5) consecutive weeks' leave without pay where the child is at least six (6) months of age before coming into the employee's care and custody and the child is certified as suffering from a physical, psychological or emotional condition.

Provided however, that in no case shall the combined maternity and parental leave exceed fifty-two (52) consecutive weeks following the commencement of the leave.

(b) Notice Requirements and Commencement of Leave

- (1) An employee who requests parental leave for the adoption or caring of a child shall be required to provide proof of adoption or birth of the child.
- (2) An employee shall provide written notice, at least four (4) weeks in advance, of the intended commencement date of the maternity and/or parental leave. (In the case of adoption of a child, the employee shall provide as much notice as possible.)
- (3) The Employer may require a pregnant employee to commence maternity leave where the duties of the employee cannot reasonably be performed because of the pregnancy. In such cases the employee's previously scheduled leave period will not be affected.
- (4) An employee on maternity leave or parental leave shall provide four (4) weeks' notice prior to the date the employee intends to return to work.
- (5) An employee who wishes to return to work within six (6) weeks following the actual date of the birth may be required to provide a certificate from a medical practitioner stating the employee is able to return to work.
- (6) Where a pregnant employee gives birth before requesting maternity leave or before commencing maternity leave, her maternity leave will be deemed to have started on the date she gave birth.

(c) Return to Work

On resuming employment an employee shall be reinstated in their previous or a comparable position and for the purposes of pay increments and benefits, referenced in (e) herein, and vacation entitlement (but not for public holidays or sick leave) maternity and parental leave shall be counted as service. Vacation pay shall be prorated in accordance with the duration of the leave and an employee may elect not to take that portion of vacation which is unpaid.

(d) Sick Leave

- (1) An employee on maternity leave or parental leave shall not be entitled to sick leave during the period of leave.
- (2) Subject to paragraph (d)(1), an employee on maternity leave or parental leave who has notified their Department Head of their intention to return to work pursuant to paragraph (b)(5) and who subsequently suffers any

illness or disability which prevents the employee from returning to work as scheduled, whether or not such illness or disability is related to pregnancy, shall be entitled to sick leave benefits commencing on the first day on which the employee would otherwise have returned to work.

(e) Benefits

- (1) MSP, Dental, EHB, and Life Insurance benefits shall continue uninterrupted during the period of time the employee is on maternity and/or parental leave provided that the employee makes arrangements prior to commencing the leave to pay their share of the benefit premiums for that period where the premiums are cost-shared. Where an employee makes arrangements to continue benefits coverage all benefits named in this paragraph shall continue.
- (2) Pension contributions will cease during the period of the leave unless the employee makes arrangements prior to commencing the leave to pay the contributions pursuant to the provisions of the Pension (Municipal) Act.

(f) Supplementary Employment Insurance Benefits

Effective 2002 January 01:

- (1) Birth mothers who are entitled to maternity leave and who have applied for and are in receipt of Employment Insurance benefits are eligible to receive SEIB Plan payments.
- (2) Subject to the approval of the Employment Insurance Commission, birth fathers who, due to the death or total disability of the birth mother, have applied for and are in receipt of Employment Insurance maternity benefits are eligible to receive SEIB Plan payments.
- (3) The SEIB Plan is intended to supplement the Employment Insurance benefits received by employees while they are temporarily unable to work as a result of giving birth.
- (4) The SEIB Plan payment is based on the difference between the Employment Insurance benefit plus any other earnings received by an employee and ninety-five percent (95%) of their gross weekly earnings and is paid as follows:
 - (a) for the first six (6) weeks, which includes the two week Employment Insurance waiting period; and

- (b) up to an additional eleven (11) weeks will be payable if an employee continues to receive Employment Insurance benefits and is unable to work due to a valid health reason related to the birth and provides the Employer with satisfactory medical evidence.
- (5) The Plan meets the requirements of Section 38 of the Employment Insurance Regulations, specifically that, when combined with an employee's weekly Employment Insurance benefit, the payment will not exceed the claimant's normal weekly earnings from employment and an employee's accumulated leave credits will not be reduced.
- (6) Income tax rules or regulations may require a payback of Employment Insurance earnings, depending upon the tax rules in effect at the time an employee is receiving benefits. Under the SEIB Plan, the Employer does not guarantee any specific level of earnings but rather are liable only for the payment of the benefit as described above. The Employer, under no circumstance, will be responsible for any paybacks arising from changes to or the application of the tax regulations.

10.18 Benefits for Regular Part-Time Employees

- (a) A Regular Part-Time Employee who occupies a position with a regular schedule of core hours each week equal to or greater than twenty (20) hours shall receive the following benefits:
 - (1) a payment of ten percent (10%) of regular earnings in lieu of vacation and public holiday pay;
 - (2) Medical, Extended Health, Group Life and Dental on the same basis as full-time employees except the eligibility periods shall be calendar months; the Employer shall pay their contractual portion of the premiums for Extended Health, Group Life, and Dental, and the employee shall pay 100% of the premium for Medical;
 - (3) sick leave coverage on a prorated basis (including a proration of the maximum sick leave accumulation), calculated on the same proportionate basis as the Regular Part-Time Employee's weekly schedule of core hours bears to the full-time hours for that class of positions; Regular Part-Time Employees shall qualify after the same eligibility period applicable to full-time employees except it shall be calendar months for Regular Part-Time Employees; and

- (4) WCB coverage on an approximate net pay basis after completion of six (6) calendar months of employment.
- (b) Where a Regular Part-Time Employee's core hours are increased such that the employee qualifies for the benefits in Clause 10.18(a), the employee's current service shall count towards the benefit eligibility periods.

Where a Regular Part-Time Employee's core hours are reduced such that the employee no longer qualifies for the benefits in Clause 10.18(a), the benefit coverage will cease at the end of the month in which the hours are reduced and the employee shall be paid a percentage in lieu of benefits pursuant to paragraph (c) commencing on the first of the month following the expiry of the benefit coverage.

- (c) All Regular Part-Time Employees not covered by Clause 10.18(a) shall be paid an amount equal to 12% of their regular earnings which premium payment shall be considered to be in lieu of all employee benefits, including those providing for time off with pay, provided however, that those Regular Part-Time Employees who have worked the equivalent of six (6) months shall have such pay in lieu of benefits increased to 16% of their regular earnings and shall be eligible for the benefits contained in paragraph (d) below.
- (d) Upon the completion of six (6) calendar months of employment, all Regular Part-Time Employees shall also be entitled on a prorated basis to the same Bereavement Leave and Court/Jury Duty Leave and on a full basis to the same Maternity Leave and Parental Leave to which Regular Full-Time Employees are entitled, provided that a Regular Part-Time Employee shall not be paid the 10%, 12%, or 16% of regular earnings when on unpaid leave of absence.

10.19 Absence from Duty of Union Officials

- (a) All applications for leave of absence whether with or without pay shall be granted only to those official Union representatives whose absence in any specific case does not interfere with the operation of the Employer. Requests for such leave of absence shall nevertheless be given precedence over any other applications for leave on the same day.
- (b) With respect to any leave of absence granted without pay, the Employer shall continue to pay each representative's regular wage or salary and shall render an account to the Union for such amount, including the Employer's contribution on behalf of each such representative for group life insurance coverage, medical coverage, sickness and accident insurance coverage and municipal superannuation. The Union shall then reimburse the Employer to the amount of the account rendered within sixty (60) days.

- (c) Upon application to, and upon receiving the permission of the Director of Human Resources in each specific case, official representatives of the Union may be granted time off for the purpose of collective bargaining with the Employer or for the purpose of settling a grievance as outlined in Clause 15 of this Agreement. Not more than three (3) such official representatives shall be granted leave of absence without loss of pay for the time so spent. Further official representatives may be granted leave of absence without pay.
- (d) Upon application to, and upon receiving the permission of the Director of Human Resources in each specific case, official representatives of the Union shall be granted leave of absence without pay for the purpose of attending the national and British Columbia divisional conventions of the Canadian Union of Public Employees, the annual convention of the British Columbia Federation of Labour and the biennial convention of the Canadian Labour Congress.
- (e) Upon application to, and upon receiving the permission of the Director of Human Resources in each specific case, official representatives of the Union may be granted leave of absence without pay for the purpose of transacting other business in connection with matters affecting members of the bargaining unit or in connection with other matters affecting the Canadian Union of Public Employees.
- (f) The Employer agrees that any full-time officer of the Union who is on leave of absence for the purpose of performing duties as an officer of the Union shall not lose seniority in the service of the Employer and shall continue to accumulate seniority while performing such duties. Upon retirement from the duties as an officer of the Union, such former Union officer shall be entitled to return to a position within the class of positions to which the former position was allocated and for which the employee is qualified if any position within such class is held by an employee with less seniority than the employee's own. If all of the positions within such class are held by employees with more seniority than the returning employee's own or have been abolished, such former Union officer shall be entitled to return to any other vacant position for which the employee is qualified.
- (g) The Employer agrees that any employee who might be elected or appointed to a full-time position with the Canadian Union of Public Employees, the Vancouver Labour Council, the British Columbia Federation of Labour or the Canadian Labour Congress, shall be granted leave of absence without pay and shall not lose seniority in the service of the Employer while on such leave of absence. Upon termination of such period of office, such an employee may return to the first vacant position for which they are qualified in the service of the Employer.

- (h) The Union shall provide the Employer with a list of its elected officers, Job Stewards and any other official representatives. This list shall be kept current by the Union at all times.

10.20 Requests for Leave of Absence for Pre-Apprenticeship Training

Any request from an employee for a six month leave of absence without pay to undertake pre-apprenticeship training shall be considered on its own merits.

10.21. Group RRSP

The Employer agrees to facilitate a Group RRSP by making arrangements with a financial institution and provide an opportunity for contributions to be made by payroll deduction.

11. VACATIONS AND PUBLIC HOLIDAYS

11.1 Vacations

Paid annual vacations for all employees covered by this Agreement shall be allowed as follows:

(a) Annual Vacation

- (i) Employees leaving the service in less than twelve (12) months from the date of appointment shall be granted vacation pay in accordance with the Employment Standards Act;
- (ii) In the first part calendar year of service, vacation will be granted on the basis of one-twelfth (1/12) of ten (10) working days for each month or portion of a month greater than one-half worked by December 31st;
- (iii) During the second up to and including the seventh calendar year of service--fifteen (15) working days;
- (iv) During the eighth up to and including the fifteenth calendar year of service--twenty (20) working days;
- (v) During the sixteenth up to and including the twenty-third calendar year of service--twenty-five (25) working days;
- (vi) During the twenty-fourth and all subsequent calendar years of service--thirty (30) working days;

- (vii) Employees who leave the service after completion of twelve (12) consecutive months of employment shall receive vacation for the calendar year in which termination occurs on the basis of one-twelfth ($\frac{1}{12}$) of their vacation entitlement for that year for each month or portion of a month greater than one-half worked to the date of termination.

PROVIDED THAT

(b) Meaning of Calendar Year

"calendar year" for the purposes of this Agreement shall mean the twelve-month period from January 1st to December 31st inclusive.

(c) Adjustment for Overpayment of Annual Vacation

Adjustment will be made for any overpayment of annual vacation in all cases of termination of service for any reason.

(d) Vacation in the Year of Retirement

Any Regular Full-Time Employee

- (i) who has reached minimum retirement age as defined in the Pension (Municipal) Act and has completed at least ten (10) years of pensionable service in accordance with and as defined in the said Act; or
- (ii) whose age and years of service with the Employer total eighty (80) years or more,

shall be entitled to receive full annual vacation on termination of employment for any reason. All other employees who leave the service shall be entitled to vacation in accordance with the appropriate paragraphs in this Clause.

(e) Deferment of Annual Vacation

An employee who is entitled to annual vacation of twenty (20) working days or more in any year:

- (i) shall take at least fifteen (15) working days of such annual vacation during the year in which such vacation is earned, and
- (ii) may defer the taking of any part of such annual vacation in excess of fifteen (15) working days;

PROVIDED HOWEVER THAT the maximum deferred vacation which an employee may accumulate at any one time pursuant to this Clause 11.1(e) shall be twenty (20) working days.

(f) Early Retirement

- (i) An employee entitled to twenty-five (25) or more days of annual vacation shall be entitled to defer up to five (5) days per year of that vacation into an Early Retirement Bank;
- (ii) An employee entitled to thirty (30) or more days of annual vacation shall be entitled to defer up to ten (10) days per year of that vacation into an Early Retirement Bank;
- (iii) Such deferred vacation may only be taken immediately prior to retirement. The Employer may, at its sole discretion, permit an employee to use such banked vacation under other circumstances.

(g) Rates of Pay During Annual Vacation

All employees other than those entitled to an annual percentage of earnings in lieu of vacation, will be paid during their annual vacations at their respective regular or classified rates of pay.

(h) Annual Vacation Pay Adjustment

As soon as possible following 31 December in each year a vacation pay adjustment will be made in a lump sum to all employees other than those entitled to an annual percentage of earnings in lieu of vacation, where such employees' annual basic earnings exclusive of overtime and any other premium payments not normally taken into account in the computation of annual vacation pay exceeded their regular base rate earnings during the year in question. Such cash payments shall reflect the proportionate difference between the employees' actual annual basic earnings and regular base rate earnings applied to the employees' annual vacation pay for the year in question, but shall not be paid in any case where the total amount payable is less than one dollar (\$1.00).

(i) Effect of Paid Sick Leave on Annual Vacation

An employee who is eligible for the benefits of the Sickness and Accident Insurance Plan under Clause 10.7 shall not suffer a reduction in annual vacation by reason of the first twenty-six (26) weeks' absence on paid sick leave under that Clause.

11.2 Supplementary Vacation

In addition to the annual vacation to which an employee is entitled under Clause 11.1, each employee upon commencing the eleventh, sixteenth, twenty-first, twenty-sixth, thirty-first, thirty-sixth, forty-first or forty-sixth calendar year of service shall thereupon become entitled to five (5) working days of supplementary vacation.

It is understood between the parties that each employee shall become entitled to the supplementary vacation under this Clause 11.2 on the first day of January in the year the employee becomes eligible for such supplementary vacation. An employee shall retain the supplementary vacation entitlement notwithstanding that such employee's employment is terminated prior to the end of the period to which the entitlement applies.

(An explanatory note and table is annexed hereto as Schedule "C" for the purposes of clarification and shall form part of this Agreement.)

11.3 Public Holidays

- (a) Provided an employee has worked at least fifteen (15) of the last thirty (30) days prior to the public holiday, Regular Full-Time Employees and Temporary Full-Time Employees are entitled to a holiday with pay on the following public holidays, namely: New Year's Day, Good Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any other day appointed by Council to be a civic holiday.

PROVIDED THAT:

- (i) whenever one of the aforementioned public holidays falls on a Saturday or a Sunday and the Government of Canada and the Government of the Province of British Columbia or either of them proclaim that such public holiday be observed on a day other than Saturday or Sunday then the day so proclaimed shall be read in substitution for such public holiday but if there is no such proclamation by either of such governments or the proclamations of such governments do not proclaim the same day for the observance of such public holiday then the Employer shall designate either the Friday immediately preceding such public holiday or the Monday immediately following the same as the day to observe such public holiday and the employees shall be entitled to a holiday with pay in lieu of such public holiday on the day so designated, or pay the employees in lieu of such public holiday at their respective regular rates of pay;

EXCEPT THAT:

whenever Christmas Day and Boxing Day fall on Saturday and Sunday respectively and the Government of Canada and the Government of the Province of British Columbia or either of them proclaim that such public holidays be observed on two (2) days other than Saturday and Sunday then the days so proclaimed shall be read in substitution for such public holidays but,

if there is no such proclamation by either of such governments in respect of one of such public holidays then the Employer shall designate either the Friday immediately preceding such public holiday or the Monday immediately following the same as the day to observe such public holiday and the employees shall be entitled to a holiday with pay in lieu of such public holiday on the day so designated, or pay the employees in lieu of such public holiday at their respective regular rates of pay,

if there is no such proclamation by either of such governments in respect of both of such public holidays, then the employees shall be entitled either to a holiday with pay in lieu of Christmas Day on the Friday immediately preceding Christmas Day and a holiday with pay in lieu of Boxing Day on the Monday immediately following Boxing Day, or pay in lieu of such public holidays, or either of them, at their respective regular rates of pay at the option of the Employer.

- (ii) Notwithstanding anything contained in this Clause 11.3(a) whenever one of the aforementioned public holidays, other than Christmas Day and Boxing Day, fall on a Saturday or Sunday, instead of having all the employees observe the public holiday on the same day the Employer may declare both the Friday immediately preceding such public holiday and the Monday immediately following the same for the observance of such public holiday and such of the employees as shall be designated by the Employer in such declaration shall be entitled to a holiday with pay in lieu of such public holiday on the Friday named by the Employer and the remainder of the employees shall be entitled to a holiday with pay in lieu of such public holiday on the Monday named by the Employer.
- (iii) In order to be eligible for the paid holiday, employees must be on duty or on paid leave either the working day immediately preceding or immediately following the holiday, or if on an approved leave, have worked at least fifteen (15) of the previous thirty (30) working days. Compensation for public holidays is included in the benefit payment for individuals in receipt of weekly disability benefits.

Although an employee receives eight (8) hours' pay for a public holiday, it shall not be considered as eight (8) hours worked.

- (b) Subject to Clause 11.3(c) if a Regular Full-Time Employee or a Temporary Full-Time Employee in the classification of Watchman, Bridge Tender, Service Station Attendant or Automotive Serviceman (Police), whose duties normally require work on public holidays, is required to work on any public holiday defined in Clause 11.3(a) which falls on or is observed on any day from Monday to Friday, inclusive, then the employee shall be paid the regular pay for the holiday and in addition thereto be given compensating time off equivalent to one and one-half times the number of hours worked on the holiday. If an employee is required to work on the day off given in lieu of a public holiday, pursuant to the provisions of this Clause 11.3(b), then in lieu of such holiday, the employee shall be paid the regular pay for the public holiday plus double the employee's regular rate of pay for the hours worked on such day off. Time worked on a public holiday or on the day off given to the employee in lieu of a public holiday shall not be treated as overtime except as provided in Clauses 7.1, 7.2 and 7.3. For the purposes of this Clause 11.3(b) a public holiday does not include a holiday declared by the City pursuant to Clause 11.3(a)(ii) unless the employee is entitled to that holiday with pay in lieu of a public holiday.
- (c) Whenever a public holiday defined in Clause 11.3(a) falls on a Saturday or Sunday and is observed on any day from Monday to Friday, the day on which such holiday is observed shall, for the purposes of those employees referred to in Clause 11.3(b), be deemed to be a public holiday and if such employees work on the Saturday or Sunday they shall not be entitled to public holiday premium pay for work on either of those days.

Notwithstanding anything contained in Clause 11.3(a) or 11.3(b) prior to the beginning of any calendar year the Employer and the Union may agree that whenever a public holiday defined in Clause 11.3(a) falls on a Saturday or Sunday those employees referred to in Clause 11.3(b) shall be paid public holiday premium pay for working on the Saturday or Sunday but such employees shall be paid public holiday premium pay only once for the same holiday.

For the purposes of this Clause 11.3(c), the premium rate which is paid for hours worked on public holidays is not to be treated as an overtime premium but overtime rates will become applicable as provided for in Clauses 7.1 and 7.2 if work on a public holiday extends beyond the employee's normal daily hours.

(d) Work on Public Holidays

All employees other than those employees referred to in Clause 11.3(b), Regular Part-Time Employees and Auxiliary Employees who work on any public holiday

as provided for in Clause 11.3(a) which falls on or is observed on any day from Monday to Friday inclusive will receive their regular pay for the said holiday plus double the regular rates of pay for the hours worked on that holiday. Time worked on an approved holiday shall not be treated as overtime except as provided in Clauses 7.1 and 7.2.

For the purposes of this Clause 11.3(d) a public holiday does not include a holiday declared by the Employer pursuant to Clause 11.3(a)(ii) unless the employee is entitled to that holiday with pay in lieu of a public holiday.

(e) Work on Scheduled Rest Day

If an employee's normal scheduled rest day coincides with a public holiday, (as provided for in Clause 11.3(a)) which falls or is observed on any day from Monday to Friday inclusive, the employee, in addition to the regular rate of pay for that public holiday, shall be paid at the rate of double the regular rate of pay for all hours worked on that day. For the purposes of this Clause 11.3(e) a public holiday does not include a holiday declared by the Employer pursuant to Clause 11.3(a)(ii) unless the employee is entitled to that holiday with pay in lieu of a public holiday.

12. PROBATION

- (a) Employees shall have probationary status during their first continuous six (6) months of employment. While employees have probationary status pursuant to the provisions of this Clause 12, they shall have no rights based on seniority, but on the completion of the probationary period seniority shall be based on total length of service in the Branch in which the employee is working, subject to the provisions of Clause 14.1(b). Where a probationary employee is absent for ten (10) or more working days during the probationary period, the probationary period shall be extended by the total number of days absent.
- (b) If in twenty-four (24) consecutive months an employee accumulates twelve (12) months' service as a Temporary Full-Time Employee in any one Branch, and if the employee has not completed the probationary period in accordance with Clause 12(a), then the employee shall be placed on the seniority lists in that Branch in the employee's classification, it being understood and agreed between the parties hereto that this Clause 12(b), is intended only for the purposes of determining seniority when such employees are being re-hired by the Employer.
- (c) An Auxiliary Employee who has been employed full-time for more than five (5) continuous working days shall, for the duration of full-time employment, be designated as Temporary Full-Time. All full-time hours worked during that

period, including the first five (5) continuous working days, shall be credited towards the employee's accumulation of hours for access to the Regular Seniority Pool under Clause 12(a) or (b).

(d) Temporary Full-Time Employees

In calculating a Temporary Full-Time Seniority List for the purposes of determining layoff and recall rights for Temporary Full-Time Employees who have served probation completing six (6) continuous months' service, and Temporary Full-Time Employees who have not served a probationary period but have achieved seniority by attaining twelve (12) accumulative months' service in twenty-four (24) consecutive months, the following formulae will be applied:

- (a) For employees who have served six (6) continuous months' service, the formula to determine their seniority is:

$$\begin{array}{l} \text{total straight-time hours worked} \\ \text{as a Temporary Full-Time Employee} \end{array} \div 2088 \text{ hours} \\ = \text{number of years of service}$$

- (b) For those employees who have not served a probation period but have served twelve (12) months in twenty-four (24) months, the formula to determine their seniority is:

$$\begin{array}{l} 12 \text{ months (or 2088 hours) plus all} \\ \text{straight-time hours worked thereafter} \\ \text{as a Temporary Full-Time Employee} \end{array} \div 2088 \text{ hours} \\ = \text{number of years of service}$$

13. POSTING AND FILLING OF POSITIONS

13.1 Promotions, Demotions and Transfers

- (a) The City Engineer, in considering applications for promotion to a posted position shall, subject to the right of appeal under the provisions of Clause 15 (Grievance Procedure) give primary consideration to the skills, knowledge and ability of the applicants for the position applied for and if, after such primary consideration, the skills, knowledge and ability of the applicants are considered equal the senior qualified applicant shall receive the promotion.

NOTE: In any arbitration, pursuant to this provision, if the Union is able to demonstrate that the senior applicant has the skill, knowledge and ability to perform the job, the Employer must establish that such skill, knowledge and ability is not equal to that of the successful applicant.

- (b) The City Engineer, in considering the demotion or transfer of an employee shall, subject to right to appeal to the City Council and subject to right of appeal under the provisions of Clause 15 (Grievance Procedure) give primary consideration to the skills, knowledge and ability of the employee concerned and length of service.
- (c) In the event of an employee being promoted from a position for which the Union either had bargaining authority at the time of the promotion or subsequently obtained bargaining authority, to a position whether included in or excluded from the Union contract, and such employee being subsequently laid off or demoted to a position for which the Union had bargaining authority, the Employer shall have the right to place such employee in the position previously held by the employee or in any vacant position for which such employee is considered qualified. The employee, if so placed as the result of being demoted, or re-employed following a layoff, shall suffer no loss of seniority and such seniority shall be the employee's total length of service with the Employer.

13.2 Posting of Positions

- (a) The Employer agrees that Regular Full-Time positions, except Labourer II and any other positions valued at or below the Labourer II rate of pay, shall be posted for a period of seven (7) days in a prominent position in all work areas within the Union's jurisdiction.
- (b) All notices of vacancies posted pursuant to this Clause shall contain the following information:
 - (i) nature of position;
 - (ii) required qualifications, knowledge, education and skills;
 - (iii) wage or salary rate or range;
 - (iv) shifts (if any); and
 - (v) anticipated length of any temporary assignment, if posted.

13.3 Display of Spare Truck Driver and Equipment Operator Lists

The Employer agrees to display current spare Truck Driver and Equipment Operator lists on all Bulletin Board locations.

13.4 Same Day Hire

When two (2) or more employees are hired on the same day in the same Branch, the Employer shall determine the order in which the employees are deemed to have been hired in order to determine their seniority order. Where an employee moves to another Branch, for any reason, and has the same seniority as another employee in that Branch, the employee who has been in the Branch the longest shall be deemed the senior employee.

14. LAYOFF AND RECALL

14.1 Layoff

- (a) When laying off an employee or employees within each classification, the last hired shall be the first laid off, based on length of service within the Branch, it being understood that:
 - (i) employees in a higher classification may be demoted to a lower classification, and
 - (ii) probationers have no seniority, and
 - (iii) an employee who has been promoted from one classification to another, and subsequently demoted to the lower classification shall, within that lower classification, have seniority according to length of service in the Branch and shall, if a layoff occurs, be laid off accordingly, and
 - (iv) the classifications Labourer I and Labourer II shall, for the purposes of layoff only, be considered as one classification.
- (b) Employees who have completed their probationary period and who are laid off and subsequently recalled to work in their Branch within one (1) year of the layoff, shall be credited with previous service in that Branch for the purpose of determining length of service in connection with vacations and other benefits based on length of service.

Employees who have completed their probationary period and who have been laid off and subsequently recalled to work in a Branch, other than the Branch

from which the employee was laid off, within one (1) year of the layoff shall, upon completion of six (6) continuous months of service in the new Branch, be credited with the employee's previous service in the Branch from which the employee was laid off for the purpose of determining length of service in the new Branch.

After one year in the new Branch the employee's seniority shall be applicable only to the new Branch and shall have no application in the employee's former Branch.

- (c) Except in cases of inclement weather, strikes, lockouts or other circumstances beyond the control of the Employer the Employer shall give to the employees concerned who have completed the probationary period not less than ten (10) days' prior written notice of any layoff under this Clause. Such notices shall be given in writing either by delivering or mailing the same to the employee for whom it is intended. If an employee to whom notice of layoff is given under this Clause 14.1(c) has not been given the opportunity to work for at least ten (10) days of the period of such notice the employee shall be paid for those days for which work was not made available. The Employer shall be required to give notice of layoff under this Clause 14.1(c) only to those Regular Full-Time, Regular Part-Time, Temporary Full-Time and Auxiliary Employees who have acquired seniority rights in either a regular seniority pool or an auxiliary seniority pool and have completed the probationary period as aforesaid.

14.2 Recall

In the case of employees who have completed the probationary period and are laid off due to lack of work, the Employer agrees to give such employees preference in recall, firstly in their own Branches and secondly in other Branches, subject to the following conditions:

- (a) That the employee is capable of performing the work which may be available;
- (b) An employee is eligible for recall to the Branch from which the employee was laid off for a maximum period of one year from the date of layoff and such one (1) year period shall not be extended by periods of employment in another Branch.
- (c) An employee who accepts recall to another Branch may, for a period of one (1) year from the date of layoff, elect to return to the employee's former Branch where a vacancy occurs in the classification from which the employee was laid off.

- (d) No new employees shall be hired following a layoff until those employees who were laid off have been given a reasonable opportunity of recall as follows:
- (i) the Employer shall make every reasonable attempt to contact the employees in order of their seniority and the employees shall be recalled by the Employer in such order provided that they respond within forty-eight (48) hours of the initial attempt of the Employer to contact them;
 - (ii) upon making contact with an employee, the Employer shall specify the time when the employee shall report for work;
 - (iii) an employee who does not respond within forty-eight (48) hours of the initial attempt of the Employer to make contact, or who refuses to report for work shall be placed at the bottom of the list of employees eligible for recall under this Clause notwithstanding the employee's seniority;
 - (iv) an employee notified to return to work shall report at the time and place specified by the Employer for so doing or, in extenuating circumstances, within such extended period of time not exceeding fourteen (14) days from the date of the initial attempt of the Employer to make contact as the City Engineer may approve, which approval shall not be unreasonably withheld;
 - (v) it is the responsibility of all employees who have been laid off and wish to be recalled by the Employer to advise their Branch Superintendent, by letter, of their respective current addresses and telephone numbers. Each Branch shall maintain a list of the addresses and telephone numbers provided by the employees but there is no obligation upon the Employer to attempt to contact employees who cannot be located at the most recent addresses and telephone numbers provided by the employees.

Notwithstanding any of the provisions of this Clause 14.2, (i) if it is not feasible to wait forty-eight (48) hours to contact an employee (hereinafter called an "eligible employee") who has been laid off and is eligible for recall under this Clause the Employer reserves the right to hire other than an eligible employee until such eligible employee reports for work in accordance with this Clause and (ii) an eligible employee shall have no preferential right to reemployment after a period of one (1) year from the date of layoff.

15. GRIEVANCE PROCEDURE

- 15.1 During the term of this Agreement, any difference concerning the dismissal, discipline or suspension of an employee or the interpretation, application, operation or any alleged

violation of this Agreement, including any question as to whether any matter is arbitrable, or any other dispute as defined in the Labour Relations Code shall without stoppage of work, be the subject of collective bargaining between the Union and the Employer and shall be finally and conclusively settled under and by the following procedure:

Step 1

The aggrieved person or the Job Steward or the Union shall, in the first instance, give full particulars of a grievance in writing to the Foreman or Superintendent. This first step of the grievance procedure shall be exercised by the aggrieved person within ten (10) working days of the occurrence of the incident being grieved or disputed, it being understood, however, that a grievance may be filed by the Job Steward or the Union within ten (10) working days of their becoming aware of the occurrence.

Step 2

If the alleged grievance is not settled within five (5) working days of being referred to the Foreman or Superintendent, or any extended time that may be agreed upon, or if the Superintendent says the matter is beyond the Superintendent's authority, the Employer or the Union may, within five (5) working days refer the matter to the Department Head or designate.

Step 3

Any dispute between the Employer and the Union which is beyond the jurisdiction of any one Superintendent may be submitted by the Employer or the Union directly to the Department Head or designate.

Step 4

If the grievance is not settled within five (5) working days of being referred to the Department Head or designate or any extended time that may be agreed upon, the matter may, within five (5) working days, be referred by the Employer or the Union to the City Manager or designate and the City Manager or designate shall, upon the request of the Employer or the Union and with all reasonable dispatch, but in any event within ten (10) working days from receipt of such request, arrange for meetings between the City Manager or designate and the Union.

Arbitration

If no settlement is reached within five (5) working days of the first meeting between the City Manager or designate and the Union, the grievance may be submitted by the Employer or the Union to a Board of Arbitration and the grievance shall be finally and

conclusively settled without stoppage of work, by arbitration. The Board of Arbitration shall consist of three (3) persons, one to be chosen by the Employer and one to be chosen by the Union, and the third, who shall be chair, to be selected by the two so appointed, and if they are unable to agree upon or otherwise fail to appoint such third arbitrator, the Minister of Labour shall be requested to appoint such chair and otherwise the provisions of the Labour Relations Code shall apply. The decision of the Arbitration Board shall be final and binding upon both the Employer and the Union. The Employer and the Union shall bear the fees and expenses of the arbitrators respectively appointed by them and shall pay one-half the fees and expenses of the chair.

15.2 Wrongful Dismissal

Where under Clause 15 an Arbitration Board finds that an employee has been dismissed, suspended or otherwise disciplined for other than proper cause, such Arbitration Board may:

- (a) direct the Employer to reinstate the employee and pay to the employee a sum equal to the wages lost by reason of the dismissal, suspension, or other discipline, or such lesser sum as, in the opinion of the Arbitration Board, is fair and reasonable; or
- (b) make such other order as it considers fair and reasonable, having regard to the terms of this Agreement.

16. GENERAL CONDITIONS

16.1 Workers' Accommodation

The Employer agrees that where possible all employees should have proper facilities for eating in cleanliness and comfort and for drying work clothes. The Employer agrees to cooperate with the Union in providing adequate and reasonable facilities and accommodation in this respect.

16.2 Clothing

The Employer shall supply, maintain and clean one pair of coveralls per week for each employee in the Equipment Branch and the Water Meter Shop, and for each Tradesman in other branches. The Employer shall supply additional spare coveralls in the Garage if required in the opinion of the City Engineer. The Employer also provides protective clothing to employees in other specific operations of the Employer if required in the opinion of the Superintendent of the employees concerned.

16.3 Washing of Trucks and Equipment

It is understood and agreed that the washing of Employer's trucks and equipment shall be part of the normal duties of the drivers and operators using such trucks and equipment, as and when such instructions for washing are given by the City Engineer or representative.

16.4 Rules for Determining Welding Work to be Done by Garage Section

The Employer agrees that welding work done by garage employees will be in accordance with a letter from the Deputy City Engineer dated 1997 July 17.

16.5 Employee Tools and Equipment

In any cases where tradesmen or other employees are required by the Employer to provide their own hand tools, and where such hand tools are broken as a result of such employees carrying out their required duties and responsibilities in a proper manner, then the Employer shall pay the cost of replacing such broken hand tools, unless the employee is able to effect replacement without cost to the employee under the terms of a guarantee or warranty.

The Employer will provide theft and fire insurance for employee-owned tools and equipment that are used in the work and are required by the Employer provided that the employee submits a list of items for approval annually. Such coverage does not extend to motor vehicles or other forms of transportation such as bicycles but does include rain gear used in the work. The coverage has a fifty dollar (\$50) deductible payable by the employee and proof of theft will be required by the Employer.

The City shall reimburse Mechanics and Journeyman - Autobody Workers who are required to supply and use their personal tools in the performance of their duties, in the amount of an annual non-accumulative limit of \$150.00 per affected employee, upon proof of expenditure, for the replacement of misplaced tools or for the purchase of approved new tools.

16.6 Personnel Records

- (a) A copy of any written material concerning any disciplinary action (including reprimands) affecting an employee shall be given to the employee as soon as possible after it is recorded in the personnel file.
- (b) On and after 1992 January 01, an employee shall be given a copy of any document placed in the employee's file which might be the basis of disciplinary action. Should an employee dispute any such entry in the file, that employee shall be entitled to recourse through the grievance procedure contained in Clause

15. The Employer agrees not to introduce as evidence in any hearing arising from a disciplinary grievance any document dated on or after 1992 January 01 from the file of an employee the existence of which the employee was not aware of at the time of filing.

- (c) If an employee wishes to review, or have a designate review, the contents of the personnel file, the employee shall on each occasion submit a request in writing to the Department Head or designate and, upon receiving permission, such review shall take place in the presence of a person authorized by the Department Head or designate.

16.7 Disabled Employees

Effective 2000 October 17, the Employer and Union agree to cooperate with each other in making every reasonable effort to provide opportunities for employees or employees with disabilities to retain employment, recognizing the Employer is not obliged to create work as part of the accommodation process.

17. HEALTH AND SAFETY

17.1 Central Safety Committee

A Central Safety Committee shall be established consisting of one (1) safety steward from each Branch Safety Committee, as elected by the CUPE Local 1004 members in the Branch, and two (2) Union appointees who shall be employees or members of CUPE Local 1004, and an equal number of representatives appointed by the Employer. The Central Safety Committee shall discuss matters relating to occupational health and safety and shall make recommendations to the City Engineer or designate.

17.2 Safety Precautions

All relevant regulations of the Workers' Compensation Board as to safety measures affecting any employee covered by this Agreement shall be observed and adhered to.

17.3 Transportation of Employees in Trucks

The City Engineer or designate agrees to instruct the appropriate supervisors that no employee shall be transported in the back of a truck unless the employee is properly seated and the relevant provisions of the Workers' Compensation Board Regulations and the Motor Vehicle Act are adhered to.

17.4 Sexual Harassment

The Employer and the Union agree that Sexual Harassment shall not be tolerated in the workplace.

18. TECHNOLOGICAL CHANGE

During the term of this Agreement any disputes arising in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two parties to this Agreement.

Where the Employer introduces or intends to introduce, a technological change, that:

- (a) affects the terms and conditions, or security of employment of a significant number of employees to whom this Agreement applies; and
- (b) alters significantly the basis upon which this Agreement was negotiated;

either party may, if the dispute cannot be settled in direct negotiations, refer the matter directly to an arbitration board constituted under Clause 15 of this Agreement, bypassing all other steps in the grievance procedure.

The arbitration board shall decide whether or not the Employer has introduced, or intends to introduce a technological change, and upon deciding that the Employer has or intends to introduce a technological change the arbitration board:

- (a) shall inform the Minister of Labour of its finding; and
- (b) may then or later make any one or more of the following orders:
 - (i) that the change be made in accordance with the terms of this Agreement unless the change alters significantly the basis upon which this Agreement was negotiated;
 - (ii) that the Employer will not proceed with the technological change for such period, not exceeding ninety days, as the arbitration board considers appropriate;
 - (iii) that the Employer reinstate any employee displaced by reason of the technological change;
 - (iv) that the Employer pay to that employee such compensation in respect of the displacement as the arbitration board considers reasonable.

The Employer will give to the Union in writing at least ninety days' notice of any intended technological change that:

- (a) affects the terms and conditions or security of employment of a significant number of employees to whom this Agreement applies; and
- (b) alters significantly the basis upon which this Agreement was negotiated.

19. EMPLOYMENT EQUITY

The Employer and the Union agree with employment equity programs which will assist visible minorities, persons with disabilities, First Nations people, and women in gaining entry into employment and which will provide opportunities for advancement.

20. CONDITIONS AND BENEFITS NOT MENTIONED

Any working conditions, holiday benefits, welfare benefits, or other conditions of employment at present in force and recognized by both parties which are not specifically mentioned in this Agreement and are not contrary to its intention, shall continue in full force and effect for the duration of this contract.

21. CHANGES AFFECTING THE AGREEMENT

The Employer agrees that any reports or recommendations made to Council dealing with matters covered by this Agreement, including recommendations for changes in method of operation that may affect wage rates, work loads or reduction of employment, will be communicated to the Union at such interval before they are dealt with by Council as to afford the Union reasonable opportunity to consider them and make representations to Council concerning them and, further, that if employees are deprived of employment by any implementation of such change they shall receive priority consideration for other employment with the Employer.

22. SCHEDULES

The Schedules attached hereto and marked with the letters "A" to "G" shall form part of this Agreement.

IN WITNESS WHEREOF the parties hereto have caused to be affixed to this Agreement their respective seals attested by the signatures of their respective proper officers duly authorized for such purpose.

SEALED with the Common Seal of the)
CITY OF VANCOUVER and signed by:)
)
)
_____)
Mayor)
)
)
_____)
City Clerk)

SEALED with the Seal of the)
CANADIAN UNION OF PUBLIC EMPLOYEES)
LOCAL NO. 1004 (VANCOUVER CIVIC)
EMPLOYEES' UNION) and signed by:)
)
)
_____)
President)
)
)
_____)
Secretary-Treasurer)

APPROVED by Council Resolution on _____.

SCHEDULE "A"CITY OF VANCOUVERRATES OF PAY FOR ALL CLASSES OF POSITIONSCOVERED BY AGREEMENT BETWEEN THE CITY OF VANCOUVER ANDTHE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1004EFFECTIVE JANUARY 1, 2000 - DECEMBER 31, 2002

Key: A - 2000 January 01 - 2000 December 31
 B - 2001 January 01 - 2002 March 31
 C - 2002 April 01 - 2002 December 31

Class No.	Class Title	Hourly Rate		
		A	B	C
700	Apprentices:			
	- 1 st 6 months* (70% of Trades II rate)	17.81	18.17	18.72
	- 2 nd 6 months* (72.5% of Trades II rate)	17.81	18.17	18.72
	- 3 rd 6 months* (75% of Trades II rate)	17.81	18.17	18.72
	- 4 th 6 months (77.5% of Trades II rate)	18.05	18.41	18.96
	- 5 th 6 months (80% of Trades II rate)	18.63	19.01	19.58
	- 6 th 6 months (82.5% of Trades II rate)	19.21	19.60	20.19
	- 7 th 6 months (85% of Trades II rate)	19.80	20.20	20.80
	- 8 th 6 months (90% of Trades II rate)	20.96	21.38	22.02

* The Labourer I pay rate shall constitute the minimum amount payable.

Class No.	Notes	Class Title	Pay Code	Hourly Rate		
				A	B	C
701		Asphalt Raker	575	18.62	18.99	19.56
748		Auto Electronic Control System Mechanic	695	23.85	24.33	25.06
115		Automotive Partsworker	595	18.85	19.23	19.81
721		Automotive Serviceworker	555	18.01	18.37	18.92

SCHEDULE "A" (cont'd)

Key: A - 2000 January 01 - 2000 December 31
 B - 2001 January 01 - 2002 March 31
 C - 2002 April 01 - 2002 December 31

Class No.	Notes	Class Title	Pay Code	Hourly Rate		
				A	B	C
9024	(b)	Automotive Serviceworker (Police)	590	18.80	19.18	19.76
9005		Blacksmith	690	23.29	23.76	24.47
729		Blaster	575	18.62	18.99	19.56
768		Bridge Worker I	570	18.30	18.67	19.23
769		Bridge Worker II	595	18.85	19.23	19.81
728		Bridge Tender	575	18.62	18.99	19.56
624		Building Attendant	555	18.01	18.37	18.92
707		Concrete Finisher (Maint.)	575	18.62	18.99	19.56
708		Concrete Finisher (Constr.)	605	19.22	19.60	20.19
9044		Coordinator – Sewer Separation Program	710	25.98	26.50	27.30
1374		DFPS System Controller	695	23.85	24.33	25.06
740		Equipment Guide – Backhoe/Shovel	570	18.30	18.67	19.23
742		Equipment Guide – Mobile Crane	570	18.30	18.67	19.23
788		Equipment Maintenance Worker	685	22.54	22.99	23.68
715		Equipment Operator I	585	18.75	19.13	19.70
716		Equipment Operator II*	605	19.22	19.60	20.19

* When driving Containerized Garbage Packers (pay code 620) rates are:

19.46 19.85 20.45

SCHEDULE "A" (cont'd)

Key: A - 2000 January 01 - 2000 December 31
 B - 2001 January 01 - 2002 March 31
 C - 2002 April 01 - 2002 December 31

Class No.	Notes	Class Title	Pay Code	Hourly Rate			
				A	B	C	
717		Equipment Operator III	615	19.44	19.83	20.42	
718		Equipment Operator IV	625	19.72	20.11	20.71	
9001		Equipment Operator IVa	645	20.43	20.84	21.47	
9002		Equipment Operator IVb	650	20.87	21.29	21.93	
719		Equipment Operator V	670	21.62	22.05	22.71	
770		Formsetter – Concrete Finisher (Waterworks)	640	20.21	20.61	21.23	
771		Formsetter I	575	18.62	18.99	19.56	
	(c)	Formsetter I	595	18.85	19.23	19.81	
772		Formsetter II	630	19.85	20.25	20.86	
		<u>Journeyman:</u>					
9025		Auto Bodyworker	690	23.29	23.76	24.47	
9026		Carpenter	690				
9027		Machinist	690				
9028		Mechanic	690				
9029		Metal Fabricator	690				
724		Labourer I					
			(Start rate)	545	17.81	18.17	18.72
			(After 6 mos.)		17.98	18.34	18.89
725		Labourer II	560	18.09	18.45	19.00	
726		Labourer III	570	18.30	18.67	19.23	
0959		Leak Detection Operator	680	21.86	22.30	22.97	

SCHEDULE "A" (cont'd)

Key: A - 2000 January 01 - 2000 December 31
 B - 2001 January 01 - 2002 March 31
 C - 2002 April 01 - 2002 December 31

Class No.	Notes	Class Title	Pay Code	Hourly Rate		
				A	B	C
713		'M' Scope Operator/Leak Detection Assistant	640	20.21	20.61	21.23
709		Painter (Bridges)	615	19.44	19.83	20.42
773		Pipelayer	605	19.22	19.60	20.19
998		Relay Station Coordinator	625	19.72	20.11	20.71
1000		Relay Truck Dispatcher	625	19.72	20.11	20.71
731		Rigger	665	21.20	21.62	22.27
616		Security Guard	530	17.35	17.70	18.23
784		Sewer Separation Expediter	700	23.96	24.44	25.17
777		Stone Setter	575	18.62	18.99	19.56
107		Stores Worker I	540	17.81	18.17	18.72
109		Stores Worker II	570	18.30	18.67	19.23
1001		Sub-Foreman I	615	19.44	19.83	20.42
1003		Sub-Foreman II	630	19.85	20.25	20.86
703		Sub-Foreman II – Sewer Construction	645	20.43	20.84	21.47
1021		Sub-Foreman-Operator	675	21.79	22.23	22.90
1002		Sub-Foreman (Trades)	695	23.85	24.33	25.06
706		Swamper Operator	610	19.30	19.69	20.28

SCHEDULE "A" (cont'd)

Key: A - 2000 January 01 - 2000 December 31
 B - 2001 January 01 - 2002 March 31
 C - 2002 April 01 - 2002 December 31

Class No.	Notes	Class Title	Pay Code	Hourly Rate		
				A	B	C
739		Timber Worker	605	19.22	19.60	20.19
745		Tire Worker I	595	18.85	19.23	19.81
747		Tire Worker II	640	20.21	20.61	21.23
755	(a)	Trades Helper I	807	17.61	17.96	18.50
755		Trades Helper II	540	17.81	18.17	18.72
755		Trades Helper III	555	18.01	18.37	18.92
755		Trades Helper IV	570	18.30	18.67	19.23
757		<u>Trades I:</u>				
9174		1 – Automotive Body Worker	680	21.86	22.30	22.97
		4 – Mechanic	680			
9006		6 – Carpenter	680			
9007		8 – Painter	680			
9030		9 – Pump Mechanic	680			
9031		10 – Water Meter Mechanic	680			
9108		11 – Plumber	680			
9009		12 – Welder	680			
9032		18 – Valve Mechanic	680			
759		<u>Trades II:</u>				
		1 – Automotive Body Worker	690	23.29	23.76	24.47
9020		2 – Electrician	690			
		3 – Automotive Trimmer	690			
9172		4 – Mechanic	690			
9012		6 – Carpenter	690			
		7 – Machinist	690			
9013		8 – Painter	690			
9033		9 – Pump Mechanic	690			

SCHEDULE "A" (cont'd)

Page 6

Key: A - 2000 January 01 - 2000 December 31
 B - 2001 January 01 - 2002 March 31
 C - 2002 April 01 - 2002 December 31

Class No.	Notes	Class Title	Pay Code	Hourly Rate		
				A	B	C
759		<u>Trades II</u> (cont'd)				
9034		10 – Water Meter Mechanic	690	23.29	23.76	24.47
9014		11 – Plumber	690			
9015		12 – Welder	690			
9035		18 – Valve Mechanic	690			
761		Truck Driver I	575	18.62	18.99	19.56
763		Truck Driver II	600	19.09	19.47	20.05
762		Truck Driver III	610	19.30	19.69	20.28
760		Truck Driver IV	635	19.98	20.38	20.99
9050		Truck Driver – Containers	620	19.46	19.85	20.45
765		Truck Driver Emergency I	610	19.30	19.69	20.28
9036		Truck Driver Emergency II	615	19.44	19.83	20.42
766		Truck Driver (Equipment Services)	610	19.30	19.69	20.28
764		Truck Driver (Low Bed Trailer)	624	19.69	20.08	20.68
9037		Truck Driver – Tandem Loader	620	19.46	19.85	20.45
767-2		Truck Driver (Tractor – Semi-Trailer)	635	19.98	20.38	20.99
775		Utility Worker	570	18.30	18.67	19.23
776		Utility Worker – Sanitation	575	18.62	18.99	19.56
9038		Working Foreman (Trades)	697	24.51	25.00	25.75

SCHEDULE "A" (cont'd)

Page 7

Key: A - 2000 January 01 - 2000 December 31
B - 2001 January 01 - 2002 March 31
C - 2002 April 01 - 2002 December 31

- (a) Annual increments.
- (b) Rate includes consideration for working rotating shifts.
- (c) Sidewalk Construction - Formsetter I:

Formsetter I rate shall be increased while engaged on construction - Day Labour - Sidewalks (see (c) Formsetter 1 rates).

SCHEDULE "B"

This is Schedule "B" referred to in
Clauses 5.4 and 6.2(b) of this Agreement

CREWS REQUIRED TO WORK OTHER THAN NORMAL WORK WEEK

GENERAL

Except as otherwise provided herein, employees covered under this Schedule "B" shall be governed by the following provisions:

- ◆ Employees shall be entitled to an unpaid one-half (½) hour lunch break.
- ◆ Employees shall work five (5) days with two (2) consecutive days off except when required to change work weeks.
- ◆ Employees shall be provided with a minimum of twelve (12) hours' notice of a change in start time and a minimum of forty-eight (48) hours' notice of a change in shifts (e.g. days to nights) or a change in work weeks.

1. SANITATION BRANCH

(a) Scavenging Section

Night Shift - Monday through Sunday:

Employees start at 10:30 p.m., finish 7:00 a.m., except Saturdays when employees start at 12:00 midnight and finish at 8:30 a.m.

(b) Street Cleaning Section

Day Shift:

Operators of Mechanical Sweepers have a working day of 8 consecutive hours and 40 hours normal week. The hours of starting vary to meet traffic situations and weather conditions, and may necessitate commencing the work day at 5:00 a.m.

Saturday and Sunday - 8:00 a.m. - 10:30 p.m. (overlapping shifts) - primarily in the Downtown Core.

(c) Granville Mall and Downtown Core:

Labourer I's employed in hand sweeping of the Granville Mall work two overlapping shifts Monday through Saturday:

(a) from 8:30 a.m. to 5:00 p.m., and

(b) from 1:30 p.m. to 10:00 p.m.

and on Sundays from 12:30 p.m. to 9:00 p.m.

(d) Night Shift - Monday through Sunday:

Employees start at 10:30 p.m., finish 7:00 a.m., except on Sundays when employees start at 12:00 midnight and finish at 8:30 a.m.

(e) Landfill Site:Monday through Sunday:

(a) Equipment Operators:

(i) 5:30 a.m. to 2:00 p.m.

(ii) 6:00 a.m. to 2:30 p.m.

(iii) 7:30 a.m. to 4:00 p.m.

(iv) 2:30 p.m. to 11:00 p.m.

(b) Labourers:

(i) 6:00 a.m. to 2:30 p.m.

(ii) 7:00 a.m. to 3:30 p.m.

(iii) 9:00 a.m. to 5:30 p.m.

(iv) 9:30 a.m. to 6:00 p.m.

(v) 3:00 p.m. to 11:30 p.m.

(vi) 10:00 p.m. to 6:30 a.m.

(vii) 11:00 p.m. to 7:30 a.m.

(c) Truck Drivers:

(i) 7:00 a.m. to 3:30 p.m.

(ii) 10:00 a.m. to 6:30 p.m.

(iii) 2:30 p.m. to 11:00 p.m.

SCHEDULE "B" (cont'd)

Page 3

(f) Load Alls

The hours of starting vary to meet traffic, weather and work situation requirements and may necessitate commencing the work day at 5:00 a.m., Monday to Friday, and at 7:00 a.m. on Saturday.

(g) Afternoon Relay Section

Relay Station Coordinator, Truck Driver III's and Labourers have shifts that are scheduled between 3:00 p.m. to 11:30 p.m. Monday through Friday.

(h) Morning Relay Section

Relay Station Coordinator and one Truck Driver III start at 5:00 a.m. and finish at 1:30 p.m., Monday to Friday, and Truck Driver III's start between 9:30 a.m. and 12:00 noon.

2. STREETS BRANCH(a) Emergency Truck

Driver of emergency truck and a swamper to work from 7:30 a.m. to 4:00 p.m., Monday through Friday. Regular swamper drives emergency truck from 7:30 a.m. to 4:00 p.m. on Saturdays and Sundays.

(b) Snow and Ice Control Crews

Drivers assigned to snow and ice control work from 4:00 p.m. to 12:30 a.m. Saturday and Sundays between November 15 and March 15.

For Sunday work only, these employees will be paid ten (10) hours at the regular rate including shift premium for each full eight (8) hour shift.

(c) Drivers

Two drivers work from 4:30 p.m. to 1:00 a.m., Monday through Friday, throughout the year.

(d) Grinding and Paving

Employees may start as early as 5:00 a.m. between April 01 and September 30, inclusive.

3. SEWERS BRANCH

A crew comprising a Truck Driver and one other employee work eight hours Saturday and have following Friday off (crews rotate).

One Pump Mechanic II and an Assistant rotate so that each works ten (10) consecutive days and lay off four (4) consecutive days in each two (2) week period, giving each alternate weekends off.

The Union recognizes the need for non-standard hours where Sewer construction and maintenance work is affected by tidal conditions. In the event of such conditions, the Employer shall seek approval of the change in hours as per Clause 6.2(b).

4. EQUIPMENT BRANCH(a) Manitoba and Cambie Yards

All night shift employees, Monday through Friday--may start between 3:30 p.m. and 4:00 p.m., and finish between 12:00 midnight and 12:30 a.m.

(b) Manitoba Yards

One Building Attendant, one Tireworker and one Machinist may start at 6:30 a.m. and finish at 3:00 p.m., Monday to Friday.

5. AUTOMOTIVE SERVICEMAN - CAMBIE YARD

Automotive Serviceworker (Police) are on rotating shifts, i.e., 3 shifts per day, 365 days per year. The established pay rate recognizes these hours of work. The 8 hour shift includes a paid straight-time lunch break during which time the employee shall remain on duty.

6. YARDS BRANCH

Security Guards work eight (8) hour shifts on any five (5) days with the two (2) days off to be consecutive. The eight (8) hour shift includes a paid straight-time lunch break during which time the employee shall remain on duty.

7. TRAFFIC OPERATIONS BRANCH(a) Painting and Sandblasting

Shifts may start as early as 4:00 a.m., Monday to Friday.

(b) Painting and Signing - Parking Lots and Parking Structures

Shifts may start as early as 4:00 a.m., Monday to Friday.

(c) Painting, Sandblasting and Sign Manufacturing in Shop

Night shift - eight (8) hour work day between 11:00 p.m. and 9:30 a.m.

SCHEDULE "C"SUPPLEMENTARY VACATIONS: EXPLANATION OF THE TABLE

In the table the figure to the left of the oblique stroke shows the number of working days* of regular annual vacation.

The figure to the right of the oblique stroke shows the number of working days of supplementary vacation, and appears in the calendar year in which they are credited to an employee. These supplementary vacation days may be taken in any of the years beginning with the one in which they were credited but prior to the one in which the next 5 days are credited.

Example:

An employee hired in 1986 is in their (11th) calendar year during 1996. The employee in 1996 will be credited with 5 supplementary working days which may be taken at any time between 1996 and 2000, both years included. In 2001 the employee will be credited with a further 5 supplementary working days, etc.

*The working day entitlement is based upon a five-day work week.

TABLE SHOWING REGULAR ANNUAL VACATION AND SUPPLEMENTARY VACATION
ENTITLEMENT IN WORKING DAYS FOR THE YEARS 1996 TO 2005 BY YEAR HIRED

Year Hired	ENTITLEMENT YEAR									
	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
2004	--	--	--	--	--	--	--	--	--	15/-
2003	--	--	--	--	--	--	--	--	15/-	15/-
2002	--	--	--	--	--	--	--	15/-	15/-	15/-
2001	--	--	--	--	--	--	15/-	15/-	15/-	15/-
2000	--	--	--	--	--	15/-	15/-	15/-	15/-	15/-
1999	--	--	--	--	15/-	15/-	15/-	15/-	15/-	15/-
1998	--	--	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-
1997	--	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-
1996	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-
1995	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5
1994	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-
1993	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-
1992	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-
1991	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-
1990	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5
1989	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-
1988	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-
1987	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-
1986	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-
1985	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5
1984	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-
1983	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-
1982	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-
1981	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-
1980	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5
1979	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-
1978	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-
1977	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-
1976	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1975	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1974	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1973	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-
1972	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-
1971	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1970	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1969	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1968	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-
1967	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-
1966	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1965	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5

SCHEDULE "D"

This is Schedule "D" referred to in
Clause 22 of this Agreement

PART I1977 NEGOTIATIONS

The Employer and the Union agree as follows:

The following are items 21 and 24 of the Memorandum of Agreement dated June 14, 1977, and entered into between the bargaining representatives of the Employer et al and the bargaining representatives of the Union et al:

21. Compressed Work Week

With respect to the Union's proposal for a Compressed Work Week based on present hours, it is agreed that decisions regarding whether or not, and if so, to what extent compressed work weeks should be introduced into the operation of any of the Employers, should be made in local discussions between individual Employers and their respective Local Unions. It is agreed, however, that arrangements for the conversion of fringe benefits from a 5-day week basis to a 4-day week basis or to a 9-day fortnight basis shall be made in accordance with one or other of the standard formulas the details of which are set forth in Appendix "A" which is attached to this Schedule "D".

It is expressly agreed that the various formulas which are to be included within all new Agreements, are to be based upon the principle that any adjustment from a 5-day week is to be accomplished with neither any additional salary or benefit cost to the Employers nor any reduction in the salaries or benefits received by their employees.

AGREEMENTS RESULTING FROM LOCAL NEGOTIATIONSRotating Shift-Equipment Branch

The Union agrees in principle to the Employer's demand for the establishment of a partial rotating shift in the Equipment Branch, subject to further discussions with representatives of the Engineering Department concerning the method of implementation.

APPENDIX "A"

This is the Appendix referred to in
Section 21 of Schedule "D", Part I

Principles Governing the Conversion of Employee Fringe Benefits in Cases of Introduction or
Renewal of Compressed Work Weeks

In the event that any of the parties to this Memorandum of Agreement decide in local discussions to extend the existing conversion of, or to convert the work week of the employees staffing the whole or a part of an Employer's operations, from five (5) working days to four (4) working days per week or to nine (9) working days per fortnight, it has been agreed that such employees' fringe benefits shall be converted as follows:

1. Basic annual working hours shall be calculated as $260.89 \times$ daily working hours as per the 5-day week; e.g., $260.89 \times 7 = 1826\frac{1}{4}$, or $260.89 \times 7.5 = 1956.675$.
2. Basic annual public holiday hours shall be calculated as $11 \times$ daily hours as per the 5-day week; e.g., $11 \times 7 = 77$, or $11 \times 7.5 = 82.5$.
3. Account shall be taken of the difference in basic annual rest period allowances; e.g., $52.178 \text{ weeks} \times 5 \text{ days} \times 20 \text{ minutes} (= 86.96 \text{ hours})$ in the case of the standard 5-day week; $52.178 \times 4 \times 20 \text{ minutes} (= 69.57 \text{ hours})$ in the case of the 4-day week; and $52.178 \times 4.5 \times 20 \text{ minutes} (= 78.27 \text{ hours})$ in the case of the 9-day fortnight.
4. Employees shall have at least two of their days off in any week consecutive, and such days off shall for purposes of Overtime pay be deemed to be the "first scheduled rest day" and the "second scheduled rest day". Pay for any work on the third day off in any week shall be in accordance with normal daily overtime rates.
5. For the purposes of Overtime pay on scheduled working days, normal daily working hours and the normal work week shall be considered to be those lengths of time established by the parties pursuant to paragraph 8 herein.
6. Annual Vacation entitlement and all credits for Deferred Vacation, Supplementary Vacation, Sick Leave benefits and Gratuity benefits shall be converted from working days to working hours by multiplying the number of days to an employee's credit by the daily working hours as per the previous 5-day week. All deductions or debits shall be made on the basis that each working day of absence shall be measured as the length of time established by the parties pursuant to paragraph 8 herein.

APPENDIX "A" (cont'd)

7. Notwithstanding any clause in a collective agreement to the contrary, an employee shall not receive pay for acting senior capacity where they have been temporarily required to accept the responsibilities and carry out the duties of a senior position because of the absence of the incumbent of that senior position due to the compressed work week.
8. In order to establish the length of the compressed work day and the compressed work week, the parties are to be governed by the principle that the basic annual working hours less basic annual public holiday hours and less basic annual rest period allowances are to remain the same under the compressed work week as they were under the standard work week.

The parties will be free to decide how to deal with the matter of public holidays in accordance with one or other of the three following ways, and their decisions will determine automatically the lengths of the compressed work day and work week:

- (a) Revert to a standard 5-day week in any week when a public holiday occurs;
 - (b) Change days off during any week when a public holiday occurs in order that each employee will work on four (4) days in every week of the year with the sole exception being when Christmas Day and Boxing Day are observed in the same week in which case each employee will work three (3) days in that week and 5 days in the immediately preceding week.
 - (c) Have a compressed work day off with pay for each public holiday, and owe the Employer the difference in hours between the length of the compressed work days and the length of the employee's former standard work day.
9. Whenever any doubt arises as to how the fringe benefit conversion should be made with respect to any item (whether or not covered by this Appendix "A"), the doubt shall be resolved by reference to the basic principle agreed upon by all parties to this Memorandum, i.e., there shall be no additional salary or benefit cost to the Employer, and no reduction in the salaries or benefits received by the employees.

SCHEDULE "D"

PART II

1978 NEGOTIATIONS

The following are items of the Memorandum of Agreement (herein referred to as the "Memorandum of Agreement") dated April 21, 1978, and entered into between the bargaining representatives of the Employer et al and the bargaining representatives of the Union et al:

TEMPORARY AND CASUAL EMPLOYEES

It is understood and agreed between the parties that:

1. An employee hired on a full-time basis shall be considered to be a Regular Full-Time Employee, unless the period of employment is expected to be definitely limited so as to render the employee Temporary Full-Time.
2. Separate pools will be established for seniority purposes effective 11:59 p.m. on December 31, 1978, i.e., one or more Regular Seniority Pools depending upon existing practice and an Auxiliary Seniority Pool.
3. Access to the Regular Seniority Pool will be extended to:
 - (a) all Regular Full-Time Employees upon completion of the probationary period contained in this Agreement;
 - (b) all Temporary Full-Time Employees upon completion of the probationary period contained in this Agreement;
 - (c) all Regular Part-Time Employees upon completion of the same number of hours as are applicable to a Regular Full-Time Employee occupying a similarly classified position;
 - (d) any other employee to whom this Agreement provides access to the Regular Seniority Pool or Pools.
4. Upon qualifying for a Regular Seniority Pool, an employee will be credited with the full period of service or all hours worked since the first day of employment in one or other of the eligible categories, i.e. Regular Full-Time, Temporary Full-Time or Regular Part-Time. For the purposes of this paragraph 4, the expressions "full period of service" and

"hours worked" shall be interpreted by the Employer and the Union in accordance with this Agreement.

5. Access to each Auxiliary Seniority Pool will be extended to all Auxiliary Employees upon the conditions set forth in paragraphs 6 - 15 inclusive.
6. As soon as an Auxiliary Employee has worked 1500 hours within two consecutive calendar years, such employee will gain entry onto the auxiliary seniority list in their jurisdiction, and will be deemed to possess seniority.
7. Upon gaining entry onto the auxiliary seniority list, an employee will be credited with the number of hours worked in any class of positions, and will hold class seniority in any such class accordingly.
8. Employees who have gained entry onto the auxiliary seniority list will continue to accumulate class seniority in any class in which they work in accordance with the number of hours worked in a position within such class.
9. An Auxiliary Employee's seniority will be lost as the result of a break in service with the Employer which exceeds one (1) year.
10. Where pay ranges exist, eligibility for advancement from one step to the next (increment) shall be based on the number of hours served by a Regular Full-Time Employee for such eligibility.
11. In the event of a layoff of Auxiliary Employees within a class (whether the layoff takes place within a program, a geographical area or across the entire bargaining unit) those employees having greatest seniority within the class will be the last ones laid off.
12. Other than as might be provided for pursuant to the terms of paragraph 11 herein, no Auxiliary Employee shall have the right to bump another employee after having been laid off.
13. An Auxiliary Employee having class seniority, and having been laid off, must, to be considered for future auxiliary employment, elect to register with the Employer for future auxiliary employment in which case the Auxiliary Employee will be given preference in hiring for future vacancies within various classes on the basis of class seniority.
14. Registration for future auxiliary employment will be made upon a standard form which will be signed and dated by the applicant and which will state the classes within which the applicant would be willing to accept a position. The completed form will be signed

and dated by an authorized representative of the Employer, and both the applicant and the Union will be provided with a copy by way of receipt.

15. When an Auxiliary Employee who has attained class seniority has been laid off, and has registered for future auxiliary employment, also registers the desire to be taken into consideration for auxiliary work in a class for which the Auxiliary Employee does not possess class seniority, the Auxiliary Employee shall be taken into consideration for appointment to a position within such new class on the basis of skills, knowledge and ability, and in any case where there is no registered applicant possessing seniority in the new class in question, and where the skills, knowledge and ability are sufficient so as to render the Auxiliary Employee qualified, then
 - (i) if the Auxiliary Employee is the only registered and qualified applicant, the Auxiliary Employee shall be appointed to the said position;
 - (ii) if the Auxiliary Employee is one of several registered and qualified applicants, the appointment to the said position shall be based on their relative skills, knowledge and ability, and if their skills, knowledge and ability are considered to be equal, then the registered and qualified applicant possessing the greatest total auxiliary seniority with the Employer, shall be appointed.

16. (1) Benefits and Payment in Lieu of Benefits
 - (a) Auxiliary Employees shall be paid an amount equal to twelve percent (12%) of their regular earnings which premium payment shall be considered to be in lieu of all employee benefits, including those providing for time off with pay, provided however, that those Auxiliary Employees who have gained entry onto the Auxiliary Seniority list shall have such pay in lieu of benefits increased to sixteen percent (16%) of their regular earnings.
 - (b) No other benefits shall be provided to Regular Part-Time and Auxiliary Employees unless expressly stated in this Clause and Clause 10.16.

- (2) A public holiday will be treated as a normal working day for all Auxiliary and Regular Part-Time Employees. Thus, an employee who works on a public holiday will be paid at straight time rates for the normal daily hours and at normal overtime rates for any hours worked in excess of normal daily or weekly hours. Similarly, an employee who does not work on a public holiday will not receive any pay or compensating time off in lieu of the holiday.

- (3) Normal daily and weekly hours shall be deemed to be 8 and 40 respectively for all Auxiliary Employees except in the case of an Auxiliary Employee working in a position normally occupied by a Full-Time Employee whose normal working hours shall be deemed to be the normal hours of the Auxiliary Employee.
- (4) For purposes of applying overtime rates, normal daily and weekly hours for all Regular Part-Time Employees shall be deemed to be those of a Regular Full-Time Employee whose position is similarly classified.
- (5)
 - (a) Any employee who is employed as an Auxiliary Employee in a position assigned to a class of positions which is recognized pursuant to this Agreement as operating on a 7-day week basis, shall be permitted to work at straight time rates for up to eight (8) hours per day on any five (5) days during a work week (which for the purposes of this Clause shall be deemed to commence at 12:01 a.m. on Monday morning and to end at 11:59 p.m. on the immediately following Sunday).
 - (b) Any employee who is employed as an Auxiliary Employee in a position assigned to a class of positions which is recognized pursuant to this Agreement as operating on a 6-day week basis, shall be permitted to work at straight time rates for up to eight (8) hours per day on any five (5) days during the 6-day week as defined in this Agreement.
- (6) None of the negotiated provisions in the 1977 Collective Agreement between the parties permitting employees to work other than the normal work week, shall be disturbed by the provisions of paragraph (5) herein.
- (7) Overtime rates will be paid on the following basis to all Auxiliary and Regular Part-Time Employees:
 - (i) Time and one-half for the first four (4) hours worked in excess of the normal daily hours in a day;
 - (ii) Double time for hours worked beyond four (4) in excess of the normal daily hours in a day;
 - (iii) In any case where an employee has already performed work on five (5) days during the week, time and one-half for any hours worked prior to 12:00 noon on the sixth day of work in that week, double time for hours worked after 12:00 noon on the sixth day, and double time for all hours worked on the seventh day of work in that week.

- (8) No shift differential premiums will be paid to Auxiliary Employees unless they are relieving Full-Time Employees on shifts that would otherwise carry such premiums.
17. Subject only to the provisions of paragraph 18 below, all Temporary Full-Time Employees shall be provided with benefits on the same basis as they are provided to Regular Full-Time Employees by the Employer, except that no Temporary Full-Time Employee shall be entitled to Dental Plan coverage or coverage under the Pension (Municipal) Act until they have been employed continuously for twelve (12) months.
18. Where Temporary Full-Time Employees are hired for a specific project and are advised at the time of being hired of the expected duration of the project, the Employer will notify the Union as soon as possible in the event circumstances subsequently arise which have the effect of terminating the project earlier than had been expected and announced.
19. In the event that any of the provisions of this Part II of Schedule "D" headed "TEMPORARY AND CASUAL EMPLOYEES" conflict or are inconsistent with the remaining provisions of this Agreement the provisions under the said designated heading shall prevail.

SCHEDULE "D"

PART III

1991-1993 NEGOTIATIONS

1. Employment Equity Committee

The Employer, the VMREU and CUPE 1004 agree to establish a committee to review matters related to Employment Equity including the review of specific classes which are under-represented by women, visible minorities, First Nations people, and persons with disabilities.

2. Nine-Day Fortnight

Effective within three (3) months following 1992 April 09, the Employer is prepared to implement on a trial basis a nine-day fortnight (term to be determined) in the Manitoba Yard Garage, Manitoba Shops and Cambie Garage on the night shift. The Automotive Serviceworker (Police) at the Cambie Garage are excluded from this provision. The nine-day fortnight shall be subject to mutually acceptable terms and conditions being worked out.

3. Rehabilitation Committee

The City of Vancouver, Vancouver Parks Board, CUPE 1004, and the VMREU agree to establish a committee during the term of the Agreement with the purpose of:

- (a) identifying positions which may be used by employees who are medically unfit to perform their job who may be retrained and/or are returning from Disability benefits or WCB;
- (b) to work out a process for placing such workers in identified positions;
- (c) to determine how the objectives of the Committee may be met with respect to seniority, postings, and crossing of jurisdictional boundary issues; and
- (d) to ensure employees who are in receipt of disability benefits who are medically fit to participate in suitable rehabilitation opportunities, either graduated return to work or other rehabilitation activities, are encouraged to participate in such programs.

In this regard, the City is prepared to commit three (3) Flagging positions to be designated for alternate employment.

This committee may be disbanded by any of the participants at the expiry of ninety (90) days' written notice to the other participants.

SCHEDULE "D"PART IV2000-2002 NEGOTIATIONS1. Trades Qualification Premium

Effective 2000 October 17, the Employer agrees to pay a premium of \$.25 per hour to all Journeyman employees (ie. possess a valid Trades Qualification ticket) who are working in a trades classification. This premium will be paid for regular hours only, will not form part of the employee's base rate of pay and will continue until the conclusion of the negotiations to renew the 2000-2002 Collective Agreement.

2. Sick Leave Trial Including Gratuity

Effective 2000 December 31, the Revised Sick Leave Program which was in place between 1994 January 01 and 1995 December 31 will again be amended by extending the program until 2001 December 31 at which time it will cease and revert to the wording in the Collective Agreement unless there is mutual agreement in writing to extend the Program.

During the interim, the Employer and the Union will review and discuss the current sick leave plan to determine if the sick leave trial should be extended, amended, or whether it should be reverted to the current provisions in the Agreement. Similarly, the Employer and Union will review and discuss the gratuity portion of the sick leave trial, to determine if it should be extended, amended, or whether it should be reverted to the current provisions in the Agreement. The Committee's terms of reference will also be expanded to include discussions on light duty work as well as the Employer's proposal on Workers' Compensation Board Make up and the notion of advanced pay.

3. Public Holidays

Effective within four (4) months following 2000 October 17, a Committee shall be established consisting of not more than three (3) representatives of the Union and three (3) representatives of the Employer (including a representative of the GVRD Labour Relations Department).

The Committee shall meet as often as necessary to review and discuss potential changes to the Public Holiday Language in the Agreement with a view to simplifying the language without making any substantive changes.

The Committee shall report its findings and recommendations to the respective bargaining committees for the renewal of the next Collective Agreement. Where a recommendation is approved by the principals of both parties, such recommendation may be implemented prior to the next round of collective bargaining.

SCHEDULE "E"

This is Schedule "E" referred to in
Clause 22 of this Agreement

APPRENTICESHIP PLAN

Equipment Branch, Engineering Department, City of Vancouver

Terms and Conditions

1. Apprentices may be indentured under the provisions of the Apprenticeship Act of the Province of British Columbia only in the Equipment Branch of the Engineering Department.
2. A maximum of fifteen (15) apprentices may be employed by the Equipment Branch, PROVIDED HOWEVER that the City Engineer may increase or decrease the maximum number of apprentices in proportion to the number of employees in that Branch, if, in the City Engineer's opinion, such adjustment is warranted.
3. The Equipment Branch may employ any number of apprentices up to the maximum determined in accordance with Clause 2 above without regard to the provisions of section 14.2 of the Collective Agreement respecting recall.
4. All vacancies for apprentice positions shall be posted in all Branches of the Engineering Department and the Park Board for a minimum of one week.
5. Apprentices shall be required to successfully complete a six month probation period as an apprentice. Upon successful completion of the probation period, an apprentice shall be credited with six months of apprenticeship service.
6. Apprentices who were employed in the Engineering Department at the time of their acceptance as apprentices and who had branch seniority, shall be entitled to exercise such branch seniority for recall purposes to that branch, and shall be entitled to all benefits connected therewith in the event that:
 - (i) they fail to complete the probationary period as an apprentice for any reason, or
 - (ii) they fail to fulfill the terms of their apprenticeship contract.
7. Apprentices shall be paid the rates of pay set out in Schedule "A" for the level attained from time to time under their contract of apprenticeship.

8. Apprentices who have served time as an apprentice with a former Employer may be placed at a level consistent with their practical experience and theoretical knowledge, subject to the approval of the Apprenticeship Branch, Ministry of Labour for the Province of British Columbia. It is understood that time served with the former Employer shall not be considered in the calculation of seniority.
9. Apprentices who are employed in the Engineering Department shall be paid the difference between their regular rate of pay and the allowances granted by Labour Canada and Employment and Immigration Canada while they are attending courses set by a training authority acceptable to the City Engineer during each year of their apprenticeships. The payment shall be made for only one course of apprenticeship completion and certification. No payment shall be made to an apprentice for repetition of a course occasioned by failure to pass an examination.
10. Any apprentice failing an examination acceptable to the City Engineer or the Apprenticeship Branch shall be permitted to repeat the examination once only at the next available examination period, if the superintendent considers the apprentice's in-shop performance adequate. In the event that the apprentice fails the examination a second time, the "apprenticeship" shall be terminated.
11. Every apprentice who has obtained a certificate of proficiency or a certificate of apprenticeship in a designated trade under the Act and for whom no journeyman's position is immediately open in the Equipment Branch, shall, subject to availability of work, be retained on staff in the branch for a maximum of six (6) months at the final step of the appropriate apprentice pay scale as provided in the contract of apprenticeship; and after expiration of the said six (6) month period, the City shall have no obligation to continue the apprentice's employment.
12. Upon obtaining a "Certificate of Proficiency" or a "Certificate of Apprenticeship", an apprentice shall be credited with seniority in the journeyman classification equal to the time served with the City as an apprentice in that trade.
13.
 - (i) No provision of this Schedule shall infringe upon or limit the City's right to hire, discharge or layoff employees.
 - (ii) For the purposes of layoff under Clause 14.1 of the Collective Agreement between the City and the Union:
 - (a) Apprentices and journeymen shall be separate as to classification and seniority.

For purposes of layoff in the apprenticeship program, seniority shall be based upon the total length of time served as an apprentice in the apprenticeship program.

For purposes of bumping, seniority shall be based on the total length of branch seniority including the time spent as an apprentice.

- (b) Journeymen Auto-Bodyworkers in the Body Shop and Upholstery Shop of the Equipment Branch shall be separate as to seniority.
 - (c) Journeymen Mechanics in the Electrical and Carburation Shop and the remainder of the journeymen Mechanics in the Equipment Branch shall be separate as to seniority.
14. Every apprentice shall be bound by all the provisions of the Collective Agreement between the City and the Union prevailing from time to time, provided however that:
- (i) where the provisions of the Collective Agreement between the City and the Union are inconsistent with the provisions of the apprentice's contract of apprenticeship and/or the provisions of this Schedule, then the provisions of the apprenticeship contract and/or this Schedule shall supersede the provisions of the Collective Agreement to the extent of such inconsistency;
 - (ii) this Schedule and the contracts of apprenticeship entered into pursuant to this Schedule shall be governed by the provisions of the Apprenticeship Act.
15. Where an apprentice is absent from work by reason of sickness or injury, the term of such apprentice's contract shall be extended accordingly, PROVIDED THAT such extension shall not exceed six (6) months in duration without the approval of the City Engineer.
16. Every journeyman taken on staff shall be required to have a British Columbia Certificate of Qualification and a British Columbia Certificate of Apprenticeship or either certificate in the designated trade as required by the Act.
17. The Employer agrees to make available to Heavy Duty Apprentices the opportunity for the Air Brake Course and the required driving time necessary to obtain Class 3 Drivers' Licenses, to be accomplished in both cases on the employees' own time. It is understood and agreed that it is not the intention of this Clause to extend this privilege to employees in any other classification.

18. In the event that the Lieutenant-Governor in Council makes tire repair a "designated trade" under the Act, the City will apply to the Director of Apprenticeship and Industrial Training to survey the Tire Shop of the Garage to determine if the employees in such Tire Shop can be included in this Apprenticeship Plan.
19. The employees listed in Schedule "A" below shall be paid by the City as journeymen in the trade designated opposite their names, while employed in such trades.

Schedule "A"

<u>Name</u>	<u>Trade</u>
H. Adam	Mechanic
T. Mair	Mechanic
B.J. Youngston	Mechanic
J. Fraley	Metal Fabricator

SCHEDULE "F"

This is Schedule "F" referred to in
Clause 22 of this Agreement

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF VANCOUVER
 (the "Employer")

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1004
 (the "Union")

TEMPORARY FULL-TIME EMPLOYEES

For as long as this Letter of Understanding is in force the Employer and the Union agree to amend the Collective Agreement provisions relating to Temporary Full-Time Employees' seniority rights as follows:

1. Temporary Full-Time Employees, who acquire seniority either by serving the probationary period of six (6) continuous months or by working twelve (12) months in twenty-four (24) consecutive months, shall have their names placed on a Temporary Full-Time Employment Recall List in the Branch they are working in order of their seniority based on their active service in the Branch and they shall accumulate seniority based on the time worked in the Branch as a Temporary Full-Time Employee.
2. Temporary Full-Time Employees shall not have the right to bump any other employees when their temporary full-time employment ends, regardless of whether they have seniority or not.
3. Employees on a Temporary Full-Time Employment Recall List shall be recalled in order of their Branch seniority for available temporary full-time employment, provided they are qualified to perform the work.
4. Employees on a Temporary Full-Time Employment Recall List shall be given the first opportunity for regular full-time employment in the Labourer 1 and 2 classifications in order of their Branch seniority, provided they are qualified to perform the work.

5. Employees who obtain regular full-time employment pursuant to paragraph 4 shall immediately be placed on the Branch seniority list and shall be credited with seniority for the time worked as a Temporary Full-Time Employee, provided that where the employee has not previously completed the probationary period, the employee shall have no seniority rights until the completion of the six (6) month probationary period at which time seniority shall be calculated retroactively.
6. Temporary Full-Time Employees with a break in service of over one (1) year shall have no rights pursuant to this Letter of Understanding.

All other Collective Agreement provisions relating to Temporary Full-Time Employees shall remain unaltered by this Letter of Understanding.

This Letter of Understanding shall remain in force until 11:59 p.m. on 1993 December 31 and shall remain in force thereafter until either party serves ninety (90) days' written notice to cancel it. Upon being cancelled the Employer and the Union shall be bound by all provisions of the Collective Agreement covering Temporary Full-Time Employees.

SIGNED ON BEHALF OF THE EMPLOYER:

SIGNED ON BEHALF OF THE UNION:

"D.H. Rudberg"

"G. Johnson"

"Malcolm Graham"

"Neil M. Bradbury"

DATED 17th August 1988

Amended 1992 April 09.

SCHEDULE "G"

This is Schedule "G" referred to in
Clause 22 of this Agreement

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF VANCOUVER
(hereinafter called the "Employer")

AND

CUPE LOCAL 1004
(hereinafter called the "Union")

Nights to Days - Garage

WHEREAS the Union wishes to have the role of seniority used in transfer from nights to days in the garage at Manitoba Yard and

WHEREAS the Employer wishes to ensure that with the changing technology there are sufficient qualified staff on both nights and days

The Employer and Union agree as follows:

- (a) Except as otherwise provided in this Letter of Understanding, the Employer shall offer to transfer employees from nights to days on the basis of Branch seniority.
- (b) Employees shall serve a minimum of two years total time on night shift before being eligible to be transferred to day shift.
- (c) An apprentice must serve a minimum of nine (9) months on night shift after graduation as part of the two-year time period on night shift.
- (d) Where a vacancy occurs on the day shift and no employee has met either the two-year time period or the nine-month time period the two-year time period will be waived first.
- (e) Where special knowledge, expertise and qualifications are required for the day shift, the Employer agrees that:

- (i) first consideration will be given to employees who have served the time periods specified in (b) and (c) above (including both day shift and night shift employees);
- (ii) where no employee who has served the time periods specified in (b) and (c) above, has the required knowledge, qualifications and expertise, then (b) and (c) may be waived in transferring an employee with such special knowledge, expertise and qualifications from nights to days;
- (iii) where no night shift or day shift employee in the Manitoba or Cambie Garage has the required knowledge, expertise and qualifications, the Employer may then hire directly onto the day shift, and such decision shall be subject to the grievance procedure.

This Letter shall remain in full force and effect until 1996 December 31 and shall continue thereafter until the expiry of ninety (90) days' written notice provided by either the Union or the Employer wishing to cancel the Letter.

Signed this 11th day of March 1992.

ON BEHALF OF THE EMPLOYER:

ON BEHALF OF THE UNION:

"Tom Timm"

"P. Wilson"

"Eileen B. Stewart"

"Neil M. Bradbury"

"Marilyn Clark"

"C. Credico"

For ease of reference, this is the letter referred to in Clause 16.4 of the CUPE 1004 Collective Agreement.

(Original on City of Vancouver Engineering Services letterhead.)

July 17, 1997

Mr. Ken Davidson
President
Canadian Union of Public Employees, Local 1004
Unit 2 - 8506 Ash Street
Vancouver, B.C.
V6P 3M2

Dear Mr. Davidson:

Re: Welding

The mechanics in the Garage are permitted to use oxyacetylene equipment for the purpose of affecting small repairs by brazing, soldering or cutting. The training of Heavy Duty Apprentices in simple welding and cutting techniques should be done by the Welding Shop as required.

The Body Shop is separate and apart from the Garage in this agreement as the use of welding techniques using oxyacetylene and electric equipment is inherent to body repair work.

“B.D.MacGregor”

B.D. MacGregor, P.Eng.
Deputy City Engineer

BDM:dga