

COLLECTIVE AGREEMENT

BETWEEN

CITY OF GREENWOOD

AND

**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 2254**

March 1, 2012 to February 28, 2016

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DEFINITIONS

"Service Date" referred to in this Agreement shall mean first date hired.

Regular Full-Time Employees

A regular full-time employee is one who works regularly scheduled full-time shifts. These employees accumulate seniority and are entitled to all benefits outlined in this Agreement.

Regular Part-Time Employees

A regular part-time employee is one who works regularly scheduled shifts but does not work the scheduled hours of a full-time employee. These employees accumulate seniority and are entitled to all benefits outlined in this Agreement, except as otherwise stated herein.

Casual Employees

A casual employee shall mean any employee hired on an intermittent basis. Casual Employees shall be entitled to seniority and other benefits as specified when they have completed ninety (90) days worked within a twelve (12) month period.

Temporary Employees

Employees hired for a specific period of time (not to exceed five (5) consecutive months) in any one (1) year. These employees shall accumulate seniority and other benefits of this Agreement, except as otherwise stated herein. On completion of the temporary position, all seniority shall cease.

"Week" shall mean the regular working week constituting forty (40) hours, eight (8) hours per day for outside workers and thirty-five (35) hours per week for clerical staff.

"Month" shall mean a period of thirty (30) or thirty-one (31) days except the month of February which shall be twenty-eight (28) days or twenty-nine (29) days each leap year.

"Year" shall mean a period of twelve (12) months from one given date to another.

"Running Lunch" shall not be interpreted as a sit-down lunch, but a lunch to be eaten when conditions permit.

ARTICLE 1 - RECOGNITION OF THE UNION

Section 1 - Exclusive Bargaining Agency

- 1.01 The City recognizes the Union as the exclusive bargaining agency for the purpose of conducting collective bargaining on all matters pertaining to rates of pay, hours of work, and all other working conditions as long as the Union retains its right to conduct collective bargaining on behalf of the employees of the City under the provisions of the Labour Relations Code.
- (a) The City shall not contract out work where it would result in the layoff or reduction of regular hours for any regular permanent employee, or failure to recall an employee with recall rights except in emergencies.

Section 2 - Union Security

- 1.02 All employees of the City who are Union members, as a condition of continued employment, shall remain members in good standing of the Union according to the constitution and bylaws of the Union. All new employees shall, as a condition of continued employment, become and remain members in good standing in the Union within thirty (30) days of employment. The Union will hold the City blameless for any necessary action under this Clause.

Section 3 - No Discrimination

- 1.03 The City agrees that there shall be no intimidation or discrimination against any employee by reason of his/her activities as a member of the Union and the Union agrees that there shall be no intimidation on its part against any employee of the City.

Section 4 - No Strikes or Lockouts

- 1.04 There shall be no strikes or lockouts during the length of this Agreement in accordance with the Industrial Relations Act.

Section 5 - Managerial Exclusions

- 1.05 Without restricting the generality of the foregoing Sections, it is agreed that certain position(s) shall be excluded from the terms of this Agreement.

Section 6 - Union Check-Off and Induction

- 1.06 The City agrees to the monthly check-off of all Union Dues, Assessments, Initiation Fees and written assignments of amounts equal to Union Dues.
- 1.07 The City shall, during the life of this Agreement, deduct as a condition of employment, a sum equivalent to dues as set by the Union from the pay due each calendar month to each employee and remit the same to the Financial Secretary of the Union in the month following in which such deductions are made.
- 1.08 The City will at the time of making such remittances, enclose a list of such employees from whose pay cheque such deductions are made.
- 1.09 The City agrees to acquaint new employees with the fact that a Collective Agreement between the Parties is in effect and with the conditions of employment and providing the new employee an opportunity to meet with the Union Steward(s) on or shortly after employment.

Section 7 - Shop Stewards

- 1.10 The City agrees that the Union shall have the right to appoint or elect a Union Steward from each Department of the City and the Union agrees to advise the City, in writing, of these appointments.

Section 8 - Bulletin Boards

- 1.11 The City agrees that the Union shall have the right to maintain a bulletin board(s) in a conspicuous and convenient place(s), provided that the use of such shall be restricted to the posting of notices regarding the business affairs, meetings, social events and postings and reports of the Union.

ARTICLE 2 - MANAGEMENT RIGHTS

- 2.01 The management of the City's business, the promotion, demotion and discharge for proper cause and the direction of the working forces including the hiring is vested exclusively in the City except as may be otherwise specifically provided in this Agreement.
- 2.02 The Union agrees that the City has the right to make and alter from time to time, as the necessity arises, rules and regulations to be observed by all employees, which rules, regulations and/or amendments shall not be inconsistent with the provisions of this Agreement.
- 2.03 All rules, regulations and/or amendments shall be communicated in writing to the Union.
- 2.04 The selection of Managerial/Supervisory staff shall be entirely a matter for the discretion of the City.
- 2.05 The City shall have the right to retire an employee at age 65 years in accordance with the provisions of the Municipal Pension Plan.

ARTICLE 3 - TECHNOLOGICAL, AUTOMATION AND OTHER CHANGES

Section 1

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

3.02 Notification of Changes

Three (3) months before the proposed introduction of any technological change affecting two (2) or more employees, as defined by the Industrial Relations Act, the City shall notify the Union of the proposed technological change.

3.03 Technological Displacement

During the term of this Agreement any disputes arising in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two (2) Parties to this Collective Agreement.

3.04 Training Programs

The City, after consultation with the Union, may, instead of releasing an employee due to technological change, retrain the employee for another position for such period of time as the City thinks fit. The City will assume the cost of such retraining. After the period of training the employee shall have two (2) calendar months to adapt fully to the new position. Should the employee not adapt to the new position, he/she may then be released by the City.

3.05 Severance Pay

No regular employee shall be released because of technological change except upon one (1) week's notice, pay included, for each year of service, with a maximum of four (4) weeks, during which time he/she will be allowed up to five (5) hours per week with pay, for the purpose of job interviews. Not less than two (2) days prior to the expiration of the aforesaid period of notice, the employee shall inform the City if he/she elects to receive severance pay as herein provided or whether he/she wishes to be laid off in accordance with Article 7.

3.06 If the employee elects to receive severance pay, he/she shall lose seniority in accordance with Article 7 of this Agreement and in the event he/she is rehired by the City at a later date, shall not again be entitled to severance pay as provided for in this Article.

3.07 The amount of severance pay entitlement to an employee pursuant to this Article shall be as follows:

One (1) month's pay at regular rates for each three (3) full years of service completed by the employee, PROVIDED HOWEVER, that the severance pay shall not be less than one (1) month's pay or more than three (3) months' pay.

3.08 Notwithstanding anything contained elsewhere in this Agreement, any employee laid off two (2) months or more, prior to the proposed introduction of a technological change, shall be deemed not to be affected by the technological change and therefore will not be eligible to any entitlements as described in this Article.

3.09 No New Employees

No additional employees under this Article shall be hired by the City until the provisions of Article 3.04 have been met.

ARTICLE 4 - DISCUSSION OF DIFFERENCES

Section 1 - Committee on Labour Relations/Grievances

- 4.01 The City shall appoint and maintain a committee to be called the "Committee on Labour Relations/Grievances" comprising of members of the City Council. The City shall inform the Union of the individual membership of the Committee.

Section 2 - Union General Grievance Committee

- 4.02 The Union shall appoint and maintain a committee to be called the "General Grievance Committee" comprising of persons who are employees of the City and/or representatives of the Canadian Union of Public Employees. The Union shall inform the City of the individual membership of the Committee.

Section 3 - Grievance Investigations and Meetings

- 4.03 The City agrees that time spent in investigating and settling disputes during working hours involving its employees by the Union Steward(s) shall be considered as time worked. The Union agrees to forward to the City a written list of the names of such Steward(s) and of replacement thereto.
- 4.04 The City agrees to grant time off with pay during any working day to Officers of the Union in order to attend meetings with representatives of management of the City, provided that not less than four (4) hours notice be given to his/her immediate supervisor by the Officer(s) of the Union so requesting the time off. The Union shall supply the City with a written list of names of its Officers for this purpose and inform the City of any changes to this list.
- 4.05 It is recognized that everyone must be allowed to carry out their job without fear of sexual harassment. The parties agree to cooperate in attempting to resolve, in as confidential a manner as possible, any complaints of sexual harassment which may arise in the workplace. A grievance concerning sexual harassment may be launched at Stage 2 or 3 as may be appropriate.

ARTICLE 5 - GRIEVANCE PROCEDURE

In the event of an employee having a grievance, the settlement of said grievance shall be handled under the following procedures:

Section 1

5.01 STEP 1

The individual employee or employees concerned, with his/her Union Steward or Union General Grievance Committee member (at the employee's option) shall first discuss and endeavour to settle the dispute with the City's Clerk within seven (7) days of the occurrence of the dispute. Should a settlement not be agreed upon at this stage, then:

5.02 STEP II

The grievance shall be reduced to writing, signed by the employee and/or the Union Steward and/or member of the Union General Grievance Committee and shall be presented to the Committee of Labour Relations/Grievances. Within two (2) days after its submission, the employee(s) concerned shall, with his/her Union Steward and/or his/her Union Representative(s) as identified in 5.01 above, meet with the Committee of Labour Relations/Grievances to discuss and endeavour to settle the grievance. Failing a satisfactory settlement at this stage, then:

5.03 STEP III

A meeting of the City's Council and the General Grievance Committee of the Union shall meet within five (5) days of a written request for such a meeting to discuss and endeavour to settle the grievance. Failing to reach a satisfactory settlement of the dispute within five (5) days after such meeting has taken place, then the dispute shall be referred to arbitration as provided in Article 6.

5.04 Time Limits

The time limits in the above Article may be varied and/or extended only by mutual agreement between the Parties.

Section 2 - City Grievance

5.05 The City shall have the right to submit any dispute regarding the interpretation of or violation of this Agreement to the Executive Officers of the Union. Failing a satisfactory settlement within five (5) days notice in writing to the Union, to refer

the dispute to a Board of Arbitration constituted in accordance with Article 6.

5.06 Section 103 of Industrial Relations Act

The following may only be invoked by mutual agreement of the Parties in writing.

Where a difference arises between the Parties relating to the dismissal, discipline or suspension of an employee, or to the interpretation, application, operation or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, during the term of the collective agreement (Mr. K. Albertini,) or (Mr. V. Ready) or a substitute agreed to by the Parties, shall at the request of either party:

- (a) investigate the difference;
- (b) define the issue in the difference; and
- (c) make written recommendations to resolve the difference within five (5) days of the date of receipt of the request; and for those five (5) days from that date, time does not run in respect of the grievance procedure.

Each Party to this Agreement shall bear one-third of the cost incurred for payment of reasonable remuneration, travelling and out-of-pocket expenses of the person named or the substitute; with the Minister of Finance paying one-third.

The written recommendations shall be binding on the Parties.

ARTICLE 6 - BOARD OF ARBITRATION

Section 1 - Composition of Board

6.01 Should the Committee on Labour Relations/Grievances and the Union General Grievance Committee fail to settle any difference, grievance or dispute whatsoever arising between the City and the Union, or the employee(s) concerned, such difference, grievance or dispute shall be referred to a Board of Arbitration.

6.02 The Board of Arbitration shall consist of three (3) members: One (1) member is to be selected by the City; one (1) to be selected by the Union; and a third mutually acceptable person who shall act as Chairman, to be chosen by the two (2) persons thus selected.

In the event that the City and the Union are unable to agree upon the selection of the third member of the Board, the Minister of Labour shall be requested to appoint such member.

6.03 The decision of the Board of Arbitration, with respect to an interpretation or alleged violation of this Agreement, shall be final and binding upon the Parties.

Section 2 - Expenses of Arbitration Board

6.04 Each Party shall bear the expenses of their nominee appointed by such Party, and shall pay one-half (1/2) of the expenses of the Chairman.

ARTICLE 7 - SENIORITY

Section 1 - Calculation of Seniority

7.01 Seniority is defined as the length of service in the bargaining unit and shall operate on a bargaining-unit-wide basis unless specified elsewhere in this Agreement.

(a) Regular Permanent Employees

Following the probationary period, seniority credits shall commence from the service date of the employee and shall govern in all areas of this Agreement except that for part-time employees, in the case of promotions, demotions and layoffs, seniority shall be calculated on the number of hours worked from the service date of the employee.

(b) Temporary Employees

Following the probationary period, seniority credits shall commence from the service date of the employee, except in the case of promotions, demotions and layoffs, when seniority shall be calculated as the number of hours worked since the service date of the employee.

(c) Casual Employees

On completion of ninety (90) days worked, casual employees shall have their seniority credits accrued since their service date, banked for the purpose of being considered for the categories stated above.

Section 2 - Seniority Lists

7.02 The City shall maintain separate seniority lists for each category of employee based on the foregoing. The list shall show for permanent regular employees, the date upon which each employee's service commenced and for part-time employees, the number of hours accrued since the commencement of the service date.

(a) Temporary employees, the service date and the number of hours from the commencement of the service date.

(b) Casual employees shall be added to the list based on the number of hours accrued since the service date.

(c) The list shall be updated annually and forwarded to the Union and will be posted on all bulletin boards during the month of January of each year.

Section 3 - Probationary Period

- 7.03 From the date of hiring, employees shall be on probation for a period of ninety (90) days. During this period, employees shall be entitled to all rights and benefits, unless specified elsewhere in this Agreement.
- 7.04 On completion of the probationary period, seniority shall be effective from the original date of employment, unless otherwise specified in this Agreement.

Section 4 - Promotions, Transfers, Demotions

- 7.05 The City agrees that seniority shall be the determining factor in all cases of promotion, demotions or transfers. Where competency, efficiency and ability of competing employees are relatively equal, the more senior employee shall be given preference. Subject to the employee's or the Union's rights under the provisions of Articles 5 and 6 of this Agreement, the City shall determine competency, efficiency and ability in a fair and equitable manner.

Section 5 - Job/Position Classification Changes

- 7.06 An employee moving from one classification to another that involves no change in his/her pay rate shall not be considered as promoted or demoted.

It is agreed that an employee shall not be considered as "promoted" unless a vacancy occurs and the vacancy has a higher classification/pay rate.

Section 6 - Transfers

- 7.07 An employee may be transferred to a position both within and outside of the bargaining unit. If transferred to a temporary position within the bargaining unit, the employee will be notified in writing, copied to the Union, of the duration of the temporary transfer. If the transfer has the same rate of pay as his/her former position, the employee shall remain at this pay level.
- 7.08 No employee shall be transferred to a position outside the bargaining unit without his/her consent. If an employee is transferred to a position outside of the bargaining unit, he/she shall retain his/her seniority accumulated up to the date of leaving the unit, but will not accumulate any further seniority. An employee shall have the right to return or be returned to a position in the bargaining unit during the sixty (60) days period.

If an employee returns to the bargaining unit, he/she shall be placed in a job

consistent with this seniority. Such return shall not result in the layoff or bumping of an employee holding greater seniority.

- 7.09 In all cases of a temporary transfer, both within and outside of the bargaining units, such temporary transfer will not exceed sixty (60) days unless the Parties to this Agreement mutually agree to extend the time limit(s).
- 7.10 Transfers extending beyond the sixty (60) days shall be considered as a permanent transfer.
- 7.11 Notwithstanding any of the foregoing, no employee shall be transferred to a position both within or outside of the bargaining unit without his/her consent.

Section 7 - Special Skills Transfer

- 7.12 The City shall have the right, from time to time to select employees who are to be given special experience or training in preparing them or trying them out as to their capabilities for other assignments with the City, and to promote, demote, engage, retain or dispense with their services in such assignments, provided, however, that upon completion or termination of such assignments, the employee concerned shall be reinstated in the job classification he/she would have held had he/she not been so chosen for the special assignment, and further provided that no such employee shall be assigned to take over the job occupied at the time by an employee outranking such person for promotion purposes if such assignment would result in demotion of such employee. The relative seniority of employees, as set out in the City's seniority listing, shall not be changed as the result of action under this Section.

Section 8 - Reduction of Work Force

- 7.13 Both Parties recognize that job security shall increase in proportion to length of service. Therefore, in the event of a layoff, employees shall be laid off in reverse order of their bargaining-unit-wide seniority, subject to qualifications and ability to perform the work of the classification.

Section 9 - Advance Notice of Layoff

- 7.14 Unless legislation is more favourable to the employees, the City shall notify employees who are to be laid off, ten (10) working days prior to the effective date of layoff. If the employee has not had the opportunity to work the days provided in this Article, he/she shall be paid for the days for which work was not made available.
- 7.15 In the event of a reduction in crew, all overtime to be worked shall be performed, whenever practicable, by laid off employees. All such employees shall receive a

minimum of four (4) hours pay at the base rate and overtime after four (4) hours for the job for such call-outs. An employee recalled under the provisions of this Section, shall be considered as being laid off at the conclusion of each working day unless otherwise advised.

Section 10 - Recall Procedure

7.16 Subject to their ability to perform the work of the/a classification, employees shall be recalled in order of their seniority. The City shall notify the employee(s) by registered mail and shall give ten (10) days notice of the recall.

(a) An employee recalled for casual work or employment of short duration at a time when he/she is employed elsewhere shall not lose recall rights as per Article 7 for his/her refusal to return to work.

7.17 Laid off employee(s) failing to report for work of an ongoing nature within ten (10) days of the date of receipt of notification by registered mail, shall be considered to have abandoned their right to re-employment. Employee(s) requiring to give two (2) weeks notice to another employer shall be deemed to be in compliance with the ten (10) days provision.

Section 11 - No New Employees

7.18 No new employee(s) shall be hired, until those laid off employees have been given an opportunity to recall, subject to their ability to perform the work of the/a classification.

Section 12 - Loss of Seniority

7.19 An employee shall not lose seniority rights if he/she is absent from work because of sickness, accident, layoff or leave of absence approved by the City.

An employee shall only lose his/her seniority in the event:

- (1) He/she is dismissed for just cause and is not reinstated.
- (2) He/she resigns in writing and does not withdraw within two (2) days.
- (3) He/she is absent from work in excess of five (5) working days without sufficient cause or without notifying the City, unless such notice was not reasonably possible.
- (4) He/she fails to return to work within ten (10) calendar days following a recall after a layoff and after being notified by registered mail to do so, unless through sickness or other just cause. It shall be the responsibility of

the employee to keep the City informed of his/her current address. An employee recalled for casual work or employment of short duration at a time when he/she is employed elsewhere shall not lose his/her recall rights for refusal to return to work.

- (5) He/she is laid off for a period longer than two (2) years.

Section 13 - Union Leave/Business

7.20 It is understood that where the City grants time off to an employee, or a leave of absence pursuant to Article 9, he/she shall not lose seniority rights and shall be entitled to return to his/her job he/she would have held, had not the time off/leave of absence been taken.

Section 14 - Grievances of Layoffs and Recalls

7.21 Grievances concerning layoffs and recalls shall be initiated at Step III of the Grievance Procedure.

ARTICLE 8 - JOB DESCRIPTION, POSTING, VACANCIES & APPOINTMENTS

Section 1 - Job Description

8.01 The City agrees to draw up job descriptions for all positions and classifications for which the Union is bargaining agent. These descriptions shall be presented to the Union and shall become the recognized job descriptions, unless the Union presents written objection within thirty (30) days.

If the Union presents written objection to a job description presented to it by the City within thirty (30) days, the contentious job description shall be referred to a Joint Classification Committee comprised of two (2) representatives from the City and two (2) representatives from the Union to resolve the difference. If the Classification Committee is unable to resolve the difference, then it shall be submitted to Arbitration pursuant to Article 6.

8.02 Notice of New Position

In the event the City shall establish any new position, for which the Union is bargaining agent, the classification and wage for this new position shall be established by the City and written notice shall be given to the Union, and shall be posted on all Union Bulletin Boards at the City's place of business for a minimum of seven (7) calendar days, so that all members will be aware of the new position. Unless written notice of objection is given to the City by the Union within thirty (30) calendar days after such notice, to negotiate and resolve the classification and wage rate, such classification shall be considered as agreed to. In the event the Parties are unable to resolve the dispute, then it will be referred to Arbitration pursuant to Article 6.

8.03 Changes in Classification

When the duties or volume of work in any classification, is changed or increased or where the Job Classification Committee representatives of the Union or an employee feels he/she is unfairly or incorrectly classified, during the term of this Agreement, the classification and/or pay rate shall be subject to negotiation between the City and the Union.

If the Parties are unable to agree on the reclassification and/or rate of pay of the job in question, such dispute shall be submitted to grievance and arbitration. The reclassification and/or rate of pay shall then be considered retroactive to the date the employee first filled that position.

8.04 Elimination of Change of Classification

Existing classifications shall not be eliminated or changed without prior notification to the Union. If the Union objects to the elimination of the classification in writing within thirty (30) days of being notified, the matter shall be referred to the Classification Committee. If the Classification Committee is unable to resolve the difference, then the matter shall be referred to arbitration pursuant to Article 6.

8.05 Job Postings

When a vacancy occurs or a new position is created inside of the bargaining unit, the City shall immediately notify the Union in writing and post notice of the position in the City's offices, locker rooms, shops and on all bulletin boards for a minimum of one (1) week so that all members will know about the vacancy or new position. Positions shall be posted within one (1) week of vacancy. Vacancies for positions outside of the bargaining unit shall be posted on bulletin boards.

8.06 Information of Posting/Vacancy

Such notice shall contain the following information:

Nature of position, qualifications, skills, knowledge and education required, shift, wage or salary rate or range and the closing date for applications to the position.

The City will ensure that all postings are open to both male and female applicants and that qualifications are not established in a discriminatory manner.

8.07 Processing and Filling of Vacancies/Appointments

Following the processing of applications, the City shall conduct interviews for those employees meeting the posted requirements, and within seven (7) days following the completion of the interviewing, shall notify the successful employee of his/her appointment.

8.08 Qualifying Period

The employee shall be considered as a qualifying employee in his/her new position for a period of sixty (60) days.

Conditional on satisfactory service, the employee shall be declared Permanent. In the event the successful applicant proves unsatisfactory in the position during the qualifying period, or if the employee is unable to perform the duties of the new job classification, he/she shall be returned to his/her former position, wage or salary rate and without loss of seniority. Any other employee promoted or transferred because of the rearrangement of the position shall also be returned to his/her former position, wage or salary rate, without loss of seniority.

ARTICLE 9 - LEAVE OF ABSENCE

Section 1 - General Leave

- 9.01 The City shall grant a leave of absence, without pay and without loss of seniority, to any employee requesting such leave for good and sufficient cause. Such request shall be in writing and approved by the City. (Adoption leave shall be considered good and sufficient cause). This leave will only be granted when all existing vacation is exhausted.

For the first three (3) months of the approved leave, the employee shall remain on all benefit plans at the same cost sharing as when working. After three (3) months, the employee may remain on any benefit plan(s) by paying to the Employer an amount equivalent to the full premium cost(s).

Section 2 - Union Leave

- 9.02 The City agrees that time spent in investigating and settling disputes during working hours involving City employees by Union Stewards shall be considered as time worked. The Union agrees to forward to the City a written list of the names of such Stewards and of replacement thereto.
- 9.03 The City agrees to grant time off with pay during any working day to Officers of the Union in order to attend meetings with representatives of management of the City, provided that the Officer of the Union has advised his immediate supervisor or foreman not less than four (4) hours in advance. A written list of the names of such Officers in the employ of the City shall be forwarded to the City for this purpose.
- 9.04 The City agrees to grant a leave of absence to Union Offices or members, without pay, for the business purposes of the Union or to attend Labour seminars or labour conventions up to a maximum of sixty (60) days per year, provided that reasonable time, in writing, is given to the City.

Section 3 - Compassionate Leave

- 9.05 (a) An employee shall be granted four (4) regularly scheduled consecutive work days leave, without loss of pay and benefits, in the case of death within the Province and five (5) days outside the Province, of a parent, spouse, sibling, child, parent-in-law, grandparent, grandchild, sibling-in-law, child-in-law, grandparent-in-law and grandchild-in-law. Where burial occurs outside the Province, such leave shall also include two (2) days travelling time, without pay.

- (b) Should the death occur while the eligible employee is on annual vacation and upon request of the employee, compassionate leave without loss of pay (but not additional travel time) will be substituted for the vacation days and the vacation days will be rescheduled.

9.06 Pallbearer Leave

One (1) day leave with pay shall be granted an employee to attend a funeral as a pallbearer.

Section 4 - Educational Leave

9.07 a) The City agrees to pay the cost of examination, travel, accommodations and wages for the purpose of complying with the regulations of the EOCP operators. Expense reimbursement will be done according to City Bylaw Number 799 or as amended.

- b) Union members shall be entitled to time off from work with no loss of seniority or pay to attend educational courses or seminars sponsored by the Employer the Union or government agencies. These courses are for the instruction and upgrading of health and safety matters, or other courses as required by the City.

ie: confined spaces courses, excavation course or shoring courses

- c) All re-certification costs will be reimbursed by the City upon receipt of re-certification invoices and certifications.

9.08 First Aid Attendants will receive up to two (2) days annually to be used to retain or upgrade their first aid licence. Time spent attending a course will be considered time worked.

Section 5 - Medical Care Leave

9.09 Employees shall be allowed up to three (3) days per annum paid leave of absence in order to engage in personal preventative medical health and dental care, provided that such days shall be charged against the employee's sick leave. On request, employees may be required to show proof of medical or dental care.

Section 6 - Paid Jury and/or Court Witness Duty Leave

9.10 The City shall grant leave of absence without loss of seniority benefits to an employee when subpoenaed as a juror or witness in any court. The City shall pay such an employee the difference between his/her normal earnings and the

payment he/she receives for jury service or court witness, excluding payment for travelling, meals, or other expenses. The employee will present proof of service and the amount of pay received. Time spent by an employee required to serve as a court witness, in any matter arising out of his/her employment, shall be considered as time worked at the appropriate rate of pay.

Section 7 - Family Leave

9.11 Employees shall be allowed leave of absence with pay and without loss of seniority and benefits for the following reasons:

<u>Reason</u>	<u>Leave of Absence</u>
Serious fire or flood in employee's home	Up to three (3) days.
Employee's marriage	One (1) working day at the discretion of the employee if it falls on a working day.

Section 8 - Essential Community Service

9.12 An employee involved in an essential community service (volunteer fire department, Provincial Emergency Program, auxiliary police, ambulance services) shall be allowed time off without pay when a situation requiring his/her services arises during regular working hours, subject to the following conditions:

- a) Employees involved with essential community services may attend essential community services as long as a City works employee and a City Hall employee remains on duty during regular working hours.
- b) An employee will not be paid overtime as a result of a community essential service.
- c) An employee will be entitled to make up time spent responding with an essential service either before or after a regular day of work, to a maximum of their regularly scheduled hours.

ARTICLE 10 - HOURS OF WORK, OVERTIME AND WAGES

Section 1 - Hours of Work

10.01 The regular working week shall constitute forty (40) hours, eight (8) hours per day, for outside workers and thirty-five (35) hours per week for clerical staff.

10.02 The regular working week, together with the hours of work may be varied by mutual agreement between the City and the Union under special circumstances.

- (a) When an employee is required to work overtime, prior to commencing and continuous with his/her regular shift, he/she shall be paid for these additional hours at a rate of double his/her regular straight time rate of pay.
- (b) Notwithstanding any other provision of this Agreement, provided at least ten (10) hours notice to the new start time has been given, an employee in a classification in Schedule "A" may have the starting time of the employee's shift advanced by up to two (2) hours in order to carry out street sweeping duties, or to carry out snow clearing and/or sanding duties when required.

If ten (10) hours notice is not given, the provisions of Article 10.02 (a) shall be in effect.

10.03 Shift Work

- (a) Steady Day Shift - Outside Workers - Steady day shift for outside workers. The hours of work shall be from Monday to Friday, eight (8) hours, from 8:00 a.m. to 4:30 p.m. with a half (½) hour off for lunch.
- (b) Clerical - Monday to Friday, seven (7) hours, from 9:00 a.m. to 5:00 p.m., or from 8:30 a.m. to 4:30 p.m. with one (1) hour off for lunch.

Section 2 - Overtime

10.04 Eating Allowance for Extended Hours

Any employee required to work in excess of ten (10) consecutive hours shall be entitled to a lunch not to exceed the sum of fifteen dollars (\$15.00), paid by the City plus paid time to eat, not to exceed one (1) hour or given the option to take the fifteen (\$15.00) dollars in pay where no break is taken.

10.05 Overtime Payment

- (a) Overtime shall be paid at double (2) times the regular rate of pay.
- (b) Overtime shall be paid at double (2) times for all hours worked on Statutory Holidays plus his/her eight (8) hours of normal pay for holiday.
- (c) Overtime shall be on a voluntary basis except in the case of emergencies and in such cases when an employee has been requested or contacted to perform necessary work, he/she shall not refuse if in the Works Superintendent's opinion it is an emergency.
- (d) The Employer is permitted to schedule weekend overtime when required for the maintenance of the water and wastewater systems. The employee working the scheduled overtime will be provided the use of a City vehicle. The employee will be paid a minimum of one (1) hour overtime or the hours worked, whichever is greater, at double time (2X) their regular rate of pay. This scheduled overtime will be allocated by seniority to the available qualified employee.
- (e) Employees shall be granted the privilege of electing to take time-off in lieu of overtime pay and shall accumulate such overtime in an overtime bank.

Time will be granted if the operational needs of the City are met.

10.06 An employee called out to work at any time other than his/her regular shift shall be paid for a minimum of four (4) hours at double (2) time.

10.07 An employee reporting to the Works Supervisor ready for work at the start of his/her shift shall be paid for two (2) hours at his/her regular rate of pay if sent home by the Works Supervisor prior to commencing work. If an employee commences work he/she shall be paid for a minimum of four (4) hours.

Section 3 - Wages

10.08 The City shall pay wages to its employees in accordance with Schedule "A" attached hereto and forming part of this Agreement.

10.09 Shift Premiums

Employees assigned to work any shift other than the hours of work as contained in Article 10.03 shall be paid a differential of \$0.50 (fifty cents) per hour for the full shift.

10.10 Relieving in Higher Rated Positions

Employees relieving in higher rated positions during any portion of their work shift shall be paid the rate of the higher rated position for the entire day.

Section 4 - Wage Differentials

10.11 Employees assigned to work on asphaltting operations where liquid asphalt or road oil is being used or handled in any manner and employees assigned to work in any capacity where creosote is being used and employees assigned to work in garbage removal, cleaning or repairing domestic sewers where live sewage is or has been conducted and in the treatment plant shall be paid a differential pay of sixty cents (\$0.60) per hour.

10.12 Equal Pay for Equal Worth

Employees within comparable classifications shall receive equal pay for equal worth, regardless of sex.

ARTICLE 11 - STATUTORY HOLIDAYS AND ANNUAL VACATIONS

Section 1 - Statutory Holidays

- 11.01 An employee shall receive a day off with pay for all Statutory Holidays listed in Section 1 of this Article, provided that he/she worked the scheduled day previous to such Statutory Holiday and the scheduled day following such Statutory Holiday, at the rate of pay received on the scheduled day prior to such Statutory Holiday.
- 11.02 In the event of illness or accident occurring prior to or on the scheduled day following said Statutory Holiday and providing such occurs during the course of time employed, the employee shall present to his/her foreman a doctor's certificate substantiating the illness or accident.
- 11.03 The recognized Statutory Holidays shall be as follows:

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

and all days proclaimed by Local Government, Provincial or Federal Government. In addition to the named holidays, each employee, who has obtained seniority with the City shall be entitled to a floating Statutory Holiday during each year he/she is in the City's employ, which shall be taken at a time of the employee's choice provided the employee provided management with prior notice of not less than seven (7) days.

- 11.04 Employees who have not obtained seniority with the City shall be entitled to said floating Statutory Holiday during each calendar year if and when he/she has worked thirty (30) days, continuous or broken, in that year. In any dispute concerning the day of the employee's choice the matter shall be resolved in accordance with the provisions of Article V of this Agreement, provided always that an employee shall receive such day off not later than December 31st of the calendar year.

Section 2 - Compensation for Holidays

- 11.05 All work performed on any such Statutory Holiday as listed in Clause 11.03 of this Article, shall be paid for at double time of the base rate for the work performed by the employee, in addition to the pay received by him/her for the Statutory Holiday,

as set out in Clause 11.01 of this Article.

- 11.06 It is agreed that these employees shall not be required to work on more than three (3) Statutory Holidays in any one (1) year, and it is further agreed that when these employees are required to work on a Statutory Holiday, they shall be called out on a rotation basis.
- 11.07 When any of the above noted holidays fall on a Saturday or Sunday and is not declared or proclaimed as being observed on some other day, the following Monday (or Tuesday, where the preceding Monday is declared or proclaimed a holiday) shall be deemed to be the holiday. Calculations for the Statutory Holiday shall remain the actual calendar date.
- 11.08 When any of the above noted holidays fall on an employee's scheduled day off, the employee shall receive a day's pay or another day off with pay at a time arranged by mutual agreement.
- 11.09 When any such holiday falls during an employee's vacation with pay, and he/she would have become entitled to pay for such a holiday not worked, had the employee not been on vacation, he/she shall receive an additional day of vacation with pay in lieu thereof.

Section 3 - Annual Vacation

- 11.10 All Regular Permanent employees shall be credited and granted vacations earned up to their anniversary date as follows:
- | | |
|--|-------------|
| 3 weeks vacation | 1-4 years |
| 4 weeks vacation | 5-10 years |
| 5 weeks vacation | 11-17 years |
| 6 plus vacation | 18-19 years |
| 20+ one additional day for each year of service to a maximum of 7 weeks. | |
- 11.11 For each period consisting of thirty (30) consecutive days an employee is absent from work in the year preceding his/her anniversary date in any year, there shall be deducted from the vacation to which he/she would otherwise be entitled in the succeeding year, one-twelfth (1/12) of the vacation pay, provided that for this purpose, time spent on vacation on which the employee is paid under this Article, or time lost because of sickness or accident, shall be considered as time worked.

- 11.12 All holidays taken under this Article shall be completed before the anniversary date of the succeeding year provided that this shall not preclude the City and the Union from agreeing to an extension of this time limitation, where such is requested either by the City or by an employee.
- 11.13 Where two (2) or more employees bid on the same vacation period and operational requirements permit only one (1) employee to take that vacation period, then the most senior employee shall have his/her choice of that period.
- 11.14 For the purpose of computing such vacation pay, the work week shall be considered as constituting forty (40) or thirty-five (35) hours, whichever applies. The word "pay", where used in this Article, shall mean remuneration for three (3) four(4), five (5) or six (6) weeks, as the case may require, based on the salary or hourly rate (inclusive of differentials) received by the employee for the major portion of the calendar month immediately prior to the vacation.
- 11.15 Should an eligible employee, while on annual vacation, become sick or disabled and require hospitalization, the employee shall be allowed to substitute sick leave for vacation time, provided a doctor's certificate is submitted. Annual vacation days should then be rescheduled.

ARTICLE 12 - GENERAL PROVISIONS AND CONDITIONS OF EMPLOYMENT

12.01 Employment Abandonment

If an employee is absent from work for a period of five (5) working days without sufficient cause and fails to notify the City and/or communicate with the City, the employee will have been considered to have abandoned his/her employment.

12.02 Employer Property

Employees must return to the City all the City's property in their possession at the time of termination of employment.

12.03 Badges and Insignia

Employees shall be permitted to wear Union pins or badges.

12.04 Disciplinary Procedure

Where and when a Supervisor intends to interview an employee for disciplinary purposes, the Supervisor shall advise the employee of the purpose of the interview in advance, so that the employee may contact his/her Union Steward to be present for the interview.

12.05 All employees working in any dirty or dangerous capacity shall be supplied with all necessary safety equipment and protective clothing including coveralls when needed.

12.06 Coffee Breaks

The employees shall have a fifteen (15) minute coffee break approximately one-half (1/2) way through the first part of their first shift and another fifteen (15) minute break approximately one-half (1/2) way through the second part of their shift.

Employees will not be entitled to split up the fifteen (15) minute breaks except for in special circumstances where prior approval has been given.

12.07 Safety Hard Hats

The City supplies, free of charge on their first day of employment, a regulation safety hard hat to all those employees required to wear the same in the course of their duties.

12.08 Safety Boots

The City pays one hundred (100%) percent of the cost, to a maximum of two hundred dollars (\$200.00) per year, for the purchase of safety boots upon presentation of receipts.

12.09 Harassment

The City of Greenwood is committed to providing a working environment in which all employees are treated with respect and dignity. The City of Greenwood acknowledges the right of all individuals in the employ of the City to work without discrimination or harassment because of race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, age, sexual orientation, political beliefs or criminal or summary conviction offence unrelated to their employment.

ARTICLE 13 - SICK LEAVE

Section 1

13.01 Definition of Sick Leave

Sick leave means the period of time an employee is absent from work with full pay by virtue of being sick or disabled, because of an accident for which compensation is not payable under the Workers' Compensation Act.

13.02 Sick Leave Credits

Eighteen (18) days sick leave per year shall be earned by a regular permanent employee at the rate of one and one-half (1½) days for every month the employee is employed, to a maximum of one hundred and forty (140) days.

Upon retirement, an employee having accrued sick leave to his/her sick leave credits shall receive an amount in lieu thereof equal to one half (.5) of accumulated sick leave credits, up to but not exceeding thirty (30) days. At the employee's request, the payment of this allowance shall be:

1. A lump sum payment or,
2. Registered Retirement Savings Plan, payable to the registered carrier to be held in trust for the employee.

The City is fully funding this provision and the City will not pay any more money than has been set aside.

13.03 Sick Leave Pay

In the event of illness, an employee shall receive a full day's pay at his/her base rate (exclusive of all differentials) received by him/her on his/her last working day prior to such illness for each day lost by him/her from work.

13.04 A deduction shall be made from the sick leave bank for all normal working days absent for sick leave.

13.05 Sick Leave Records

Immediately after the close of each calendar year, the City shall advise each employee, in writing, of the amount of sick leave accrued to his/her credits.

13.06 Proof of Illness

An employee may be required to produce a certificate from a medical practitioner for any illness in excess of three (3) working days. The certificate will certify that the employee was unable to carry out his/her duties due to illness.

13.07 If an employee is found to have wilfully misrepresented him/her self as being ill, he/she shall refund all such sick leave pay to the City.

13.08 Sick Leave During Leave of Absence and Layoff

When an employee is given leave of absence for any reason, he/she shall receive sick leave credit for the period of such absence, on his/her return to work, such credit not to exceed one and one-half (1½) days.

13.09 When an employee is laid off on account of lack of work, he/she shall not receive sick leave credits for the period of such absence but shall retain his/her cumulative credit, if any, existing at the time of such layoff.

13.10 Continuation of Benefits

The City agreed to pay the full coverage for all employee benefit plans for employees laid off for periods of less than three (3) months. In the event of a longer layoff, employees so affected shall have the right to continue this coverage through direct payments, for a further nine (9) months.

13.11 Workers' Compensation Pay Supplement

An employee prevented from performing his/her regular work with the City on account of an occupational accident that is covered by the *Workers' Compensation Act* shall receive from the City a supplement equal to the difference between the amount payable by the Workers' Compensation Board and his/her last rate of pay.

ARTICLE 14 - MATERNITY LEAVE

- 14.01 On completion of the probationary period an employee shall qualify for maternity leave and the City shall not deny the pregnant employee the right to continue employment during the period of pregnancy.
- 14.02 Employees shall be granted eighteen (18) weeks maternity leave of absence without pay. The duration of the maternity leave of absence before confinement and subsequent to confinement shall be at the option of the employee.
- 14.03 Should an employee require a longer period of Maternity Leave because of health reasons and/or complications, an extension up to a maximum of six (6) months will be granted on production of a Medical Certificate.
- 14.04 Employees shall retain full employment status and accumulate all benefits of this Agreement while on Maternity Leave.
- 14.05 After fifteen (15) weeks of absence covered by Unemployment Insurance provisions, an employee may choose to receive payment of normal weekly salary from her accumulated sick leave credits if applicable.
- 14.06 An employee shall give the City at least four (4) weeks notice/advice of her return to work after Maternity Leave of Absence and she shall be returned to her former position. However, if her former position no longer exists, then she shall be placed in an equivalent position in her department.
- 14.07 The provisions of Part 7 of Employment Standards Act (1996) shall apply.

ARTICLE 15 - BENEFITS AND HEALTH CARE PLANS

15.01 Pension

All eligible employees shall apply for coverage of pension in compliance with the Municipal Pension Plan of British Columbia.

15.02 Unemployment Insurance

The City agrees that all employees shall remain insurable under the Unemployment Insurance Act.

15.03 Group Life Insurance / A.D. & D.

Upon completion of three (3) months' employment, all Regular Permanent employees shall join the Group Life Insurance Plan and Accidental Death and Dismemberment Plan provided by the City and the City shall pay the actual cost of the premiums of such group plans providing one hundred thousand dollars (\$100,000) without evidence of insurability and disability waiver prior to age 65, terminating at age 65.

15.04 Medical Plans

The City shall pay the actual cost of the monthly premium per employee per month, for both married and single employees, covering membership in a mutually approved medical plan, including the basic B. C. Medical Plan, and Extended Health Benefit Plan, provided that any change in the coverage would involve the entire group of City employees.

Extended Health Insurance Benefit Plan increase lifetime maximum to a maximum of one million dollars (\$1,000,000) per insured person.

15.05 Dental Plan

All eligible employees shall participate in a Dental Plan covering:
(effective March 1998)

90% cost of Plan "A"

75% cost of Plan "B"

80% cost of Plan "C" (with max. lifetime payment of benefits of \$3,000 per dependent child)

The premiums for this Plan will be shared between the City and the employees as follows:

100% paid by the Employer

15.06 Vision Care

All eligible employees shall participate in a Vision Care Benefit Plan of six (\$600.00) dollars payable over each twenty-four (24) month period, with premiums shared as follows:

80% paid by the City

20% paid by the employees

15.07 Safety Glasses

- (a) Non-prescription safety glasses – The City will pay one hundred (100%) percent of the cost of non-prescription safety glasses.
- (b) Prescription safety glasses – The City will pay one hundred (100%) of the cost, to a maximum of three hundred (\$300.00) dollars, of prescription safety glasses.

For purposes of this contract, "safety glasses" means "safety eye wear that meets the requirements of the current WCB Regulations". In the regulations effective April 15, 1998, the safety eye wear requirements are set out in Sections 8.14 to 8.18.

15.08 Long Term Disability Plan

(Implementation to begin on March 1, 2007)

- a) The Employer shall implement a mutually agreeable Long Term Disability (LTD) plan, for regular employees upon completion of three (3) continuous months employment, which shall provide coverage for 66.7% of an employee's annual salary to a monthly maximum of two thousand five hundred dollars (\$2,500.00) based on a "two year own occupation" definition of disability with a twenty six (26) week waiting period.
- b) While on LTD, the employee shall accumulate seniority and shall be entitled to all the rights and benefits under this Collective Agreement.
- c) An employee who is no longer deemed disabled under the provisions of the LTD plan shall be placed in his former or equivalent position.

- d) All premiums for the LTD plan are to be paid by the employee.

15.09 Employee Assistance Program

An Employee Assistance program shall be provided. The Employer funded program will be monitored by the Rehabilitation Committee established pursuant to Article 15.10.

15.10 Rehabilitation Committee

- a) The Employer and the Union agree to a Rehabilitation Committee comprising of four (4) persons, two (2) appointed by the Union and two (2) appointed by the Employer. The Committee will be established on an *ad hoc* and case by case basis.
- b) Committee members appointed by the Union will be granted time off without loss of basic pay for the purpose of attending meetings of the Committee and performing Committee approved business.
- c) The Committee is limited to reviewing alternate employment opportunities for employees deemed totally disabled or partially disabled by the Employer and therefore unable to perform their normal duties.
- d) The Committee may make non-binding recommendations to the Employer and Union as to possible alternate employment opportunities for employees.

ARTICLE 16 - SAFETY

- 16.01 A Joint Safety Committee shall be established comprising of one (1) supervisory employee from each department of the City appointed by the City and one (1) employee from each department of the City appointed, selected or elected by the Union.
- 16.02 The Joint Safety Committee shall meet monthly or at the call of the Chairman of the Committee and shall discuss, recommend and record all action necessary to improve hazardous conditions at the workplace.
- 16.03 Minutes of all Joint Safety Committee meetings shall be kept and copies of such minutes shall be sent to the City and to the Union and to the Workers' Compensation Board and a copy be posted on the bulletin boards.
- 16.04 Time spent by Committee members in the performance of their duties during working hours, shall be considered as time worked and the employees will be paid at their regular hourly rates of pay.

ARTICLE 17 - WAGE SCHEDULES, ATTACHMENTS AND ADDENDUMS

17.01 Employees shall be compensated in accordance with the applicable Wage Schedule, Attachments and Addendums appended to this Agreement.

ARTICLE 18 - VARIATIONS

18.01 Any changes deemed necessary in this Agreement may be made by mutual agreement at any time during its existence. All changes to be made as a Letter of Understanding/Agreement, signed by both the City and the Union.

ARTICLE 19 - PRINTING OF AGREEMENT

19.01 The Union will be responsible for the amending and drafting of the Collective Agreement and the costs associated with the printing and supply of the Collective Agreement will be borne equally between the Parties.

ARTICLE 20 - EFFECTIVE AND TERMINATING DATES

20.01 This Agreement shall be effective from March 1, 2012 and shall remain in force until February 28, 2016 and from year to year thereafter, unless terminated by either Party on written notice served in the four (4) months prior to the end of the Collective Agreement.

IN WITNESS WHEREOF the Parties hereto have caused these presents to be signed by their respective officers thereunto lawfully authorized in that behalf, this 4th day of February, 2013.

SIGNED ON BEHALF OF:
THE CITY OF GREENWOOD

Nipper Kettle Mayor
Greenwood
Rob D. Doherty

SIGNED ON BEHALF OF:
CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2254

[Signature]
[Signature]

SCHEDULE "A"

Hourly Rates

PAY GRADE & CLASSIFICATION	CURRENT	March 1/12	March 1/13	March 1/14	March 1/15
		2%	2%	2%	2%
LABOURER (PROBATIONARY)	\$25.58	\$26.09	\$26.61	\$27.15	\$27.69
LABOURER II	\$26.31	\$26.84	\$27.37	\$27.92	\$28.48
TRUCK DRIVER	\$26.66	\$27.19	\$27.74	\$28.29	\$28.86
EQUIPMENT OPERATOR MAINTENANCEMAN	\$27.47	\$28.02	\$28.58	\$29.15	\$29.73
LEAD HAND	\$28.34	\$28.91	\$29.48	\$30.07	\$30.68
WORKING FOREMAN	\$30.21	\$30.81	\$31.43	\$32.06	\$32.70
TRADESMAN (MECHANIC)	\$29.63	\$30.22	\$30.83	\$31.44	\$32.07
SECRETARY CLERK *	\$17.22	\$18.07	\$18.94	\$19.83	\$20.74
RECEPTIONIST CLERK *	\$18.94	\$19.83	\$20.74	\$21.66	\$22.60
DEPUTY TREASURER *	\$23.91	\$24.90	\$25.91	\$26.94	\$27.99

Note: * rates have been subject to the clerical re-class as per the Memorandum of Agreement signed 2012.

SCHEDULE "B"

All employees who have and maintain the following qualifications/certifications from the Environmental Operators Certificate Program (EOCP) will have the applicable rate added to their base rate as identified under Schedule "A".

CERTIFICATION	BASE RATE	March 1/12	March 1/13	March 1/14	March 1/15
		2%	2%	2%	2%
Waste Water In-Training	\$0.25	\$0.26	\$0.26	\$0.27	\$0.27
Waste Water Certification Per Level	\$0.50	\$0.51	\$0.52	\$0.53	\$0.54
Water Distribution In-Training	\$0.25	\$0.26	\$0.26	\$0.27	\$0.27
Water Distribution Certification Per Level	\$0.50	\$0.51	\$0.52	\$0.53	\$0.54

NOTE: Once certification has been achieved, employees will not be entitled to the In-Training amounts for either certification.

If an employee refused to write examination for the EOCP, they will be required to reimburse the City any costs associated with the training.

The levels are applicable to Water Distribution and Wastewater.

SCHEDULE "C"

All employees who have and maintain the following qualifications/certifications from the Insurance Company of British Columbia (ICBC) will have the applicable rate added to their base rate as identified under Schedule "A".

CERTIFICATION	BASE RATE	March 1/12	March 1/13	March 1/14	March 1/15
		2%	2%	2%	2%
Autoplan Basics for Brokers	\$0.25	\$0.26	\$0.26	\$0.27	\$0.27
An Additional 5 days of Cumulative Training*	\$0.25	\$0.26	\$0.26	\$0.27	\$0.27

***Only courses that are offered by ICBC Autoplan Education will be considered additional training**

SCHEDULE "D"

Government Subsidized Projects

Students employed by the Employer on a government subsidized project be employed as temporary employees. Students shall not be employed as such, to do work which would otherwise have been done by regular employees, or if this would result in the layoff or reduction of regular hours of any regular or probationary employee or the failure to recall any employee on layoff who has recall-to-work rights.

	Base Rate	March 1/12	March 1/13	March 1/14	March 1/15
		2%	2%	2%	2%
STUDENTS	\$10.25	\$10.46	\$10.66	\$10.88	\$11.09