



**Housekeeping**

Change "USWA" to "USW" throughout

## **ARTICLE 11 - LEAVES OF ABSENCE**

### 11.02 Bereavement Leave

On application by a regular full time Employee, Bereavement Leave with pay shall be granted in the event of death in the Employee's immediate family. The maximum period of such leave shall be three (3) working days commencing with the day following the death, however if the funeral does not occur within these three (3) days and such three (3) days fall on the employee's days of rest, then one (1) day Bereavement Leave with pay shall be granted to the employee in order to attend the funeral. "Employee's immediate family" shall mean a husband, wife, daughters, sons, mother, father, step-mother, step-father, brothers sisters or grandparents of an Employee. Also, Bereavement Leave for ~~one (1)~~ **three (3)** days shall be granted where an Employee attends the funeral of the grandparents, grandchildren, mother-in-law, father-in-law, brother-in-law, or sister-in-law of the Employee where the funeral occurs on an Employee's regular work day. While on such leave, an Employee will be paid his standard hourly rate for each regularly scheduled working day occurring during the period of such leave. Paid leave under the terms of this Section will not disqualify an Employee for statutory holidays, but will not be regarded as time worked for the purpose of computing overtime on a work day.

Common-law husband/wife shall be recognized as married.

## ARTICLE 12 - BENEFITS PROGRAM

### Section 4 Dental Plan

The Employer will provide, at the Employer's expense, a Dental Plan which will provide for payment of ~~ninety percent (90%)~~ **one hundred percent (100%)** of the basic services, commonly referred to as Plan "A" and for the payment of ~~seventy-five percent (75%)~~ **eighty percent (80%)** of the dental services commonly referred to as Plan "B". **After three (3) years an increase from eighty percent (80%) to eighty-five (85%).**

The Employer will provide, at the Employer's expense, a Dental Plan which will provide dental services commonly referred to as Plan "C" to a lifetime maximum of two thousand five hundred dollars (\$2,500.00) per family member. This maximum level shall only apply for dental work carried out on or after the effective date. Employees and their dependants will be eligible for coverage on the first of the month following six (6) months of continuous service.

Dependants to be covered are the Employee's spouse; unmarried dependent children under age twenty-one (21) residing in British Columbia; and unmarried dependants children, if full time student, to age 25.

Participation in the Plan is compulsory for all employees with the exception of an Employee already covered as a dependent under a group dental plan, providing at least equal benefit, through the Employee's spouse or parent. In such cases participation shall be waived provided that satisfactory evidence of the other plan is provided to the Employer.

## ARTICLE 12 - BENEFITS PROGRAM

### Section 5 Pension

Effective October 1, 2005, the Employer will contribute ~~ten percent (10%)~~ **twelve percent (12%)** of each Regular Permanent employee's gross earnings, excluding overtime, into their respective RRSP plan.

**ARTICLE 12 - BENEFITS PROGRAM**

Section 7     Flex Benefits

The Employer agrees to a RRSP contribution of ~~\$129.20~~ **\$174.14** per month retroactive to October 1, ~~1999~~ **2008** in lieu of benefit duplication.

Flex Benefits

Extended Health	\$41.80
Weekly Indemnity	\$68.64
Dental	<u>\$63.70</u>
<b>Total</b>	<b>\$174.14</b>

## ARTICLE 12 - BENEFITS PROGRAM

### Section 9 Vision Care

Effective January 1, 1991, United Steelworkers of America will establish a Vision Care Plan which will reimburse each employee and each eligible dependant for his or her expenditure for prescription eye glasses and contact lenses to a maximum reimbursement of two hundred **and fifty** dollars (~~\$200.00~~) **(\$250.00)** every two calendar years.

**Amount may be carried over to a maximum of five hundred dollars (\$500.00) if not used within the two (2) year period.**

Employees and their dependant will be eligible for coverage on the first of the month following six months of continuous service. Dependants to be covered are the employee's spouse and unmarried dependent children under the age of twenty one (21) residing in British Columbia.

**ARTICLE 24 – TERM OF AGREEMENT**

24.01 This Agreement will be in full force effect on and after the 1st day of October ~~2005~~  
**2008** to and including the 30th day of September ~~2008~~ **2012**.

## APPENDIX "A"

### JOB CLASSIFICATIONS

1. Administrative Assistant Local 480/District 3 Permanent Full-Time
2. Janitor Permanent Part-Time

### HOURLY SALARY RATES

Classification	CURRENT	Oct 1, 2008 3.98%	Oct 1, 2009 3.98%	Oct 1, 2010 3.98%	Oct 1, 2011 3%
Administrative Assistant Local 480/District 3	\$27.36	28.45	29.58	30.76	31.68
		3.40%	3.42%	3.44%	3%
Janitor	\$21.25	21.97	22.72	23.51	24.21

\* Regular Permanent Employees will receive a lump sum of **five thousand dollars (\$5000.00)**

Permanent Part Time Employees will receive a prorated amount calculated as follows:

$$\frac{\text{hours worked per employee per year}}{1820 \text{ hours}} \times \$5000.00$$

**LETTERS OF UNDERSTANDING**

**Renew all Letters of Understanding**

**new** Letter of Understanding #7 re: Retirement Bonus - (see attached)

**LETTER OF UNDERSTANDING NO. 7**

**Between**

**United Steelworkers of America, Local 480**

**And**

**Canadian Union of Public Employees, Local 2087**

**RE: Retirement Allowance**

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**The Employer will provide a retirement bonus as follows:**

- **The Employee will receive \$500.00 if they provide six months notification of their retirement.**
- **The Employer will provide the employee with \$500.00 towards their retirement party.**
- **The Employer will give the employee a \$250.00 gift certificate.**

Intending to be legally binding, the Letter of Understanding is signed this \_\_\_\_\_ day of \_\_\_\_\_, 2008.

SIGNED OF BEHALF OF:

United Steelworkers of America,  
Local 480

Canadian Union of Public Employees,  
Local 2087

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