

TABLE OF CONTENTS

1. COVERAGE.....	1
2. TERM OF AGREEMENT	1
3. UNION SECURITY.....	2
4. WORKING CONDITIONS	2
4.1. HOURS OF WORK.....	2
4.2. TEMPORARY SUSPENSION OF WORK.....	3
4.3. SAFETY.....	3
4.4. SENIORITY.....	3
4.5. VACANCIES	3
4.6. RESIDENCE	3
4.7. PROBATION PERIOD.....	4
5. REMUNERATION	4
5.1. PAY.....	4
5.2. ACTING PAY	4
5.3. ACTING MANAGER.....	5
5.4. OVERTIME	5
5.5. ELECTION OF OVERTIME	6
5.6. CALL-OUT	7
5.7. STANDBY.....	8
5.8. SHIFT PREMIUM.....	9
5.9. RETIREMENT PAY.....	9
6. VACATIONS AND OTHER LEAVE	9
6.1. ANNUAL VACATIONS	9
6.2. VACATION IN YEAR OF RETIREMENT.....	11
6.3. STATUTORY HOLIDAYS.....	11
6.4. COMPASSIONATE LEAVE.....	11
6.5. LEAVE OF ABSENCE - UNION REPRESENTATIVES	12
6.6. COMPENSATORY LEAVE.....	13
6.7. JURY AND WITNESS DUTY	13
7. SPECIAL ALLOWANCES.....	14
7.1. CLOTHING	14
7.2. MEALS	14
7.3. TRANSPORTATION	15
7.4. FIRST AID PREMIUM.....	15
8. EMPLOYEE BENEFITS	15
8.1. MEDICAL SERVICES PLAN.....	15
8.2. EXTENDED HEALTH BENEFITS PLAN	15
8.3. DENTAL PLAN	16

8.4.	GROUP LIFE INSURANCE	17
8.5.	I.B.E.W. SHORT TERM SICK LEAVE PLAN.....	17
8.6.	MEDIUM TERM SICK LEAVE PLAN.....	18
8.7.	LONG TERM SICK LEAVE PLAN	18
8.8.	SICK LEAVE REIMBURSEMENT.....	19
8.9.	CERTIFICATE OF DISABILITY.....	20
8.10.	LONG TERM TOTAL DISABILITY	20
8.11.	GRATUITY CREDITS PLAN.....	21
8.12.	WORKERS' COMPENSATION.....	22
8.13.	MUNICIPAL PENSION PLAN	22
9.	LAYOFF AND RECALL	23
9.1.	CONFLICTING PROVISIONS	23
9.2.	DEFINITIONS.....	23
9.3.	LAYOFFS.....	24
9.4.	RECALL	24
9.5.	COMPENSATION.....	26
10.	GRIEVANCE PROCEDURE.....	26
11.	ARBITRATION PROCEDURE.....	27
12.	WRONGFUL DISMISSAL.....	27
13.	LABOUR MANAGEMENT COMMITTEE	27
14.	EXPROPRIATION.....	27
15.	DEFINITIONS, DUTIES AND JURISDICTIONS	28
	SCHEDULE A.....	29
	HOURLY RATES OF PAY	29
	SCHEDULE A	30
	HOURLY RATES OF PAY FOR APPRENTICES	30
	SCHEDULE B.....	31
	DEFINITIONS, DUTIES AND JURISDICTIONS	31
	SCHEDULE C	34
	CONDITIONS FOR EXISTING DRIVER/HELPERS.....	34

THIS AGREEMENT MADE AND ENTERED INTO THIS DAY OF MARCH IN THE
YEAR TWO THOUSAND AND THREE.

BETWEEN:

THE CORPORATION OF THE CITY OF NEW WESTMINSTER
(hereinafter called the "City"),

OF THE FIRST PART

AND

LOCAL 213, THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
(hereinafter called the "Union"),

OF THE SECOND PART

1. COVERAGE

WHEREAS the City is an employer within the meaning of the Labour Relations Code, being Chapter 244 of the Statutes of British Columbia, 1996;

AND WHEREAS the Union represents all of those employees in the Electrical Department of the City except members of the Canadian Union of Public Employees, Local 387 and those employees excluded by the Labour Relations Code;

AND WHEREAS the City and the Union have carried on collective bargaining under the provisions of the Labour Relations Code and have reached an agreement as hereinafter expressed;

NOW THEREFORE THIS AGREEMENT WITNESSETH:

2. TERM OF AGREEMENT

- a) This Agreement will be for a term of Three (3) years with effect from the first day of April 2002 to the thirty-first day of March 2005, both dates inclusive, and will remain in full force and effect from year to year thereafter unless either party within four (4) months immediately preceding the date of expiry of this Agreement, or the thirty-first day of March in any subsequent year, gives to the other party written notice of its desire to change, amend, or terminate such Agreement.

- b) The operation of Subsections (2) and (3) of Section 50 of the Labour Relations Code is hereby excluded from and will not be applicable to this Agreement.

3. UNION SECURITY

- a) All employees covered by this Agreement will, within thirty (30) days of the signing of this Agreement or within thirty (30) days from the date of commencing employment if not already a member of Local 213 of the International Brotherhood of Electrical Workers, make application for membership in the Union, and if accepted, will become and remain a member of the Union while employed in any capacity covered by this Agreement.
- b) The City will deduct monthly from each employee an amount equal to the Union dues and assessments in accordance with the By-laws of the Union and transmit the amounts so deducted to the Treasurer of the Union at the end of each month. The Union will provide the City with a copy of its By-laws as may from time to time be in force.
- c) The Union reserves the right to discipline its members for violation of its Laws, Rules and Agreements.

4. WORKING CONDITIONS

4.1. Hours of Work

- a) The normal hours of work will be from 08:00 to 12:00 and from 12:30 to 16:00 Monday to Friday inclusive, on the basis of thirty-seven and one-half (37 1/2) hours per week.

Where service to the customer or the efficiency of the work requires it, an employee's hours of work may be temporarily varied to one of the following provided the employee has been given a minimum of five (5) calendar days notice:

- (i) from 06:00 to 10:00 and from 10:30 to 14:00; or
 - (ii) from 10:00 to 14:00 and from 14:30 to 18:00.
- b) Time worked during an employee's lunch break will be paid as overtime in accordance with Article 5.4 only if the lunch break is not provided within one-half (1/2) hour immediately preceding or immediately after the scheduled lunch break.
- c) Employees will not be required to work on Labour Day except to preserve life or property.

4.2. Temporary Suspension of Work

Notwithstanding any other provisions of this Agreement, in cases of circumstances beyond the control of the City, for example, but not limited to, strikes, lock-outs or work shortages, the City may temporarily reduce or suspend the hours of work of employees for a period of time not to exceed twenty (20) continuous working days. Commencing on the second (2nd) day, the City will attempt to adjust the application of the temporary suspension so that in each category, the least senior employees are affected subject to their competence. Seniority and benefits will be unaffected by the temporary reduction or suspension. Following the commencement of a temporary reduction or suspension of hours of work pursuant to this Article, the City and the Union may mutually agree to another method of effecting the temporary reduction or suspension of hours.

4.3. Safety

Working practices will be in accordance with the current Occupational Health and Safety Regulations of the Workers' Compensation Board of British Columbia and with City of New Westminster Safety Practice Regulations. Where existing regulations are inadequate, working practices will be discussed by the Safety Practices Committee consisting of two members chosen by the Union and two members chosen by the City. This Committee will meet at the request of either party. If the Committee cannot reach a decision, the matter will be referred to the Workers' Compensation Board for ruling, or to any other mutually acceptable party. Decisions of the Committee or the third party will become a part of the City of New Westminster Safety Practice Regulations.

4.4. Seniority

In all matters pertaining to employees, providing all factors are equal, seniority will prevail.

4.5. Vacancies

All advertising for new employees or of new positions will be posted in such places as may be mutually agreed upon by the parties hereto.

4.6. Residence

- a) Subject to paragraph (b), every employee will as a condition of employment, reside either within the territorial limits of the City of New Westminster or not further than 24 kilometers from those said limits; provided however that every employee must reside on the Lower Mainland of British Columbia;

- b) Following the submission of a written request to the City, and only with subsequent written approval of the City, an employee may reside outside the area specified in paragraph (a) above, but in no event will the number of employees residing outside the specified area exceed five (5) in total;
- c) Notwithstanding anything contained elsewhere in this Agreement, the City will not be required to call out, include in any callout schedule, or assign standby to any employee living outside of the area specified in paragraph (a) above;
- d) Every employee employed by the City at the date of signing this Agreement will be required to notify the City of his intention to change his place of residence from where he currently resides;

4.7. Probation Period

All new employees will be placed in a probationary capacity until the completion of six (6) months' continuous service. At any time during such period, a probationary employee may be terminated if it can be satisfactorily shown that the probationary employee is unsuitable for regular employment.

If a probationary employee continues in the same position on a fulltime basis, seniority, holiday benefits and other perquisites referable to length of service will be based on the original date of employment.

5. REMUNERATION

5.1. Pay

The rates of pay set out in Schedule "A", which is attached hereto and forms part of this Agreement, will apply during the term of this Agreement.

5.2. Acting Pay

- a) Where an employee is required to work for more than one (1) hour in a higher classification, he will be paid at the rate applicable to the higher classification for all time worked at that classification, provided however that when an employee works more than one (1) hour and less than two (2) hours in this higher classification, he will be paid for two (2) hours at the rate applicable to the higher classification.
- b) When two crews, each under the supervision of a Sub-foreman, are assigned to work together, the senior Subforeman will be paid the Foreman rate, except when the second

crew temporarily joins the work project already in progress in which case the Subforeman from the first crew will be paid the Foreman rate.

- c) Where an employee has worked in a higher classification than his normal classification for more than sixty percent (60%) of his total working hours (i.e. hours actually worked and excluding hours paid but not worked) during the calendar year he will receive at the end of the said calendar year a lump sum payment calculated in accordance with the following formula:

$$\frac{\text{Vacation Entitlement}}{261^* - \text{Vacation Entitlement}} \times \text{Total Acting Pay Premium During Year}$$

(*261 means total normal paid days per year)

Note: Acting Pay premium is equal to the higher rate minus the employee's normal classified rate.

It is understood and agreed by the parties that the original payments for time on vacation will be made on the basis of the rate for the employee's normal classification.

- d) An employee who is acting in a higher classification than his normal classification will receive the higher rate of pay for any statutory holiday where he would have been working in the higher classification on that day except for the occurrence of the holiday.

5.3. Acting Manager

Where an employee is assigned to carry out the duties and responsibilities of a Manager, the employee will be paid at a rate equal to the step on the salary range for the Manager which the City determines to be appropriate during such assignment.

5.4. Overtime

- a) Overtime is to be defined in the case of Fulltime and Temporary employees as:
 - i) time worked during an employee's regular lunch break except as provided in Article 4.1(b);
 - ii) time worked immediately following an employee's regular shift;

- iii) in cases where it has been pre-scheduled by notice provided prior to the end of the previous regular shift, time worked immediately preceding an employee's regular shift; or
- iv) in cases where it has been pre-scheduled by notice provided prior to the end of the previous regular shift, time worked at any other time;
- b) Time and one half ($1\frac{1}{2} \times$) for the first two (2) hours of overtime on any regular working day if worked immediately following an employee's regular shift;
- c) Double time ($2 \times$) for all overtime worked at any other time.
- d) Relief will be for a period of not less than eight (8) hours. Any employee called for duty within the four (4) hour period prior to the commencement of his scheduled working hours will be paid double time for all time worked prior to commencement of such scheduled working hours and thereafter at straight time for the next eight (8) working hours and will not be entitled to relief.
- e) When an employee commences overtime work more than four (4) hours prior to his scheduled working day, he will not return to nor continue into his working day unless otherwise requested, until he has had eight (8) hours of time off which will be calculated from the time his overtime work is finished. He will be paid for his working day or shift at straight time until the eight (8) hours of rest time expires at which time he must return to work to qualify for the remainder of his working day or shift at straight time rates.

Notwithstanding the above, if the eight (8) hour rest period expires later than the end of the normal luncheon period, an employee will not be required to return to work to qualify for the remainder of the working day or shift at straight time rates.

An employee who is requested to continue working into his working day or requested to return to work before he has completed his eight (8) hour rest period, will continue to be paid at the overtime rate for all time worked, plus straight time for the time his rest period overlaps his day or shift or the difference between the rest period taken and eight (8) hours. At the end of the eight (8) hour rest period he will continue to be paid at the overtime rate until he completes his work. If he is sent home before the end of his working day or shift, he will be paid at the straight time rates for the remainder of his working day or shift.

5.5. Election of Overtime

- a) At the time of working overtime the employee may elect either:

- i) to take time off equivalent to the overtime earned; or
 - ii) to receive pay for the overtime worked; or
 - iii) to take time off equivalent to fifty percent (50%) of the overtime earned and to receive pay for the remaining fifty percent (50%) of such overtime.
- b) Notwithstanding the provisions of Article 5.5(a):
- i) should any employee at any time be entitled to twenty (20) days off as compensation for overtime worked, the City will not allow such an employee to work any more time until he has taken at least ten (10) days off;
 - ii) every employee will be allowed to keep ten (10) days of overtime accumulated at all times (except as provided below); if his overtime accumulates beyond fourteen (14) days, the City may schedule his overtime off in order to reduce the total to ten (10) days;
 - iii) after October 1st, the Director of Electrical Operations will, insofar as possible, schedule off all accumulated overtime earned before the end of each year and any overtime credit that still remains will be paid at December 31st; PROVIDED HOWEVER, that an employee will be entitled to take time off equivalent to, or receive payment for, not more than five (5) working days of accumulated overtime outstanding on December 31st in any calendar year. The aforementioned entitlement will be exercised not later than September 1st in the immediately following calendar year. Accumulated overtime will be credited to the employee at the rate of pay applicable in the calendar year in which it was earned.
- c) Notwithstanding the provisions of Articles 5.5(a) and 5.5(b), no employee will take time off in respect of overtime worked without first having obtained the approval of the Director of Electrical Operations.

5.6. Call-Out

- a) Call-out is to be defined in the case of Fulltime and Temporary employees as being called back to work at any time following completion of an employee's regular shift except when pre-scheduled by notice provided prior to the end of the employee's previous regular shift which is defined as overtime in Article 5.4 above;
- b) Double time (2 ×) without exception for the time actually worked plus one (1) hour's allowance for travelling to and from home, with a minimum of three (3) hours pay at

double time. If additional calls are made upon the employee prior to the expiry of the three (3) hour period or prior to his arrival home, whichever last occurs, such additional calls will not attract an additional three (3) hours minimum, but the employee will be paid for the time actually worked plus an additional one (1) hour's allowance for travelling to and from home. If two (2) separate call-outs are completed within a three (3) hour period, the minimum payment will be four (4) hours at double time.

- c) The following provisions apply in the case of a telephone consultation callout:

Double time (2 ×) for the time actually worked, with a minimum of two (2) hours at double time for calls which do not require the employee to leave his home. If additional calls are made upon the employee prior to the expiry of the two (2) hour period, such additional calls will not attract an additional two (2) hour minimum, but the employee will be paid for the time actually worked plus one (1) hour's allowance at double time for travelling to and from home whether or not such additional calls actually require the employee to leave his home. If two (2) separate calls are completed within a two (2) hour period, the minimum payment will be three (3) hours double time.

5.7. Standby

- a) Where the needs of the service require employees to be available to perform emergency work during hours which are normally scheduled off, the City, by written arrangement with Union representatives or the Shop Steward, may by written order assign employees to standby duty. Standby duty will be equitably assigned to available qualified employees. An employee who is called to duty will be paid at the prevailing overtime rate in addition to Standby pay.
- b) No employee will be requested to stand by for a period of less than a weekend except as provided for in Article 5.7(c) herein. Notification for weekend standby will be given no later than 16:00 hours on the preceding Thursday, or if Thursday is a Statutory Holiday, on the preceding Wednesday. Standby will commence at the conclusion of the last regular working day in the week and will continue until the commencement of the first regular working day of the following week. Ten (10) hours at straight time at the employee's normal rate of pay will be paid to an employee who performs standby duty for a two day weekend and, in addition, four (4) hours at straight time at the employee's normal rate of pay will be paid for each additional working day or Statutory Holiday associated with the aforementioned weekend.
- c) Employees who are requested to stand by for Statutory Holiday(s) that are not associated with a weekend as provided for in Article 5.7(b), will be notified not less than three (3) working days prior to the Statutory Holiday(s). Such standby will commence at the conclusion of the regular working day immediately prior to the

Statutory Holiday(s), and will continue until the commencement of the regular working day immediately following the Statutory Holiday(s). An employee will be paid six (6) hours' straight-time pay at his normal rate of pay for standby duty for a single Statutory Holiday and ten (10) hours' straight-time pay at his normal rate of pay for standby duty on two consecutive Statutory Holidays.

5.8. Shift Premium

- a) A shift premium of seventy-five cents (\$0.75) per hour will be paid for all regular hours worked outside of the period 08:00 to 16:00 hours.
- b) Shift premium is not applicable to premium hours such as overtime, callout, etc., or to paid time not worked such as vacation, sick leave, holidays, etc.

5.9. Retirement Pay

Any Fulltime employee who was employed prior to 1990 January 29 and

- a) who has reached minimum retirement age as defined in the Public Sector Pension Plans Act and has completed at least ten (10) years of pensionable service in accordance with and as defined in the said Act; or
- b) whose age and years of service with the City total eighty (80) years or more, will be entitled to receive one (1) month of pay at his normal salary rate on termination of his employment for any reason.

6. VACATIONS AND OTHER LEAVE

6.1. Annual Vacations

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

- a) In the event of an employee working less than one (1) month he will be paid in accordance with the "Employment Standards Act". All employees having less service than one year with the City will receive a vacation of seven and one-half (7 1/2) hours for each complete month worked.
- b) In the first part calendar year of service, vacation will be granted on the basis of one-twelfth (1/12th) of seventy-five (75) hours for each month or portion of a month greater than one-half (1/2) worked by December 31st.

- c) During the second (2nd) up to and including the ninth (9th) calendar year of service, one hundred twelve and one-half (112 1/2) hours.
- d) During the tenth (10th) up to and including the seventeenth (17th) calendar year of service, one hundred fifty (150) hours.
- e) During the eighteenth (18th) up to and including the twenty-fifth (25th) calendar year of service, one hundred eighty-seven and one-half (187.5) hours.
- f) During the twenty-sixth (26th) and all subsequent calendar years of service, two hundred and twenty-five (225) hours.
- g) An employee who is entitled to annual vacation of two hundred and twenty-five (225) hours or more in any year:
 - i) will take at least one hundred twelve and one-half (112 1/2) hours 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 one hundred twelve and one-half (112 1/2) hours;

provided that the maximum deferred vacation which an employee may accumulate at any one time pursuant to this Article 6.1(g) will be one hundred fifty (150) hours. Scheduling of the deferred vacation will be subject to the discretion of the Director of Electrical Operations whose approval will not be unreasonably withheld.

- h) Employees who leave the service after completion of twelve (12) consecutive months of employment will receive vacation for the calendar year in which the termination occurs on the basis of one-twelfth (1/12th) of their vacation entitlement for that year for each month or portion of a month greater than one-half (1/2) worked to the date of termination;

PROVIDED THAT:

- i) "Calendar Year" for the purposes of this Agreement will mean the twelve (12) month period from January 1st to December 31st inclusive;
- j) In all cases of termination of service for any reason other than for retirement on Superannuation or on attaining maximum retirement age, adjustment will be made for any overpayment of vacation;
- k) Any portion of vacation time in excess of seventy-five (75) hours will be taken at such time as will be arranged with the Director of Electrical Operations, who will determine the scheduling of vacations after consultation with the employees;

- l) In calculating continuous employment under this Article, only years in which an employee works at least two hundred and twenty-five (225) days will be taken into account.

6.2. Vacation in Year of Retirement

Employees leaving on Superannuation or on reaching maximum retirement age are entitled to vacation as follows:

If retiring prior to April 1st, they receive one-half (1/2) of the usual annual vacation; if retiring April 1st or later, they receive the full annual vacation.

6.3. Statutory Holidays

All employees will be entitled to a holiday with pay on the following statutory holidays: New Year's Day, Good Friday, Easter Monday, Victoria Day, Canada Day, B.C. Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other general holiday declared by the City. If any of the above holidays occur while an employee is on his annual vacation, he will be granted extra days in lieu of such holidays.

Whenever one of the above named statutory holidays falls on a Saturday or a Sunday then each employee will be entitled to a day off with pay on either the immediately preceding working day or the immediately following working day. The City will have the right to decide which working day is to be observed by each employee in substitution for the named statutory holidays.

6.4. Compassionate Leave

- a) Any employee who has completed six (6) months of employment, may be granted Compassionate Leave without loss of pay for a period not to exceed twenty-two and one-half (22 1/2) hours in the following events:
 - i) in the case of the death of the employee's wife, husband, child, ward, brother, sister, parent, guardian or common-law spouse; or
 - ii) in the case of the death of any other relative if living in the employee's household; or
 - iii) in any case when it is for the purpose of attending to the affairs connected with the funeral of a parent-in-law or a grandparent of the employee.

- b) Any employee who qualifies for Compassionate Leave without loss of pay under Article 6.4(a) herein, and who is required both to attend to the affairs connected with the funeral and also to travel in connection with the funeral 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-Allouette 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 fifteen (15) hours.
- c) Requests for leave under Article 6.4(a) and (b) herein will be submitted to the Director of Electrical Operations 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 Article 6.4(a) herein may be granted such leave when on annual vacation if approved by the Director of Electrical Operations. An employee who is absent on sick leave with or without pay or who is absent on Workers' Compensation, will not be entitled to such Compassionate Leave without loss of pay.
- e) Upon application to, and upon receiving the permission of the Director of Electrical Operations, an employee may be granted leave of up to one-half (1/2) 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 Article 6.4(a) herein.

6.5. Leave of Absence - Union Representatives

All applications for leave of absence whether with or without pay will be granted only to those official Union representatives whose absence in any specific case does not interfere with the operation of the Employer.

- a) With respect to any leave of absence granted without pay, the Employer will continue to pay each representative's regular wage or salary and will 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, Extended Health and Dental coverage, sickness, accident insurance coverage and the Municipal Pension Plan. The Union will then reimburse the Employer of the amount of the account rendered within sixty (60) days.
- b) Upon application to, and upon receiving the permission of the Employer in each specific case, up to two (2) official representatives of the Union may be granted time off

without loss of pay for the purpose of settling a grievance as outlined elsewhere in this Agreement.

- c) Upon application to, and upon receiving the permission of the Employer in each specific case, official representatives of the Union may be granted leave of absence without pay for the purpose of collective bargaining with the Employer or for other Union business. Not more than three (3) representatives will be granted leave of absence for collective bargaining.

6.6. Compensatory Leave

- a) In substitution for a reduction in the average working hours per week from thirty-seven and one-half (37 1/2) hours to thirty-five (35) hours per week, each employee will, subject to paragraphs (b), (c) and (d), be granted Compensatory Leave of one hundred twenty-seven and one-half (127 1/2) hours with pay each calendar year. The Director of Electrical Operations will prepare an annual schedule of days off which may be changed in accordance with operational commitments with as much notice as possible, but in no event will such notice be less than one (1) week.
- b) Where an employee commences or terminates his employment during any calendar year, the employee's Compensatory Leave during the calendar year of commencement or termination will be one-twelfth (1/12) of one hundred twenty-seven and one-half (127 1/2) hours for each month greater than one-half (1/2) worked following commencement or prior to the date of termination. In all cases of termination for any reason, adjustment will be made for any overpayment of Compensatory Leave.
- c) Compensatory Leave will be reduced at the rate of one-half (1/2) hour for each regular shift absent:
 - i) in excess of thirty (30) continuous working days for off-the-job illness or injury;
 - ii) of one (1) day or more while on unpaid leave of absence.
- d) In the event that a scheduled Compensatory Leave day coincides with an employee's absence on a Workers' Compensation Board claim, the employee will forfeit entitlement to such Compensatory Leave day.

6.7. Jury and Witness Duty

- a) An employee who is called for Jury Duty or subpoenaed as a witness will be given time off work during the period of such duty. That employee will continue to be paid at his

normal classified rate and any remuneration received by the employee for such duty will be remitted to the City;

- b) Any costs related to the Court appearance (such as transportation, parking and meals) will remain the responsibility of the employee. Employees are not required to remit to the City, allowances they receive from the Court for travelling, meals or related expenses;
- c) In cases where an employee's private affairs have occasioned a Court appearance, such leave to attend at court will be without pay.

7. SPECIAL ALLOWANCES

7.1. Clothing

- a) The City will make arrangements for employees to purchase rain gear at a price equal to the cost to the City. When safety shoes are required on the job, and approved by the Director of Electrical Operations, the City will pay fifty (50%) percent of the cost of safety shoes purchased and fifty percent (50%) of the cost of repairs and rebuilds.
- b) The City will issue work gloves and replacements to employees on an as needed basis where the work being performed requires gloves.

7.2. Meals

- a) Subject to paragraph (b), an employee requested to work overtime will be provided with a meal and a meal intermission of not more than thirty (30) minutes at the prevailing rate upon the completion of each four (4) hours of overtime worked.
- b) An employee who works overtime immediately following his normal shift will become entitled to a meal and a meal intermission if he works more than one (1) hour of overtime.
- c) When it is impossible to provide a meal and a meal intermission due to emergency or safety reasons, the employee, at his choice, will be provided with a meal and a paid meal intermission at the prevailing rate at the completion of the work, or will be paid three-quarters (3/4) of an hour at the prevailing rate in lieu thereof.

When it is mutually agreed to delay a meal and a meal intermission, the employee, at his choice, will be provided with a meal and a paid meal intermission at the prevailing rate

at the completion of the work, or will be paid three-quarters (3/4) of an hour at the prevailing rate in lieu thereof.

- d) When an employee is notified in advance of pre-scheduled work on non-working days, he will be required to provide his own lunch.

7.3. Transportation

The City agrees to provide or pay for the transportation of an employee called for duty outside regular working hours.

7.4. First Aid Premium

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

OFA Level II	\$85 per month
OFA Level III	\$100 per month

- b) The City will pay course fees for the OFA Level II and/or III course for employees who are required to have such certification.

8. EMPLOYEE BENEFITS

8.1. Medical Services Plan

Each Fulltime employee will be entitled to enroll in the Medical Services Plan effective the first day of the calendar month immediately following the completion of one (1) month of continuous employment. The City will contribute the full premium for the aforesaid Plan.

8.2. Extended Health Benefits Plan

- a) Each Fulltime employee will be entitled to enroll in the Extended Health Benefits Plan effective the first day of the calendar month immediately following the completion of six (6) months of continuous employment. The City will pay the full premium for the Plan.
- b) The Extended Health Benefits Plan will include the following coverage:

- i) Vision Care coverage in the amount of Two hundred, fifty dollars (\$250.00) payable per person, per twenty-four month period.
 - ii) Hearing aid coverage to a maximum amount of Seven hundred dollars (\$700.00) payable per person per five calendar year period.
 - iii) The services of a clinical psychologist to a maximum amount of Six hundred dollars (\$600.00) payable per person per calendar year.
 - iv) The purchase of nicotine patches to a maximum lifetime amount of Three hundred, fifty dollars (\$350.00) per person.
- c) Coverage under this Extended Health Care Plan will include a spouse, dependent unmarried children until the age of 21, and dependent unmarried children until age twenty-five while they are in fulltime attendance at a recognized educational institute.
 - d) The lifetime coverage of each person enrolled under the Extended Health Benefits Plan will not exceed One million dollars (\$1,000,000).

8.3. Dental Plan

- a) Each Fulltime employee will be enrolled in the Dental Plan effective the first day of the calendar month immediately following the completion of six (6) months of continuous employment.
- b) An employee who is receiving coverage from an alternate source, and can produce satisfactory evidence of that alternate coverage to the City, may refrain from enrolling in this Dental Plan. Any employee who chooses not to enroll in the Dental Plan and who has produced satisfactory evidence of his alternate coverage as hereinbefore required, may be enrolled in the Dental Plan at any time that his alternate coverage ceases; PROVIDED THAT the enrollment under this Article 8.3(b) will become effective on the first day of the calendar month following thirty (30) days after written notification has been received by the Director of Human Resources.
- c) The Dental Plan will provide for the following services:
 - i) Basic Dental Services (Plan A) - The Plan will pay for eighty percent (80%) of the approved Schedule of Fees.
 - ii) Prosthetics, Crowns and Bridges (Plan B) -The Plan will pay for fifty percent (50%) of the approved Schedule of Fees.

- iii) Orthodontics (Plan C) -The Plan will pay for fifty percent (50%) of the approved Schedule of Fees for employees, spouses, and dependent, unmarried children to a lifetime maximum of Two thousand dollars (\$2,000) per person.
- d) The City will contribute the full premium for this Plan.

8.4. Group Life Insurance

Each Fulltime employee will be enrolled in the Group Life Insurance Plan effective the first day of the calendar month following the completion of six (6) months of continuous employment. The Group Life Insurance Plan will provide for One hundred thousand dollars (\$100,000) of coverage on the life of each employee so enrolled.

8.5. I.B.E.W. Short Term Sick Leave Plan

- a) Short term sick leave will be defined as the first ten (10) working days of any absence due to illness or non occupational injury.
- b) Each Fulltime employee will be enrolled in the Short Term Sick Leave Plan effective the first day of the calendar month following the completion of three (3) months of continuous employment.
- c) The Short Term Sick Leave Plan will provide for benefits which will approximate regular take home salary.
- d) Contributions to the Municipal Pension Fund will continue to be based on the employee's regular salary rate and all other normal employee benefit plans will be maintained by the City.
- e) In the event of an injury that may qualify for Workers' Compensation, the employee will be paid from the Short Term Sick Leave Plan pending a decision by the Workers' Compensation Board. If the injury is determined to be compensable by the Workers' Compensation Board, then the employee will pay back to the Short Term Sick Leave Plan monies equal to those funds received from the Short Term Sick Leave Fund once the employee begins to receive payment from the Workers' Compensation Board.
- f) The Union will undertake responsibility for the Short Term Sick Leave Plan. The participating members of the Union will contribute a percentage of their regular classified salary on a regular basis to be determined by the Union. The amount of such contributions will be determined by the Union and its members will contribute the full premium necessary to fund authorized short term sick leave absences.

8.6. Medium Term Sick Leave Plan

- a) Medium term sick leave will be defined as the next fifteen (15) weeks of any absence due to illness or non-occupational injury in excess of short term sick leave.
- b) Each Fulltime employee will be enrolled in the Medium Term Sick Leave Plan effective the first day of the calendar month following the completion of three (3) months of continuous employment.
- c) The Medium Term Sick Leave Plan will provide for benefits at 100% of regular classified salary.
- d) The initial credit of fifteen (15) weeks will be reinstated in full immediately after an employee who has used any portion of the fifteen (15) week entitlement has actively returned to work for a continuous period of one (1) month. (Any time absent, except previously approved vacation, will restart the one month period.)
- e) Contributions to the Municipal Pension Fund will continue to be based on the employee's regular salary rate and all other normal employee benefit plans will be maintained by the City.
- f) In the event of an injury that may qualify for Workers' Compensation, the employee may be paid from the Medium Term Sick Leave Plan after absence of more than that covered by the Short Term Sick Leave Fund pending a decision by the Workers' Compensation Board. If the injury is determined to be compensable by Workers' Compensation Board, then the employee will pay back to the Medium Term Sick Leave Plan monies equal to those funds received from the Medium Term Sick Leave Plan once the employee begins to receive payment from the Workers' Compensation Board.
- g) The full cost of the medium term sick leave will be paid by the City and will be partially offset by the employer/employee rebates of Employment Insurance premiums.

8.7. Long Term Sick Leave Plan

- a) Long Term Sick Leave will be defined as the next fifty-two (52) weeks of any absence due to illness or nonoccupational injury in excess of short term and medium term sick leave.
- b) Each Fulltime employee will be enrolled in the Long Term Sick Leave Plan effective the first day of the calendar month following the completion of twelve (12) months of

continuous employment, excluding absences of more than ten (10) accumulated working days and all time absent on Medium Term Sick Leave.

- c) The Long Term Sick Leave Plan will provide for benefits of eighty percent (80%) of regular gross salary.
- d) The initial credit of fifty-two (52) weeks will be reinstated in full immediately after an employee who has used any portion of the fifty-two (52) week entitlement has returned to work for a continuous period of twelve (12) months. The twelve (12) month period will be extended by the total time an employee is absent where the absences exceed twenty (20) accumulated working days during the twelve (12) month period.
- e) Contributions to the Municipal Pension Fund will continue to be based on the employee's regular salary rate and all other normal employee benefit plans will be maintained by the City.
- f) In the event of an injury that may qualify for Workers' Compensation, the employee may be paid from the Long Term Sick Leave Plan after absence of more than that covered by the Medium Term Sick Leave Plan pending a decision by the Workers' Compensation Board. If the injury is determined to be compensable by Workers' Compensation Board, then the employee will pay back to the Long Term Sick Leave Plan monies equal to those funds received from the Long Term Sick Leave Plan once the employee begins to receive payment from the Workers' Compensation Board.
- g) The full cost of the long term sick leave will be paid by the City.

8.8. Sick Leave Reimbursement

- a) The City is subrogated to the rights of an employee who has received income continuity benefits (including either Sick Leave (Short, Medium and Long Term) or Long Term Total Disability), against any third party liable to that employee for damages, and may bring an action against the third party in the employee's name to recover the wages and/or benefits paid or payable by the City.
- b) The employee will not enter into any agreement for payment of legal fees relating to the wage or benefit portion of a claim for damages without the prior written consent of the Director of Human Resources.
- c) Where a claim for damages is made to the Courts, the employee or the employee's representative will request the presiding judge, or judge and jury, to specify the amount of any award plus pre- and post-judgment interest which is attributable to recovery of wages and benefits.

- d) Upon reimbursement of the wages and/or benefits, the City will reimburse the Short Term Sick Leave, Medium Term Sick Leave, Long Term Sick Leave and Long Term Total Disability Plans, the amount of money paid out of the Plans in proportion to the total amount of money the employee reimburses the City for wage loss and/or benefits and will also credit the employee with any resultant Gratuity days to which the employee is entitled.
- e) This provision includes actions or claims made to the Insurance Corporation of British Columbia.

8.9. Certificate of Disability

- a) Sick leave pay is to be granted and applied for in writing on a form to be supplied by the City, signed by the employee and approved by the Director of Electrical Operations.
- b) The Director of Electrical Operations may at his discretion demand a Medical Certificate from a medical practitioner authorized to practice in the Province of British Columbia and nominated by the City before any request for sick leave may be granted.
- c) In the event of a request for sick leave being refused by the City, the employee concerned may submit a grievance under the terms of the Grievance Procedure.

8.10. Long Term Total Disability

- a) Each Fulltime employee will be enrolled in the Long Term Total Disability Plan effective the first day of the calendar month following the completion of twelve (12) months of continuous employment.
- b) If evidence is received that any Fulltime employee who has completed twelve (12) months of continuous employment, has become totally and permanently disabled by accident, injury or disease, so that such employee will be permanently, continuously and wholly prevented thereby from performing any work for compensation or profit, then such employee will be entitled to a total disability benefit, which when combined with any compensation (other than an employee's privately purchased insurance) such as Workers' Compensation, any disability pension benefits pursuant to the Canada Pension Plan, any periodic payments related to the disability under a "no-fault" automobile insurance policy, will achieve a benefit calculated as follows:

67 % of the regular salary at the time of disability, such rate of benefit to be indexed annually to a maximum of eight percent (8%) in accordance with annual general wage increases and to be continued during the period of total

disability from year to year until maximum retirement age pursuant to the Public Sector Pension Plans Act.

- c) The period of disability will be considered as pensionable "service" and will be approved for purposes of an indexed pension at maximum retirement age without Municipal Pension Plan contributions.
- d) The City will contribute the full premium for this Long Term Total Disability Plan. In addition, the City will continue to pay the full premiums for the Medical Services Plan, Extended Health Benefits Plan, Dental Plan and Group Life Insurance coverage during the period of total disability.
- e) An employee who has been granted a total and permanent disability benefit will retain employee status for the purpose only of payment of benefits under this total and permanent disability plan.

8.11. Gratuity Credits Plan

- a) An employee who has not used three (3) days of sick leave in any one (1) year or has used only a portion thereof will be credited with a gratuity of such unused portion. Deductions will be applicable to the current calendar year and will not affect any gratuity accumulated prior to the current calendar year.
- b) The total number of gratuity credits earned by each employee will be calculated on December 31st of each calendar year and will remain to the credit of each employee regardless of time lost in any subsequent year through illness or for any other reason.
- c) An employee who has completed three (3) years of continuous service may withdraw all or a portion of the gratuity credits which that employee has accumulated to December 31st of the previous calendar year under the following conditions:
 - i) Gratuity credits may be withdrawn in cash or in leave subject to other provisos contained in this Article 8.11;
 - ii) All requests for withdrawal will be made in writing by the employee;
 - iii) Gratuity credits which are withdrawn will be paid at the employee's regular classified rate at the time of the payout in cash or in leave;
 - iv) A request for the conversion of gratuity credits into leave will be subject to the approval of the Director of Electrical Operations and will be taken in periods of at least one (1) working day.

- d) An employee will receive his total gratuity accumulation in cash upon leaving the employ of the City provided that he has completed at least three (3) years of continuous service. The aforementioned gratuity credits will be paid at the employee's regular rate of pay in effect at the time of his severance of employment with the City.

8.12. Workers' Compensation

- a) An employee who has completed six (6) months of continuous service and who is hurt on the job will be paid his net take-home pay for a maximum period of up to twelve (12) months from the date of the accident and the City will receive his compensation cheque for that period. The City will continue payment of the service contribution to his Municipal Pension Plan and should the employee be unable to return to work at the expiration of the said twelve (12) month period, the matter will be reviewed by the City Council in the light of circumstances existing at that time.
- b) In Workers' Compensation cases where the first three (3) days are not paid by the Board, these three (3) days will be paid by the City provided that the employee concerned has completed one (1) month of continuous service.

8.13. Municipal Pension Plan

- a) Upon becoming employed by the City, an employee will contribute to the Municipal Pension Plan in accordance with the Public Sector Pension Plans Act (SBC, Chapter 44).
- b) All employees of the City who reach Superannuation age as set forth in the Public Sector Pension Plans Act will be retired whether contributing under the Act or not.
- c) Subject to the provisions of the Public Sector Pension Plans Act, the City will contribute fifty percent (50%) of the cost (to be determined by the B.C. Pension Corporation) of extending the pensionable service of an employee up to a maximum of one (1) year. This extension will represent that period of time served by the employee in a probationary capacity in the employ of the City which has not heretofore been considered as pensionable service. This benefit will be subject to the following conditions:
 - i) only an employee who has a vested interest in the Municipal Pension Plan and has reached the minimum age of retirement as defined in the Public Sector Pension Plans Act or an employee who qualifies for a disability allowance under Part 6 of the Public Sector Pension Plans Act will be eligible;

- ii) an employee who is eligible hereunder by reason of his qualification for a disability allowance and wishes to take advantage of this benefit will make his election to do so prior to terminating his employment.

9. LAYOFF AND RECALL

9.1. Conflicting Provisions

In the event of a conflict between this Article and any other provision of this Agreement, this Article will apply.

9.2. Definitions

For the purpose of this Article, the following definitions apply.

"Layoff" means a reduction in the work force for an indefinite period of time.

"Work Force" means Fulltime employees, it being understood that Temporary employees and Probationary employees will be eliminated by category subject to their competence before a layoff occurs in that category.

"Competent" means having the skills, knowledge and abilities, as evaluated by the City, and the requisite Certificate of Apprenticeship, to perform the duties and fulfill the responsibilities of a position and "competence" has a similar meaning.

"Category Seniority" means length of continuous fulltime employment since the last date of hire into the category held at the time of the layoff, except that Apprentices will also retain their immediately preceding category seniority during their apprenticeship.

"Category" means one of those as set out in Schedule "B" except that Apprentices, Chargehands, Foremen and Sub-Foremen will be considered in their respective journeymen categories.

"Laid Off Employee" means an employee who ceases work as a result of a layoff but does not include a terminated employee.

"Recall" means the return of a laid off employee, as the regular incumbent, to a Fulltime position in the same category as that held at the time of layoff.

"Terminated Employee" means an employee who is terminated pursuant to paragraph 9.4 (vi), or who elects or is deemed to have elected compensation pursuant to paragraph 9.3 (iv).

"Other Employment" means work that may be made available by the City to laid off employees and does not constitute a recall as herein defined.

9.3. Layoffs

The following principles will apply in the event of a layoff:

- i) A layoff will be effected by the City in accordance with the principle that in each category to be reduced the least senior employee(s) will be laid off provided that the remaining employee(s) possess the competence for the remaining positions. An apprentice who possesses category seniority in another category will be given the opportunity to return to his former category provided he is competent and there are employees in that category who possess less category seniority than he does.
- ii) Employees who are to be laid off will be given at least ten (10) working days written notice (or pay in lieu of notice or combination of both) advising them of their effective date of layoff.
- iii) Benefits for laid off employees will cease on the effective date of layoff with the exception of medical, extended health and dental, which will be discontinued effective the end of the month in which the effective date of layoff occurs.
- iv) At least five (5) working days prior to their effective date of layoff, employees will be required to elect in writing to avail themselves of the procedures set forth under paragraph 9.4 Recall OR paragraph 9.5 Compensation. If an employee fails to make such election within the specified time period, the employee will be deemed to have elected 9.5, Compensation.

9.4. Recall

The following will apply only to laid off employees who have elected this process pursuant to paragraph 9.3(iv):

- i) Laid off employees will be eligible for recall for a period of six (6) months following their effective date of layoff.
- ii) The City will make every reasonable attempt to contact and recall laid off employees in order of category seniority, subject to their competence.
- iii) In recalling a laid off employee, the City will advise the employee by double-registered letter directed to the latest mailing address provided by the employee. If any employee intends to be out of town during his recall period, he will advise the City and the City may make alternate arrangements for the provision of recall notice. A laid off employee who does not respond within two (2) working days of the City's attempt to contact him will no longer be eligible for recall and will be deemed terminated.
- iv) The City will specify the time when a laid off employee will report for recall, providing that the City will, upon request, allow the employee to report to work up to five (5) working days from the date of the City's initial attempt to contact the employee. A laid off employee who refuses to, or does not report as specified by the City, as determined in this paragraph, will be deemed terminated, provided however that an employee who cannot report solely due to illness or injury will be bypassed, but will otherwise remain eligible for recall.
- v) Benefits for employees who are recalled will be reinstated effective their first day of work, with the exception of medical, extended health and dental which will be reinstated effective the first day of the month following recall, provided the eligibility period has been met. Service related benefits will be prorated by the period of layoff.
- vi) Laid off employees will be deemed terminated upon the earliest of: refusal of recall, failure to respond to recall pursuant to paragraph 9.4(iii), failure to report for recall pursuant to paragraph 9.4, or failure to be recalled within six (6) months of layoff PROVIDED THAT an employee will not be deemed terminated pursuant to this paragraph while working at other employment as defined herein. Terminated employees will receive written notice of the effective date of termination.
- vii) No new Fulltime employees will be hired in a category while competent employees are eligible for recall.
- viii) A laid off employee's acceptance or refusal of other employment as herein defined, will not affect recall rights under this Article.

9.5. Compensation

The following will apply only to laid off employees who have elected this process, or who are deemed to have elected this process, pursuant to paragraph 9.3(iv):

- i) For the purpose of paragraph 9.5(ii) only:

 "Week's Pay" means a laid off employee's straight time hourly classified rate of pay, excluding all premium pay, times 37.5 normal weekly hours.
- ii) Laid off employees will be entitled to compensation of two (2) weeks of pay for between six (6) months and up to and including two (2) years of continuous service, and one (1) additional week of pay for each completed continuous year of service thereafter, subject to a total maximum of eight (8) weeks of pay.
- iii) Employees who elect or are deemed to have elected compensation pursuant to paragraph 9.3(iv) will be considered terminated on the effective date of layoff.

10. GRIEVANCE PROCEDURE

- a) Any difference concerning the interpretation, application or operation of this Agreement or concerning an alleged violation of this Agreement, (the "grievance"), will be finally and conclusively settled without stoppage of work in the following manner:
 - i) The grievance will first be referred by the Shop Steward and the employee concerned to the Manager within five (5) working days of the incident giving rise to the grievance;
 - ii) If the grievance remains unsettled five (5) working days after being referred to the Manager, the grievance will be submitted in writing to the Director of Electrical Operations;
 - iii) If the grievance remains unsettled five (5) working days after being referred to the Director of Electrical Operations, the grievance will be submitted in writing to a representative of the City designated for that purpose, who will meet with the Business Agent of the Union and attempt to settle the grievance;
 - iv) If the grievance remains unsettled five (5) working days after being referred in writing to the said representative of the City, the grievance will be settled by arbitration pursuant to Article 11 of this Agreement;

- v) The time limits set out in paragraphs (i), (ii), (iii) and (iv) above may be extended by mutual agreement between the parties.

11. ARBITRATION PROCEDURE

Arbitration under this Agreement will be conducted by a Board consisting of three (3) persons, one (1) to be nominated by each party and the third, who will be Chair, to be appointed by the two (2) said nominees. If the said nominees fail to appoint a Chair within fourteen (14) days of the nomination of the second of the said nominees, then either party to this Agreement may apply to the Minister of Labour to appoint a Chair. In all other respects, the provisions of the Labour Relations Code will apply. The decision of the Board of Arbitration will be final and binding upon both parties. Each party will bear the fees and expenses of its own nominee and will pay one half (1/2) the fees and expenses of the Chair.

12. WRONGFUL DISMISSAL

- a) Where under Article 11 an Arbitration Board finds that an employee has been dismissed, suspended or otherwise disciplined for other than proper cause, such Arbitration Board may:
 - i) direct the City to reinstate the employee and pay to the employee a sum equal to his wages lost by reason of his dismissal, suspension, or other discipline, or such lesser sum as, in the opinion of the Arbitration Board, is fair and reasonable; or
 - ii) make such other order as it considers fair and reasonable, having regard to the terms of this Agreement.

13. LABOUR MANAGEMENT COMMITTEE

A Labour Management Committee will be established consisting of three (3) representatives appointed by the Union and three (3) representatives appointed by the City. The Committee will discuss matters of mutual concern relating to employee/employer relations.

14. EXPROPRIATION

In the event that the Provincial Government or its duly authorized agent expropriates the City's electrical distribution system, the City will pay three (3) months of severance pay to any Fulltime employee who is covered by this Agreement and who is displaced from his job as a result of such expropriation, and is unable to find a reasonable opportunity for substitute employment in one of the following capacities or employment substantially similar thereto:

- a) retention by the City for some work which involved their skills; or
- b) transfer to similar work for the City of Vancouver; or
- c) retention in the employ of the expropriating authority.

15. DEFINITIONS, DUTIES AND JURISDICTIONS

The definitions, duties and jurisdictions of the various categories of employees covered by this Agreement are set out in Schedule "B" which is attached hereto, and forms part of this Agreement.

IN WITNESS WHEREOF the City has caused these presents to be sealed with its Corporate Seal and signed by the proper officials on its behalf and the Union has caused these presents to be executed under the hands of its proper officers duly authorized in that behalf as of the day and year first above written.

**THE CORPORATION OF THE CITY OF
NEW WESTMINSTER**

**LOCAL 213, THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS**

Mayor

Business Manager

City Clerk

Assistant Business Manager

SCHEDULE A

City of New Westminster

HOURLY RATES OF PAY

<u>CLASSIFICATION</u>	<u>2002 APRIL 01</u>
Assistant Storeman	\$20.18
Driver/Helper	22.03
Electrician	28.48
Foreman Electrician	32.18
Foreman Lineman	32.51
Lineman	28.77
Storeman	22.39
Subforeman Electrician	31.04
Subforeman Lineman	31.36

NOTE: A chargehand receives 103% of the appropriate basic hourly rate for the classification when assigned to Chargehand duties.

The hourly rates for Foreman and Subforeman are 113% and 109% respectively of the appropriate Journeyman hourly rate.

SCHEDULE A

City of New Westminster

**HOURLY RATES OF PAY FOR APPRENTICES
(6 Month Increments)**

Effective 2002 April 01

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Electrician	21.36	21.36	21.36	21.36	21.36	22.78	24.21	25.63
Lineman	21.58	21.58	21.58	21.58	23.02	25.89		

***PERCENTUM OF THE RESPECTIVE JOURNEYMAN RATE
(6 Month Increments)***

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Electrician	75%	75%	75%	75%	75%	80%	85%	90%
Lineman	75%	75%	75%	75%	80%	90%		

City of New Westminster

DEFINITIONS, DUTIES AND JURISDICTIONS

APPRENTICE

An apprentice is an employee serving for qualification as a Journeyman but who has not yet qualified as a Journeyman in his trade. The duties of an Apprentice will be to assist the Journeymen or Journeyman in the trade to which he is assigned. For the latter half of his third year, an Apprentice will be permitted to do the work of a Journeyman when under the direct supervision of a Journeyman.

The City will have the right to hire and employ one Apprentice in each trade regardless of the number of Journeymen employed by it in such trade. The ratio of Apprentices in any one trade will not thereafter exceed one to four Journeymen in that trade.

An Apprentice will be permitted to use tools but will not be called upon to come into direct contact with high voltage equipment or conductors which are potentially alive unless the employee has completed the requisite training modules stipulated under the Apprenticeship Program and then only when assisting and under the direct supervision of a Journeyman.

Apprentice Linemen will be required to have a Class 3 Driver's License with air brake endorsement and may be required to drive any vehicle permitted by such license. Apprentice Linemen who on 1987 March 23 do not have a Class 3 Driver's License with air brake endorsement will not be required to obtain such a license.

CHARGEHAND

Whenever not more than two Journeymen or one Journeyman and one Driver/Helper are working together without the supervision of a Foreman or Subforeman for a period of four (4) hours or more, one of the Journeymen will be designated a Chargehand. It will be the duty of the Chargehand to supervise the employee with whom he is working, and to ensure that the work is carried out safely, efficiently and expeditiously.

DRIVER/HELPER

An employee doing manual labour who has acquired familiarity with the work required and has acquired some small degree of skill, including truck driving. This employee may act as a helper to a Tradesman.

FOREMAN

A Journeyman having charge of more than four other tradesmen either Journeymen, Driver/Helpers, or Apprentices. It will be the duty of a Foreman to supervise the work of the employees under his charge in such a manner that the work is carried out safely, efficiently and expeditiously. A Foreman, in addition to supervising the work of the employees, will participate in the work whenever it is safe to do so.

JOURNEYMAN LINEMAN

A Journeyman Lineman is an employee who has been admitted to the status of Journeyman Lineman. The duties of a Lineman will include all the work on poles, towers or super-structures.

Linemen may install, connect, disconnect and remove meters; provided that Linemen will not be required to connect or disconnect meters as a result of non-payment of utility bills.

Linemen will be required to have a Class 3 Driver's License with air brake endorsement and may be required to drive any vehicle permitted by such license. Linemen who on 1987 March 23 do not have a Class 3 Driver's License with air brake endorsement will not be required to obtain such a license.

JOURNEYMAN ELECTRICIAN

A Journeyman Electrician is an employee who has been admitted to the status of Journeyman Electrician. The duties of an Electrician will include the installation, maintenance and repair of electrical wiring, radio, traffic signals and signs, setting and removing meters, switch gear and apparatus within generating stations and sub-stations. Generally speaking, the work of installing switches, buses, wiring, transformer connections, etc. in outdoor sub-stations and transformer stations (i.e. installations where station type transformers are used) will be done by Electricians. Exceptions to this general rule will be:

- a) Where pole structures are used which require climbing and where wire buses are used, supported by strain type insulators. In such cases, the framing and erection of the pole structures, and the stringing of buses will be done by Linemen.
- b) Terminating all incoming and outgoing overhead lines on building and outdoor terminal or switch structures will be done by Linemen.

SCHEDULE B

- c) Electricians may install and maintain street, park and decorative lighting. Electricians may install, connect, disconnect and remove meters.

STOREMAN

A Storeman will perform duties necessary for the receiving, storing and shipping of materials at stores locations. He will be required to complete stores requisitions and other stores accounting documents. He may be required to prepare Goods Receiving Reports. Where required, he will make simple repairs to stores items and perform housekeeping duties. His duties will include the operation of mobile and stationary cranes, reelmatic machines, fork lift trucks and other materials-handling equipment of like capacity as may be provided. He will use power tools to facilitate Storeman's work. He may be required to gas up and wash City vehicles.

In addition, a Storeman may drive vehicles to pick up and deliver material at job sites, commercial receivers, suppliers or transit agency depots and warehouses or other stores locations.

SUBFOREMAN

A journeyman having charge of not more than four other tradesmen, whether Journeymen, Driver/Helpers, or Apprentices. It will be the duty of a Subforeman to supervise the work of the men under his charge in such a manner that the work is carried on safely, efficiently and expeditiously. A Subforeman, in addition to supervising the work of the gang, will himself work as a Journeyman whenever the work in hand is such that this can safely be done.

City of New Westminster

CONDITIONS FOR EXISTING DRIVER/HELPERS

For as long as the following employees occupy a Driver/Helper position, they will not be laid off as a result of Apprentice Linemen and Linemen driving. The City may assign a Driver/Helper to perform work of another category for which the employee is competent, provided that the employee will not be paid less than the rate of pay for a Driver/Helper.

An employee who accepts a position in another category will have his name removed from the list.

H. Baryer

T. Schaffer