

COLLECTIVE AGREEMENT

between the

SAANICH INDIAN SCHOOL BOARD

and the

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

Effective from June 1, 2003 to November 30, 2004

TABLE OF CONTENTS

DEFINITIONS 1

ARTICLE 1 - PURPOSE OF THE AGREEMENT..... 1

 1.1 Purpose of the Agreement 1

 1.2 Hiring Preference 2

 1.3 Future Legislation 2

 1.4 Use of Terms 2

 1.5 Human Rights Act 3

 1.6 Sexual Harassment/Personal Harassment 3

 1.7 Discrimination and Harassment Under the Human Rights Act 4

ARTICLE 2 - UNION RECOGNITION AND RIGHTS 4

 2.1 Bargaining Unit Defined 4

 2.2 Bargaining Agent or Recognition 4

 2.3 Correspondence 4

 2.4 No Other Agreement 4

 2.5 No Discrimination for Union Activity 4

 2.6 Recognition and Rights of Stewards 4

 2.7 Bulletin Boards 5

 2.8 Union Insignia 5

 2.9 Right to Refuse to Cross Picket Lines 5

 2.10 Time Off for Union Business 5

ARTICLE 3 - UNION SECURITY 6

 3.1 Union Membership 6

 3.2 Bargaining Unit Work 6

ARTICLE 4 - CHECK-OFF OF UNION DUES 6

ARTICLE 5 - EMPLOYER AND UNION SHALL ACQUAINT EMPLOYEES..... 6

ARTICLE 6 - EMPLOYER'S RIGHTS..... 7

ARTICLE 7 - EMPLOYER-UNION RELATIONS 7

 7.1 Representation 7

 7.2 Union Bargaining Committees 7

 7.3 Union Representatives 7

 7.4 Technical Information 7

ARTICLE 8 - GRIEVANCES..... 7

 8.1 Grievance Procedure 7

 8.2 Step 1 8

 8.3 Step 2 8

 8.4 Arbitration 8

 8.5 Extension 8

 8.6 Deviation from Grievance Procedure 8

 8.7 Technical Objections to Grievances 8

 8.8 Effective Date of Settlements 8

ARTICLE 9 - ARBITRATION..... 9

 9.1 Arbitration 9

 9.2 Decision of the Arbitrator 9

 9.3 Costs 9

 9.4 Amending Time Limits 9

 9.5 Witnesses 9

 9.6 Expedited Arbitration 9

ARTICLE 10 - DISMISSAL, SUSPENSION AND DISCIPLINE.....	10
10.1 Burden of Proof	10
10.2 Dismissal.....	10
10.3 Suspension	10
10.4 Dismissal and Suspension Grievance.....	10
10.5 Right to Grieve Other Disciplinary Action	10
10.6 Evaluation Reports.....	10
10.7 Personnel File.....	11
10.8 Right to Have Steward Present.....	11
10.9 Rejection During Probation.....	11
ARTICLE 11 - SENIORITY	11
11.1 Seniority Defined.....	11
11.2 Seniority List.....	11
11.3 Loss of Seniority	11
ARTICLE 12 - SERVICE CAREER POLICY	12
12.1 Posting.....	12
12.2 Posting and Filling of Vacancies.....	12
12.3 Seniority on Promotions and Transfers.....	12
12.4 Qualifying Period on Promotions and Transfers	12
ARTICLE 13 - LAYOFF AND RECALL	12
13.1 Notice of Layoff.....	12
13.2 Layoff Process	12
13.3 Recall for Full-time and Part-time Employees	13
13.4 Recall Casual and Temporary Employees	13
ARTICLE 14 - HOURS OF WORK.....	13
14.1 Annual School Year.....	13
14.2 Flexible Hours of Work	13
14.3 Rest Periods	14
14.4 Meal Periods	14
ARTICLE 15 - OVERTIME	15
15.1 Definitions.....	15
15.2 Advanced Approval.....	15
15.3 Overtime Entitlement.....	15
15.4 Overtime Compensation.....	15
15.5 No Layoff to Compensate for Overtime	15
15.6 Right to Refuse Overtime.....	15
15.7 Overtime for Part-Time Employees.....	15
ARTICLE 16 - PAID HOLIDAYS.....	16
16.1 Paid Holidays	16
16.2 Holidays Falling on Saturday or Sunday	16
16.3 Holidays Falling on a Day of Rest	16
16.4 Holiday Falling on a Scheduled Workday	16
16.5 Holiday Coinciding with a Day of Vacation.....	16
16.6 Paid Holiday Pay	16
ARTICLE 17 - ANNUAL VACATIONS.....	17
17.1 Annual Vacation Entitlement	17
17.2 Vacation Earnings for Partial Years.....	17
17.3 Vacation Scheduling.....	17

17.4	Approved Leave of Absence With Pay During Vacation	18
17.5	Vacation Credits Upon Death.....	18
ARTICLE 18	- PAID LEAVE.....	18
18.1	Definition of Employee Paid Leave.....	18
18.2	Entitlement to Employee Leave	18
18.3	No Carry Over	18
18.4	Proof of Illness.....	18
18.5	Use of Employee Leave.....	18
18.6	Notification of Absence.....	19
ARTICLE 19	- BEREAVEMENT AND OTHER LEAVE.....	19
19.1	Bereavement Leave	19
19.2	Full-Time Union or Public Duties.....	19
19.3	Leave for Court Appearance	19
19.4	Leave for Writing Examinations	19
19.5	Leave for Taking Courses	20
19.6	Elections.....	20
19.7	General Leave	20
19.8	Donor Leave.....	20
19.9	Other Religious or Spiritual Observances.....	20
ARTICLE 20	- MATERNITY & adoption leaves	20
20.1	Maternity Leave.....	20
20.2	Parental Leave.....	21
20.3	Leave Without Pay	21
20.4	Aggregate Leave.....	21
20.5	Return from Leave.....	21
20.6	Benefit Plan.....	22
20.7	Seniority Rights on Reinstatement.....	22
20.8	Sick Leave Credits.....	22
ARTICLE 21	- OCCUPATIONAL HEALTH AND SAFETY.....	22
21.1	Statutory Compliance	22
21.2	Investigation of Accidents.....	22
21.3	Employee Working Alone.....	22
21.4	Communicable Disease Protection.....	23
ARTICLE 22	- TECHNOLOGICAL CHANGE.....	23
22.1	Recognition.....	23
ARTICLE 23	- CONTRACTING OUT.....	23
23.1	No Contracting Out.....	23
ARTICLE 24	- HEALTH AND WELFARE.....	23
24.1	Medical Examination.....	23
24.2	Health and Welfare Benefit Carriers and Plan Publications.....	23
24.3	Same Gender Spouse Entitlement	23
ARTICLE 25	- EDUCATIONAL ASSISTANCE/CAPACITY ENHANCEMENT.....	23
25.1	Concept	23
25.2	Committee.....	24
25.3	Employer-Required Courses	24
ARTICLE 26	- PAYMENT OF WAGES AND ALLOWANCES.....	24
26.1	Equal Pay	24
26.2	Pay Days	24

26.3	Rates of Pay	24
26.4	Vehicle Allowances	24
26.5	Meal Allowances	25
26.6	Salary Rate Upon Employment.....	25
26.7	Reimbursement of Reasonable Expenses	25
ARTICLE 27 - CLASSIFICATION & RECLASSIFICATION		25
ARTICLE 28 - LABOUR-MANAGEMENT COMMITTEE.....		25
28.1	Responsibilities (Objectives).....	25
28.2	Membership	26
28.3	Procedure	26
ARTICLE 29 - GENERAL CONDITIONS		26
29.1	Payroll Deductions.....	26
29.2	Copies of the Agreement	26
29.3	Supply and Maintenance of Clothing.....	26
29.4	Transportation of Children or Clients	26
29.5	Staff Confidentiality	26
29.6	Administration of Medication	26
ARTICLE 30 - LAUWELNEW SCHOOL STAFF		27
30.1	Recognition of Objectives and Principles.....	27
30.2	Instructional Schedule	27
30.3	SENCOTEN Instruction.....	27
30.4	Professional Development.....	27
30.5	Supervision	27
30.6	Staff Meetings.....	27
30.7	Preparation Time.....	28
30.8	Reporting Requirements.....	28
30.9	Extracurricular Activities.....	28
30.10	False Accusations	28
30.11	Severe Student Behaviour	28
30.12	Complaints by Students	28
ARTICLE 31 - TERM OF AGREEMENT		28
31.1	Duration	28
31.2	Notice to Bargain	29
31.3	Commencement of Bargaining.....	29
31.4	Changes in Agreement.....	29
APPENDIX A – Rates of Pay		30
APPENDIX B – Pension Plan.....		32
APPENDIX C – Group Insurance Plans		33
LETTER OF UNDERSTANDING #1 - Re: Effective Implementation of the First Collective Agreement.....		38
LETTER OF UNDERSTANDING #2 - Casual Employees		39

DEFINITIONS

For the purpose of this Agreement:

(1) **"Bargaining unit"** is the unit for collective bargaining described in the certification for which the B.C. Government and Service Employees' Union was certified by the Labour Relations Board of Canada on September 8, 1998.

(2) **"Child"** – has the meaning as set out in Section 2(1) of the Indian Act.

(3) **"Day of Rest"** in relation to an employee, means a day other than a holiday on which an employee is not ordinarily required to perform the duties of her position. This does not include employees on a leave of absence.

(4) **"Employee"** means a member of the bargaining unit.

"Employee" does not include incumbents of managerial or confidential positions mutually excluded on the original certification issued September 8, 1998 by the Canadian Labour Relations Board.

"Casual Employee" means an employee who fills temporary vacancies on an as and when basis.

"Temporary Employee" means an employee filling a position for a term certain period.

"Part-time Employee" means an employee appointed to a position on a continuous part-time basis.

"Full-time Employee" means an employee appointed to a position on a continuous full-time basis.

(5) **"Employer"** means the Saanich Indian School Board.

(6) **"Layoff"** means a cessation of employment, a reduction of regularly-scheduled hours, or elimination of a **full-time** or **part-time** job resulting from a reduction of the amount of work required to be done by the Employer, a reorganization, program termination, closure or other material change in organization, and where should work become available, employees will be recalled in accordance with Article 13 (Layoff and Recall).

(7) **"Probationary Employee"** is a new employee who shall serve a ninety (90) calendar day "probationary period" to determine suitability for employment. The probationary period may be extended in writing by mutual agreement.

(8) **"Union"** means the B.C. Government and Service Employees' Union.

ARTICLE 1 - PURPOSE OF THE AGREEMENT

1.1 Purpose of the Agreement

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

(b) The Parties recognize that it is the mission of the SISB:

“to work in a life-long partnership with Saanich people to assure the continuing use of the SENCOTEN Language and the maintenance of the cultural identity of our Nation while giving students the knowledge, skills and attitudes as citizens to enable them to successfully meet the social, economic, and political challenges of life.”

and, that this collective bargaining relationship will be continuously shaped and influenced by this mission.

(c) The SISB is entrusted by the W’SANEC’ people with the responsibility for educational services for W’SANEC’ community in accordance with the Mission, Philosophy and Guiding Principles (SKALS) and Policies of the SISB and in accordance with the authority and requirements of the *Indian Act* and the traditional Indian Code of Ethics. The SISB and the Union recognize that SISB employees have an essential role in carrying out the Mission, Philosophy and Guiding Principles (SKALS) and Policies of the SISB and adhering to the traditional Indian Code of Ethics.

(d) The Parties share a common purpose to establish equitable labour practices that contribute to the welfare of Saanich Indian School Board (“SISB”) employees while at the same time recognizing the SENCOTEN culture, values, customs, and traditions of the W’SANEC people, in particular the role of W’SANEC elders and the supremacy of the people.

(e) The SISB and Union agree that everyone in the workplace should be treated honourably in a manner that reflects the SENCOTEN values and that the SISB, its employees and the Union agree to foster a working relationship that acknowledges and is guided by the Mission, Philosophy and Guiding Principles (SKALS) and Policies of the SISB and the wider traditions of the W’SANEC people.

(f) Within this framework as described in (a), (b), (c), (d) and (e), the Parties share a desire to establish a work environment that is characterized by an effective working relationship with the members of the bargaining unit and an orderly collective bargaining relationship between the Employer and Union which recognizes this framework, the unique relationship of the SISB with Canada as a result of the Douglas Treaty, with the Department of Indian Affairs and the attendant authority, restrictions, limitations of funding and obligations of the *Indian Act*.

1.2 Hiring Preference

When hiring new employees for full-time, part-time or casual work, the Employer may give preference first to W’SANEC people, then to First Nations people generally.

1.3 Future Legislation

Subject to the Indian Act, in the event that any future legislation renders null and void or materially alters any provisions of this Agreement, the remaining provisions shall remain in effect for the term of the Agreement, and the Parties hereto shall negotiate a mutually agreeable provision to be substituted for the provision so rendered null and void or materially altered.

1.4 Use of Terms

(a) *Masculine and Feminine*: The masculine or feminine gender may be used interchangeably throughout this Agreement. Wherever one gender is used, it shall be construed as meaning the other if the facts or context require.

(b) *Singular and Plural*: Wherever the singular is used, the same shall be construed as meaning the plural if the facts so require.

1.5 Human Rights Act

The Parties hereto subscribe to the principles of the Canada Human Rights Act.

1.6 Sexual Harassment/Personal Harassment

(a) *Preamble*

The Saanich Indian School Board and the Union agree to make every reasonable effort to ensure that employees will work in an atmosphere free from sexual harassment and personal harassment and will resolve in a confidential manner any complaints that are made.

(b) *Definition of Sexual Harassment*

Sexual harassment by either employees or supervisors is defined as:

- (1) unwelcome sexual advances comprised of offensive sexual comments, sexual gestures and/or physical contact; and/or
- (2) request for sexual favours, or threats and reprisals as a result of sexual advances, and/or
- (3) that might, on reasonable grounds, be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.

(c) *Definition of Personal Harassment*

Personal harassment shall be defined as comments and/or actions designed to belittle or humiliate an employee and to destroy his/her self-esteem and/or reputation.

Protection against harassment extends to incidents occurring at or away from the workplace during or outside working hours provided the acts are committed within the course of the employment relationship.

(d) *Procedures*

- (1) Before proceeding to the formal complaint mechanism, an employee who believes she/he has a complaint of harassment may approach supervisory personnel, a Union steward, or elder to discuss potential means of resolving a complaint and to request assistance in resolving the matter. If the matter is resolved to the complainant's satisfaction the matter is deemed to be resolved.
- (2) If the matter is not resolved to the employee's satisfaction, then the employee will approach the first excluded level of management not involved in the matter, for assistance in resolving the issue. The manager will investigate the allegation and take steps to resolve the concern as appropriate within thirty (30) days of the issue being raised by the employee. The manager will discuss the proposed resolution with the employee. The employee may have a Union representative present during these discussions. If the proposed resolution is not acceptable the employee may refer the matter through the Union in writing to the Saanich Indian School Board within thirty (30) days of receiving the manager's response or when the response was due.
- (3) The Saanich Indian School Board will acknowledge in writing receipt of the Union's notice and will have the matter investigated and will take such steps as may be required to resolve the matter. The Union and the employees involved shall be advised in writing of the proposed resolutions within thirty (30) days, or such later date as may be mutually agreed by the Employer and the Union.
- (4) Where the matter is not resolved pursuant to subsection (3) above, the Union may refer the matter to arbitration.

1.7 Discrimination and Harassment Under the Human Rights Act

The Employer, in cooperation with the Union, will promote a work environment that is free from harassment and discrimination where all employees are treated with respect and dignity. Discrimination and harassment relates to sexual harassment and any of the prohibited grounds contained in the Canada Human Rights Act. Any complaint of discrimination or harassment by an employee may be handled by filing a grievance or a complaint pursuant to the Canada Human Rights Act.

ARTICLE 2 - UNION RECOGNITION AND RIGHTS

2.1 Bargaining Unit Defined

The "*bargaining unit*" shall comprise all employees included in the certification dated September 8, 1998. The Employer will advise the Union of any new positions established by the Employer that they intend to exclude from the bargaining unit. Any disputes with respect to the exclusion of new positions from the bargaining unit shall be resolved in accordance with the Canada Labour Code.

2.2 Bargaining Agent or Recognition

The Employer recognizes the B.C. Government and Service Employees' Union as the exclusive bargaining agent for all employees to whom the certification issued by the Canada Industrial Relations Board on September 8, 1998 applies.

2.3 Correspondence

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

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

2.4 No Other Agreement

Subject to the authority of the Indian Act, no employee covered by this Agreement shall be required or permitted to make a written or oral agreement with the Employer or its representatives which may conflict with the terms of this Agreement.

2.5 No Discrimination for Union Activity

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

2.6 Recognition and Rights of Stewards

The Employer recognizes the Union's right to select stewards to represent employees. The Employer and the Union agree on a maximum of five (5) stewards. The Union agrees to provide the Employer with a list of the employees designated as stewards. A steward shall obtain the permission of her/his immediate supervisor before leaving her/his work to perform her/his duties as a steward. Leave for this purpose shall be with pay. Such permission shall not be unreasonably withheld. On resuming her normal duties, the steward shall notify her/his supervisor. Duties of the steward shall include:

- (a) investigation of complaints of an urgent nature;

- (b) investigation of grievances and assisting any employee which the steward represents in preparing and presenting a grievance in accordance with the grievance procedure;
- (c) attending meetings called by management.

2.7 Bulletin Boards

The Employer shall provide bulletin board facilities for the exclusive use of the Union, the sites to be determined by mutual agreement. The use of such bulletin board facilities shall be restricted to the business affairs of the Union.

2.8 Union Insignia

A Union member shall have the right to wear or display recognized insignia of the Union.

2.9 Right to Refuse to Cross Picket Lines

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

2.10 Time Off for Union Business

- (a) *Without Pay*: Leave of absence without pay and without loss of seniority will be granted subject to operational requirements:
 - (1) to an elected or appointed representative of the Union to attend conventions of the Union and bodies to which the Union is affiliated;
 - (2) for elected or appointed representatives of the Union to attend to Union business which requires them to leave their general work area;
 - (3) to employees called by the Union to appear as witnesses before an arbitration board;
 - (4) for employees who are representatives of the Union on a Bargaining Committee to attend meetings of the Bargaining Committee and to carry on negotiations with the Employer;
 - (5) *Local Union Meetings*: The Employer agrees to allow employees to meet four (4) times a year in the Student Cultural Building at 3:30 p.m. for the purpose of attending Union meetings without loss of pay. The Union agrees to notify the Employer of the dates of such meetings at least two (2) weeks prior to the meeting.
- (b) *With Pay*: Leave of absence with pay and without loss of seniority will be granted:
 - (1) to stewards, to perform their duties pursuant to Clause 2.6;
 - (2) to employees who are representatives of the Union on the Labour-Management Committee pursuant to Article 28.

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

ARTICLE 3 - UNION SECURITY

3.1 Union Membership

- (a) All employees in the bargaining unit who on September 8, 1998 were members of the Union or thereafter became members of the Union, shall, as a condition of continued employment, maintain such membership.
- (b) All employees hired on or after September 8, 1998 shall, as a condition of continued employment, become members of the Union and maintain such membership, upon completion of thirty (30) calendar days as an employee.
- (c) Nothing in this Agreement shall be construed as requiring a person who was an employee prior to September 8, 1998 to become a member of the Union.

3.2 Bargaining Unit Work

It is not the policy or practice of the Employer to have excluded classes of employees perform work normally assigned to employees covered by this agreement.

ARTICLE 4 - CHECK-OFF OF UNION DUES

- (a) The Employer shall, as a condition of employment, deduct from the monthly wages or salary of each employee in the bargaining unit, whether or not the employee is a member of the Union, the amount of the regular monthly dues payable to the Union by a member of the Union. Each employee shall sign a Dues Authorization Check-Off form.
- (b) The Employer shall deduct from any employee who is a member of the Union any assessments levied in accordance with the Union Constitution and/or Bylaws and owing by the employee to the Union.
- (c) Deduction shall be made biweekly. Membership dues or payments in lieu thereof shall be considered as owing in the month for which they are so deducted.
- (d) Before the Employer is obliged to deduct any amount under section (a) of this Article, the Union must advise the Employer in writing of the amount of its regular monthly dues. The amount so advised shall continue to be the amount to be deducted until changed by further written notice to the Employer signed by the Staff Representative of the Union. Upon receipt of such notice, such changed amount shall be the amount deducted.
- (e) The Employer shall supply each employee, without charge, a receipt for income tax purposes in the amount of the deductions paid to the Union by the employee in the previous year. Such receipts shall be provided to the employees prior to March 1st of the succeeding year.

ARTICLE 5 - EMPLOYER AND UNION SHALL ACQUAINT EMPLOYEES

The Employer shall provide a Union steward with the opportunity to acquaint new employees with the provisions of this Agreement and the benefits and duties of Union membership and the employee's responsibilities and obligations.

ARTICLE 6 - EMPLOYER'S RIGHTS

The Union acknowledges that the management and directing of the employees in the bargaining unit is retained by the Employer except as this Agreement otherwise specifies.

ARTICLE 7 - EMPLOYER-UNION RELATIONS

7.1 Representation

No employee or group of employees shall undertake to represent the Union at meetings with the Employer without proper authorization of the Union. To implement this, the Union shall supply the Employer with the names of its officers and, similarly, the Employer shall supply the Union with a list of its supervisory or other personnel with whom the Union may be required to transact business.

7.2 Union Bargaining Committees

A Union Bargaining Committee shall not exceed three (3) members of the bargaining unit, but shall include members of the staff of the Union when negotiating with the Employer.

7.3 Union Representatives

The Employer agrees that access to its premises will be granted to members of the staff of the Union when dealing or negotiating with the Employer, as well as for the purpose of investigating and assisting in the settlement of a grievance.

Members of Union staff shall notify the excluded designated supervisory official in advance of their intention and their purpose for entry and shall not interfere with the operation of the section concerned. In order to facilitate the orderly, as well as the confidential investigation of grievances, the Employer will attempt to make available to Union representatives or stewards temporary use of an office or similar facility.

7.4 Technical Information

The Employer agrees to provide to the Union such information that is available relating to employees in the bargaining unit, as may be required by the Union for collective bargaining purposes.

ARTICLE 8 - GRIEVANCES

8.1 Grievance Procedure

(a) The Employer and Union acknowledge and recognize the traditions, culture and values of the W'ANSEC people including the role of elders in resolving a grievance through traditional aboriginal methods of conflict resolution under the grievance procedure regarding the interpretation, operation or alleged violation of a provision of this Agreement or the discipline, suspension or dismissal of an employee bound by this Agreement.

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

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

(ii) The dismissal, discipline, or suspension of an employee bound by this Agreement. The procedure for resolving a grievance shall be the grievance procedure in this Article.

8.2 Step 1

- (a) In the event that a dispute arises between the Employer and an employee, every effort shall be made to resolve the dispute through discussion between the Employer and employee. An employee may elect to process a grievance through traditional aboriginal methods of conflict resolution or through the grievance procedure. The aggrieved employee shall have the right to have his or her steward present at such a discussion.
- (b) When a grievance is to be addressed through an Aboriginal method, the Employer, Union and employee must agree to the approach.
- (c) When the grievance procedure is selected, an employee shall have the right to have a steward present at such discussions. If the dispute is not resolved, the employee may submit a written grievance, through the Union steward, to Step 2 of the grievance procedure within 10 days of making the decision to opt for the grievance procedure.

8.3 Step 2

The Employer and Union steward or staff representative of the Union shall meet to discuss and attempt to resolve the grievance within 10 days of receipt of the grievance by the Employer.

8.4 Arbitration

In the event that the Employer and Union are unable to resolve the grievance through the traditional aboriginal method or at Step 2, the grievance shall be submitted to arbitration within 30 days after the date of the Step 2 grievance meeting and the party submitting the matter to arbitration shall advise the other party in writing.

8.5 Extension

The time limits to file and resolve a grievance or submit the grievance to arbitration may be extended by agreement in writing. Agreement to an extension of time will not be unreasonably denied by either party.

8.6 Deviation from Grievance Procedure

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

8.7 Technical Objections to Grievances

It is the intent of both Parties to this Agreement that no grievance shall be defeated merely because of a technical error other than time limitations in processing the grievance through the grievance procedure. To this end, an arbitration board shall have the power to allow all necessary amendments to the grievance and the power to waive formal procedural irregularities in the processing of a grievance in order to determine the real matter in dispute and to render a decision according to equitable principles and the justice of the case.

8.8 Effective Date of Settlements

Settlements reached at any step of the grievance procedure in this Article, other than Clause 8.13, shall be applied retroactively to the date of the occurrence of the action or situation which gave rise to the

grievance, but not prior to the effective date of the Agreement in effect at the time of the occurrence or the date set by a board of arbitration.

ARTICLE 9 - ARBITRATION

9.1 Arbitration

In the event that a grievance is submitted to arbitration, the appointment of an arbitrator shall be by mutual agreement. The parties shall give preference to qualified Aboriginal persons. Should the parties be unable to reach agreement on the appointment of an arbitrator, the provisions of section 57(4) the Canada Labour Code shall apply to the appointment of the arbitrator.

9.2 Decision of the Arbitrator

The decision of the arbitrator shall be final, binding, and enforceable on the Parties. The arbitrator shall have the power to dispose of a grievance by any arrangement deemed just and equitable. However, the arbitrator shall not have the power to change this Agreement by altering, modifying or amending any provisions.

9.3 Costs

The Parties to this Agreement shall jointly bear the cost of the arbitrator and each of the Parties shall bear the cost of its own representatives and witnesses.

9.4 Amending Time Limits

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

9.5 Witnesses

At any stage of the grievance or arbitration procedure, the Parties may have the assistance of the employee(s) concerned as witnesses. All reasonable arrangement will be made to permit the concerned Parties or the arbitrator(s) to have access to the Employer's premises to view any working conditions, which may be relevant to the settlement of the grievance.

9.6 Expedited Arbitration

Subject to Clause 9.1, expedited arbitration shall refer to a system of rights arbitration incorporating procedures specifically designed to reduce delay and/or cost in the hearing and issuance of an award.

(a) All grievances shall be considered suitable for and resolved by expedited arbitration except grievances in the nature of:

- (1) dismissals;
- (2) grievances requiring substantial interpretation of a provision of the Agreement.

By mutual agreement, a grievance falling into any of these categories may be placed into the expedited arbitration process.

(b) The Parties shall mutually agree upon a single arbitrator, where no agreement can be reached the CIRB will appoint an arbitrator.

(c) The arbitrator shall hear the grievance and shall render a decision within two (2) workdays of such hearings. No written reasons for the decision shall be provided beyond that which the arbitrator deems appropriate to convey a decision.

- (d) Expedited arbitration awards shall be of no precedential value and shall not, therefore, be referred to by the Parties in respect of any other matter.
- (e) All settlements of expedited arbitrations shall be "*without prejudice*".
- (f) The Parties shall equally share the cost of fees and expenses of the arbitrator and hearing room.
- (g) No later than two (2) weeks prior to the scheduled hearing for each grievance, the Union and the Employer, or the Employer's designate, shall prepare a statement of agreed facts for presentation at the hearing. They will identify the names of all witnesses that they intend to call and will advise the other Party of the purpose for which that witness is being called. They will also identify any preliminary issues that they intend to raise with the arbitrator and the remedy being sought.
- (h) Notwithstanding the above, either Party may remove a case from the expedited process and forward it to full arbitration as per Article 9 of this Agreement.

ARTICLE 10 - DISMISSAL, SUSPENSION AND DISCIPLINE

10.1 Burden of Proof

In all cases of discipline, the burden of proof of just cause shall rest with the Employer.

10.2 Dismissal

The Employer may dismiss any employee for just cause. Notice of dismissal shall be in writing and shall set forth the reasons for dismissal.

10.3 Suspension

The Employer may suspend an employee for just cause. Notice of suspension shall be in writing and shall set forth the reasons for the suspension.

10.4 Dismissal and Suspension Grievance

All dismissals and suspensions will be subject to formal grievance under Article 8 of this Agreement. A copy of the written notice of dismissal or suspension shall be forwarded to the Staff Representative of the Union within five (5) workdays of the action being taken.

10.5 Right to Grieve Other Disciplinary Action

(a) Disciplinary action grievable by the employee shall include written censures, letters of reprimand and adverse reports or performance evaluation. An employee shall be given a copy of any such document placed on the employee's file, which might be the basis of disciplinary action. Should an employee dispute any such entry in her/his file, her/his which might be the basis of disciplinary action. Should an employee dispute any such entry in her/his file, she/he shall be entitled to recourse through the grievance procedure and the eventual resolution thereof shall become part of her/his personnel record.

(b) Upon the employee's request any such document, other than official evaluation reports, shall be removed from the employee's file after the expiration of fifteen (15) months from the date it was issued provided there has not been a further infraction.

10.6 Evaluation Reports

The purpose of employee performance evaluations is to acknowledge and support the effective delivery of educational and related services for students and their communities. All employees shall receive regular

performance evaluations. Such performance evaluations shall be in writing and are to be signed by both the employee and supervisor. Evaluations may be grieved.

10.7 Personnel File

An employee or Union steward with the written authority of the employee, shall be entitled to review the employee's personnel file provided the Employer is given prior notice to having access to the file and the Employer has the option to be present during such review.

10.8 Right to Have Steward Present

- (a) An employee has the right to have his/her steward present at any discussion with the Employer, which the employee believes might be the bases of disciplinary action.
- (b) A steward shall have the right to consult with a staff representative of the Union and to have a local representative present at any discussion with supervisory personnel which the steward has been advised might be the basis of disciplinary action against the steward providing that this does not result in an undue delay of the appropriate action being taken.

10.9 Rejection During Probation

The Employer may dismiss a probationary employee for just cause. The test of dismissal for just cause shall be a test of suitability for the probationary employee for continued employment in the position to which she has been appointed, provided that the factors involved in suitability could reasonably be expected to affect work performance.

ARTICLE 11 - SENIORITY

11.1 Seniority Defined

"*Seniority*" shall mean the length of continuous service of full-time and part-time employees with the Employer in the bargaining unit. Including service prior to Union certification.

11.2 Seniority List

The Employer shall maintain a service seniority list showing the date each full-time and part-time employee commenced employment. The Employer shall provide a copy of the seniority list annually to the Union on April 1st of each year. Where within thirty (30) days of posting the Union does not dispute its accuracy, the seniority list shall be deemed accurate.

11.3 Loss of Seniority

- (a) An employee on leave of absence without pay, other than leave of absence without pay as set out in Article 2.10 shall not accrue seniority. Upon returning the employee shall receive her/his position back, or a position of equal rank and salary.
- (b) An employee on a claim recognized by the Workers' Compensation Board (WCB) shall be credited with service seniority equivalent to what she/he would have earned had she/he not been absent and had been able to work.
- (c) An employee shall lose her/his seniority as an employee in the event that:
 - (1) she/he is discharged for just cause;
 - (2) she/he voluntarily terminates employment;
 - (3) she/he is on layoff for more than one (1) year.

ARTICLE 12 - SERVICE CAREER POLICY

12.1 Posting

All new or vacant positions within the bargaining unit to be filled shall be posted on the Union bulletin board for a period of not less than ten (10) working days prior to the closing date for the filling of the position. The posting shall include the qualifications and all information relevant to the position.

12.2 Posting and Filling of Vacancies

The Employer shall post a vacant position with existing employees at the same time will advertise within the communities of the W'SANEC people and then where there are no qualified applicants the Employer shall post external to the communities of the W'SANEC people all regular full-time and part-time vacant positions describing the position, the location of the vacancy, the date of commencement and the required qualifications. The Employer shall post and advertise a vacancy at least fourteen (14) calendar days in advance of selection.

In filling such vacant regular positions, appointments shall be made to the employee or person with the required qualifications, level of competence and efficiency as required by the position. Where the selection is between two employees and such requirements are equal, seniority will be the determining factor.

12.3 Seniority on Promotions and Transfers

The parties agree that all promotions and transfers within the bargaining unit shall be made on the basis of seniority provided an employee has the necessary qualifications, skill, knowledge and ability for the position.

12.4 Qualifying Period on Promotions and Transfers

If an employee is promoted or transferred to a vacant position, then the employee shall be considered a qualifying employee in her/his new position and will not be required to serve a probationary period. A qualifying employee shall be subject to a thirty (30) day qualifying period. In the event that a qualifying employee fails to pass the qualifying period, the employee shall be returned to their former position.

ARTICLE 13 - LAYOFF AND RECALL

13.1 Notice of Layoff

The Employer agrees to supply the Union with a much advanced notice as possible of employees to be designated for layoff, but at a minimum notice requirements shall be in compliance with the provisions of the Canada Labour Code.

13.2 Layoff Process

The Employer may lay off any employee for budgetary reasons, lack of work, or operational restructuring. The Employer shall lay off employees on the basis of seniority and job classification. In the event of such a lay off, the Employer shall provide fourteen (14) days written notice of lay off to the employee or employees affected and a copy of such notice will be sent to the Union.

Any employee who is subject to lay off shall have the right to bump into a position in accordance with his/her seniority provided that he/she possesses the necessary ability, experience and qualifications to perform the duties of the new position.

An employee subject to lay off shall not be entitled to bump up or to be assigned to our fill a vacancy for a higher paid position.

13.3 Recall for Full-time and Part-time Employees

- (a) Full-time or Part-time employees who are laid off and opt to be put on the recall list shall be placed on a recall list for one (1) year.
- (b) A Full-time or Part-time employee who opts to remain on the recall list shall be recalled in order of service seniority provided she/he possesses the skills and abilities to perform the job.
- (c) The Employer will attempt to reach the Full-time or Part-time employee for position(s) by telephone and registered mail for one (1) work week.
- (d) It is the responsibility of the laid off Full-time or Part-time employee to ensure that the Employee is kept notified of her/his current mailing address, telephone and availability.
- (e) If the recalled employee with the most service seniority is unavailable or refuses work, the employee with the next highest service seniority who possesses the skills and abilities to perform the job shall be recalled.
- (f) Full-time or Part-time employees have the right to be put on the temporary recall list if they advise the Employer in writing.

13.4 Recall Casual and Temporary Employees

Casual and temporary employees are subject to the same hiring process as regular full-time and part-time employees. Casual and temporary employees are placed on a recall list for the purpose of being called to fill casual and temporary vacancies.

Recall List – The Employer shall maintain a separate recall list for temporary work. Employees shall be recalled based on their seniority, provided they possess the skills and abilities to perform the job.

ARTICLE 14 - HOURS OF WORK

14.1 Annual School Year

The Employer provides educational services to its students from the first week in September to the last week in June. The Tribal School is normally open, Monday to Friday, 8:00 am to 4:00 pm. The instruction of students normally covers the period from Monday to Thursday, 8:30 am to 2:30 pm and Friday, 8:30 am to 1:15 pm.

14.2 Flexible Hours of Work

Where it is necessary for operational requirements to change the start and finish times of a regular work week for staff, the Employer shall provide forty-eight (48) hours notice of any such changes and such change shall be with mutual agreement of the employee.

- (a) *Hours of Work for Tribal School Teaching and Teaching Assistant Staff*

Teaching staff are required to work an annual work year which commences in the last week of August and ends in the last week of June. Within the annual work year, teaching staff are required to be at the School to undertake instructional and supervisory responsibilities from Monday to Thursday, 8:00 am to 2:45 pm and Friday 8:00 am to 1:30 pm.

Teaching Assistants are required to work an annual work year which commences in the last week of August and ends in the last week in June. Within the annual work year, the regular work day for teaching assistants is **normally** Monday to Friday 8:00 am to 3:30 pm with a thirty minute lunch break.

The LTS School secretary is required to work Monday to Friday 8:00 am to 4:00 pm with a one hour lunch break.

(b) *Hours of Work for Staff in Adult Education Center*

The Adult Education Center is normally open Monday to Friday, 8:30 am to 4:30 pm. Staff in the Adult Education Center are required to work an annual work year which commences in the last week of August and ends in the last week of June. Within the annual work year, teaching staff **normally** work a regular work week from Monday to Friday, 8:30 am to 3:30 pm with a one-hour lunch break. Within the annual work year, the non- instructional staff works a regular work week from Monday to Friday, 8:30 am to 4:30 pm.

(c) *Hours of Work for Bus Drivers*

Bus Drivers are required to work an annual work year, which commences the first day of the School year and ends the last School day in June. Within the annual work year, the regular workday for bus drivers is normally Monday to Friday; 7:30 am to 3:30 pm with an hour lunch break.

(d) *Hours of Work for Administrative/Clerical Staff*

Administrative employees are required to work an annual work year from September 1 to August 31. Within the annual work year, the regular workday for administrative/clerical staff is **normally** Monday to Friday; 8:00 am to 4:30 pm with an hour lunch break.

(e) *Hours of Work for Maintenance Staff*

Maintenance employees are required to work an annual work year from September 1 to August 31. Within the annual work year, the following classifications, regular work week is **normally** as follows:

Grounds Keeper – Monday to Friday, 7:00 am to 3:30 pm with a thirty (30) minute lunch break.

Building Maintenance – Monday to Friday, 8:00 am to 4:30 pm with a thirty (30) minute lunch break.

Custodian 1 – Monday to Friday, 7:00 am to 11:00 am and 3:00 pm to 7:00 pm.

Custodian 2 – Monday to Friday, 3:00 pm to 10:30 pm with a thirty (30) minute lunch break.

Custodian 3 – Monday to Friday, 3:00 pm to 10:30 pm with a thirty (30) minute lunch break

Custodian 4 – Monday to Friday, 6:00 pm to 9:00 pm.

14.3 Rest Periods

All employees shall be entitled to a fifteen (15) minute break period in the morning.

14.4 Meal Periods

All employees who work five (5) or more consecutive hours shall be entitled to a meal break that lasts at least one-half (½) hour.

ARTICLE 15 - OVERTIME

15.1 Definitions

- (a) *"Overtime"* means work performed by a full-time employee in excess or outside of her regularly-scheduled hours of work.
- (b) *"Straight-time rate"* means the hourly rate of remuneration.
- (c) *"Time and one-half"* means one and one-half (1½) times the straight-time rate.

15.2 Advanced Approval

All overtime shall be approved in advance by an employee's supervisor and shall be documented on an employee's pay sheets. Saanich Indian School Board shall not honour overtime not approved in advance by an employee's supervisor.

15.3 Overtime Entitlement

- (a) An employee will be entitled to compensation for authorized overtime in excess of:
 - (1) the scheduled daily hours.
- (b) Overtime shall be compensated in thirty (30) minute increments, however, employees shall not be entitled to any compensation for periods of overtime of less than five (5) minutes per day.

15.4 Overtime Compensation

- (a) All employees shall be compensated for overtime work performed before and after regular working hours.
- (b) Overtime shall be compensated either in cash or equivalent compensatory time off (CTO), or a combination of both as determined by the employee, provided such time off is scheduled by mutual agreement.

15.5 No Layoff to Compensate for Overtime

An employee shall not be required to layoff during regular hours to equalize any overtime worked.

15.6 Right to Refuse Overtime

All employees shall have the right to refuse to work overtime, except when required to do so in emergency situations, **or where there is established special events or staff meetings designated by the Employer, without being subject to disciplinary action for so refusing.**

15.7 Overtime for Part-Time Employees

- (a) A part-time employee working less than the normal hours per day of a full-time employee, who is required to work longer than her regular workday, shall be paid at the rate of straight-time for the hours so worked, up to and including the normal hours in the workday of a full-time employee.
- (b) A part-time employee working less than the normal days per week of a full-time employee, who is required to work other than her regularly-scheduled workdays, shall be paid at the rate of straight-time for the days so worked up to and including the normal workdays in the work week of a full-time employee.
- (c) Overtime rates shall apply to hours worked in excess of (a) and (b) above.

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

The following have been designated as paid holidays:

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

Any other holiday proclaimed as a holiday by the Federal Government, or by the Saanich Indian School Board for the locality in which the employee is working shall also be a paid holiday.

16.2 Holidays Falling on Saturday or Sunday

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

16.3 Holidays Falling on a Day of Rest

When a paid holiday falls on an employee's day of rest, the employee shall be entitled to a day off with pay in lieu, with scheduling of the lieu day to be by mutual agreement.

16.4 Holiday Falling on a Scheduled Workday

An employee who works on a designated holiday, which is a scheduled workday, shall be compensated at the applicable overtime rates for hours worked, plus a day off in lieu of the holiday. The scheduling of the lieu day shall be by mutual agreement.

16.5 Holiday Coinciding with a Day of Vacation

Where an employee is on vacation leave and a day of paid holiday falls within that period, the paid holiday shall not count as a day of vacation.

16.6 Paid Holiday Pay

Payment for holidays will be at the employees' basic pay.

ARTICLE 17 - ANNUAL VACATIONS

17.1 Annual Vacation Entitlement

(a) Non-teaching staff shall accrue vacation based on hours worked on an annual basis and shall be entitled to paid vacation at his or her regular wage or salary as follows:

Years Worked	12 month	10 month
1 year continuous employment	12 days	10 days
2 to 7 years	17 days	14 days
8 to 14 years	22 days	18 days
15 to 23 years	27 days	23 days
24 years and up	32 days	27 days

(b) *Continuous Employment*

Non-teaching employees who work ten months of the year shall be deemed to have continuous employment for the purposes of vacation entitlement. No non-teaching employee shall be entitled to paid vacation leave who has not completed one year of continuous employment full-time or part-time.

(c) *Payment of Vacation*

A non-teaching employee shall be paid for vacation leave for Christmas and Spring breaks on regular payroll days unless otherwise agreed to by Saanich Indian School Board. For non-teaching employees' only working 10 months of the year, the employee shall be paid out for any remaining vacation leave owing at the beginning of the school recess unless otherwise agreed to by Saanich Indian School Board. Any earned vacation pay outstanding at the time of resignation or termination of an employee shall be paid out at the date of resignation or termination.

(d) *Unearned Vacation*

An employee who resigns or is terminated prior to having earned all the vacation taken may be deducted pay for such unearned vacation.

17.2 Vacation Earnings for Partial Years

During the first partial year of service a new employee will earn vacation at the rate of four percent (4%) vacation pay added to each pay period.

17.3 Vacation Scheduling

(a) The scheduling and taking of vacations shall be based on the school year. "School Year" means from September 1st to the last day of school in June annually.

(b) (1) The scheduling of vacations will be by seniority

(2) Vacation schedules are to be submitted to and approved by employee supervisors at the beginning of September each year and vacation is to be taken initially in one of the designated blocks of Christmas, Spring break and the Summer period prior to any vacation being granted during the regular school session.

(3) Preference in the selection and allocation of vacation time shall be determined within each work unit on the basis of seniority

(c) Vacation schedules, once approved by the Employer, shall not be changed, other than in cases of emergency, except by mutual agreement between the employee and the Employer. Such approval shall not be unreasonably withheld.

17.4 Approved Leave of Absence With Pay During Vacation

When an employee is qualified for sick leave, bereavement leave, or any other approved leave during her vacation period, there shall be no deduction from her vacation credits for such leave. The period of vacation so displaced shall be taken at a mutually agreed time. An employee intending to claim displaced vacation leave must advise the Employer and provide necessary documentation within seven (7) days of returning to work.

17.5 Vacation Credits Upon Death

Earned but unused vacation entitlement shall be made payable, upon termination due to death, to the employee's dependant or, where there is no dependant, to the employee's estate.

ARTICLE 18 - PAID LEAVE

18.1 Definition of Employee Paid Leave

Employee leave means leave for sickness, medical appointments, family or personal circumstances or to attend funeral of a non-family member **or the birth or adoption of the employee's child or a court appearance for a hearing concerning an employee's child or in the case of illness of a child of an employee.**

18.2 Entitlement to Employee Leave

Employees working for a ten month period are entitled to ten (10) days of employee leave per year; employees working for a twelve month period are entitled to twelve (12) days of employee leave per year. New employees accrue one day per month of employee leave until completion of their first year of service with the Employer.

18.3 No Carry Over

Employees are not entitled to carry over employee leave to the new school year and are paid out for one-half of any remaining employee leave up to a maximum of six (6) days.

18.4 Proof of Illness

An employee may be required by the Employer to produce a certificate from a qualified medical practitioner for any illness certifying that such employee is unable to carry out her duties due to illness or non-compensable accident. The Employer may exercise this requirement after the first three (3) days of each incident of sickness or accident.

(a) The cost of supplying such written information shall be borne by the Employer.

18.5 Use of Employee Leave

The Employer and Union recognize that it is the responsibility of the employee to manage their employee leave in a professional and accountable manner. The following procedure shall apply to the use of employee leave:

(a) employee leave shall be taken in .5 or 1 day periods only, unless otherwise approved by the employee's supervisor;

- (b) employee leave shall be paid out at the end of each employee year (August 30) or at the end of their term of employment, or at the date of lay off, unless otherwise approved by the employee's supervisor;
- (c) an employee shall provide notification of leave to their supervisor on the morning of each employee leave absence and where applicable the employee shall be responsible for ensuring a replacement is available.

18.6 Notification of Absence

All employees must notify their supervisor as soon as reasonably possible on the day of absence due to illness. Where the supervisor is absent at the time of call-in, a message can be left with a colleague. Failure to provide notification of absence in this manner may result in loss of pay.

ARTICLE 19 - BEREAVEMENT AND OTHER LEAVE

19.1 Bereavement Leave

- (a) In the event of the death of an immediate family member, an employee shall be entitled to five (5) working days without loss of pay. An employee may request additional bereavement leave. Any leave beyond five (5) working days requires the written approval of the employee's supervisor.
- (b) "*Immediate family*" means spouse, (Step) grandparent; (Step) parent; (Step) brother; (Step) sister; (Step) son; (Step) daughter; mother/father in-law; sister/brother in-law; guardian; uncle; aunt; first cousin, or any person permanently residing in the employee's household.
- (c) Where established ethno cultural, religious or spiritual practices provide for ceremonial occasions other than the bereavement period in (a) above, the balance of the bereavement leave as provided in (a) above, if any, may be taken at the time of the ceremonial occasion.

19.2 Full-Time Union or Public Duties

The Employer shall grant, on written request, leave of absence without pay:

- for an employee to seek election in a Municipal, Provincial, Federal or First Nations election;
- for an employee elected to a public office for a maximum period of five (5) years;
- for an employee selected for a full-time position with the Union or any body to which the Union is affiliated for a period of up to one (1) year.

19.3 Leave for Court Appearance

An employee who is subpoenaed for jury duty or called as a court witness and required to attend court, shall be granted leave and continue to receive full pay while so engaged providing she/he turns over any monies she/he receives as a result of such activity on the days she/he would normally be working. Court leave may also be used to attend court for land claims or fishery issues if necessary.

19.4 Leave for Writing Examinations

Leave of absence with pay may be granted to allow employees' time to write examinations for courses provided that such courses are related to the employee's job and approved by the Employer. Such leave shall not be unreasonably withheld.

19.5 Leave for Taking Courses

An employee shall be granted leave with pay to take job related courses at the request of and with the approval of the Employer and an employee may be granted leave without pay, or leave with partial pay, to take job related courses in which the employee wishes to enrol.

19.6 Elections

An employee eligible to vote in a Federal, Provincial, Municipal or First Nation election or a referendum shall have four (4) consecutive clear hours from employment during the hours in which the polls are open, in which to cast her/his ballot.

19.7 General Leave

Notwithstanding any provision for leave in this Agreement, the Employer may subject to operational requirements grant leave of absence without pay to an employee requesting such leave provided the employee gives a minimum of thirty (30) days notice to the Employer. Such request to be in writing and approved by the Employer. Approval shall not be unreasonably withheld.

19.8 Donor Leave

An employee shall be granted up to two (2) days with pay for the purpose of donating bone marrow or an organ.

19.9 Other Religious or Spiritual Observances

- (a) Employees who practise non-Christian religions or Aboriginal spiritual observances are entitled to reasonable leave without pay per calendar year to observe spiritual or holy days. Such leave shall not be unreasonably withheld.
- (b) A minimum of two (2) weeks' notice is required for leave under this provision. Where two (2) weeks' notice is not possible due to the unpredictable nature of the spiritual or holy days, then as much notice, as possible shall be provided.
- (c) Employees granted leave under this provision may utilize or reschedule compensatory time off banked pursuant to Clause 16.6(b), unused vacation or lieu days to cover their absence.

ARTICLE 20 - MATERNITY & ADOPTION LEAVES

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

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

20.1 Maternity Leave

- (a) The employee will be granted leave for a period not longer than seventeen (17) weeks.
- (b) The period of maternity leave shall commence not earlier than eleven (11) weeks before the expected date of delivery and end no earlier than six (6) weeks following the actual date of birth unless the employee requests a shorter period.

- (c) A request for shorter period under Clause 20.1(b) must be given in writing to the Employer at least one (1) week before the date that the employee indicates she intends to return to work, and the employee must furnish the Employer with a certificate of a physician stating that the employee is able to resume work.
- (d) The Employer shall, upon the request of the employee, modify the commencement of maternity leave for any period approved in writing by a qualified medical practitioner.
- (e) An employee may be required to commence a maternity leave where the duties of the employee cannot reasonably be performed because of the pregnancy and to continue the leave of absence until the employee provides a certificate from a medical practitioner stating that she is able to perform her duties.
- (f) Maternity leave may be extended for up to an additional six (6) months for health reasons where a medical practitioner's certificate is presented.

20.2 Parental Leave

- (a) Upon application, an employee shall be granted leave of absence for up to thirty-seven (37) weeks following the birth or adoption of the employee's child. The employee shall have to furnish a medical certificate or other evidence stating the date of birth of the child or, where applicable, proof of adoption.
- (b) Where both parents are employees of the Employer, the employees shall determine the apportionment of the thirty-seven (37) weeks' parental leave between them.
- (c) Upon application, employees shall be granted parental leave as follows:
 - (1) in the case of the natural mother, commencing immediately following the end of the maternity leave under Article 19,
 - (2) in the case of the natural father, commencing within the fifty-two (52) week period following the birth of the child,
 - (3) in the case of an adopting parent, commencing within the fifty-two (52) week period following the date the adopted child comes into the actual care and custody of the parent.
- (d) If the child suffers from a physical, psychological, or emotional condition, the employee is entitled to an additional period of parental leave of up to five (5) weeks. The employee's doctor or the agency that placed the child must certify that such an additional period of parental leave is required.

20.3 Leave Without Pay

All leave taken under Article 20 is leave without pay.

20.4 Aggregate Leave

The aggregate amount of leave of absence from employment that may be taken by an employee under Article 20 in respect of the birth or adoption of any one child shall not exceed fifty-two (52) weeks, except as provided under Article 20.1(f) and/or 20.1(d) and/or 20.2(d). Where an employee is granted total maternity leave under Articles 20.1(a) and 20.1(f) of greater than fifty-two (52) weeks, the employee shall not be entitled to parental leave under Article 20.2.

20.5 Return from Leave

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

- (b) Vacation entitlement, not vacation pay, shall continue to accrue while an employee is on leave pursuant to 20.1 or 20.2.

20.6 Benefit Plan

If an employee maintains coverage for benefit plans while on maternity or parental leave; the employee bears the cost of the plan.

20.7 Seniority Rights on Reinstatement

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

20.8 Sick Leave Credits

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

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

ARTICLE 21 - OCCUPATIONAL HEALTH AND SAFETY

21.1 Statutory Compliance

The Union and the Employer agree to cooperate fully in matters pertaining to the prevention of accidents and occupational disease and in the promotion of the health and safety of all employees. There shall be full compliance with all applicable statutes and regulations pertaining to the working environment.

21.2 Investigation of Accidents

- (a) All accidents shall be investigated jointly by at least one (1) representative designated by the BCGEU and one (1) management representative.
- (b) Reports shall be submitted on an Accident Investigation Form, which may be amended by mutual agreement, and copies sent to:
- (1) the Employer's designate(s);
 - (2) the Union's designate(s).
- (c) In the event of a fatality, the Employer shall immediately notify the President of the Union (or designate) of the nature and circumstances of the accident and arrange as soon as possible for a joint investigation.

21.3 Employee Working Alone

- (a) The Occupational Safety and Health Committee shall develop a written procedure for checking the well-being of a worker assigned to work alone and where the employee may not be able to secure assistance in the event of misfortune or injury.

(b) The procedure for checking a worker's well-being must include the time interval between checks and the procedure to follow in case the employee cannot be contacted, including provisions for emergency response.

21.4 Communicable Disease Protection

The Parties to this Agreement share a desire to prevent acquisition and transmission of communicable disease where employees may come into contact with a person and/or possessions of a person with a communicable disease.

Therefore the issue of communicable disease protection shall be referred to the Article 29 committee for development of policy to achieve the stated objective.

ARTICLE 22 - TECHNOLOGICAL CHANGE

22.1 Recognition

The Employer and Union recognize the overall advantages and necessity of technological change and the ongoing requirements to facilitate technological change in the Employer's operations. The Employer agrees to apply with the provisions of the Canada Labour Code with respect to technological change.

ARTICLE 23 - CONTRACTING OUT

23.1 No Contracting Out

The Employer agrees not to contract out any bargaining unit work presently performed by employees covered by this Agreement which would result in the laying off of such employees.

ARTICLE 24 - HEALTH AND WELFARE

24.1 Medical Examination

Where the Employer requires an employee to submit to a medical examination, it shall be at the Employer's expense and on the Employer's time.

24.2 Health and Welfare Benefit Carriers and Plan Publications

The Employer shall supply to the Union copies of Plan descriptions provided by the insurance carriers.

24.3 Same Gender Spouse Entitlement

Same gender partners shall be eligible for spousal coverage under the Dental and Extended Health Care Plans pursuant to the terms of the carrier's contracts.

ARTICLE 25 - EDUCATIONAL ASSISTANCE/CAPACITY ENHANCEMENT

25.1 Concept

"Capacity" refers to organizational skills, knowledge, and expertise needed to accomplish something. In a sense, human resource development is another name for the growth of a community's capacity. The more confident and competent its residents, the more challenging and diverse are the initiatives a community can handle.

The Employer is committed to providing educational assistance and capacity enhancement for employees subject to available funding. The Union shall be entitled to appoint up to two representatives to the Professional Development Committee, which shall be responsible for addressing any requests from bargaining unit employees for educational assistance and capacity.

25.2 Committee

A joint Educational Assistance Committee, comprised of two (2) Employer representatives and two (2) Union representatives, will be established to administer and/or apportion monies for educational opportunities, including salary for paid leave and/or related costs such as tuition, fees and expenses.

The Committee shall develop criteria and policy to be used for the proper use and disbursement of funds for educational assistance purposes in accordance with the terms of reference, in the interests of the employees and the Employer. Written correspondence to and from the applicants will be copied to all members of the Committee.

25.3 Employer-Required Courses

- (a) Where the Employer requires the employee to take training or refresher courses or attain or maintain particular levels of occupational licensing or certification, the employee shall be granted leave with pay to attend the course.
- (b) The Employer shall bear the full expenses associated with the course or occupational training. This shall include tuition, entrance or registration fees, laboratory fees and course-required books, etcetera. The Employer shall also reimburse the employee for her/his travelling costs, subsistence and legitimate expenses where applicable.

ARTICLE 26 - PAYMENT OF WAGES AND ALLOWANCES

26.1 Equal Pay

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

26.2 Pay Days

- (a) All employees shall be paid on a bi-weekly basis in accordance with the Employer's payroll system.
- (b) The Employer shall provide a statement detailing all payments, allowances and deductions with each pay cheque for each pay period.
- (c) The distribution of pay cheques shall be done in such a manner that the details of the pay cheque shall be confidential.

26.3 Rates of Pay

Employees shall be paid in accordance with the rates of pay negotiated by the Parties to this Agreement. For information purposes the applicable rates of pay are recorded in Appendix 1 - Bargaining Unit of this Agreement.

26.4 Vehicle Allowances

- (a) Vehicle allowances for all distances travelled on Employer business shall be paid to employees required to use their own vehicles in the performance of their duties. The allowance shall cover

distance to and from the employee's place of residence up to a total maximum of thirty-two (32) kilometres, only when the employee is required to have her vehicle at work for use in the performance of her duties. There is no requirement by the Employer for any employee to use their personal vehicle for Employer business. An employee shall not transport students using their personal vehicle. In the event that an employee wishes to use their personal vehicle for Employer business, such use of an employee's personal vehicle shall be approved in advance by the employee's supervisor with at least one-week notice to the supervisor.

(b) Where use of a personal vehicle is approved as set out in (a), the vehicle allowance shall be thirty-two cents (32¢) per kilometre; effective November 30, 1998.

26.5 Meal Allowances

Employees on travel status away from the Employer's facilities shall be entitled to a meal allowance for the time spent away from the Employer's facilities consistent with the SISB rates.

Meal	Effective November 30, 1998
Breakfast	\$ 8.00
Lunch	10.00
Dinner	20.00

26.6 Salary Rate Upon Employment

The hiring rate of pay for a new employee shall not be higher than the rate of pay for an existing employee in the same classification with similar work experience, training and education.

26.7 Reimbursement of Reasonable Expenses

Teachers and other school staff shall be reimbursed for materials purchased for use in the classroom as approved by the Employer.

ARTICLE 27 - CLASSIFICATION & RECLASSIFICATION

Upon written request, an employee shall be entitled to a complete and current statement of the duties and responsibilities of his/her position, including the position's classification level for salary purposes.

The Employer shall within six (6) months of signing the agreement draw up job descriptions for all jobs and classifications for bargaining unit employees. Each employee will be provided with a copy of the job description for their position.

Where the Employer establishes a new position within the bargaining unit, the Employer and Union will meet to discuss the wage rate for the new position. If the Union does not object to the wage rate within ten (10) days of the meeting, the wage rate is deemed to be agreed to after the ten (10) day period. In the event that the Union wishes to challenge the appropriate rate for the new position, the matter may be resolved through the grievance and arbitration procedure.

ARTICLE 28 - LABOUR-MANAGEMENT COMMITTEE

28.1 Responsibilities (Objectives)

The Labour-Management Committee provides a forum in which Union and Employer concerns or problems may be addressed and discussed informally outside of negotiations or grievance/arbitration procedures. The Committee shall endeavour to maintain harmony between the Employer and its

employees, establish a means of open communication, solve problems and provide feedback on management practices and labour activities.

28.2 Membership

The minimum size of this Committee shall be two (2) Employer representatives and two (2) Union representatives. Employer representatives shall be appointed by the Employer and Union representatives appointed by the Union and will generally be any two (2) of the Bargaining Committee responsible for negotiating the current collective agreement.

28.3 Procedure

The Employer and Union shall be responsible for mutually arranging the agenda, time, dates and location for meetings. Meetings will be held at least once every 90 calendar days, or at the call of either party, at a mutually agreeable time and place. The Committee shall appoint a Chairperson and such Chairperson shall rotate between the Employer and Union representatives. Minutes of the meetings shall be kept and these minutes should be approved by both parties.

ARTICLE 29 - GENERAL CONDITIONS

29.1 Payroll Deductions

An employee shall be entitled to have deductions from her/his salary assigned for the purchase of additional life insurance from the Employer's carrier, Canada Savings Bonds and/or RRSPs provided there is no additional cost to the Employer.

29.2 Copies of the Agreement

The Employer and Union desire every employee to be familiar with the provisions of this agreement and his/her rights and obligations under it. For this reason, the Employer shall make copies of the agreement for distribution by stewards.

29.3 Supply and Maintenance of Clothing

The Employer will make available all necessary equipment; materials and supplies for maintenance employees as required and shall be responsible for such equipment, materials and supplies.

29.4 Transportation of Children or Clients

No employee shall be required to transport children or clients in her personal vehicle.

29.5 Staff Confidentiality

Any confidential personal information about employees of the Employer, which is directly learned by the Employer in the normal course of business, will be treated as strictly confidential and the Employer shall take all reasonable precautions to safeguard it.

29.6 Administration of Medication

Refer to the Article 28 committee to develop a policy.

ARTICLE 30 - LAUWELNEW SCHOOL STAFF**30.1 Recognition of Objectives and Principles**

- (a) The Saanich Indian School Board and the LAUWELNEW School staff need to work jointly and collaboratively to deliver educational services in accordance with the Mission, Guiding Principles, Philosophy and Traditional Indian Code of Ethics developed by the W'SANEC people.
- (b) The goal is to deliver and maintain academic standards and educational services in accordance with the Mission, Guiding Principles, Philosophy and Traditional Indian Ethics developed by the W'SANEC peoples.
- (c) The Employer promotes and encourages the involvement of all LAUWELNEW School staff as part of their professional responsibility as educators to foster effective communication with parents and families via channels such as participation in school and community related events, familiarization with W'SANEC culture, parent visits and to work to strengthen the involvement of the W'SANEC people in the education of their children during the annual school year as defined in Article 14.1.
- (d) The Employer welcomes and requires parent involvement in the LAUWELNEW School; and
- (e) The Employer strives to provide reasonable processes for its staff that are consistent with the provision of the highest quality of education for its students.

30.2 Instructional Schedule

The instructional schedule for each Tribal School year shall be determined by the Principal following consultation with the teaching staff.

Class sizes shall be set in accordance with the Employer's Policy on Class Sizes. The Employer shall consult with the joint Union/management committee on any changes to this Policy

30.3 SENCOTEN Instruction

All LAUWELNEW teaching staff are expected to accompany their class to Language and Cultural Program instruction and all LAUWELNEW teaching staff are expected to remain in the classroom during SENCOTEN instruction.

30.4 Professional Development

Subject to available funding, all LAUWELNEW School teaching staff will be entitled to five days for professional development activities. LAUWELNEW School teaching staff shall participate in all professional development activities unless on an approved leave of absence. All professional development activities, including in-service training, curriculum development shall be scheduled by the Principal in consultation with LAUWELNEW School teaching staff.

30.5 Supervision

All LAUWELNEW School staff are required to participate in student supervision in the morning, at lunch and after school.

The supervision schedule shall be set annually by the principal in consultation with LAUWELNEW school staff.

30.6 Staff Meetings

All teaching staff are required to attend a monthly staff meeting, normally scheduled the first Tuesday of every month during the school year.

30.7 Preparation Time

- (a) In order to provide teaching staff with weekly preparation time, teaching staff are only expected to be available for instructional and supervisory responsibilities, Monday to Thursday, 8:00am to 2:45pm and Friday 8:00am to 1:30pm. Teaching staff shall use the remaining time as preparation time.
- (b) Learning assistance Teachers shall not be required to provide preparation time for other Teachers.

30.8 Reporting Requirements

All teaching staff are required to prepare regular reporting to parents on the progress of their children and to meet the reporting and record requirements as stipulated in the LAUWELNEW School Practice.

30.9 Extracurricular Activities

- (a) LAUWELNEW School Staff are encouraged to participate in some manner in extracurricular activities of the LAUWELNEW school after instructional hours and such extracurricular activities undertaken by LAUWELNEW school staff shall be approved by the principal following consultation with the staff.
- (b) While involved in extra-curricular activities, LAUWELNEW School staff shall be considered to be acting in the employ of the Employer for the purposes of liability coverage under the Employer's insurance.
- (c) All LAUWELNEW School staff are encouraged to interact and participate in community sponsored events.

30.10 False Accusations

All complaints against teaching staff, including complaints by students, shall be investigated by the Employer and appropriate action taken. Any actions taken by the Employer shall be subject to the grievance procedure. Teachers accused of misconduct and subsequently found to be not guilty shall be assisted to the fullest possible extent by the Employer in assuring the Teacher's successful return to teaching.

30.11 Severe Student Behaviour

Where a Teacher has been physically or verbally abused by a student, that Teacher shall refer the student to the Principal who will investigate the concern and take appropriate corrective measures. In every case the Principal shall involve the Teacher, student and parent/guardian in the corrective plan.

30.12 Complaints by Students

The Principal shall be responsible for investigating the complaint and taking appropriate action on behalf of the Employer. Any actions taken by the Employer regarding such a complaint are subject to the provisions of the grievance procedure. The Principal shall involve the teacher in each step of the investigation.

ARTICLE 31 - TERM OF AGREEMENT**31.1 Duration**

This Agreement shall be binding and remain in effect to midnight November 30, 2004.

31.2 Notice to Bargain

- (a) This Agreement may be opened for Collective Bargaining by either Party giving written notice to the other Party on or after October 31, 2004, but in any event not later than midnight, November 30, 2004.
- (b) Where no notice is given by either Party prior to November 30, 2004 both Parties shall be deemed to have given notice under this section on November 30, 2004 and thereupon Clause 31.3 of this Agreement applies.
- (c) All notices on behalf of the Union shall be given by the Staff Representative of the Union and similar notice on behalf of the Employer shall be given by the Human Resources Manager.

31.3 Commencement of Bargaining

Where a Party to this Agreement has given notice under Clause 31.2 of this Agreement, the Parties shall, within thirty (30) calendar days after the notice was given, commence collective bargaining. This time frame may be extended by mutual agreement but the same must be in writing.

31.4 Changes in Agreement

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

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

**SIGNED ON BEHALF OF
THE UNION:**

**SIGNED ON BEHALF OF
THE EMPLOYER:**

George Heyman, President

Remi Paul, Chair SISB

John Elliott, Bargaining Committee

David Jim, Vice Chair SISB

Helen Wood, Bargaining Committee

Curtis Olson, Administrator SISB

Patricia Wilson, Bargaining Committee

David Gellately, Staff Representative

Signed this _____ day of _____, 20 _____.

APPENDIX A – RATES OF PAY

All wages are subject to availability of funding.

WAGE SCALE FOR TEACHER ASSISTANTS

Position	Base Salary	Increment One	Increment Two	Increment Three	Increment Four	Increment Five
TA 1	\$8.67	\$9.18	\$9.69	\$10.20	\$10.71	\$11.22
TA 2	\$11.22	\$11.73	\$12.24	\$12.75	\$13.26	\$13.77
TA 3	\$13.77	\$14.28	\$14.79	\$15.30	\$15.81	\$16.32

WAGE SCALE FOR CLERICAL STAFF

Position	Base Salary	Increment One	Increment Two	Increment Three	Increment Four	Increment Five
Clerical 1	\$8.50					
Clerical 2	\$9.25	\$10.22	\$11.19	\$12.16	\$13.13	\$14.10
Clerical 3	\$10.00	\$11.07	\$12.14	\$13.21	\$14.28	\$15.35

WAGE SCALE FOR TEACHING STAFF

Position	Base Salary	Increment One	Increment Two	Increment Three	Increment Four	Increment Five
Teacher 1	\$25,792.00	\$26,657.00	\$27,522.00	\$28,387.00	\$29,252.00	\$30,117.00
Teacher 2	\$27,734.00	\$28,625.00	\$29,516.00	\$30,407.00	\$31,298.00	\$32,189.00
Teacher 3	\$29,504.00	\$30,584.00	\$31,664.00	\$32,744.00	\$33,824.00	\$34,904.00
Teacher 4	\$32,250.00	\$33,598.00	\$34,946.00	\$36,294.00	\$37,642.00	\$38,990.00
Teacher 5	\$35,085.00	\$36,333.00	\$37,581.00	\$38,829.00	\$40,077.00	\$41,325.00
Sencoten Instructor	\$25,792.00	\$26,657.00	\$27,522.00	\$28,387.00	\$29,252.00	\$30,117.00
Post Sec Advisor 1	\$14.00/hr	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50
Post Sec Advisory 2	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50
Post Sec Advisory 3	\$16.00	\$16.60	\$17.00	\$17.50	\$18.00	\$18.50

WAGE SCALE FOR TEACHING STAFF CONT'D

Position	Base Salary	Increment Six	Increment Seven	Increment Eight	Increment Nine	Increment Ten
Teacher 1	\$25,792.00	\$30,982.00	\$31,847.00	\$32,712.00	\$33,577.00	\$34,446.00
Teacher 2	\$27,734.00	\$33,080.00	\$33,971.00	\$34,862.00	\$35,753.00	\$36,646.00
Teacher 3	\$29,504.00	\$35,984.00	\$37,064.00	\$38,144.00	\$39,224.00	\$40,306.00
Teacher 4	\$32,250.00	\$40,338.00	\$41,686.00	\$43,034.00	\$44,382.00	\$45,730.00
Teacher 5	\$35,085.00	\$42,573.00	\$43,821.00	\$45,069.00	\$46,317.00	\$47,567.00
Sencoten Instructor	\$25,792.00	\$30,982.00	\$31,847.00	\$32,712.00	\$33,577.00	\$34,446.00
Post Sec. Advisor 1	\$14.00/hr	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00
Post Sec. Advisor 2	\$15.00/hr	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00
Post Sec. Advisor 3	\$16.00/hr	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00

WAGE SCALE FOR OPERATIONS AND MAINTENANCE PERSONNEL

Position	Base Salary	Increment One	Increment Two	Increment Three	Increment Four	Increment Five
Maintenance 1 (No training)	\$9.00/hr	\$9.50	\$10.00	\$10.50	\$11.00	\$11.50
Maintenance 2 (250 hours occup. Training)	\$12.00/hr	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50
Maintenance 3 (500 hours occup. Training)	\$15.00/hr	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50
Bus Driver 1	\$1,092.00 biweekly	N/A	N/A	N/A	N/A	N/A
Bus Driver 2	\$1,248.00 biweekly	N/A	N/A	N/A	N/A	N/A

APPENDIX B – PENSION PLAN

The existing pension plan shall continue and be attached as Appendix B. Aboriginal employees have the option to enrol in Canada Pension Plan (CPP). The Employer agrees to pay the required Employer share in each case.

APPENDIX C – GROUP INSURANCE PLANS

CLASS 2 AND CLASS 4
(Bold Type Represents Additions or Changes)

	Eligible Dependants	Group Life	Weekly Income
Class 2	<ul style="list-style-type: none"> Your legal or common-law spouse (a person of the opposite sex with whom you have been living for at least one year and who is publicly represented as your spouse) 	<ul style="list-style-type: none"> 2 x annual earnings rounded to the next higher \$1,000 to a maximum of \$200,00 	<ul style="list-style-type: none"> 75% of weekly earnings to a maximum benefit of \$750 per week Waiting period (in days): nil for accident – 7 for sickness Maximum benefit period: 17 weeks
	<ul style="list-style-type: none"> A married or common-law spouse (same or opposite sex who is living with you) 	<ul style="list-style-type: none"> 3 x annual earnings 	<ul style="list-style-type: none"> Eliminate maximum benefit of \$750 per week Employer pays the first 7 days at full pay Maximum benefit period: 1 Increase to 26 weeks Under limitations, delete # 4
Class 4	<ul style="list-style-type: none"> Your legal or common-law spouse (a person of the opposite sex with whom you have been living for at least one year and who is publicly represented as your spouse) 	<ul style="list-style-type: none"> 2 x annual earnings rounded to the next higher \$1,000 to a maximum of \$200,00 	<ul style="list-style-type: none"> 66.67% of weekly earnings to a maximum benefit of \$750 per week Waiting period (in days): nil for accident – 7 for sickness Maximum benefit period: 17 weeks
	<ul style="list-style-type: none"> A married or common-law spouse (same or opposite sex who is living with you) 	<ul style="list-style-type: none"> 3 x annual earnings 	<ul style="list-style-type: none"> Increase benefit to 75% Eliminate maximum benefit of \$750 per week Employer pays the first 7 days at full pay Maximum benefit period: increase to 26 weeks Under limitations, delete # 4

Long Term Disability	
Class 2	<ul style="list-style-type: none"> • Monthly amount: 75% of monthly earnings, subject to a maximum of \$4,000 • Benefit Payment Waiting Period: 119 calendar days (or cessation of Weekly Benefit Payment if later) • All source maximum: 85% of your inflation – indexed, pre-disability net (after-tax) earnings • Total Disability Benefit <ul style="list-style-type: none"> - for the first 24 months of benefit payments, from performing the substantial duties of your own occupation, and - thereafter from performing any gainful occupation for which you are or may become reasonably qualified by training, education, or experience, and which will enable you to earn at least 66.67% of your inflation-indexed, pre-disability earnings • Integration of Benefits <ul style="list-style-type: none"> - your monthly benefit will be reduced by any disability or retirement income for which you are eligible as a result of your disability under the Canada Pension Plan or Quebec Pension Plan (including Primary Income Benefits only), Workers’ Compensation Act, or similar legislation • Rehabilitation Program <ul style="list-style-type: none"> - Crown Life benefit payments under the group policy will be reduce by 50% of your monthly net (after tax) earnings from the rehabilitation program • Limitations <ul style="list-style-type: none"> - 2(b) during a leave of absence for any reason if you had arranged the leave with your Employer prior to the commencement of disability - 3. for a period of disability due to the chronic use of alcohol or drugs ..., benefits will be payable for a maximum of 12 months... . - 4. no amount is payable for a total disability due to a condition for which you were treated or attended by a physician, or for which prescription drugs were taken within a 12 month period prior to the effective date of insurance. This limitation will not apply after you have performed all the duties of your regular occupation on a full time basis for a 12-month period after the applicable effective date.
	<ul style="list-style-type: none"> • Monthly Benefit: Delete Maximum of \$4,000 • Benefit Payment Waiting Period: 26 weeks • All Source Maximum: 100% • Total Disability Benefit <ul style="list-style-type: none"> - for the first 24 months of benefit payment, from performing all the duties of your own occupation, and - thereafter, from performing any gainful occupation for which you are or may become reasonably qualified by training, education, or experience, and which will enable you to earn at least 75% of your current rate of pay of your regular occupation • Integration of Benefits <ul style="list-style-type: none"> - delete retirement income • Rehabilitation Program <ul style="list-style-type: none"> - question the 50% • Limitations <ul style="list-style-type: none"> - 2(b) add, unless you have satisfied the waiting period and paid the premium - 3. delete for a maximum of 12 months - 4. delete clause

Class 4	<p>Long Term Disability (cont'd)</p> <ul style="list-style-type: none"> • Monthly amount: 66.67% of monthly earnings, subject to a maximum of \$4,000 • Benefit Payment Waiting Period: 119 calendar days (or cessation of Weekly Income Benefit Payments if later) • All Source Maximum: 85% of your inflation-indexed, pre-disability net (after tax) earnings • Total Disability Benefit <ul style="list-style-type: none"> - for the first 24 months of benefit payments, from performing the substantial duties of your own occupation, and - thereafter, from performing any gainful occupation for which you are or may become reasonably qualified by training, education, or experience, and which will enable you to earn at least 66.67% of your inflation – indexed, pre-disability earnings • Integration of Benefits <ul style="list-style-type: none"> - your monthly benefit will be reduced by any disability or retirement income for which you are eligible as a result of your disability under the Canada Pension Plan, or Quebec Pension Plan (including Primary Income benefits only), Workers’ Compensation Act, or similar legislation • Rehabilitation Program <ul style="list-style-type: none"> - Crown Life benefit payments under the group policy will be reduced by 50% of your monthly net (after tax) earnings from the rehabilitation program • Limitations <ul style="list-style-type: none"> - 2(b) during a leave of absence for any reason if you had arranged the leave with your Employer prior to the commencement of disability - 3. for a period of disability due to the chronic use of alcohol or drugs ..., benefits will be payable for a maximum of 12 months... . - 4. no amount is payable for a total disability due to a condition for which you were treated or attended by a physician, or for which prescription drugs were taken, within a 12 month period prior to the effective date of your insurance. This limitation will not apply after you have performed all the duties of your regular occupation on a full-time basis for a 12 month period after the applicable effective date.
	<ul style="list-style-type: none"> • Monthly Benefit: 75% of monthly earnings; delete maximum • Benefit Payment Waiting Period: 26 weeks • All Source Maximum: 100% • Total Disability Benefit <ul style="list-style-type: none"> - for the first 24 months of benefit payments, from performing all the duties of your own occupation, and - thereafter, from performing any gainful occupation for which you are or may become reasonably qualified by training, education, or experience and which will enable you to earn at least 75% of your current rate of pay of your regular occupation • Integration of Benefits <ul style="list-style-type: none"> - delete retirement income • Rehabilitation Program <ul style="list-style-type: none"> - question the 50% • Limitations <ul style="list-style-type: none"> - 2(b) add, unless you have satisfied the waiting period and paid the premium - 3. delete for a maximum of 12 months - 4. delete clause

	Extended Health Care	Vision Care
Class 2	11. Paramedical Services Psychologist - \$500 (calendar year maximum) 13. Hearing Aids The cost of purchasing and fitting a hearing aid, limited to \$500 in any 5-year period for each insured individual, including the cost of necessary repairs, but excluding routine maintenance and batteries.	Maximum amount in any 24 month period \$200
	11. Psychologist - \$1,000 (calendar year maximum) 13. You can claim the cost of hearing aids up to \$700 per ear once every 48 months per covered adult, and 24 months per covered child	You can claim up to \$500 once every 24-month period for prescription glasses or contact lenses for each covered adult and once every 12-month period for dependant children.
Class 4	11. Paramedical Services Psychologist - \$500 (calendar year maximum) 12. Hearing Aids The cost of purchasing and fitting a hearing aid, limited to \$500 in any 5 year period for each insured individual, including the cost of necessary repairs but excluding routine maintenance and batteries	Maximum amount in any 24 month period - \$200
	11. Psychologist \$1,000 (calendar year maximum) 13. You can claim the cost of hearing aids up to \$700 per ear once every 48 months per covered adult and 24 months covered child	You can claim up to \$500 once every 24 month period for prescription glasses or contact lenses for each covered adult and once every 12 month period for dependent children

	Dental Expense	Dependent Child Orthodontia
Class 2	<ul style="list-style-type: none"> • Maximum amount per calendar year - \$2,000 • Deductible amounts per calendar year <ul style="list-style-type: none"> - individual deductible amount \$25 - family deductible amount \$50 • Reimbursement amount (payable by Crown Life) <ul style="list-style-type: none"> - major restorative services 50% 	<ul style="list-style-type: none"> • Lifetime maximum amount \$2,000 • Reimbursement amount (payable by Crown Life) 50%
	<ul style="list-style-type: none"> • Maximum amount – delete • Deductible amounts per calendar year – delete • Reimbursement amount <ul style="list-style-type: none"> - major restorative services 75% 	<ul style="list-style-type: none"> • Lifetime maximum amount \$3,500 • Reimbursement amount (payable by Crown Life) 60%

	Dental Expense	Dependent Child Orthodontia
Class 4	<ul style="list-style-type: none"> • Maximum amount per calendar year - \$2,000 • Deductible amounts per calendar year <ul style="list-style-type: none"> - individual deductible amount \$25 - family deductible amount \$50 • Reimbursement amount (payable by Crown Life) <ul style="list-style-type: none"> - major restorative services 50% 	<ul style="list-style-type: none"> • Lifetime maximum amount \$2,000 • Reimbursement amount (payable by Crown Life) 50%
	<ul style="list-style-type: none"> • Maximum amount – delete • Deductible amounts per calendar year – delete • Reimbursement amount <ul style="list-style-type: none"> - major restorative services 70% 	<ul style="list-style-type: none"> • Lifetime maximum amount \$3,500 • Reimbursement amount (payable by Crown Life) 60%

**SIGNED ON BEHALF OF
THE UNION:**

**SIGNED ON BEHALF OF
THE EMPLOYER:**

George Heyman, President

Remi Paul, Chair SISB

John Elliott, Bargaining Committee

David Jim, Vice Chair SISB

Helen Wood, Bargaining Committee

Curtis Olson, Administrator SISB

Patricia Wilson, Bargaining Committee

David Gellately, Staff Representative

Signed this _____ day of _____, 20 _____.

LETTER OF UNDERSTANDING #1

Re: Effective Implementation of the First Collective Agreement

1. The parties have a mutual objective of promoting a healthy working environment following the introduction of the Collective Agreement.
2. To this end the parties have agreed to introduce the first Collective Agreement through joint training of management staff and shop stewards, co-facilitated by a Union and Employer representative.
3. Stewards attending this training during scheduled work hours will suffer no loss in regular pay. Stewards attending when they are not scheduled to work will be paid at straight time for the hours they attend, up to a maximum of 7.5 in a day.
4. The subjects covered in the joint training will include but not be limited to:
 - collective agreement language;
 - informal and formal (grievance procedure) dispute resolution and jurisprudence;
 - effective communication (between Union/Employer);
 - committees: structure and role of various committees and how to use them;
 - developing effective Labour Relations.

**SIGNED ON BEHALF OF
THE UNION:**

**SIGNED ON BEHALF OF
THE EMPLOYER:**

George Heyman, President

Remi Paul, Chair SISB

John Elliott, Bargaining Committee

David Jim, Vice Chair SISB

Helen Wood, Bargaining Committee

Curtis Olson, Administrator SISB

Patricia Wilson, Bargaining Committee

David Gellately, Staff Representative

Signed this _____ day of _____, 20 _____.

LETTER OF UNDERSTANDING #2

Casual Employees

The parties agree that casual work is to be used for the purpose of providing work experience for First Nations individuals on a rotating basis.

**SIGNED ON BEHALF OF
THE UNION:**

**SIGNED ON BEHALF OF
THE EMPLOYER:**

George Heyman, President

Remi Paul, Chair SISB

John Elliott, Bargaining Committee

David Jim, Vice Chair SISB

Helen Wood, Bargaining Committee

Curtis Olson, Administrator SISB

Patricia Wilson, Bargaining Committee

David Gellately, Staff Representative

Signed this _____ day of _____, 20 _____.