

COLLECTIVE AGREEMENT

between

THE CITY OF EDMONTON

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 30

Duration: February 8, 2015 to December 22, 2018



PART I – MAIN COLLECTIVE AGREEMENT	11
1 Amendment And Termination	11
2 Scope	12
2.02 Jurisdictional Differences	12
2.02.01 Management Initiated Reviews	12
2.02.02 Union Initiated Reviews	12
3 Definitions	14
3.01 Accredited Representative of the Union	14
3.02 Banked Time Year	14
3.03 Calendar Year	14
3.04 Classification	14
3.05 Continuous Employment	14
3.06 Employee	14
3.07 Imminent Danger	14
3.08 Interpretation	14
3.09 Life Event	14
3.10 Member	15
3.11 Monthly Salary	15
3.12 Normal Retirement Age	15
3.13 Off Days	15
3.14 Part-Time Employee	15
3.15 Permanent Employee	15
3.15.01 Permanent Part-Time Employee	15
3.16 Permanent Position	16
3.17 Position	16
3.18 Probationary Employee	16
3.19 Promotion	16
3.20 Provisional Employee	16
3.21 Regular Rate of Pay	16
3.22 Shift	16
3.23 Shift Schedule	16
3.24 Standby	16
3.25 Temporary Employee	16
3.26 Trial Term	17
3.27 Vacation Year	17
4 Managerial Responsibilities	18
4.01 Managerial Responsibilities	18
4.02 Discipline	18
5 Union Security	20
5.01 Recognition	20
5.02 No Discrimination	20
5.03 Check-Off of Union Dues	20
5.04 Employee Information Reports	20
5.05 List of Union Officials	20
5.06 Union Access to Work Areas	21
6 Working Conditions	22
6.01 Hours of Work	22
6.01.02 Day Shift	22
6.01.03 Afternoon Shift	22

6.01.04	Midnight Shift	22
6.01.05	Shift Relays (Combination of Day, Afternoon, and/or Midnight Shifts)	22
6.01.09	Special Hours of Work Requirements	23
6.01.10	Wash-Up Time.....	23
6.01.11	Shift Schedules	23
6.01.12	Rest Periods.....	23
6.02	Overtime Work	24
6.03	Banked Time	24
6.03.05	Banked Time Payouts.....	25
6.04	Pay for Work on Off Days.....	25
6.05	Pay for Work on Statutory Holidays.....	25
6.06	Temporary Change of Duties.....	25
6.07	Danger Differential	26
6.07.01	Tunnel Crews	26
6.08	Shift Differential.....	26
6.09	Reporting Pay	26
6.10	Standby Service	27
6.11	Standby Pay.....	27
6.12	Disinterment Allowance.....	27
6.13	Weekend Work Premium.....	28
6.14	Diving Allowance	28
6.15	Spray Painting Allowance	28
6.16	Emergency Water and Drainage Dig-Up Allowance	28
6.17	Equipment Operator and Truck Driver Premium.....	28
6.18	Drainage Trunkline Inspection Allowance.....	28
6.18.01	Trunkline Inspection Allowance.....	28
6.18.02	Wetwell Cleaning Allowance.....	28
6.19	Training Premium.....	28
6.19.01	Equipment Operator/Truck Driver Field Training Premium	28
6.19.02	Arena Attendant Training Premium.....	29
6.19.03	Community Standards Field Training Premium	29
6.20	Refrigerant Removal Premium	29
6.21	Aerial Bucket Truck Premium.....	29
6.22	Court Time	29
7	Remuneration.....	30
7.01	Wages	30
7.02	Retroactive Pay.....	30
7.03	Dually Qualified Tradesman	31
8	Fringe Benefits	32
8.01	Statutory Holidays.....	32
8.02	Annual Vacation Leave	33
8.02.01	Vacation Entitlement for Permanent or Probationary Employees.....	33
8.02.02	Vacation Entitlement for Provisional or Temporary Employees.....	35
8.02.04	Temporary or Provisional Service Credits.....	36
8.02.05	Part-Time Service Credits.....	36
8.02.07	Selection of Vacation.....	36
8.02.08	Temporary, Provisional, and Part-Time Employee Vacation Leave Without Pay.....	37
8.02.09	Promotion or Transfer and Vacation Selection.....	37
8.02.10	Vacation Carry Over	37

8.02.11	Early Usage of Increased Entitlement.....	37
8.02.12	Termination of Employment	37
8.02.13	Statutory Holiday During Annual Vacation Leave.....	38
8.02.14	Absence Without Pay.....	38
8.02.15	Disability Leave	38
8.02.16	Confinement to Residence or Hospital During Vacation.....	38
8.02.17	Bereavement.....	38
8.02.18	Vacation Year	38
8.03	Leave of Absence	39
8.03.01	Employment for Gain.....	39
8.03.02	Compassionate Care Leave	39
8.03.03	Bereavement Leave	39
8.03.03.05	Temporary or Provisional Employees	40
8.03.04	Compensation for Witness and Jury Duty	41
8.03.05	Maternity/Parental Leave	41
8.03.06	Leave With Pay – Union Representatives at Meetings.....	42
8.03.06.01	Negotiating Committee for the Union.....	42
8.03.07	Leave Without Pay - Delegate	43
8.03.08	Leave Without Pay – Local Union Employment	43
8.03.09	Leave Without Pay - Union Employment (other than local union).....	43
8.03.09.01	Income Protection Plan.....	43
8.03.09.02	Long Term Disability Plan.....	43
8.03.09.03	Local Authorities Pension Plan	44
8.03.09.04	Alberta Health Care	44
8.03.09.05	Major Medical and Supplementary Hospital, Dental and Group Life Plans	44
8.03.09.06	Vacation	44
8.03.10	Participation in Benefit Plans While on Leave of Absence	44
8.04	Health and Welfare Benefits.....	45
8.05	Clothing	45
8.05.03	Uniforms	46
8.06	Fringe Benefit Entitlement.....	46
8.07	Safety Footwear Subsidy	46
8.08	Parking	47
8.09	Tool Allowance.....	47
9	Employment	48
10	Promotions	48
11	Layoffs, Recalls and Rehires.....	49
11.01	Layoffs for 5 Consecutive Working Days or Less.....	49
11.02	Layoffs for Greater than 5 Consecutive Working Days.....	50
11.02.01	Non-Permanent Employees	50
11.02.04	Seasonal Recall of Non-Permanent Employees	50
11.03	Permanent Employees	51
11.03.02	Eligibility to Revert to a Former Position	51
11.03.03	Eligibility to Bump to Entry Level Positions	52
11.03.10	Recall of Permanent Employees	53
11.04	Employment Security.....	54
11.04.01	Contracting Out – Consultation Process	54
11.05	Technological Change.....	54
12	Posting and Filling Vacancies.....	56

13	Seniority	58
14	Dispute Resolution Process	60
	14.02 Definitions.....	60
	14.03 Problem-Solving Stage	60
	14.04 Stage I - Consultation.....	61
	14.05 Stage II - Formal Review	61
	14.06 Stage III - Arbitration	62
	14.07 General	63
15	Reporting for Duty	64
16	Apprentices	65
	16.13 Registered Apprenticeship Program	66
17	Safety	67
18	Employee Status	68
19	Classification	70
	19.03 Job Evaluation Review.....	70
	19.04 Existing Classifications.....	70
	19.05 New Classifications	71
	19.05.03 Deleted Classifications	71
	19.05.04 Dually Classified Positions	71
20	Training Program for Equipment Operators	72
21	Driving Accident and Review Committee Investigation.....	73
22	Training.....	73
23	Employee Rehabilitation.....	73
24	Part-Time Employees.....	74
	24.01 Working Conditions	74
	24.01.01 Hours of Work and Employee Status	74
	24.01.02 Reporting Pay	74
	24.01.03 Overtime Work	74
	24.01.04 Pay for Work on Statutory Holidays.....	74
	24.01.05 Rest Period	74
	24.01.06 Lunch Period.....	74
	24.01.07 Temporary Change of Duties.....	74
	24.02 Employee Status.....	74
	24.03 Fringe Benefit Entitlement.....	75
25	Conformity to Federal and Provincial Legislation.....	76
26	Letters of Understanding and Addenda	76
	APPENDICES.....	77
	Appendix I - Schedule of Wages.....	77
	Salary Admin Plan 10M Hourly.....	77
	Salary Admin Plan 10M Hourly - Summer Seasonal	95
	Salary Admin Plan 10D Hourly - Summer Seasonal, Dual Class	95
	Salary Admin Plan 10M - Trades / Technical.....	96
	Salary Admin Plan 10B - Dual Trade Classifications	99
	Salary Admin Plan 10A - Apprentices	100
	Footnotes	104
	APPENDIX II - Classification Concepts	107
	APPENDIX III - Required Tools for Various Trades.....	116
	Machinists.....	116

Sheet Metal Mechanics & Apprentices (3rd & 4th Year)	116
Sheet Metal Mechanics & Apprentices (1st & 2nd Year)	117
Plumbing & Heating Foremen	117
Plumbers and Apprentices (4th & 5th Years)	117
Plumber Apprentices (1st Year)	118
Plumber Apprentices (2nd Year)	118
Plumber Apprentices (3rd Year)	119
Painter Foreman	119
Painters and All Apprentices	119
Millwright I & II	119
Carpenter Foremen	120
Carpenters and Apprentices (4th Year)	120
Carpenter Apprentices (1st Year)	120
Carpenter Apprentices (2nd Year)	121
Carpenter Apprentices (3rd Year)	121
Automotive Mechanics and Apprentices	121
Heavy Duty Mechanics and Apprentices	121
Heavy Equipment / Automotive Technicians	121
Refrigeration Mechanic	124
Steamfitter/Gasfitter	124
Steamfitter Foreman/Gasfitter	124
APPENDIX IV - Clothing and Personal Protection Issuance	126
PART II - HEALTH AND BENEFITS PLAN	133
27 Income Protection Plan	133
27.01 Waiting Period	133
27.03 Benefits	133
27.07 Recurring Disabilities	136
27.08 Other Benefits While Disabled	136
27.09 Duration of Benefits	136
27.10 Alternative Employment With the City	136
27.10.03 Failure to Accept Alternate Employment	137
27.10.04 Recurrence of Disability While Engaged in Alternative Employment	137
27.11 Alternate Employment With an Employer Other Than the City	137
27.12 Unapproved Employment for Gain	137
28 Long Term Disability Plan	138
28.01 Waiting Period	138
28.02 Contributions	138
28.03 Eligibility for Benefits	138
28.06 Duration of Benefits	140
28.07 Level of Benefits Provided	140
28.08 Lump Sum Settlements	141
28.09 Coverage Under Other Benefit Plans While Disabled	142
28.12 Rehabilitative Employment and Training	143
28.13 Rehabilitative Employment and/or Training With the City	144
28.14 Rehabilitative Employment and/or Training With an Employer Other Than the City	144
28.15 Limitations and Exclusions	146
28.16 Cost of Living Increases	146
28.17 Recurring Disabilities	146

28.18 Long Term Disability Plan Advisory Board.....	147
29 Wind-Up of Former Income Replacement Plan	148
30 Group Life Insurance.....	152
31 Alberta Health Care	152
32 Supplementary Health Care Plan.....	153
32.01 Supplementary Hospital Benefits.....	154
32.02 Major Medical Benefits	155
32.04.01 Hospital.....	156
32.04.02 Physician.....	157
32.04.03 Mental Hospital.....	157
33 Dental Plan	158
33.03 Dental Plan Benefits	158
33.07 Limitations and Exclusions.....	159
33.07.01 X-Rays.....	159
33.07.02 Oral Examinations	159
33.07.03 Cleaning and Fluoride Treatments	159
33.07.04 Dentures, Crowns and Bridges	159
33.07.05 Tooth Implants.....	160
34 Health Care Spending Account.....	162
34.01 Health Care Spending Account-Permanent Employees.....	162
34.02 Health Care Spending Account-Provisional Employees With 5 Years of Continuous Service.....	163
35 Out-of-Province 30 Day Emergency Medical Travel Plan	164
36 Supplementation of Compensation Award.....	165
37 General Application of Plans.....	166
37.01 Subrogation Rights	166
37.02 Limitations and Exclusions.....	166
37.03 Validation of Claims.....	168
37.04 Benefit Entitlement During Full-Time Employment With the Union	169
37.05 Benefit Entitlement During Layoff.....	169
38 Administration Of Plans.....	170
38.03 Benefit Administration - Hour Equivalents	170
38.04 Advisory Committee	170
39 Edmonton Civic Employees Charitable Assistance Fund.....	170
40 Pensions	171
41 Benefits Plans - Financial Surpluses and Losses	171
LETTERS OF UNDERSTANDING.....	173
01 Work Experience Programs.....	174
02 Supplementary Health Care Plan.....	174
03 Dependent Group Life	175
04 Appendix II - Classification Concepts	175
05 Letter of Intent	175
06 Wastewater Collection Certification	176
07 Pesticide Application Allowance - <i>EWMC Leadhands</i>	178
08 In-House Custodial Staff	178
09 Inclement Weather Make-Up Time for Non-Permanent Employees	179
10 Snow Season Casual Labourer - <i>Community Services</i>	179

11	Order of Layoff of Provisional Employees - <i>Neighbourhoods, Parks & Community Recreation, and Community & Recreation Facilities</i>	180
12	Aquatic Swim Coach.....	180
13	Cold Weather Banked Time Credits - <i>Construction Project Inspectors and Roadway Maintenance employees</i>	181
14	Overtime Requirements - <i>Roadway Maintenance</i>	181
15	Rural Road Stabilization Program - <i>Roadway Maintenance</i>	182
16	Employment Opportunities for Individuals with Intellectual Disabilities Program.....	182
17	Out of Town Work Expenses.....	183
	ADDENDA.....	185
01	Compressed or Flexible Hours of Work Arrangements.....	185
02	Specialized Grievance and Arbitration Mechanisms Pursuant to the Duty to Accommodate Framework Agreement.....	194

NOTES

An asterisk (*) designates a clause that existed in the previous Agreement, which has been reworded.

A double asterisk (**) designates a new clause.

COLLECTIVE AGREEMENT

between

THE CITY OF EDMONTON
A Municipal Corporation
(hereinafter called the "City")

of the First Part

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 30
(Edmonton Civic Employees)
(hereinafter called the "Union")

of the Second Part

PART I – MAIN COLLECTIVE AGREEMENT

1 Amendment And Termination

- * 1.01 WITNESS that this Agreement shall become effective February 8, 2015 and shall continue in force and effect beyond the expiration date from year to year thereafter unless terminated by written notice from either party to the other not more than 120 days, nor less than 60 days, prior to the expiration date. If amendment is desired the contents of the amendment shall be transmitted to the other party within the time limit set out above and the existing Agreement shall remain in force until the process of collective bargaining has been completed in accordance with the Labour Relations Code or a strike or lockout commences in accordance with the Labour Relations Code. Changes to this Agreement agreed upon by the parties hereto, however, may be made at any time, provided that such changes are properly reduced to writing and executed by the authorized officers of the parties to the Agreement.
- 1.02 The duration of this Agreement shall be for the period February 8, 2015 - December 22, 2018 All items shall come into force and effect on the above-specified commencement date unless otherwise specified in this Agreement.

2 Scope

2.01 This Agreement shall apply to all employees of the bargaining unit of the Union, as defined in Certificate 48-96, issued by the Alberta Labour Relations Board.

2.02 Jurisdictional Differences

The parties agree that differences regarding the jurisdictional allocation of employees and/or vacant positions will be processed in accordance with the following procedure. If however, a jurisdictional dispute is not resolved by the parties and the Union elects to refer the matter to a third party, it is agreed that the dispute will be referred to the Labour Relations Board for determination.

2.02.01 Management Initiated Reviews

- 1) Where the City is of the view that the work being performed by a CUPE Local 30 member is properly out of the scope of the bargaining unit certificate or is covered by another certificate and should be moved to a different bargaining unit, it will contact the Union to arrange a meeting to discuss the issue. During the meeting, the City will share relevant information concerning the basis for the exclusion from the bargaining unit, or the transfer to a different bargaining unit.
- 2) If the City is of the view that the work being performed by a CUPE Local 30 member should properly fall within the jurisdiction of another bargaining unit, then the City will invite the Union certified to represent that unit to the meeting with CUPE Local 30 as described in clause 2.02.01(1).

2.02.02 Union Initiated Reviews

- 1) The Union will advise the Director of Labour Relations, Human Resources, and any other appropriate Union, in writing that they have a potential issue with the jurisdictional allocation of an existing position, or a newly posted position.
- 2) Within 14 calendar days of receiving the request, a job description will be provided to the Union for their review.
- 3) Within 14 calendar days of receiving the job description, the Union will advise the City in writing if a jurisdictional review of the position is required.
- 4) Within 14 calendar days of receiving the Union's written notice requesting a jurisdictional review, the City will schedule a meeting to allow both parties to explore the issues and provide their rationale for the jurisdictional allocation of the position.
- 5) OPTIONAL JOINT AUDIT STEP

An interim resolve from the meeting described in 2.02.02(4) may be to conduct a joint audit of the position. The Union's challenge of the position's jurisdiction shall be held in abeyance until the joint audit of the position is conducted. At the conclusion of the joint audit, the City shall notify the Union in writing within 14 calendar days of its decision regarding the jurisdiction of the position, including its rationale.

Upon receipt of the City's decision, the Union may:

- ♦ confirm its intent to terminate the review, or
 - ♦ notify the City that it will make application to the Alberta Labour Relations Board for a determination of the appropriate jurisdiction of the position(s).
- 6) The parties may mutually agree to involve a neutral third party at any stage of the process. The parties will mutually agree in writing at the onset of the

neutral party's review that any decision rendered by the neutral third party will be binding on the City and the Union or Unions involved.

- 7) The parties may mutually agree to bypass steps, return to previous steps, and/or extend the time limits contained in this process. Such agreements shall be conferred in writing.

3 Definitions

3.01 Accredited Representative of the Union

The words "*accredited representative of the Union*" when used in this Agreement shall mean any person who has been elected or appointed to represent the membership on behalf of the Union.

* 3.02 Banked Time Year

The words "banked time year" when used in this Agreement shall mean the period between the first day of the first pay period and the last day of the last pay period in the payroll year.

3.03 Calendar Year

The words "*calendar year*" shall mean 12 calendar months, commencing with the first day of January and ending December 31.

3.04 Classification

The word "*classification*" when used in this Agreement shall mean a group of positions having sufficiently similar duties, responsibilities, authority and required qualifications that a common descriptive title may be used.

3.05 Continuous Employment

The words "*continuous employment*" when used in this Agreement shall mean continuous or unbroken, permanent or probationary employment with the City.

3.06 Employee

The word "*employee*" when used in this Agreement shall mean a person assigned to a position coming within the scope of a Local Agreement.

3.07 Imminent Danger

The words "*imminent danger*" when used in this Agreement shall mean a danger which is not normal for that occupation or a danger under which a person engaged in that occupation would not normally carry out his work.

3.08 Interpretation

In this Agreement (unless otherwise indicated in the context):

- ♦ all words in the singular shall include the plural and all words in the plural shall include the singular;
- ♦ words of masculine gender shall include the feminine.

* 3.09 Life Event

The words "*Life Event*" when used in this Agreement shall mean:

- ♦ Marriage or cohabitation with a common-law spouse for a continuous one-year period;
- ♦ Birth, adoption or change in custody of a dependent child;
- ♦ Divorce;
- ♦ Legal separation or the ending of a common-law relationship;
- ♦ Death of a spouse or dependent child;
- ♦ Loss of a spouse's or dependent child's coverage under the spouse's employers' plan;
- ♦ Dependent no longer qualifies as a dependent under the plan; or,

- Spouse becomes eligible for benefits that are at least equivalent to the coverage provided under the City's plans.

3.10 Member

The word "*member*" when used in this Agreement, in reference to a specific Plan contained herein, shall mean an individual who, through the individual's employment with the City, has entered into participation in such Plan in accordance with the requirements of such Plan and has continued to participate in such Plan.

3.11 Monthly Salary

The words "*monthly salary*" when used in this Agreement shall mean:

(Bi-weekly pay at regular rate of pay *times* 26.1) *divided by* 12 = monthly salary

3.12 Normal Retirement Age

The words "*normal retirement age*" when used in this Agreement shall mean 65 years of age.

3.13 Off Days

The words "*off days*" when used in this Agreement shall mean those days of rest without pay which are regularly scheduled on a weekly or cyclical basis in conjunction with the employee's regularly scheduled hours of work.

3.14 Part-Time Employee

The words "*part-time employee*" when used in this Agreement shall mean an employee who occupies a position which is assigned working hours that are less than the regular working hours specified in this Agreement for full-time positions.

3.15 Permanent Employee

The words "*permanent employee*" when used in this Agreement shall mean any employee who has successfully completed the required probationary period of a permanent position and who has continued in the employ of the City or who has otherwise become permanent in accordance with the terms and conditions of this Agreement. An employee who has achieved permanent status shall not cease to be a permanent employee merely by virtue of his filling another position on a temporary basis.

3.15.01 Permanent Part-Time Employee

A permanent part-time employee shall be scheduled a minimum of sixty (60) hours bi-weekly. A part-time employee shall not attain permanent status through continuous service unless that employee is scheduled to work more than 60 hours in each and every consecutive bi-weekly period for a 12 month period. However, such employee may attain provisional status in accordance with Article 3.20-*Provisional Employee* and Article 18-*Employee Status*.

A part-time employee who achieves permanent status shall not cease to be a permanent employee merely by virtue of his intermittently working less than sixty (60) hours in a bi-weekly period.

ADDITIONAL HOURS

If a part-time employee mutually agrees with the City to work additional hours beyond their regularly scheduled hours, those hours shall not be counted towards the attainment of permanent status in accordance with Article 3.15.01-*Permanent Part-Time Employee*.

3.16 Permanent Position

The words "*permanent position*" when used in this Agreement shall mean a position designated by the City as permanent for the purpose of this Agreement.

3.17 Position

The word "*position*" when used in this Agreement shall mean one or a single position, encompassing a specific set of duties and/or conditions to be filled by an incumbent.

3.18 Probationary Employee

The words "*probationary employee*" when used in this Agreement shall mean an employee who is serving the required probationary period of a permanent position as a new employee.

3.19 Promotion

The word "*promotion*" when used in this Agreement shall mean the advancement of an employee to a position with a higher regular rate of pay than his present position.

3.20 Provisional Employee

The words "*provisional employee*" when used in this Agreement shall apply to an employee engaged in temporary service for the City who has worked the required hours pursuant to Article 18-*Employee Status* of this Agreement.

3.21 Regular Rate of Pay

WHEN USED IN PART I OF THIS AGREEMENT, the words "*regular rate of pay*" shall mean the rate of pay assigned to an incumbent of a position, within the pay range specified for the classification of such position in Appendix I-*Schedule of Wages*, or for any new classifications coming within the scope of this Agreement.

WHEN USED IN PART II – *HEALTH AND BENEFITS PLAN* OF THIS AGREEMENT, the words "*regular rate of pay*" shall mean the rate of pay assigned to a permanent/probationary employee/member for the position to which the employee/member is permanently appointed or serving the required probationary period or trial term thereof; or the rate of pay assigned to a temporary or provisional employee/member for the position to which they are staff formed.

3.22 Shift

The word "*shift*" when used in this Agreement shall mean the daily hours of work assigned to a position.

3.23 Shift Schedule

The words "*shift schedule*" when used in this Agreement shall mean a timetable of the shifts and off days assigned to a position or group of positions which commences at the beginning of a pay period and includes one complete rotation of said shifts.

3.24 Standby

The word "*standby*" when used in this Agreement shall mean the availability of an employee to report to work when called.

3.25 Temporary Employee

The words "*temporary employee*" when used in this Agreement shall mean any employee who is filling a seasonal or established temporary position for a pre-determined period of time and who does not have permanent or provisional status in

accordance with the terms of this Agreement.

3.26 Trial Term

The words "*trial term*" when used in this Agreement shall mean the trial period of employment of a permanent employee in a permanent position coming within the scope of this Agreement.

3.27 Vacation Year

The words "*vacation year*" when used in this Agreement shall mean the period between the day after the last full pay-ending in April and the final day of the last full pay-ending in April of the following year inclusive.

4 Managerial Responsibilities

4.01 Managerial Responsibilities

- 4.01.01 The Union recognizes that it is the function of the City to exercise the regular and customary function of management and to direct the working forces of the City, subject to the terms of this Agreement. The question of whether any of these rights are limited by this Agreement may be decided through the grievance procedure.
- 4.01.02 The parties agree that there shall be no strike or lockout while this Agreement is in force.

4.02 Discipline

- 4.02.01 The City shall endeavour to apply discipline consistently and fairly. The Union recognizes the right of the City to discipline employees for just cause.

An employee may receive a written disciplinary report, be discharged, suspended, or otherwise disciplined for just cause.

Copies of all disciplinary reports, suspensions, discharges or other discipline shall be provided to the employee and the Union, and such documentation shall clearly indicate the exact nature of the discipline and the reasons it is being applied. Such disciplinary documentation shall be issued within 15 working days of the date the disciplinary infraction became known to the City. Should the infraction investigation require more than 15 working days, the employee will be advised through a *Notice of Investigation*, and a copy will be sent to the Union. A *Notice of Investigation* form is not discipline.

Should the employee or the Union be of the opinion that the discipline is improper, then that disciplinary action may be the subject of a grievance and processed in accordance with the grievance procedure of this Agreement.

- 4.02.02 Documented oral counselling forms or counselling letters shall be deemed void, for the purpose of supporting discipline, after an employee has maintained a clear record with no infractions for 12 months of active employment.

Where a supervisor issues a documented oral counselling form or counselling letter, the employee will be given a copy of such documentation.

- * 4.02.03 Disciplinary action (Written reprimands and Suspensions) shall be deemed void, for the purpose of supporting future discipline, after an employee has maintained a clear record with no infractions for 24 months of active employment.

- 4.02.04 Employees are entitled to have a Union representative present during:
- ♦ meetings that the employee reasonably believes could lead to the application of discipline, and
 - ♦ meetings scheduled for the purpose of applying discipline to that employee should they so desire.

The City will advise employees of their right to union representation and will set the time and date of the meeting. The employee under investigation or facing the application of discipline is responsible for arranging the attendance of a Union representative.

- 4.02.05 Employees shall be entitled to have access to their employee personnel files in the Human Resources Branch and/or the employee's department at a time agreeable to the employee and the City. Employees may reply in writing to any document contained in these files which reflects upon their work performance with the City and such reply shall become part of their permanent record.

- 4.02.06 Grievances arising from discharges and/or suspensions shall be initiated at the Consultation Stage of the dispute resolution process. Without restricting any of its rights should a grievance proceed to a third party, and in an effort to encourage the parties to resolve disputes at the Consultation or Formal Review stage, the City agrees to provide as much of the evidence in support of the disciplinary action as possible. Such information will be provided to (or shown to) the Union representative responsible for the employee's grievance at the earliest stage possible of the dispute resolution process. The Union recognizes that in certain circumstances, some information, such as the identity of witnesses, will not be released by the City until there is a requirement to do so; that is, where the grievance is advanced to the Arbitration stage.

5 Union Security

5.01 Recognition

The City recognizes the Union through its accredited officers or representatives as the exclusive agent of those employees covered by this Agreement for the purpose of collective bargaining in respect to wages and conditions of employment.

5.02 No Discrimination

The parties agree that there shall be no discrimination against any employee by reason of age, race, creed, colour, national origin, place of residence, political or religious affiliation, sex, or marital status, nor by reason of their membership or activity in the Union, except where otherwise provided for by the provisions of this Agreement or by countermanding legislation.

5.03 Check-Off of Union Dues

The City agrees to deduct from the wages of all employees covered by this Agreement union dues as shall be decided by the Union, subject to the provision that the Union shall specify the dues' deduction desired in terms of either a standard formula or a standard dollar value which is to be deducted from all employees. Where the Union indicates an alteration of the dues' structure is required, the Union shall provide written notice to the City of the alterations desired not less than 30 days prior to the desired implementation date. Deductions shall commence with the first pay period and shall be forwarded to the Union at the end of each pay period together with a list of employees from whom deductions have been made.

* 5.04 Employee Information Reports

The City shall provide the Union with the following information regarding employees in positions that fall within the Union's jurisdiction:

- ♦ a list of employee names, telephone numbers and addresses (street and e-mail, where available) in June and December each year;
- ♦ a list of retiring employees and current year retirement dates, in December of each year; and
- ♦ a list of employees who terminated in the previous year by reason of "Retirement" and who have been rehired by the City, including the classification to which they were rehired (upon request).

This information is provided with the mutual understanding that the Union will use such personal information for the express purpose of carrying out the Union's responsibilities as the exclusive agent of employees covered by this Agreement, as these responsibilities relate to their members' employment relationship with the City of Edmonton.

The Union shall take all reasonable steps to store and manage this information to prevent its use in a way that is not authorized by this collective agreement and/or applicable privacy legislation.

5.05 List of Union Officials

The Union shall inform the City in writing as to the names and addresses of its officers, negotiating committee members, shop stewards and any other persons who are authorized representatives of the Union in matters which are appropriate under the provisions of this Agreement. The Union shall also inform the City in writing of any changes to such list on receipt of same by the Union.

5.06 Union Access to Work Areas

Upon approval of the Department Head or his designate, representatives of the Union shall be allowed access to areas where employees within the scope of this Agreement are working, provided said representatives inform the Department Head or his designate of their reason for access and such access does not interfere with the regular operation of the department or section thereof.

6 Working Conditions

6.01 Hours of Work

6.01.01 Subject to the specific provisions of this Agreement, employees shall be scheduled to work a 5 day, 40 hour work week, the 5 days being consecutive, where practicable.

6.01.02 Day Shift

The hours of work for employees engaged in the day shift shall be any 9 consecutive hours, including 1 hour off for an unpaid lunch break; or any 8½ consecutive hours, including ½ hour off for an unpaid lunch break; or by mutual agreement between the parties to this Agreement, in instances where employees are required in attendance at their worksite during lunch, any 8 consecutive hours, including adequate time off for lunch. Day shift hours of work shall be between 05:00 and 18:00 hours (5:00 a.m. and 6:00 p.m.) for 5 days per week.

Changes in the hours of work for the day shift shall not constitute a change of shift provided that such hours of work are consistent with the preceding provisions set forth in this clause (6.01.02) and provided that not less than 12 hours notice is given to the employee.

6.01.03 Afternoon Shift

The hours of work for those employees engaged in a shift, the major portion of which falls between 16:00 and 24:00 hours (4:00 p.m. and 12:00 midnight), shall be any eight (8) consecutive hours, including adequate time off for lunch, for five (5) days per week.

6.01.04 Midnight Shift

The hours of work for those employees engaged in a shift, the major portion of which falls between 24:00 and 08:00 hours (12:00 midnight and 8:00 a.m.), shall be any 8 consecutive hours, including adequate time off for lunch, for 5 days per week.

6.01.05 Shift Relays (Combination of Day, Afternoon, and/or Midnight Shifts)

Employees who are engaged in work required to be done each and every day of the week and who work in relays with regular changes of shift from day to afternoon, afternoon to midnight, midnight to day, or as the case may be, shall work 5 days per week.

On regular changes of shift, an employee might be required to work 6 days in that week which said regular change of shift takes place. In this event, the employee shall be allowed another day off to compensate for the day off missed due to the change. This day off will precede or follow the employee's regular off day, where practicable.

For all Day shifts in the relay, hours of work may be scheduled as 9, or 8½, or 8 hours per day, consistent with Article 6.01.02-*Day Shift*. For all Afternoon or Midnight shifts in the relay, hours of work shall be scheduled as any 8 consecutive hours, consistent with Articles 6.01.03-*Afternoon Shift* and 6.01.04-*Midnight Shift*.

6.01.06 The hours of work stated in 6.01.01, 6.01.02, 6.01.03, 6.01.04, and 6.01.05 are stated solely for the purpose of calculating overtime.

- 6.01.07 Except as provided for in Article 6.01.09-*Special Hours of Work Requirements*, where a change of shift is required due to conditions of the service, the following conditions shall apply on the first day of the change:
- 6.01.07.01 ♦ 24 hours notice must be given of the change prior to the commencement of the new shift.
♦ 12 hours notice must be provided to custodial workers prior to the commencement of the first shift worked.
- 6.01.07.02 There must be a minimum of 8 hours between shifts.
- 6.01.07.03 The employee must not have worked previously in the calendar day of the first shift worked.
- 6.01.07.04 If any of the conditions of clause 6.01.07 are not fulfilled, the employee will receive overtime pay at 2 times their regular rate of pay for the first shift worked. The foregoing shall not be prejudiced by overtime worked.
- 6.01.08 Drivers who pick up vehicles at the garage and arrive at the job by the normal commencement time of their day shift and leave at the normal completion time of their day shift will be paid 15 minutes in the morning and 15 minutes at night at 2 times the regular rate of pay for such duties. Where an employee is required to pick up or return a vehicle in excess of 15 minutes prior to or on the completion of his day shift, they will be paid 30 minutes in the morning and 30 minutes at night at 2 times the regular rate of pay for such duties.

6.01.09 Special Hours of Work Requirements

It is agreed that the hours of work may vary from the shift schedule to accommodate only the specified projects listed herein:

- ♦ golf course maintenance;
- ♦ chemical spraying operations;
- ♦ receiving and shipping of plant material;
- ♦ Street Marking, and Spring Sweeping Program (if required);
- ♦ regional landfill hauling; and
- ♦ snow removal around facilities.

Clause 6.01.07 does not apply; however, the City will make every effort to comply with the notice requirements therein. It is understood that the ability to provide minimum notice will vary due to the nature of these work assignments (for example, the need to ensure optimum weather conditions).

6.01.10 Wash-Up Time

- * Drainage maintenance employees and employees working in direct contact with raw sewage will be allowed wash-up time of 10 minutes before lunch and 10 minutes before the end of the shift, unless adequate wash-up facilities are provided at the job site.

6.01.11 Shift Schedules

All shift schedules shall be posted and maintained in a prominent place readily available to the employees concerned. Shift schedules shall adhere to all regulations in this Agreement unless prior agreement by the Union has been obtained in writing. Newly developed shift schedules shall be posted 7 working days prior to implementation.

6.01.12 Rest Periods

Employees shall be permitted a 15 minute rest period midway during the first and second 4 hour period of their shift.

6.02 Overtime Work

(See Letter of Understanding *Inclement Weather Make-Up Time for Non-Permanent Employees*)

- 6.02.01 When the City requires overtime work, it shall first determine if its requirements can be met from those employees willing to work overtime and only in the event of insufficient qualified employees being available will the City be able to direct employees to work overtime. All scheduled overtime shall be distributed as evenly as possible among employees in their respective jobs. The City shall advise employees of an overtime requirement within a reasonable period of time of the overtime need arising.
- 6.02.02 Where an employee is required to work hours in excess of their shift, they shall be paid 2 times their regular rate of pay for such hours worked.
- 6.02.03 An employee called out for emergency work outside their shift, but not immediately preceding it, shall receive not less than 2 hours pay at 2 times their regular rate of pay. Calls within 2 hours of each other shall be considered as one call for the purpose of computing minimum pay for an employee called out.
- 6.02.04 Where an employee is required to work overtime and receives less than 4 consecutive hours off duty in the 11 hour period immediately prior to the commencement of their regular hours of work, that employee shall continue to be paid at 2 times their regular rate of pay for the hours worked, until such time as they are relieved from duty, for not less than 4 consecutive hours. An employee relieved from duty shall be paid at their regular rate of pay for their regular hours of work which fall within the prescribed relief period.
- 6.02.05 An employee required to work overtime following the completion of their scheduled hours of work shall be eligible for a lunch break of ½ hour without loss of pay, following completion of 2 hours overtime, provided overtime is to continue. If the conditions of the service require otherwise, the supervisor shall assign the lunch period. In the event that overtime continues, such an employee shall become eligible for further lunch breaks, without loss of pay, at intervals of 4 consecutive hours following the completion of the previous lunch break, provided that overtime is to continue. Regardless of the time of the initial lunch break, it shall be deemed to have been taken after the completion of 2 hours of such overtime work.
- 6.02.06 Employees will be paid at overtime rates for work performed via the telephone outside of work hours. When an employee performs work via the telephone during the 06:00 to 22:00 (6 am - 10 pm) period, they will be paid at overtime rates for the time worked. Should the employee have 3 or more calls during this time interval, they shall receive no less than a total of ½ hour of pay at overtime rates. When an employee performs work via the telephone during the 22:00 to 06:00 (10 pm - 6 am) period, they will be paid at overtime rates for the time worked. Should the employee have 2 or more calls during this time interval, they shall receive no less than a total of ½ hour of pay at overtime rates.

6.03 Banked Time

(See Letter of Understanding *Cold Weather Banked Time Credits - Construction Project Inspectors and Roadway Maintenance employees*)

- 6.03.01 An employee shall have the option to receive overtime, or pay for work on off days, or pay for work on statutory holidays:
- ♦ at his regular rate of pay and credit an equal dollar amount to his banked time; or
 - ♦ to credit the total dollar amount to his banked time.

At an employee's option, the dollar amount of stand-by pay may also be credited to banked time.

6.03.02 An employee may bank up to the time equivalent of 160 hours. Where the employee's banked time balance is reduced (i.e. paid time off or payouts) the employee may re-accumulate credits up to the 160 hour limit.

6.03.03 The time equivalent of dollar amounts in an employee's overtime bank shall be scheduled as time off, as mutually agreed to by the employee and the City, and will be up to 80 hours per calendar year. No employee shall be permitted to use banked time credits as time off if such employee has unused vacation credits in excess of the maximum permitted by City policy.

Banked time (partial days) used in accordance with Article 6.09-*Reporting Pay*, or with clause 27.05, shall not count toward the employee's annual maximum of 80 hours paid time off.

6.03.04 The time equivalent shall be calculated by dividing the dollar amount credited to an individual employee's banked time by the employee's regular rate of pay at the time the banked time is to be taken. Should the time equivalent of an employee's banked time be reduced as a result of a rate change, the employee will be entitled to make up the difference such that his bank does not exceed the maximum 160 hours at the new rate.

6.03.05 Banked Time Payouts

An employee's banked time credits may be paid out, instead of taken as time off, only if a minimum of 24 hours is paid out. If circumstances warrant, the City may approve a payout of less than 24 hours of banked time, but only where the employee's entire balance is paid out.

6.03.06 An employee shall be allowed to carry over banked time to succeeding banked time years.

6.03.07 Overtime hours earned by Community Peace Officers who voluntarily work special civic events shall be paid out in every case.

6.04 Pay for Work on Off Days

An employee required to work on an off day shall be paid at 2 times their regular rate of pay for all hours worked. The provision for minimum call-out time specified in clause 6.02.03 and the overtime continuance provision specified in clause 6.02.04 shall be applicable in this section.

6.05 Pay for Work on Statutory Holidays

6.05.01 An employee required to work on a recognized statutory holiday for which they are eligible shall be paid 2 times their regular rate of pay for each hour worked.

6.05.02 The provision for the minimum call-out time specified in clause 6.02.03 and the overtime continuance provision specified in clause 6.02.04 shall be applicable in this section.

6.05.03 The provisions in this section of the Agreement shall supersede the provisions of the sections of this Agreement covering overtime and off day premium.

6.06 Temporary Change of Duties

(See Letter of Understanding *Overtime Requirements - Roadway Maintenance*)

6.06.01 On each occasion an employee is appointed to relieve for 2 hours or more in a supervisory position having a higher regular rate of pay than that which they regularly hold they shall be paid the regular rate of pay established for the higher

position for the whole of the relief period.

In instances where multiple rates have been assigned to the position to be relieved, the relieving employee shall receive a rate of pay within the assigned range of said position which allows for a minimum of the next higher rate above their regular rate of pay of their staff-formed position, as outlined in Appendix I-*Schedule of Wages*.

- 6.06.02 All employees shall be assigned to a position which has assigned to it a regular rate of pay according to the classification of such position. When an employee works 2 or more hours per shift at work other than that which corresponds to the classification of their assigned position, they shall be paid the regular rate of pay of the classification of the work performed for the time they are engaged in such work. However, when an employee works in a specific higher classification for 6 or more hours of an 8 hour shift, they shall receive the higher rate of pay for the entire 8 hour shift.
- 6.06.03 Overtime work shall be compensated at the employee's regular rate of pay unless the employee has been compensated for their full shift at a higher classification and continues in such classification for the duration of the overtime work, or where the employee works 2 hours or more at work of a higher classification.

6.07 Danger Differential

6.07.01 Tunnel Crews

A differential of \$0.70 per hour in addition to their regular hourly rate shall be paid to deep tunnel construction workers, including foremen and maintenance employees, while engaged underground in the construction and maintenance of tunnels. This will include the sinking of shafts and those employees working directly over the shaft while engaged in the maintenance and erection of hoists. Hoistmen and topmen are not eligible for this premium.

6.08 Shift Differential

* 6.08.01 AFTERNOON SHIFTS

Those employees who work a scheduled shift ½ or more of which falls between 16:00 and 24:00 hours (4:00 p.m. and 12:00 midnight) shall receive a shift differential of \$1.10 per hour (\$1.20 effective December 27, 2015) for said shift.

MIDNIGHT SHIFTS

Those employees who work a scheduled shift ½ or more of which falls between 24:00 and 08:00 hours (12:00 midnight and 8:00 a.m.) shall receive a shift differential of \$1.20 per hour (\$1.60 effective December 27, 2015) for said shift.

An employee shall not be eligible for shift differential for hours worked at premium rates, with the only exception being that employees shall be eligible for shift differential for applicable shifts worked on statutory holidays.

- 6.08.02 Shift differential shall be applicable to all classifications working shifts, except Heavy Duty Custodial Workers.

6.09 Reporting Pay

(See Letter of Understanding *Inclement Weather Make-Up Time for Non-Permanent Employees*)

The provisions of this article shall only apply to those periods which are unforeseen and intermittent, and shall not be construed as a layoff.

- 6.09.01 Employees who:
- ♦ report for work and are sent home before engaging in work; or
 - ♦ are instructed by a supervisor not to report for work,
- shall be paid 2 hours reporting pay in accordance with the following:
- 6.09.01.01 Permanent employees shall be paid reporting pay at the regular rate of pay for the position to which they are permanently appointed or serving a required probationary period or trial term thereof.
- 6.09.01.02 Provisional employees and temporary employees shall be paid reporting pay at their regular rate of pay for the position to which they are appointed.
- 6.09.01.03 The provisions of clause 6.09.01 shall not apply for any part of a period in excess of 5 consecutive working days except when such period is due to weather conditions.
- 6.09.02 Reporting pay applies when an employee reports for work and is advised that a full shift of work cannot be provided that day. Such employee may be required to attend departmental seminars on work procedures, training or safety, or may be provided with 2 hours of work before being relieved of duty.
- 6.09.03 An employee who reports for work and is employed, or required to attend a seminar for greater than 2 hours in any ½ day before being released from duty, shall receive 4 hours pay at their regular rate of pay.

6.10 Standby Service

Standby service may be maintained as required in the departments coming within the scope of this Agreement.

6.11 Standby Pay

- 6.11.01 Employees held on standby shall be paid for standby service on the following basis:
- 6.11.01.01 *Evening to morning:* 1 hour at the employee's regular rate of pay.
- 6.11.01.02 *Off days:* 2 hours at the employee's regular rate of pay.
- 6.11.01.03 *Statutory holidays:* At their regular rate of pay, at the rate of 1 hour in every 6 for those hours held on standby on that recognized statutory holiday.
- 6.11.01.04 When an employee is called out to the worksite, they shall be paid the applicable overtime rate for any work done, as specified in Articles 6.02-*Overtime Work*, 6.04-*Pay for Work on Off Days*, and 6.05-*Pay for Work on Statutory Holidays*.
- 6.11.01.05 The department shall also pay each employee on standby, who is charged with the care of a City vehicle, \$4 per month for care of such vehicle, provided however, that where the City requires that the vehicle be kept in a heated garage, the City shall pay to that employee \$18 only per month for care of such vehicle.

6.12 Disinterment Allowance

Those employees who are required to disinter buried cremated remains in City-owned cemeteries shall receive an allowance of \$25 per occurrence. Those employees who are required to disinter buried bodily remains in City-owned cemeteries shall receive an allowance of \$75 per occurrence. On each occasion that an employee is required to perform a disinterment, such employee shall be provided with a pair of disposable coveralls. The City shall provide adequate wash-up time for employees required to disinter bodies.

6.13 Weekend Work Premium

- 6.13.01 An employee who works a scheduled shift, the major portion of which falls on a Saturday, shall be paid at 1-1/8 times their regular rate of pay for those scheduled hours only, provided that said Saturday does not constitute one of their off days, a recognized statutory holiday, or an overtime shift.
- 6.13.02 An employee who works a scheduled shift, the major portion of which falls on a Sunday, shall be paid at 1-1/8 times their regular rate of pay for those scheduled hours only, provided that said Sunday does not constitute one of their off days, a recognized statutory holiday, or an overtime shift.

6.14 Diving Allowance

Qualified personnel performing assigned diving duties shall be paid the following allowances in addition to their regular pay:

- ♦ \$10 per hour for each hour spent diving;
- ♦ \$5 for each day.

6.15 Spray Painting Allowance

Those tradesman painters who are required to do spray painting shall, when so engaged, have their regular rate of pay increased by \$0.25 per hour.

6.16 Emergency Water and Drainage Dig-Up Allowance

Those employees who are required to work an emergency water or drainage dig-up in -25°C (-13°F) or lower temperatures shall be paid an allowance of \$0.50 per hour in addition to their hourly rate. The allowance shall be paid for each hour the employees are required to perform the work.

* 6.17 Equipment Operator and Truck Driver Premium

Those employees within the Truck Driver II or Truck Driver III classifications who are performing sanding or speed plow duties shall be paid a premium of \$0.30 per hour (\$1.00 effective December 27, 2015) while performing such work.

Those employees within the Equipment Operator III classification who are performing grading duties with a wing attachment shall be paid a premium of \$0.30 per hour (\$1.00 effective December 27, 2015) while performing such work. This premium will also be paid while travelling by grader with a wing attachment.

6.18 Drainage Trunkline Inspection Allowance

6.18.01 Trunkline Inspection Allowance

An allowance of \$20 per day will be paid to all Draeger-trained employees on site while engaged in drainage trunkline entry and inspection.

6.18.02 Wetwell Cleaning Allowance

An allowance of \$2.50 per hour will be paid to Pumpwell Operations staff for the time these employees are engaged in wetwell cleaning.

6.19 Training Premium

6.19.01 Equipment Operator/Truck Driver Field Training Premium

Employees assigned to provide practical field training in the operation of equipment and trucks in the classification of:

- ♦ Equipment Operator I, II, III;

- ♦ Truck Driver III, IV, V; and
 - ♦ Refuse Collector II, III and IV,
- shall be paid a premium of \$1 per hour while performing such work.

6.19.02 Arena Attendant Training Premium

Labourers assigned to Arenas who provide on-the-job equipment training shall be paid a premium of \$1 per hour while performing such work.

6.19.03 Community Standards Field Training Premium

**

Community Standards Park Rangers (Job Code 0015), Animal Control Officers (Job Code 0003), and Community Standards Peace Officer IIs (Job Code 2119), who are selected as Field Training Officers for the purpose of delivering practical training to newly hired employees and assessing field application of required knowledge and skills shall receive an additional premium of \$1.50 per hour for the duration of the designated training period.

6.20 Refrigerant Removal Premium

A premium of \$1.80 per hour will be paid to trained and certified Edmonton Waste Management Centre employees, in addition to their regular hourly rate of pay, for each hour employees are directly engaged in the removal of refrigerants.

- 6.20.01 Temporary and Provisional Labourers who are:
- ♦ trained and fully certified and
 - ♦ not yet at the “thereafter” rate in the wage schedule,
- shall be compensated at the “thereafter” Labourer rate plus the premium of \$1.80 per hour, only for the period of time they are engaged in refrigerant removal.

6.21 Aerial Bucket Truck Premium

A premium of \$1.20 per hour will be paid to Forestry employees who are assigned to an Aerial Bucket Truck (self-contained unit). The premium will be paid in addition to the employees’ regular hourly rate of pay for the duration of each shift or partial shift that the employees are assigned duties involving the operation of the self-contained units.

6.22 Court Time

When an employee is required to attend Court on behalf of the City outside of scheduled daily hours, the employee’s shift may be amended to accommodate the appearance, as mutually agreed between the employee and the City.

- 6.22.01 If the shift has not been amended, and the court appearance begins or extends into off-hours, an employee will receive overtime as outlined in Article 6.02-*Overtime Work* for the excess hours worked.
- 6.22.02 If the appearance is on an off day, and the shift has not been changed, the employee will receive a minimum of 2 hours pay at overtime rates as outlined in Article 6.02-*Overtime Work*, or the actual time of the court appearance at overtime rates, whichever is greater.

7 Remuneration

7.01 Wages

- 7.01.01 The rate of pay established in Appendix I-*Schedule of Wages* shall apply during the term of this Agreement. Employees shall be paid on or before every second Tuesday.
- 7.01.02 Should the City experience difficulty recruiting employees for trades classifications due to the rates of pay required by the marketplace, the City shall have the right to set *Out of Schedule* wage rates above the pay rates outlined in Appendix I-*Schedule of Wages*. The Union will be notified of *Out of Schedule* classifications, pay rates and changes thereto. All incumbents in classifications identical to those adjusted due to the market, will be moved up to the *Out of Schedule* wage rate. Increments, if applicable, will be earned in accordance with the Schedule of Wages. Employees receiving *Out of Schedule* wage rates will be given 6 months notice, in writing, of any reduction or cancellation of the *Out of Schedule* rates and will be returned to their normal rate in accordance with Appendix I-*Schedule of Wages*.
- 7.01.03 An employee who, for any reason other than paid vacation leave, has been absent or unable to perform their assigned duties for a period of 30 or more consecutive calendar days shall have their anniversary date, for wage increment adjustment purposes, extended by the number of consecutive calendar days of such absence.
- 7.01.04 Should the City issue an employee with an incorrect pay cheque and/or entitlements, then the City shall consult with the employee and after consultation, the City shall make the necessary monetary or entitlement adjustment.

7.02 Retroactive Pay

- 7.02.01 Past employees who were in the service between the expiration date of the previous Agreement and the date of the signing of this Agreement shall be entitled to any retroactive adjustment of the regular rate of pay applied as a percentage of gross earnings earned during the retroactive period, which are accumulated on the basis of the regular rate of pay or any application thereof, provided they apply for same in writing within 60 calendar days of the effective date of this Agreement.
- * 7.02.02 Employees in the service as of the signing of this Agreement shall be eligible for a retroactive payment of wages only to December 29, 2013, based on their employment in a classification or classifications listed in Appendix I-*Schedule of Wages* of this Agreement, in accordance with the following:
NOTE: The parties agree that for this Agreement retroactivity of wages will be as specifically provided for in the Memorandum of Agreement signed in respect to Appendix I-*Schedule of Wages*.
- 7.02.02.01 the percentage increase to the regular rate of pay for paid straight-time hours;
- 7.02.02.02 the percentage increase to the overtime rate of pay (regular rate of pay times 2) for hours worked at the overtime or off day premium;
- 7.02.02.03 the percentage increase to the rate of pay at the existing statutory holiday premium (regular rate of pay times 2) for scheduled hours worked on a statutory holiday.

7.03 Dually Qualified Tradesman

A tradesman:

- ♦ who is qualified in separate and distinct trades and
 - ♦ who is required by the City to utilize those qualifications in the course of his duties
- shall be reimbursed 5% higher than the highest regular rate of pay listed in Appendix I-*Schedule of Wages* of this Agreement, which is paid to tradesmen qualified in the trades required.

8 Fringe Benefits

8.01 Statutory Holidays

All employees shall receive the recognized statutory holidays for which they are eligible either:

- ♦ as a day off with pay, or
- ♦ other day off with pay in lieu of such statutory holiday, or
- ♦ pay in lieu of such statutory holidays.

* 8.01.01 In order to be eligible for the statutory holiday, employees must be:

- 1) available for work in accordance with their shift preceding, during and following the designated day for observance of the holiday, or
- 2) on approved leave for a period of 10 working days or less duration.

Exceptions - Employees who are:

- a) absent from employment without the City's consent, or
- b) on an approved leave without pay for a period greater than 10 working days, shall not be eligible for statutory holiday pay.

Further to 8.01.01(2), the following limitations apply:

- ♦ If the leave is a result of a compensable accident, the affected employee shall only be eligible for the statutory holiday if the period of leave commences after the observed date of the statutory holiday.
- ♦ If the statutory holiday or lieu day occurs during a period of sick leave that is 10 working days or less, the employee shall receive such day paid as a statutory holiday and the remaining days shall be paid from accumulated sick leave entitlement.

8.01.02 Where the City designates a day off in lieu of the actual statutory holiday for the majority of its employees, the employee may be allowed off on such day.

In the event that this is not consistent with the operational requirements of the department, he may be allowed a day off in lieu of the statutory holiday at a time mutually agreed between the employee and his supervisor.

If such a day cannot be provided, the employee shall receive a day's pay in lieu of the statutory holiday, or he may elect to bank such pay in accordance with the provisions of Article 6.03-*Banked Time*.

The implementation of these provisions shall not be considered to be a layoff.

8.01.03 The statutory holidays, as specified shall be observed by the parties to this Agreement on the normal calendar day of occurrence, or the legal date for observance of the statutory holiday established by legislation, or a day designated by the City.

8.01.04 Employees shall be eligible for the premium pay provisions of Article 6.05-*Pay for Work on Statutory Holidays* on the normal calendar day, or the legal date for observance of the statutory holiday established by legislation. Premium pay provisions shall not apply under any circumstances to a day in lieu of the actual statutory holiday as may be established by the City.

8.01.05 Where the City:

- ♦ designates a day in lieu of the actual statutory holiday for the majority of its employees; and
- ♦ an employee is assigned such day off with pay; and
- ♦ because of conditions of the service the employee is required to report to work,

such employee shall receive the off day premium as provided in Article 6.04-*Pay for Work on Off Days* unless the employee has received five (5) working days notice of such change.

- 8.01.06 The following days shall be recognized as statutory holidays for the purpose of this Agreement, and all permanent, provisional, and probationary employees shall be entitled to the holidays specified provided they meet the terms and conditions set out in this section.
- ♦ New Year’s Day
 - ♦ Family Day
 - ♦ Good Friday
 - ♦ Easter Monday
 - ♦ Victoria Day
 - ♦ Canada Day (July 1, or July 2 when July 1 is a Sunday)
 - ♦ Civic Holiday (*Heritage Day*)
 - ♦ Labour Day
 - ♦ Thanksgiving Day
 - ♦ Remembrance Day
 - ♦ Christmas Day
 - ♦ Boxing Day (December 26), and
 - ♦ any other holiday which the City allows employees as a whole.
- 8.01.07 Temporary employees who have completed 30 calendar days of continuous service immediately prior to the statutory holiday or have completed 30 working days with the City in the preceding 12 months shall be entitled to receive such statutory holidays as are set forth in the current Employment Standards Code, or as follows (whichever is more favourable).
- ♦ New Year’s Day
 - ♦ Family Day
 - ♦ Good Friday
 - ♦ Victoria Day
 - ♦ Canada Day (July 1, or July 2 when July 1 is a Sunday)
 - ♦ Labour Day
 - ♦ Thanksgiving Day
 - ♦ Remembrance Day, and
 - ♦ Christmas Day
- 8.01.08 Part-time employees shall be entitled to statutory holidays commensurate with their status as temporary, provisional, probationary, or permanent and shall be paid at their regular rate of pay for hours which shall be determined by dividing the average weekly number of hours worked by the employee in the 9 weeks preceding the statutory holiday by 5.
- 8.01.09 An employee shall not be eligible for shift differential for hours worked at premium rates, with the only exception being that employees shall be eligible for shift differential for applicable shifts worked on statutory holidays.

8.02 Annual Vacation Leave

8.02.01 Vacation Entitlement for Permanent or Probationary Employees

A permanent or probationary employee shall be eligible for paid vacation leave in accordance with the following provisions.

Years of Continuous Employment with the City	Vacation Entitlement (the lesser of the following)
1 or more than 1	15 working days OR

Years of Continuous Employment with the City	Vacation Entitlement (the lesser of the following)
	120 working hours
8 or more than 8	20 working days OR 160 working hours
17 or more than 17	25 working days OR 200 working hours
23 or more than 23	30 working days OR 240 working hours

A permanent or probationary employee who has not completed a full year of service with the City prior to the commencement of the vacation year, shall be entitled to receive the portion of their earned vacation which was earned prior to the commencement of the vacation year in accordance with the following provision provided that the employee entering the employ of the City after the 15th day of any month shall be considered to have entered the following month to determine their entitlement under these provisions.

Continuous Service Prior to Vacation Year	Pro-rata Entitlement, Permanent and Probationary (the lesser of the following)
12 months	15 working days OR 120 working hours
11 months	14 working days OR 112 working hours
10 months	13 working days OR 104 working hours
9 months	11 working days OR 88 working hours
8 months	10 working days OR 80 working hours
7 months	9 working days OR 72 working hours
6 months	8 working days OR 64 working hours
5 months	6 working days OR 48 working hours
4 months	5 working days OR 40 working hours
3 months	4 working days OR 32 working hours
2 months	3 working days OR 24 working hours
1 month	1 working day OR 8 working hours

It is understood that vacation entitlement shall be paid at the employee's regular rate of pay for the position to which the employee is permanently appointed or is serving the required probationary period thereof.

8.02.02 Vacation Entitlement for Provisional or Temporary Employees

A provisional or temporary employee shall be eligible for paid vacation leave in accordance with the following provisions.

A temporary or provisional employee with less than 5 years of continuous service as defined by the Employment Standards Code, shall be eligible for paid vacation leave equal to the lesser of 10 working days or 80 working hours upon completion of 1 year of service with the City.

An employee who is terminated and who has not received any vacation leave shall receive four 4% of their earnings at the regular rate of pay for the period between their last date of hire and the termination of employment.

An employee who receives vacation leave and who is subsequently terminated shall receive 4% of their earnings at the regular rate of pay for the period since the last date of hire less the monetary value of vacation days taken.

After 5 years of continuous service as defined by the Employment Standards Code, the vacation pay rate shall increase from 4% of earnings to 6% of the employee's earnings.

In the event that vacation leave is granted to such employees, it shall be granted in accordance with the following schedule.

Continuous Service Prior to Vacation Year	Pro-rata Entitlement, Temporary and Provisional (the lesser of the following)
12 months	10 working days OR 80 working hours
11 months	9 working days OR 72 working hours
10 months	8 working days OR 64 working hours
9 months	8 working days OR 64 working hours
8 months	7 working days OR 56 working hours
7 months	6 working days OR 48 working hours
6 months	5 working days OR 40 working hours
5 months	4 working days OR 32 working hours
4 months	3 working days OR 24 working hours
3 months	3 working days OR 24 working hours
2 months	2 working days OR 16 working hours
1 month	1 working day OR 8 working hours

8.02.03 An employee shall be entitled to vacation credits commensurate with the employee's status as a temporary, provisional, probationary, or permanent employee and the employee's vacation pay shall be based on their regular rate of

pay. In the event that a full-time employee's normal daily hours vary, vacation leave shall be paid in accordance with the number of hours requested.

Part-time employees shall be paid vacation credits to which they are entitled at the regular rate of pay for hours which shall be determined as *the average weekly number of hours worked by the employee in the 8 weeks preceding the scheduled vacation, divided by 5*.

8.02.04 Temporary or Provisional Service Credits

When a full-time temporary or provisional employee is appointed to the permanent staff, the employee's length of service for vacation leave entitlement purposes shall be established by adding together the total number of pay periods employed with the City as a full-time provisional or temporary employee and dividing by 26.1. The result thus obtained shall constitute the years of service and these, added to subsequent continuous years of service, shall constitute the years of continuous service for vacation entitlement purposes as provided in Article 8.02.02-*Vacation Entitlement for Provisional or Temporary Employees*. However, the months employed as a temporary or provisional employee which occur prior to a break in employment of 12 continuous months will not be used in ascertaining years of service for vacation leave purposes.

8.02.05 Part-Time Service Credits

When a part-time employee is appointed to a full-time position, the employee's length of service for vacation leave entitlement purposes shall be established by adding together the total number of straight time hours employed with the City as a part-time employee in a calendar year, and dividing by the yearly number of hours worked by full-time employees in similar positions. The result thus obtained shall constitute the years of service and these added to subsequent years of continuous service, shall constitute the years of continuous service for vacation entitlement purposes as provided in Article 8.02.01-*Vacation Entitlement for Permanent or Probationary Employees*.

However, part-time employment which occurred prior to a break in employment of 12 continuous months will not be used in ascertaining years of service for vacation leave purposes.

- 8.02.06 An employee shall receive annual paid vacation leave in any vacation year, in an unbroken period, unless otherwise mutually agreed upon by the employee and the City.

8.02.07 Selection of Vacation

Insofar as the efficient operation of a department will permit, employees shall have the right to choose the period of vacation according to their duration of continuous employment with the City.

If, in the opinion of the Department Head, the period of vacation leave chosen by an employee conflicts or interferes with the efficient operation of the department, the Department Head will give such employee at least 1 month's notice thereof, where practicable, and such employee shall have the right to choose an alternative period. In the event that the employee does not choose an alternative period, the Department Head shall assign the vacation period.

A list showing the vacation allowance which employees will be eligible for in the succeeding vacation year will be posted on appropriate bulletin boards by February 1 of each calendar year. Any employee who fails to indicate a choice by March 15 will have waived his right to choose his vacation period over other employees.

Between March 16 and April 1, the vacation time schedule for all eligible employees will be completed and posted in each department. The employee's duration of continuous employment with the City will be given preference in the preparation of this schedule, but will apply to only one vacation period each vacation year.

8.02.08 Temporary, Provisional, and Part-Time Employee Vacation Leave Without Pay

Temporary and provisional employees shall be paid their vacation leave entitlement on a bi-weekly basis.

Part-time employees shall be paid their vacation leave entitlements; such payment will be provided in the pay period following the one in which it is earned.

- 8.02.08.01 Where operationally feasible, the City will consider Leave Without Pay requests from non-permanent employees so that they may have a vacation period. Where non-permanent employees have worked 10 months or more in the previous calendar year, the employee may request a leave of absence without pay in an unbroken period as follows:

- ♦ up to 10 days in duration after 1 year of continuous service; then
- ♦ up to 15 days in duration after 5 years of continuous service, as defined by the Employment Standards Code.

Where non-permanent employees have worked in more than one department, leave without pay requests will only be considered by the employee's home department.

8.02.09 Promotion or Transfer and Vacation Selection

An employee promoted or transferred from one department or from one section to another shall not exercise his duration of continuous employment for the purpose of vacation choice during the first vacation year of employment in the department or section.

8.02.10 Vacation Carry Over

Subject to City policy, an employee may be permitted to carry over vacation to the next vacation year. If a permanent employee is unable to take the vacation to which they are entitled in any vacation year because of sickness and/or accident, they shall carry over their entitlement to the following vacation year or succeeding vacation years.

8.02.11 Early Usage of Increased Entitlement

An employee may be entitled to take vacation leave to the maximum of their earned vacation leave. During the vacation year in which the employee is eligible for increased vacation entitlement, and thereafter, the employee may use such increased vacation entitlement prior to their anniversary date. In the event that such increased vacation entitlement is used prior to their anniversary date, and the employee leaves the service of the City prior to the employee's anniversary date, the provisions for recovery of advanced vacation credits as found in this Agreement shall apply.

8.02.12 Termination of Employment

On termination of employment, for whatever reason, an employee shall be paid out for any unused vacation credits at the employee's regular rate of pay. In case of death, payment shall be made to the employee's estate. The City shall recover any vacation leave advanced to the employee from any monies which are owed to

the employee.

8.02.13 Statutory Holiday During Annual Vacation Leave

If a recognized holiday for which an employee is eligible occurs during a period of annual vacation leave of that employee, the employee shall receive equal time off with pay, or pay in lieu thereof, at the discretion of the City.

8.02.14 Absence Without Pay

An employee who has been absent from work without pay shall cease to earn vacation credits commencing with the first complete pay period of such absence and continuing until the employee returns to work.

8.02.15 Disability Leave

A permanent or probationary employee absent because of occupational or non-occupational disability shall earn vacation credits in accordance with the following:

- 8.02.15.01 A permanent or probationary employee absent because of occupational disability for a period in excess of 180 consecutive calendar days, shall cease to earn vacation credits after the 180th calendar day until the employee returns to work.
- 8.02.15.02 A permanent or probationary employee who is in receipt of Income Protection benefits shall continue to earn vacation credits.
- 8.02.15.03 A permanent or probationary employee who is in receipt of Long Term Disability benefits shall cease to earn vacation credits until the employee returns to work for the City in any form of remunerated employment.

8.02.16 Confinement to Residence or Hospital During Vacation

If an employee produces evidence within 24 hours of their return to work, satisfactory to the City, proving that they were incapacitated to the extent which required the employee to be confined to residence or hospitalized, through non-occupational sickness and/or injury for a period of 3 working days or more during their annual vacation, such whole period shall not be included in the employee's annual vacation entitlement, but shall be charged to the employee's sick pay entitlement, subject to the agreement of the City. The conversion of vacation to income protection will only be considered if the employee had reported the disability to the City during the period of confinement. Decisions on an employee request to convert vacation to Income Protection shall be copied to the Union.

NOTE: Such evidence must have been obtained during the period of disability and indicate the nature of the incapacitation and also why and how such incapacitation would require confinement.

8.02.17 Bereavement

A permanent or probationary employee on annual vacation shall be eligible for bereavement leave in accordance with the applicable bereavement leave provisions.

8.02.18 Vacation Year

The vacation year for employees within the jurisdiction of CUPE Local 30 shall be the period between the day after the last full pay ending in April and the final day of the last full pay ending in April of the following year inclusive.

8.03 Leave of Absence

Leave of absence without pay may be granted to the employee at the discretion of the City.

Employees may request, and may be approved to utilize, vacation credits or banked time to attend to short-term emergent family situations.

8.03.01 Employment for Gain

An employee engaged in other employment for gain without the express written consent of the City while on leave of absence shall be deemed to have automatically terminated their service with the City.

** 8.03.02 Compassionate Care Leave

Compassionate care leave shall be granted by the City, in accordance with *Employment Standards Code* requirements, to a primary caregiver who is caring for a seriously ill family member at risk of death within 26 weeks.

8.03.02.01 Compassionate care shall be applied for in writing, at the earliest possible date, allowing for 2 weeks notice prior to the start date of the leave, when circumstances permit. Employees must provide a certificate issued by the physician caring for the ill family member. The medical certificate must include information to confirm eligibility for the leave as outlined in the *Code*.

8.03.02.02 Compassionate care leave will be without pay and shall be for a maximum period of 8 weeks. The 8 weeks of leave must fall within the 26-week window as established by the medical certificate. A leave may be broken into 2 different periods. The 2nd period of leave must be taken before the 26-week window expires. A leave period must be at least 1 week long. If the family member does not pass away, but is still gravely ill and requires the care and support of the employee, the employee may initiate another leave application within the next 26 week window.

8.03.02.03 The employee may elect to continue to participate in the City's benefit plans in accordance with the provisions of Article 8.03.10 *Participation in Benefit Plans While on Leave of Absence*.

8.03.02.04 Employees returning from Compassionate Care leave will return to the position held prior to the leave or a comparable position.

8.03.02.05 In the event the family member passes away during the period of Compassionate Care leave, the leave expires and the employee is entitled to Bereavement as outlined in Article 8.03.03 *Bereavement Leave*.

8.03.03 Bereavement Leave

A permanent or probationary employee shall be granted time off with pay, at the regular rate of pay, for the position to which such employee is permanently appointed or serving a required trial term thereof, for the purpose of making arrangements for, or attending, a funeral in accordance with the following:

8.03.03.01 When death occurs in the employee's immediate family - that is,
♦ current spouse,
♦ child/ward,
♦ parents,

the employee, on request, shall be excused for up to any 5 regularly scheduled consecutive working days without loss of pay at the employee's regular rate of pay, provided the employee attends the funeral. Such leave shall extend past the day of the funeral if there is a demonstrated need for the leave. However,

in no event shall such leave exceed the 5 working days.

8.03.03.02 Three days leave with pay to attend funeral services of persons related as follows:

- ♦ grandchild,
- ♦ guardian,
- ♦ parent of current spouse,
- ♦ brother,
- ♦ sister,
- ♦ brother-in-law,
- ♦ sister-in-law,
- ♦ son-in-law,
- ♦ daughter-in-law, or
- ♦ a related dependent of the employee.

The employee, on request, shall be excused for up to any 3 regularly scheduled consecutive working days without loss of pay at the employee's regular rate of pay, provided the employee attends the funeral. Such leave shall extend past the day of the funeral if there is a demonstrated need for the leave. However, in no event shall such leave exceed the 3 working days.

8.03.03.03 One day of leave with pay to attend funeral services of persons related as follows:

- ♦ grandparent, or
- ♦ grandparent of current spouse

The employee, on request, shall be excused for up to 1 regularly scheduled working day without loss of pay at the employee's regular rate of pay, provided the employee attends the funeral.

8.03.03.04 One-half day of leave with pay to attend funeral services of persons related more distantly than those listed in 8.03.03.01, 8.03.03.02, or 8.03.03.03 above, shall be granted upon request. Upon demonstrating the need for additional time due to extenuating circumstances, this leave shall be extended up to 1 day.

**** 8.03.03.05 Temporary or Provisional Employees**

Eligible provisional or temporary employees shall be granted time off with pay, at the regular rate of pay, for the position to which such employee is appointed, for the purpose of making arrangements for, or attending, a funeral in accordance with the following:

When death occurs in the employee's immediate family - that is,

- ♦ current spouse,
- ♦ child/ward,
- ♦ parents,

the employee, on request, shall be excused for up to any 2 regularly scheduled consecutive working days without loss of pay at the employee's regular rate of pay, provided the employee attends the funeral. Such leave shall extend past the day of the funeral if there is a demonstrated need for the leave.

Eligible employees are defined as:

- ♦ active provisional full-time status employees; and
- ♦ active temporary full-time status employees with a minimum of 6 months service.

8.03.03.06 The word "*funeral*" when used in respect of bereavement leave shall include the initial memorial service which is held in conjunction with a cremation.

- 8.03.03.07 The term "*extenuating circumstances*" may include travelling time, shift schedule conflicts, or such other reasons which may be applicable to the individual circumstance.
- 8.03.03.08 A permanent or probationary employee on leave of absence other than annual vacation leave shall not be eligible for bereavement leave.
- 8.03.03.09 Should additional time be required due to extenuating circumstances, employees may be approved to utilize vacation credits or banked time, or be granted leave without pay, upon request.

8.03.04 Compensation for Witness and Jury Duty

An employee who has been subpoenaed to appear in Court as a witness or juror on a working day, during the employee's regular hours of work, shall be allowed the required time off without loss of pay at the employee's regular rate of pay, provided that any witness fees or jury fees paid to the employee for this appearance are given to the City.

8.03.05 Maternity/Parental Leave

Maternity leave, which is the voluntary leave relating to the birth of a child, shall be granted by the City in accordance with the following:

- 8.03.05.01 To a pregnant female employee who is either permanent or has been employed with the City for a period of at least 12 consecutive months, upon her application to her Department Head. Except where otherwise specified in the Employment Standards Code, the City will be under no obligation to provide future employment if:
- ♦ the employee fails to make an application for maternity leave; and
 - ♦ the employee fails to report for work, and
 - ♦ the City is unable to reach the employee, or does not receive a satisfactory explanation for the absence.
- 8.03.05.02 Maternity leave shall be without salary but eligible employees may receive benefits as stipulated below. Employees on such leave will not lose seniority.
- 8.03.05.03 Employees who are members of the City's Disability Plans and provide medical evidence satisfactory to the City to substantiate their disability for the valid, health-related portion of their pregnancy may qualify for Supplemental Unemployment (SUB PLAN) benefits for the duration of the valid, health-related period, subject to the terms of the SUB PLAN. In any event, receipt of SUB PLAN benefits will begin no sooner than the date of delivery, subject to the provisions contained in the SUB PLAN. Such employees who do not meet the conditions for eligibility for SUB PLAN benefits during the valid, health-related portion of their pregnancy will be governed by the terms of the City's Disability Plans.

NOTE: For the purposes of this Section, the City's Disability Plans shall include the Income Protection Plan, Supplementary Unemployment Benefit Plan and Long Term Disability Plan.

"Valid *health-related portion*" shall mean that period of an eligible employee's pregnancy prior to and following childbirth, during which she is disabled (in accordance with the terms of the City's Disability Plans) and such disability is substantiated by medical evidence satisfactory to the City.

- 8.03.05.04 Maternity leave shall be applied for in writing, at the earliest possible date, but not less than 6 weeks prior to the date upon which maternity leave is to commence. Such leave shall commence at any time up to 12 weeks prior to the estimated date of delivery. If the employee is unable to perform the duties of her position or such alternative position which may be available, for which she

is qualified, and in the absence of any valid, health-related disability attributable to the pregnancy, the employee shall be required to immediately commence maternity leave in accordance with applicable provisions of the Employment Standards Code.

- 8.03.05.05 Maternity leave shall be in accordance with the provisions in the Employment Standards Code which is up to 15 weeks in duration, including any valid, health-related portion that may be encompassed during this period. Birth mothers shall be granted up to 37 additional weeks of unpaid parental leave, for a combined total of 52 weeks leave. Employees may be eligible for parental benefits from Employment Insurance during the parental leave period.
- 8.03.05.06 An employee who is a member of the City's Disability Plans and who subsequently experiences a maternity complication related to the valid, health-related portion of her pregnancy after the conclusion of the maximum period during which SUB PLAN benefits may be available, shall be entitled to receive the balance of disability benefits paid at the applicable level.
- 8.03.05.07 Whenever the employee is absent for more than the approved period of maternity and/or parental leave, unless the absence is due to unforeseen or unpreventable circumstances the employee shall automatically be deemed to have terminated employment when the said period expires.
- 8.03.05.08 An employee returning from maternity and/or parental leave within the approved period shall be given the same position, if available, or a comparable position, at the employee's former rate of pay, provided notice of return to work is given to the City. As much notice as possible should be given, but in any event, the notice period shall not be less than 4 weeks.
- 8.03.05.09 Parental leave of up to 37 weeks in duration for fathers or adoptive parents will be granted in accordance with the provisions of the Employment Standards Code. Employees on such approved leave will not lose seniority.

8.03.06 Leave With Pay – Union Representatives at Meetings

The City shall grant leave of absence with pay to employees representing the Union in accordance with the following provisions:

8.03.06.01 Negotiating Committee for the Union

In the event that an employee is elected to the negotiating committee for the Union, they shall be granted leave at the regular rate of pay during such time as they meet with representatives of the City for the purpose of collective bargaining. It is understood that no more than 4 employees from the Union will be granted leave with pay for the purpose of collective bargaining on behalf of the Union and that the Department Head will be advised in writing of the names of the elected employees at least 30 calendar days prior to the earliest opening date of the Collective Agreement or as soon as possible once the employee is elected.

- 8.03.06.02 In the event that an accredited representative of the Union is required to meet with City representatives to discuss a grievance or arbitration case, they shall be granted leave with pay. If the City requires the attendance of the employee who is grieving, they shall be granted leave with pay.
- 8.03.06.03 Leave of absence with pay for other matters of mutual concern may be made in accordance with City regulations.
- 8.03.06.04 Leave of absence with pay shall be for those hours the employee normally would have worked had they not been required to meet with representatives of the City.

8.03.07 Leave Without Pay - Delegate

Insofar as the efficient operation of a department permits, an employee elected as a delegate to Union conventions, seminars or training sessions may be granted leave of absence without pay, such approval not to be unreasonably withheld.

8.03.08 Leave Without Pay – Local Union Employment

Leave of absence without pay for full-time Union employment shall be granted under the following conditions:

- 8.03.08.01 In the event that an employee becomes a full-time official of the Union, they shall be granted leave of absence for the purpose of carrying out the duties of their office and shall retain their seniority in their department as if they had remained in continuous employment therein. They shall have the right, at any time, upon giving 1 month's notice, to return to their previous position or to such other position to which they may be promoted by reason of seniority and ability.
- 8.03.08.02 Such an employee shall make regular contributions to the Charitable Assistance Fund, Pension Fund and all employee benefits, participating in same as would a permanent employee of the City. Their contributions to these benefits shall be based on their earnings during their full-time or part-time permanent employment with the Union, who shall pay the City's portion, making due allowance for changes in their marital status and number of dependents.

8.03.09 Leave Without Pay - Union Employment (other than local union)

The City shall consider on a case-by-case basis, the granting of a request for leave of absence without pay to an employee who is offered a full-time assignment with the Alberta Federation of Labour or the Canadian Union of Public Employees. Where such leave is granted the arrangements, including payment of the City's share of benefits and pensions, shall be confirmed in writing between the City and the sponsoring organization prior to commencement of the leave. Continuation of coverage under the Health and Welfare benefit plans and the L.A.P.P. shall be maintained in accordance with the following:

8.03.09.01 Income Protection Plan

No contributions are required by and no benefits are payable from the City during the period of leave. The sponsoring organization shall be responsible for providing benefits at least equal to those specified within Part II-*Health and Benefits Plan* of this agreement. The sponsoring organization shall notify the City immediately of any continuous absences in excess of 30 working days to allow adequate time for completion of Long term disability Plan forms and production of the required medical evidence.

8.03.09.02 Long Term Disability Plan

After 85 working days of continuous disability, the leave of absence shall be automatically terminated and the employee shall be eligible for Long Term Disability Plan benefits in accordance with the provisions of Part II-*Health and Benefits Plan* of this agreement.

The employee shall be responsible for pre-paying their Long Term Disability Plan premiums based on the regular rate of pay for his permanent City position by providing to the City quarterly post-dated cheques.

8.03.09.03 Local Authorities Pension Plan

On return from an approved leave the employee may apply to have the leave recognized as pensionable service, in accordance with the Public Sector Pension Plans Act and Regulations. The sponsoring organization shall reimburse the City for the employer share upon receipt of an invoice from the City and the employee shall pay the employee's share.

8.03.09.04 Alberta Health Care

The sponsoring organization shall reimburse the City for the employer share of Alberta Health Care premiums. The City shall invoice the sponsoring organization on a quarterly basis in advance of the period covered. The employee shall be responsible for pre-paying the employee share of Alberta Health Care premiums by providing to the City quarterly post-dated cheques.

8.03.09.05 Major Medical and Supplementary Hospital, Dental and Group Life Plans

Employees shall maintain benefit coverage under the plans during the leave. The sponsoring organization shall reimburse the City for the employer share of such plan premiums. The City shall invoice the sponsoring organization on a quarterly basis in advance of the period covered.

The employee shall be responsible for pre-paying the employee share of these benefit plan premiums by providing to the City quarterly post-dated cheques. Group Life premiums shall be based on the employee's regular rate of pay for his permanent City position.

8.03.09.06 Vacation

Vacation shall cease to accrue during the leave of absence in accordance with Article 8.02.14-*Absence Without Pay*.

NOTE: The provisions contained herein are modeled on Alberta residency.

8.03.10 Participation in Benefit Plans While on Leave of Absence

Employees granted leave of absence without pay for a period of 1 complete pay period or more shall, before their leave of absence commences, choose one of the following options:

- 1) Make appropriate arrangements through the payroll section of their department to pay both the City and employee portions of the Group Life Insurance, Supplementary Health Care, Out-of-Province 30 Day Emergency Medical Travel, and Dental Plans prior to commencing their leave of absence. Employees shall be responsible for the full costs (if any) of maintaining coverage in the Alberta Health Care Plan. Employees shall also pay the required Long Term Disability Plan contributions for the duration of the leave of absence and shall make appropriate arrangements to pay such required contributions prior to commencing the leave of absence. Such employees shall not be eligible to receive benefits from the Income Protection Plan or the Long Term Disability Plan until the period of approved leave has expired. Employees are required to submit union dues and charitable donations directly to the Union during the leave period.
- 2) Make arrangements through the payroll section of their department to sign a declaration which provides that the employee will not continue their membership in the Group Life Insurance, Supplementary Health Care, Out-of-Province 30 Day Emergency Medical Travel, Dental Care and Long Term

Disability Plans during the period of leave of absence. Employees who sign such declaration shall not be eligible to receive benefits from such Plans until such time as they return to work following the period of leave of absence. Employees who become disabled during the period of leave of absence shall not be eligible to receive Income Protection Plan or Long Term Disability Plan benefits, upon completion of the period of leave of absence, until such time as they return to work for at least 10 consecutive work days. In addition, employees selecting this option shall, upon re-entry into the Dental Care Plan, have benefits limited in accordance with Article 33-*Dental Plan*.

Employees are required to submit union dues and charitable donations directly to the Union during the leave period.

- 8.03.10.01 An employee who does not undertake one of the options provided for in Article 8.03.10-*Participation in Benefit Plans While on Leave of Absence* shall, for all benefit plan purposes, be considered to have selected option number two and will be bound by the conditions therein.
- 8.03.10.02 It is specifically provided that employees who elect to continue benefit plan coverage during a period of leave of absence shall be obligated to continue coverage in all of those plans of which the employee was a member immediately prior to the commencement of the leave of absence.
- 8.03.10.03 The provisions of Article 8.03.10-*Participation in Benefit Plans While on Leave of Absence* shall apply to an employee who has been granted maternity leave except when such employee is eligible for Supplemental Unemployment Benefits or Income Protection or Long Term Disability Benefits as provided for in accordance with Article 8.03.05-*Maternity/Parental Leave*.

8.04 Health and Welfare Benefits

- 8.04.01 Employees covered by this Collective Agreement shall be bound by the conditions specified in Part II-*Health and Benefits Plan* of this Agreement (formerly the Association Agreement), and shall be eligible for benefits in accordance with provisions of the Plan.
- 8.04.02 Pension benefits, and terms and conditions relative thereto, are as set forth in the Public Sector Pension Plans Act (1993), the schedules and regulations thereto. All eligible employees shall participate in this plan and make required contributions by payroll deductions.
- 8.04.03 Provisional employees shall be entitled to sick leave with pay on the following basis:
 - FULL-TIME PROVISIONAL EMPLOYEES
 - Eight hours for each month worked during the previous calendar year, not to exceed 40 working hours in any 1 calendar year. Sick leave benefits shall be payable at 90% of the employee's regular rate of pay.
 - PART-TIME PROVISIONAL EMPLOYEES
 - Shall be eligible to receive sick leave on a pro-rated basis as follows:
 - (Number of hours worked in previous year *divided by* 2,080) *times* 40 hours = Pro-rated L.S.P. entitlement

Sick leave benefits shall be payable at 90% of the employees regular rate of pay.

8.05 Clothing

- 8.05.01 The City shall issue clothing to employees in accordance with the clothing allowance schedule contained in Appendix IV-*Clothing and Personal Protection Issuance*. Said clothing shall be issued by March 31 of every year. Clothing issued

on an as-required basis shall be replaced on demonstrated need.

- 8.05.02 Clothing issued on an as-required basis shall remain the property of the City and shall be subject to return for replacement of such articles and upon termination of employment. If said clothing is not returned, deductions shall be made from the employee's pay cheque. In addition, clothing issued to Temporary Field Inspectors shall be returned to the City.

8.05.03 Uniforms

- 8.05.03.01 All uniforms issued to

- ♦ Field Inspectors;
- ♦ Parks Rangers; and
- ♦ Peace Officers (Community Standards and Corporate Security)

shall be maintained by the employee, except that uniform damage occurring in the course of the employee's work shall be repaired by the City.

- 8.05.03.02 The City will reimburse eligible employees (as outlined in clause 8.05.03.01) for dry cleaning costs incurred for cleaning of uniforms issued to them by the City.

Eligible employees are to present their dry cleaning receipts to their supervisor for reimbursement. The maximum annual allowance will be \$135 per person.

8.06 Fringe Benefit Entitlement

- 8.06.01 An employee who is:

- ♦ priced up to different classifications during the calendar year, or
- ♦ temporarily promoted through the posting process to a higher classification, or
- ♦ a dually classified employee

shall receive their annual vacation leave, statutory holidays and sick leave benefits according to the regular rate of pay of their regular or temporary posted position. A dually classified employee shall receive their annual vacation leave, statutory holidays and sick leave benefits at the regular rate of pay applicable at the time such leave is taken.

A permanent, probationary or provisional status employee, who is actively employed in a priced up, dually classified, or temporarily promoted position in a higher classification, shall be compensated retroactively in the following payroll year for annual vacation leave, statutory holidays and sick leave benefits, in accordance with the rate of pay assigned the classification, included in Appendix I- *Schedule of Wages* of this Agreement, which corresponds to the classification the employee occupies most during the calendar year.

This provision shall apply to only those employees who have actual working hours (paid at straight time or overtime rates) totaling a minimum of 1,041 hours in the payroll year.

- 8.06.02 Eligible employees shall be compensated on an annual basis in a lump sum to be paid in pay period 6 of each payroll year.

* 8.07 Safety Footwear Subsidy

- 8.07.01 Where the conditions of employment demand or require the use of safety footwear, the City will subsidize the purchase by an employee of C.S.A. approved safety footwear in the amount of 75% of the cost of such safety footwear or:

- ♦ \$200 for permanent and provisional employees, or
- ♦ \$100 for temporary employees,

whichever is the lesser.

An employee who has received a safety footwear subsidy, and who requests a subsequent one, shall show just cause for a subsequent subsidy. New employees shall be eligible for a safety footwear subsidy after completing 30 days of continuous employment with the City.

** 8.07.02 An employee is eligible to claim:

- i) 100% of the cost of safety boot lines and insoles to a maximum of \$50 in a calendar year, and
- ii) 100% of the cost of resoling or repairs to safety boots or shoes.

The total of expenses claimed under 8.07.01 or 8.07.02 shall not exceed \$200 in a calendar year.

8.08 Parking

The City agrees that, where an employee is provided parking with plug-ins, the employee shall pay \$4 parking per month for the use of such stall and that, where plug-ins are not available, there shall be no charge for the use of such stall.

8.09 Tool Allowance

- 8.09.01 The City may require journeymen and apprentices to supply necessary tools in order to perform their assigned functions effectively and safely. The City shall provide annual tool allowance payments as specified in Appendix III-*Required Tools for Various Trades*. The tool allowance payment shall be paid on the pay day closest to April 30 each year.
- 8.09.02 Where an employee is hired into a classification of work that is eligible for a tool allowance, and if the start date is after the April 30th pay period, the tool allowance paid will be prorated in the employee's first year of service. The same proration formula is applied where an employee returns to work from a paid or unpaid leave of absence that was for a duration of 30 calendar days or more.

9 Employment

- 9.01 The normal probationary period for new employees engaged in permanently established positions shall be 3 months and, in certain instances, this period may be extended to a maximum of 1 year.
- 9.02 In the event that the normal probationary period is extended, the employee and the Union shall be advised of the City's valid reasons in writing.
- 9.03 A new employee who does not meet the requirements of the position or for permanent status during the probationary period shall be separated from the service. The employee and the Union shall be notified in writing of the reason for the separation.
Disputes that may arise in this situation shall proceed in compliance with the dispute resolution process, with the final step being Formal Review. The Formal Review decision shall be final and binding on the parties.
- 9.04 It shall be permissible for more than one member of a family to be employed by the City, except that no employee shall be in direct or indirect supervision of another member of their immediate family.

10 Promotions

- 10.01 In making promotions within the jurisdiction of the Union, the required knowledge, qualifications and skills contained in the job posting shall be the primary considerations. Where 2 or more applicants are equally qualified to fulfill the duties of the position, seniority shall be the determining factor.
- 10.02 Employees, upon promotion, shall have a trial term of 3 months, and in certain instances, this term may be extended to a maximum of 1 year. In the event that the trial term is extended, the employee and the Union shall be advised of the City's valid reasons.
- 10.03 During the trial term, an employee may revert to their former position or may be reverted by the City.
- 10.04 Tests will be relevant to the position applied for.

* 11 Layoffs, Recalls and Rehires

The City shall engage in full and open consultation with the Union to discuss alternatives, as far in advance as practical, prior to applying any provisions of Article 11-*Layoffs, Recalls and Rehires* which may affect permanent employees.

* 11.01 Layoffs for 5 Consecutive Working Days or Less

The City will provide notice to the Union and affected employees as far in advance as practicable or as contemplated by the collective agreement. The City will consider and respond to any alternatives raised by the Union or the affected employees.

The provisions of Article 11.01-*Layoffs for 5 Consecutive Working Days or Less* shall only apply when a layoff is foreseen and is for a duration of 5 consecutive working days or less.

- 11.01.01 If the permanent staff of any section of a department is to be reduced, the City shall first determine the number of positions to be reduced within each classification in the section. The employee who was last appointed to a position in the classification to be reduced shall be the first employee laid off from the civic service.
- 11.01.02 Provisional employees belonging to the classification and section to be reduced shall be laid off prior to permanent employees in the classification and section. Temporary employees belonging to the classification and section to be reduced shall be laid off prior to provisional employees in the classification and section.
- 11.01.03 Permanent employees shall receive a minimum of 14 calendar days written notice of layoff. In the event that such notice is not provided, the City shall provide the employee with a payment equal to the wages the employee would have earned had they worked their regular hours of work in the 14 day period. The Union shall be notified when such layoffs are contemplated.
- 11.01.04 Provisional and temporary employees who have been in the service of the City for more than 30 days shall receive notice of layoff of at least 2 working days prior to the effective date of layoff. In the event that such notice is not provided, the City shall provide the employee with a payment equal to the wages the employee would have earned had he worked his regular hours of work.
- 11.01.05 A permanent employee's date of appointment into a position, when utilized for layoff purposes, shall be the date that the employee was originally staff-formed into a permanent position within the classification or the date that an employee becomes a permanent employee as a result of being in a temporary position for 12 continuous months within the classification, whichever is the earlier date.
- 11.01.06 If 2 or more permanent employees occupy the same classification within a department to be reduced, and such employees have the same date of appointment, the City shall determine the relative order that such employees are to be removed from the classification for the purposes of layoff.
- 11.01.07 Under no circumstances shall an employee's date of appointment be established as a date prior to a break of continuous employment with the City within the jurisdiction of the Union.

11.02 Layoffs for Greater than 5 Consecutive Working Days

(See Letter of Understanding *Order of Layoff of Provisional Employees – Neighbourhoods, Parks & Community Recreation, and Community & RECREATION FACILITIES*)

11.02.01 Non-Permanent Employees

If the non-permanent staff of a branch is to be reduced, temporary employees belonging to the classification and branch to be reduced shall be laid off prior to the layoff of provisional employees. Provisional employees in the classification and branch to be reduced will be laid off in reverse order of provisional seniority date, except where:

- 1) the order of layoff may differ in order to provide for the operational requirements of a branch, and
- 2) provisional employees will only be transferred between sections if at least 10 working days in the class is available in the different section.

11.02.02 Except in cases of emergent conditions, provisional and temporary employees who have been in the service of the City for more than 30 days shall receive notice of layoff at least 2 working days prior to the effective date of layoff. In the event that such notice is not provided, the City shall provide the employee with a payment equal to the wages the employee would have earned had they worked their regular hours of work for 2 days.

11.02.03 Where the duration of the job is dependent upon seasonal conditions, temporary and provisional employees will be given an estimated layoff date. Such estimated date shall satisfy the City's obligations stated in clause 11.02.02.

11.02.04 Seasonal Recall of Non-Permanent Employees

There shall be no requirement to post seasonal vacancies filled by temporary or provisional employees. A seasonal vacancy is a vacant position that is required to be filled for a relatively similar period of time each year that is less than 12 months.

11.02.05 Unless otherwise specified in the Collective Agreement, if a seasonal vacancy, required to be filled, becomes available in a specific branch, those provisional employees removed by reason of staff reduction during the previous 12 months from such classification and branch shall, if available, be recalled according to their provisional seniority date. A provisional employee shall only have recall rights to one classification in a specific branch at any given time.

11.02.05.01 If work in the same or different classification is provided to provisional employees through loan opportunities elsewhere in their branch or department or in a different department, as an alternative to layoff, such employees shall not have recall rights to that specific position and specific operational area upon layoff.

11.02.05.02 Temporary positions filled through the posting process are separate and distinct from the seasonal recall process. If a provisional employee is unable to accept recall because such employee has voluntarily applied on and has been selected on a temporary posting, the duration of which continues beyond the recall date, the employee's right of recall shall be protected until the next seasonal recall date.

If the requirement for the temporary position ends and such employee subsequently becomes available for work prior to the end of the season, the City shall make every effort to employ them in the class the employee has recall rights to for the balance of the season. No temporary or provisional

employee shall be displaced in order to do so.

- 11.02.06 Both the recall of provisional employees and the rehire of temporary employees shall be subject to satisfactory performance evaluations.
- 11.02.07 The order of recall or layoff of non-permanent employees may differ from the procedure outlined in clauses 11.02.01 to 11.02.06, in order to provide for the operational requirements of a department (for example, possession of a particular license or required certification).
- 11.02.08 Disputes arising from failure to recall, performance evaluations, or recall order, shall proceed in compliance with the dispute resolution process with the final step being the Formal Review Stage. The formal review decision shall be final and binding on the parties.
- 11.02.09 The performance evaluation procedures for non-permanent employees shall be reviewed by the parties prior to any changes being implemented.
- 11.02.10 Under no circumstances shall an employee's date of appointment or provisional seniority date be established as a date prior to a break of continuous employment with the City within the jurisdiction of the Union.

11.03 Permanent Employees

These provisions shall only apply when a layoff is foreseen and is for a period of more than 5 consecutive working days.

- * 11.03.01 If the permanent staff of any branch is to be reduced, the City shall first determine the number of positions to be reduced within each classification in the branch affected, and those employees who were last appointed to a position in the classification to be reduced shall be the first employees removed from such classification for the purpose of layoff.

However, if such classification is an entry level classification as defined in 11.03.03.01, the permanent employees with the least bargaining unit seniority shall be the first permanent employees removed from an entry level classification in the branch for the purposes of layoff.

Removal will follow reverse order of appointment date or seniority (as applicable) except where:

- 1) the order of layoff may differ in order to provide for the operational requirements of a department, and
- 2) permanent employees will only be transferred between sections to retain employment in an entry level classification if at least ten (10) working days in the class is available in the different section.

11.03.02 Eligibility to Revert to a Former Position

A permanent employee removed from a class for the purpose of layoff may, at his option, revert to a position within a classification the employee was promoted from subject to the following:

- 11.03.02.01 The employee is able to perform the duties of the position.
- 11.03.02.02 The position is within the jurisdiction of the Union.
- 11.03.02.03 The position to which he is reverting will not be deleted within thirty (30) calendar days.
- * 11.03.02.04 Employees will only be permitted to exercise reversion privileges within the branch to which they are assigned at the time of the staff reduction.

- 11.03.02.05 The reversion to their former position does not result in an increase in the employee's regular rate of pay except that if a permanent employee has accepted a lower rate of pay than the rate of their former job as a result of entry into an apprenticeship program, and the apprentice position is deleted in accordance with 11.03.01, such employee is eligible to revert to a position within a classification they formerly held.

11.03.03 Eligibility to Bump to Entry Level Positions

A permanent employee removed from a classification for the purposes of layoff who is not eligible to revert to a former position shall be eligible to bump a permanent, or non-permanent employee in an entry level position within the Department to which they are assigned at the time of the staff reduction in accordance with and subject to the following:

- 11.03.03.01 The employee is only eligible to bump employees who are occupying the entry level positions listed below:
- ♦ Automotive Serviceman I
 - ♦ Labourer I
 - ♦ Refuse Collector I
 - ♦ Swimming Pool Serviceman
 - ♦ Truck Driver I
 - ♦ Tunnel Labourer I.
- 11.03.03.02 The employee is only eligible to bump an employee if the employee to be displaced has less bargaining unit seniority than the employee with the bumping interests.
- 11.03.03.03 The employee is able to perform the duties of the position.
- 11.03.03.04 The position which the employee is bumping into will not be deleted within 30 calendar days.
- 11.03.03.05 The position is within the jurisdiction of the Union.
- 11.03.03.06 Employees will only be permitted to exercise bumping privileges within the Department to which they are assigned at the time of staff reductions.
- 11.03.04 A permanent employee removed from a classification for the purposes of layoff who is not eligible or elects not to revert or bump to a position in accordance with Articles 11.03.02-*Eligibility to Revert to a former Position* or 11.03.03-*Eligibility to Bump to Entry Level Positions* shall be laid off from the civic service.
- 11.03.05 Except in emergent conditions or under Article 11.01-*Layoffs for 5 Consecutive Working Days or Less*, permanent employees shall receive notice of layoff or pay in lieu of notice of layoff or a combination thereof, in accordance with the following:
- ♦ Two weeks for a period of employment greater than 3 months but less than 4 years;
 - ♦ Four weeks for a period of employment of 4 years or more but less than 6 years;
 - ♦ Five weeks for a period of employment of 6 years or more, but less than 8 years;
 - ♦ Six weeks for a period of employment of 8 years or more but less than 10 years;
 - ♦ Eight weeks for a period of employment of 10 years or more.

The Union shall be notified when layoffs are contemplated.

- 11.03.06 Laid off permanent employees who are recalled into positions which are dependent upon seasonal conditions will be given an estimated layoff date. Such estimated layoff date shall satisfy the City's obligations in clause 11.03.05.
- 11.03.07 Except for permanent employees who elect not to revert to a former position or who elect not to bump to an entry level position, permanent employees to be laid off shall be given a general priority throughout the civic service, for any vacancy required to be filled, for which they are qualified and able to perform the duties. The general priority shall not override the reversion, bumping, recall or promotions provisions.
- 11.03.08 Permanent employees to be laid off who request and receive a lump sum payment from their Income Replacement Entitlement as provided in Article 27-*Income Protection Plan* shall be deemed to have negated any and all rights of recall to a former position.
- * 11.03.09 If two or more permanent employees occupy the same classification within a branch to be reduced, and such employees have the same date of appointment, the City shall use bargaining unit seniority to determine the order of layoff.
- If such employees have the same bargaining unit seniority, then the City shall determine the relative order that such employees are to be removed from the classification for the purpose of layoff.

11.03.10 Recall of Permanent Employees

- * 11.03.10.01 Subject to 11.03.10.02, if the permanent staff of a branch is to be increased, those permanent employees removed, in accordance with the layoff provisions, from the class and branch to be increased shall, be recalled according to the reverse order of their removal from such class, provided they are able to perform the duties of the position. For permanent employees this right to recall expires at 24 months. Where an employee accepts a temporary assignment to a position in their former class their right to recall shall be extended by the duration of the assignment.
- Permanent employees, able to perform the duties of the position, will be recalled to their applicable class within the department prior to firstly, the recall of provisional employees and secondly, the rehire of temporary employees.
- 11.03.10.02 If a permanent employee is recalled in accordance with 11.03.10.01 and refuses the appointment, the employee shall lose all recall rights to former positions unless the following conditions exist:
- 1) The employee is engaged in alternate employment in another department in the civic service, and the Department initiating the recall and the Department in which the employee is employed at the time of the recall, agree to permit the employee to remain in such alternate employment, or
 - 2) The City agrees to permit the employee to remain laid off.
- Employees who lose recall rights to former positions in accordance with this article shall retain their seniority, only if the employee is engaged in alternate employment in the department where the employee had the recall rights.
- 11.03.10.03 Laid off permanent employees who are recalled into positions within 24 months of their layoff in accordance with 11.03.10.01 shall be re-engaged as permanent employees and shall retain the seniority and benefits enjoyed immediately prior to layoff provided that they are consistent with the prevailing Collective Agreement. The level of benefits, upon returning to employment, shall be determined by the classification to which an employee is recalled.

Laid off permanent employees who are not recalled into positions in accordance with 11.03.10.01 shall lose their recall rights.

- 11.03.10.04 A permanent employee's date of appointment into a position, when utilized for layoff and recall purposes, shall be the date that the employee was originally staff-formed into a permanent position within the classification or the date that an employee becomes a permanent employee as a result of being in a temporary position for 12 continuous months within the classification, whichever is the earlier date.
- 11.03.10.05 Where an employee is reverted to their former position in accordance with Article 11.03.02-*Eligibility to Revert to a Former Position*, the employee's date of appointment to such position shall be the date the employee was originally staff-formed into a permanent position in the classification, or the date the employee became a permanent employee in that classification whichever is the earlier.
- 11.03.11 Under no circumstances shall an employee's date of appointment or bargaining unit seniority be established as a date prior to a break of continuous employment with the City within the jurisdiction of the Union.
- 11.03.12 The recall provisions of Article 11.03-*Permanent Employees* shall override and supersede the provisions of Article 10-*Promotions* and Article 12-*Posting and Filling Vacancies*.

11.04 Employment Security

11.04.01 Contracting Out - Consultation Process

The City and the Union agree to participate in a consultation process concerning the contracting out of work otherwise performed by employees within the jurisdiction of CUPE Local 30 where the work has been performed in-house, in whole or in part, in the recent past, presently, or where work is being considered for future contracting. The purpose of such consultation will be to share information such as labour, equipment, administration and overhead costs, and the reason(s) for contracting out. The City will review Union suggestions with respect to these decisions. Meetings involving appropriate City representatives and up to 4 Union representatives will be conducted as agreed between the parties.

- 11.04.02 The City recognizes and agrees that, during the term of this Agreement, no permanent employee shall be laid off as a direct result of contracting out the work performed by such permanent employees.

In the event that a permanent employee is displaced as a result of contracting out the work, the City shall place said employee in any position for which he has the required qualifications.

In the event that a permanent employee is placed in a lower position, said employee shall suffer no loss of wages as a result of being displaced.

11.05 Technological Change

- 11.05.01 Any employee classified as a permanent employee shall be considered displaced by technological change when his services shall no longer be required as a result of a change in the plant or equipment, a change in a process or method of operation, re-organization or re-structuring, diminishing the total number of employees required to operate the Department in which he is employed.

- 11.05.02 Permanent employees so affected will be given reasonable advance notice in order that they may take advantage of all available opportunities commensurate with their abilities.
- 11.05.03 The City agrees that wherever possible, no employee shall lose employment because of technological change; however, whenever it is necessary to reduce staff, it will be done in accordance with the layoff procedures outlined in this Agreement.

12 Posting and Filling Vacancies

- 12.01 Vacant positions required to be filled shall be posted for a minimum period of 7 calendar days, in all departments, branches or sections, having jobs coming within the jurisdiction of the Union.

Internal bulletins limiting eligible applicants to the employees in a department, branch or section may be utilized where the circumstances warrant.

- 12.02 Job postings or internal bulletins shall contain a description of the position functions, the required knowledge, skills and qualifications (education and experience) for the position, hours of work for the position, and the wage rate for the position.

The City may include other information on the posting, such as the department(s), section(s), and subsection(s) where the position is assigned.

The City may fill additional vacancies that may arise in the same class code, under the same hiring manager, during a current recruitment process on an existing posting after the posting closing date but before the selection decision is made. The City will notify the Union in writing regarding the amended number of positions to be filled.

- 12.03 Electronic applications are encouraged; however, paper applications shall be accepted and shall be addressed to Human Resources, clearly indicating the appropriate job requisition number and the return address of the applicant. It is the applicant's responsibility to submit a complete and accurate application.

A copy of all postings or internal bulletins shall be sent to the Union.

Human Resources shall notify the Union of the selected applicant and the names of all internal employees within the Union's jurisdiction who were unsuccessful applicants, upon the completion of the selection process.

Human Resources shall also notify unsuccessful applicants in writing of the name of the successful applicant. Unsuccessful applicants shall have 10 working days from the date of receiving such notification to initiate a grievance. The City shall appoint the selected applicant, and that appointment shall be final, subject to satisfactory completion of the required probationary period, or the outcome of any grievance filed.

- 12.04 Vacant positions required to be filled shall be posted without undue delay:
- except as provided in clauses 12.05 and 12.06, and
 - except for positions filled by appointment for a period of up to ninety (90) consecutive calendar days.

- 12.04.01 Where the estimated duration of a temporary position exceeds 90 consecutive calendar days, the temporary positions shall be posted. The City and the Union may mutually agree to an extension of the 90 day temporary appointment period.

In instances where the duration of the temporary position is uncertain due to illness or injury of the incumbent, such position may be temporarily filled by appointment for a period up to 150 consecutive calendar days. After this period, the temporary position will be posted, unless the City and the Union mutually agree to an extension.

- 12.04.02 Where a temporary position is posted, the estimated duration of such position shall be set out in the posting and shall not exceed 12 months.

- 12.05 Appointments may be made by mutual agreement between the Union and the City without posting.

- 12.06 The City shall have the right to fill vacancies which result from reversions or terminations of employment during normal probationary periods or trial terms from among the original applicants without posting such vacancies.
- 12.07 In instances where an employee assumes the functions of another position for a period of 12 consecutive months, or less, even if such position is outside the scope of this Agreement, and the employee is reverted by the City to their former classification within the scope of this Agreement, no posting shall be required to complete the reversion.
- 12.08 Employees shall be eligible to apply for jobs not coming within the scope of this Agreement and shall receive consideration in accordance with their qualifications, experience and seniority. However, nothing in this Agreement shall be deemed to bind the City to appoint an employee to a job which does not come within the scope of this Agreement.

13 Seniority

- 13.01 Seniority for a permanent employee shall commence from the date on which the employee last commenced continuous service to become, and has since continued as, a permanent employee in accordance with the provisions included in this section. Except as provided in clause 18.02.02, since part-time service is not continuous service, seniority for a permanent part-time employee shall commence on the employee's start date in a posted permanent part-time position.
- 13.02 Provisional employees shall have seniority based on the definition included in Article 3.20-*Provisional Employee*. The seniority of a provisional employee, as such, shall date from the time the employee last qualified as a provisional employee.
- 13.03 A temporary transfer from one organizational unit of a department to another organizational unit of the same department or from one department to another department, for a period of less than 12 months, even if such transfer is outside the scope of this Agreement, shall not affect the seniority of such an employee.
- 13.04 A list showing seniority of employees in departments shall be furnished once annually by the City to the Union upon request.
- 13.04.01 The Union will notify the appropriate Human Resources Consultant of a potential error in the seniority date of an employee, providing as much detail concerning the discrepancy as possible. The City will then conduct the necessary research in a timely manner. The Union will be advised of the results of the research and any adjustment that may be required. If it is determined that a correction to the seniority date is required, the City will make the correction forthwith.
- 13.05 Should a permanent employee, who assumes the functions of a position which is outside of the scope of this Agreement, be reverted to a position within the scope of this Agreement within a 12 month period, then such employee's seniority standing within this Agreement shall be deemed to be uninterrupted and shall include the time period during which the employee assumed the duties of such position outside the scope of this Agreement.
- 13.06 Seniority shall be based on the employee's length of service in the Department as follows:
- ♦ Community Services
 - ♦ Corporate Services
 - ♦ the Edmonton Police Service
 - ♦ Financial Services & Utilities
 - ♦ Sustainable Development, and
 - ♦ Transportation Services.
- 13.07 Seniority shall be according to the following preferences:
- ♦ 1st - Permanent Full-Time employees within the department concerned.
 - ♦ 2nd - Permanent Part-time employees within the department concerned.
 - ♦ 3rd - Provisional employees within the department concerned.
 - ♦ 4th - Permanent Full-Time employees in other departments.
 - ♦ 5th - Permanent Part-Time employees in other departments.
- 13.08 Where employees are transferred from one department to another, or from one branch or section to another, as a result of reorganization, the City shall advise the Union and the employees, in writing, of the reasons for the transfer 14 calendar days prior to implementation and those employees shall carry their seniority to the department, branch or section to which they are transferred.

- 13.09 When an employee is transferred by the City from one department to another, or from one branch or section to another for health reasons, they shall carry their class, department and bargaining unit seniority to the department, branch or section to which they are transferred.
- 13.10 An employee shall lose seniority by reason of:
- 13.10.01 Dismissal for proper cause.
- 13.10.02 Voluntary resignation.
- 13.10.03 Appointment to a position outside the scope of this Agreement for a period of more than 12 consecutive months.
- 13.10.04 Continuous layoff for a period of 24 consecutive months for permanent employees, and continuous layoff for a period of 12 consecutive months for provisional employees.
- Where provisional employees are unable to accept a notice of recall as a result of:
- ♦ a compensable injury sustained in the course of employment with the City, or
 - ♦ an approved maternity or parental leave,
- then such employees shall retain their provisional seniority dates for a period of 18 consecutive months from their last layoff date.
- 13.10.05 Failure to report for work within 5 working days after being notified in writing at his last known address to report for duty following a layoff, unless the employee can provide satisfactory reason in writing for such failure to report for duty within the prescribed time.

14 Dispute Resolution Process

14.01 The Dispute Resolution Process is designed to:

- 1) Encourage open, face-to-face dialogue by the people affected by a dispute;
- 2) Achieve fair, wise, implementable and sustainable solutions;
- 3) Achieve solutions that contribute to positive, collaborative working relationships;
- 4) Achieve solutions that are consistent with the Collective Agreement;
- 5) Minimize the time and cost involved in resolving disputes.

14.02 Definitions

- 1) A dispute is any problem, disagreement or difference involving employees, representatives of the City, or Union representatives.
- 2) An individual grievance is any dispute:
 - a) concerning the interpretation, application, operation or alleged violation of the Collective Agreement, and
 - b) directly relates to or affects the rights of a specific employee.
- 3) A group grievance is any dispute:
 - a) concerning the interpretation, application, operation or alleged violation of the Collective Agreement, and
 - b) directly relates to or affects the rights of more than one employee, where a common remedy is requested.
- 4) A policy grievance is any dispute:
 - a) concerning the interpretation, application, operation or alleged violation of the Collective Agreement, and
 - b) directly relates to or affects employees in more than one branch of a department or in more than one department.
- 5) Working days means consecutive days, exclusive of Saturdays, Sundays or holidays recognized by the City.

14.03 Problem-Solving Stage

- 1) An employee, representative of the City or Union representative is encouraged to resolve any dispute through face-to-face discussion with the person(s) with whom there is a dispute.
- 2) The discussion should include sharing information relevant to the dispute to the fullest extent possible, at the earliest opportunity.
- 3) The discussion should include an open, respectful exchange of the interests of the persons directly affected by the dispute, an exploration of options to satisfy these interests, and mutually acceptable solutions.
- 4) Agreements reached at this stage are confidential and without prejudice to the legal or contractual rights of the parties. Any notes taken during problem-solving sessions will be destroyed at the end of the problem-solving stage.

14.04 Stage I - Consultation

- 1) An employee, representative of the City or Union representative may initiate consultation if a dispute is not resolved through problem-solving, or an employee or representative believes problem-solving will not resolve the dispute.
- 2) A request for consultation shall be submitted in writing within 10 working days of the date the incident that gave rise to the dispute reasonably came to the attention of the person initiating consultation. The request shall include the details of the dispute.
 - a) If a dispute relates to a specific employee or group of employees, a request for consultation by the employee or Union shall be submitted to the appropriate management supervisor, with a copy to the Human Resources Branch Representative.
 - b) If a dispute relates to a policy, a request for consultation by the Union shall be submitted to the assigned Senior Negotiator, Human Resources Branch.
 - c) A request for consultation by the City shall be submitted to a Business Agent of the Union.
 - d) A request for consultation by an employee shall be copied to the Union office.
- 3) Once initiated, a representative of the Human Resources Branch shall schedule a meeting of the people who are essential to resolving the dispute (as determined by the parties) within 10 working days. The meeting shall be facilitated by the Human Resources representative and/or the Union, or another person acceptable to the parties.
- 4) The facilitator(s) will encourage respectful dialogue, information sharing, and help the participants define issues, explore interests and options, and achieve mutually acceptable solutions.
- 5) The facilitator may take notes of discussions to share with the participants and to assist the consultation process. These notes are confidential and without prejudice to the legal or contractual rights of the parties. Comments made during consultation shall not be attributed to specific individuals.
- 6) The parties will endeavour to complete the consultation process within 40 working days. The employee, Union or the City may conclude consultation at any time by written notice to the other party (ies).
- 7) Agreements reached at this stage are confidential and without prejudice to the legal or contractual rights of the parties, and shall be confirmed in writing.

14.05 Stage II - Formal Review

- 1) The Union, or the Union on behalf of the employee, may initiate a grievance if a dispute is not resolved by consultation.
- 2) A grievance shall specify the details of the dispute, including the issues, the interests of the grieving party, the clause or clauses of the Collective Agreement that are alleged to have been violated, and the desired resolution.
- 3) A grievance shall be initiated in writing within 10 working days of the date that notice is received of the conclusion of consultation.
 - a) Individual or group grievances shall be submitted to the General Manager of the applicable department.
 - b) Policy grievances initiated by the Union shall be submitted to the Manager of the Human Resources Branch.

- 4) Following receipt of the grievance, the General Manager (or their designates) shall schedule a meeting within 15 working days involving representatives of the Union, Human Resources Branch, and the people who are essential to the resolution of the dispute (as determined by the participants).
- 5) If a dispute is not resolved at consultation, and the dispute does not constitute a grievance, the employee or Union representative may advance the dispute to the Branch Manager (or designate) of the applicable department.
 - a) A submission to the Branch Manager shall be made in writing within 5 working days of the date that notice is received of the conclusion of consultation.
 - b) Following receipt of the dispute, the Branch Manager shall schedule a meeting within 15 working days involving representatives of the Union, Human Resources Branch, and the people who are essential to the resolution of the dispute (as determined by the participants).
- 6) The participants will seek a mutually acceptable resolution to the dispute. They will engage in an open, fair and balanced discussion of the issues, interests, options and potential solutions.
- 7) The parties will endeavour to complete the formal review process within 40 working days, or may mutually agree to refer the matter back for further consultation. The employee, Union or the City may conclude formal review at any time by written notice to the other party (ies).
- 8) Agreements reached at this stage are confidential and without prejudice to the legal or contractual rights of the parties, and shall be confirmed in writing.
- 9) The employee, Union or the City may conclude a formal review at any time by written notice to the other party (ies). At the conclusion of the formal review, the General Manager (or designate) shall provide a written summary to the Union of the issues discussed, agreements reached, and any issues that remain in dispute.

14.06 Stage III - Arbitration

- 1) Provided that a grievance has been properly processed by the Union in accordance with the procedures and time limits in the Dispute Resolution Process, the Union may refer any grievance to arbitration if it has not been resolved by formal review.
- 2) A referral to arbitration shall be initiated in writing within thirty (30) working days of the conclusion of the formal review stage.
- 3) Grievances referred to arbitration by the Union shall be submitted to the Manager of the Human Resources Branch.
- 4) The parties may mutually agree to refer a grievance to a one-person arbitration board. If the parties fail to agree, the grievance shall be referred to a three-person arbitration board.
- 5) In referring a grievance to arbitration, the Union shall notify the City of:
 - a) Its willingness to use a one-person arbitration board, or
 - b) Its appointee to a three-person arbitration board, and
 - c) The details of the grievance, including the issues in dispute, the clause or clauses of the Collective Agreement which are alleged to have been violated, and the remedy requested.
- 6) The City shall notify the Union within 15 working days of its willingness to use a

- one-person arbitration board or its appointee to a three-person arbitration board.
- 7) If the City fails to respond within 15 working days of the referral to arbitration, the Alberta Ministry of Human Services shall select the appointee upon the request of the Union.
 - 8) The Union and the City shall select the chairperson of the arbitration board within 5 working days of the City's response, from a roster approved by the parties on an annual basis. If the parties do not agree, selections from the roster shall be drawn at random.
 - 9) No person shall be appointed as a member or chairperson of an arbitration board if the person is directly affected by the grievance, or if the person has been involved in an attempt to negotiate or settle the dispute.
 - 10) Each party shall bear the expense of its respective member and shall bear 1/2 of the expenses of the chairperson of the arbitration board.
 - 11) Arbitration hearing dates shall be determined within 20 working days of the appointment of the arbitration board.
 - 12) Prior to the arbitration hearing, the parties may prepare an agreed statement of facts for submission to the arbitration board.
 - 13) The parties shall make every reasonable effort to ensure that presentations to the arbitration board are short and concise.
 - 14) The arbitration board shall hear the grievance and render a decision within 20 working days of the hearing. Written reasons for the decision shall be provided within 60 working days, unless the parties mutually agree that written reasons are not required.
 - 15) The decision of the majority is the award of the arbitration board, but if there is no majority, the decision of the chairperson shall be the award of the arbitration board. The decision of the arbitration board is final and binding upon the parties and anyone affected by it.
 - 16) The arbitration board may quash, confirm or vary any action taken respecting the suspension, discipline or discharge of an employee.
 - 17) The arbitration board by its decision shall not alter, amend or change the terms of the Collective Agreement.

14.07 General

- 1) The parties may mutually agree to involve a facilitator or mediator at any stage of the Dispute Resolution Process.
- 2) The parties may mutually agree to bypass stages, return to previous stages, and/or extend the time limits contained in the Dispute Resolution Process. Such agreements shall be confirmed in writing.
- 3) If the Union or the City has concerns regarding the application of the Dispute Resolution Process, they will meet in an attempt to resolve these concerns.

15 Reporting for Duty

- 15.01 Employees shall report for duty at the commencement of their shift, at a place directed by the City and shall go to and from such place on their own time.
- 15.02 When an employee is directed by the City to utilize his personal vehicle to move from jobsite to jobsite or to travel outside the City limits to report for work when directed by the City, he shall be provided with a transportation allowance in accordance with applicable City Policy and shall comply with all provisions of the Policy.

16 Apprentices

- 16.01 If apprentices are to be appointed to any trade coming under the provisions of this Agreement and are to be instructed in a trade designated as coming within the provisions of the Apprenticeship and Industry Training Act of the Province of Alberta, their instruction and other conditions of their employment shall be in conformity with the provisions of the Act and regulations pertaining thereto.
- 16.02 The term of apprenticeship shall be as stated in the Apprenticeship and Industry Training Act including a 6 month probationary period except that, in cases where a person has attended a technical or vocational school approved by the City and satisfies the City by the production of a certificate issued by the school that they have specialized in a course or courses applicable to the trade or had previous experience in the trade, the term may be reduced by such period as may be approved by the City.
- 16.03 If the trade to which any person is apprenticed is not a trade designated as coming within the provisions of the Apprenticeship and Industry Training Act, then the instruction and other conditions of the employment of such an apprentice shall be according to the following conditions:
- 16.03.01 Every apprentice shall have at least a Grade 10 education or the equivalent of this in any approved technical school.
- 16.03.02 The City shall issue to every apprentice who serves the prescribed term of apprenticeship, completes the technical training and passes the trade tests and the final trade examination, if any, a certificate of qualifications.
- 16.04 The City may employ 1 apprentice for each 2 journeymen employed.
- 16.05 During the term of apprenticeship, the City shall give the apprentice such instruction and practical training in all branches of the trade as are necessary to develop a practical and skilled journeyman.
- 16.06 The City may dispense with the services of an apprentice who does not show satisfactory progress in his apprenticeship. In these circumstances, the City will involve the Union and revert the employee to an entry level position falling within the employee's qualifications and abilities. The entry level position will be within the department the employee was in just prior to attaining an apprentice position.
- 16.07 Apprentices shall not be compelled to qualify for more than 1 certificate of proficiency, except in instances where the requirements to apprentice for and qualify for more than 1 certificate of proficiency is so specified on the job posting under which the apprentice is appointed.
- 16.08 An opening for an apprenticeship shall first be posted internally as a regular employment opportunity. Criteria for selection will be knowledge, qualifications (necessary educational qualifications and related experience), skills, and length of service.
- 16.09 For the purpose of selection to an apprenticeship opening, preference will be given to:
- 1) permanent employees in the Branch; then
 - 2) permanent employees outside the Branch, then
 - 3) provisional employees in the Branch.
- 16.11 This clause applies where Apprentices are not appointed to permanent Journeyman positions at the outset. Upon completion of the Apprenticeship the employee will be placed in the first available permanent journeyman position. If a permanent position is not immediately available the employee will be placed in a temporary

journeyman position and receive the journeyman rate of pay.

16.12 Should a reduction in the number of employees in the Apprenticeship classifications be required they shall occur in the following order:

- 1) 1st year apprentices shall be the first to be reduced;
- 2) 2nd year apprentices shall be second;
- 3) 3rd year apprentices will be reduced last.

Apprentices so reduced shall be eligible to revert to their former position, to bump or to be laid off in accordance with the provisions of Article 11-*Layoffs, Recalls, and Rehires*.

16.13 Registered Apprenticeship Program

The Registered Apprenticeship Program (R.A.P.) is an apprenticeship program for high school students, providing students with the opportunity to start learning and practicing their future trade while in high school. The City of Edmonton and CUPE Local 30 jointly support the R.A.P. program, with the understanding that no current permanent or non-permanent employee within CUPE Local 30's jurisdiction will be laid off as a direct result of the City's participation in the Registered Apprenticeship Program.

- 16.13.01 Participating students will be hired as temporary employees in a RAP30 job classification, under the jurisdiction of CUPE Local 30 for the duration of their participation in the program.
- 16.13.02 The student's rate of pay while participating in the program, and other specific terms and conditions of employment, will be determined by the City and the educational institution.
- 16.13.03 Normally, one student will be assigned to any one trade, unless otherwise discussed and reviewed with CUPE Local 30.
- 16.13.04 Disputes involving RAP students will be heard in accordance with the dispute resolution process outlined in Article 14-*Dispute Resolution Process* of the current collective agreement, with the final step of the grievance procedure being with the Department Head or designate. No other third party, including an arbitrator, will have jurisdiction to hear the grievance or issue a decision.
- 16.13.05 RAP30 participants shall be laid off from the City after the completion of each semester as an apprentice, and upon completion of their participation in the RAP program.

17 Safety

- 17.01 The City and the Union shall co-operate in continuing and perfecting regulations which will provide adequate protection to employees engaged in hazardous work.
- 17.02 The City may offer safety training to employees prior to their commencing work in the positions for which they are employed. The rate of pay for such employees attending such safety training shall be 90% of the regular rate of pay stipulated in Appendix I-*Schedule of Wages* of this Agreement for the classification of Labourer I. Unless otherwise provided in this Agreement, employees who remain in the continuous employ of the City shall be paid at their regular rate of pay while receiving such safety training.
- 17.03 No employee shall operate any tool, appliance or equipment that will cause to exist an imminent danger or carry out any work where there exists or will cause to exist an imminent danger to the health and safety of that employee or another employee present at the worksite.
- 17.04 An employee shall not be required to perform any hazardous task with which they are not familiar or which cannot be accomplished without violation of safety practices or regulations of the Occupational Health and Safety Act and such refusal shall not be the basis for disciplinary or discriminatory action.
- 17.05 Employees are encouraged to report any unsafe conditions to their supervisor or to the department safety officer. If the unsafe condition is not corrected, then the employee should bring the unsafe condition to the attention of the Union.

* 18 Employee Status

18.01 Provisional status shall mean an employee engaged in temporary employment who has completed 1,944 hours of temporary service for the City, within a period of 36 consecutive months, in jobs coming within the jurisdiction of the Union or a laid off permanent employee who is re-employed in a temporary position provided such employee has completed at least 12 months of continuous service for the City immediately prior to the date of layoff.

For the purposes of this definition, service shall include all hours actually worked including overtime hours and reporting pay.

18.01.01 Continuous layoff for a period of 12 consecutive months, voluntary resignation, or termination (except as otherwise herein provided) shall cancel provisional status.

18.01.02 In determining provisional status temporary employment shall only be recognized if the reasons for termination from such temporary employment are layoff or such other reasons which may be acceptable to the City.

18.01.03 Provisional status for laid off permanent employees shall be deemed to be effective upon the date which occurs following the completion of 12 months of continuous employment upon the last entry to become a permanent employee prior to layoff.

18.02 A temporary or provisional employee of the City shall not be entitled to become a permanent employee by reason of such employment; however, a temporary or provisional employee who has been continuously employed on a full-time basis for a period of 12 months, in a position coming within the scope of this Agreement, in any one department, shall automatically become a permanent employee.

18.02.01 Temporary layoffs of less than 21 consecutive calendar days shall not be considered as a break in continuous service for the purpose of applying Article 18-*Employee Status*.

18.02.02 Part-time service is not continuous service and therefore a part-time temporary or part-time provisional employee shall not be entitled to become a permanent employee by reason of such employment. However, a part-time temporary or part-time provisional employee:

- ♦ who has worked more than 60 scheduled hours in each and every consecutive bi-weekly period for a period of 12 months,
- ♦ in a position coming within the scope of this Agreement, and
- ♦ in any one department,

shall automatically become a permanent part-time employee.

18.02.03 A temporary or provisional employee who is hired to replace a permanent employee who is on an approved:

- ♦ maternity leave of absence;
- ♦ parental leave of absence; or
- ♦ on an extended leave due to illness or injury,

shall not automatically become a permanent employee by virtue of being continuously employed for a period of 12 months and shall retain their temporary or provisional status while replacing the permanent employee. During this period, temporary employees will attain provisional status once the required hours of service have been reached as outlined in clause 18.01. The retention of temporary/ provisional status, in these cases, shall not exceed a period of 18 months.

All temporary or provisional employees hired in a temporary position, as a direct result of the replacement of a permanent employee in the circumstances

outlined above, shall attain provisional status once they have accumulated the required hours of service. Such employees shall not attain permanent status after 12 months, and the retention of temporary/provisional status in these cases shall not exceed 18 months.

19 Classification

- 19.01 The establishment and maintenance of a classification plan shall be the sole responsibility of the City.

The City shall develop classification specifications in accordance with the classification plan and shall provide specifications as they become available to the Union. Appendix II-*Classification Concepts* represents a condensation of classification specifications and, as such, forms part of this Agreement.

- 19.02 Copies of the class specification documents are available on eCity.

If there are any discrepancies between the online version, or the Appendix II-*Classification Concepts* abbreviated description, or a printed version, the original and latest version documented by the Human Resources Branch, and copied to the Union as per 19.01, shall prevail.

19.03 Job Evaluation Review

The parties may agree to jointly review the Classification of Work for an existing classification or a new classification. This includes analysis of work performed, qualifications (including education and equivalencies), and class titles.

- 19.03.01 The City, the Union, or an employee together with the employee's Management Supervisor may initiate a Job Evaluation Review when significant changes to the duties or responsibilities occur to a position. It is understood that increased volume of work is not a "*significant change*" justifying a Job Evaluation Review.

- 19.03.02 To initiate a Job Evaluation Review, the party initiating the request shall complete a new position description form, signed by the Management Supervisor, and forward it to the Human Resources Branch. The request for Job Evaluation Review shall include a statement explaining the reason a change to the current allocation should be considered.

- 19.03.03 Upon receipt of the new position description, Human Resources will:
- ♦ conduct a Job Evaluation Review; or
 - ♦ advise the party initiating the request that a Job Evaluation Review is not supported, along with the rationale.

The Union may participate in a joint interview with the incumbent in the position to be reviewed.

Wherever reasonable, the Job Evaluation interview (if required) shall be scheduled within 30 days of the date the new/revised position description is received by Human Resources.

As a result of the Job Evaluation Review, Human Resources and the Union may consult on the findings.

- 19.03.04 Wherever possible, Human Resources will provide a written decision to the employee and Union within the 4 month period following the date the new position description was received.

19.04 Existing Classifications

- 19.04.01 In the event that the City changes the required knowledge, skills or qualifications of an existing classification, the Union shall be advised of same as soon as the change is finalized and, in any event, prior to the posting of the position.

- 19.04.01.01 Should the Union consider that the aforementioned changes to an existing classification are such that they deem a new classification has been created,

the Union will advise the City of this decision and request that the rate of wages for that classification be negotiated.

- 19.04.01.02 The City may advertise the position immediately and any resultant negotiated increase to the rate of wages shall be retroactive to the date of the appointment.

19.05 New Classifications

- 19.05.01 In the event that the City creates a new classification which is not included in this Agreement and which falls within the jurisdiction of the Union, the rate of wages shall be negotiated by the City with the Union before advertising any position within this classification.

- 19.05.02 If a satisfactory conclusion to negotiations has not been reached within 7 calendar days of the date of the notice by the City to the Union of the creation of the said classification, the posting of any vacancy in this classification shall be made according to the rates of wages set out by the City and the rates of wages of the new classification shall still be a matter of negotiation between the City and the Union, and the notice of posting shall contain the following statement:

"The final settlement for rates of wages is being negotiated. Any increase to the rates of wages shall be retroactive to the date of the appointment."

19.05.03 Deleted Classifications

In the event that the number of permanent employees in a Department is to be reduced as a result of the City deleting a classification which is included in this Agreement, the layoff provisions of Article 11.03-*Permanent Employees* will prevail. A lateral transfer to a suitable vacant position may also be approved, with the mutual agreement of the City and the Union.

19.05.04 Dually Classified Positions

The City may establish a dually classified position which shall mean a single position with duties that correspond to 2 different classifications as identified in Appendix I-*Schedule of Wages*. An incumbent of a dually classified position shall be paid the regular rate of pay of the classification of work being performed.

20 Training Program for Equipment Operators

- 20.01 Employees wishing to receive training as equipment operators will be required to make application for training. A training bulletin will be placed on departmental bulletin boards, as required, requesting employees interested in taking training to signify their interest.
- 20.02 The frequency of training courses will be established by each operating department to meet these requirements.
- 20.03 The training courses may be made up of one or more of the following sections:
- 1) Classroom training
 - 2) Equipment familiarization
 - 3) Field instruction (operating time with or without a trainer present)
- The training courses will ensure that each operator will have the capacity to operate the equipment in a safe, efficient manner.
- 20.04 Employees taking training will be required to pass an examination upon completion of their training and show demonstrated ability to operate the required equipment. The nature and content of the examination will be reviewed with the Union prior to the examination being finalized.
- 20.05 Employees not successfully completing their training will be excluded from appointment to the operator class being trained for. Such employees will have the right to re-enroll for additional training in subsequent training programs.
- 20.06 Employees who are unsuccessful in passing training examinations on 3 successive occasions will not be considered for further training on that type of equipment.
- 20.07 Training opportunities shall be provided to employees on the list in order of seniority.
- 20.08 Trainees will be paid the regular rate of pay of the next lower Equipment Operator classification to the equipment being trained on. In no case will an employee engaged in equipment operator training be paid at a rate less than that of an Equipment Operator I.
- 20.09 Equipment Operators may be required to take re-training courses to meet changing departmental requirements. Permanent Equipment Operators who fail to pass examinations on re-training courses will be allowed the opportunity to write supplemental examinations.
- 20.10 Each department will be responsible for establishing suitable training programs to meet the needs of the department and the potential operator.

21 Driving Accident and Review Committee Investigation

It is agreed between the parties hereto that a Union representative may be present when a driver is to be questioned as a result of an accident, by other than police, as long as the onus is on the employee (driver) to have a representative present.

22 Training

- 22.01 Enrollment in any specific training course or type of training program will be limited to the projected needs of the City. Selection for placement in a training program shall be based on the following factors: ability, work habits, length of service, career plans, present position, and necessary educational qualifications.
- 22.02 Where practicable, on-the-job instruction or tutoring will be provided, during the normal hours of work, to meet the specific needs of a training program.

23 Employee Rehabilitation

- * 23.01 The City and the Union shall co-operate in an Employee Rehabilitation Program on mental health issues, and addictions.
- 23.02 The City, the Union and the employee shall co-operate in seeking accommodation and/or placement of employees being medically declared fit to return to work following a period of disability during which they were in receipt of Workers' Compensation, Income Protection or Long Term Disability benefits.

24 Part-Time Employees

Article 24.01-*Working Conditions* shall apply to Permanent Part-Time employees as defined in Article 3.15.01 - *Permanent Part-Time Employee*.

Except as hereinafter provided, Article 6-*Working Conditions* and Article 18-*Employee Status* shall not apply to temporary or provisional part-time employees, but the following articles shall prevail.

24.01 Working Conditions

24.01.01 Hours of Work and Employee Status

24.01.01.01 Part-time employees shall be scheduled to work less than 40 hours per week.

24.01.01.02 Part-time employees shall not be scheduled to work more than 6 days per week or more than 8 hours per day.

24.01.01.03 Part-time temporary and provisional employees may work up to 39.5 hours weekly without such employment being considered continuous service.

24.01.02 Reporting Pay

A part-time employee who reports for work and is employed for periods of less than 4 hours shall receive pay at the employee's regular rate of pay for the actual hours worked or 2 hours pay at the employee's regular rate of pay, whichever is greater.

24.01.03 Overtime Work

Where a part-time employee is required to work hours in excess of 8 hours in one day, or 40 hours in one week, the employee shall be paid 2 times their regular rate of pay for such hours worked. The provisions specified in clause 6.02.05 shall apply to part-time employees.

24.01.04 Pay for Work on Statutory Holidays

A part-time employee, required to work on a recognized statutory holiday for which the employee is eligible, shall be paid 2 times the employee's regular rate of pay for each hour worked.

24.01.05 Rest Period

A part-time employee shall be permitted a 15 minute rest period during each full 4 hour period of their shift.

24.01.06 Lunch Period

In the event that a part-time employee is scheduled to work 8 hours per day, the employee shall be allowed 1/2 hour off for lunch, exclusive of their scheduled hours.

24.01.07 Temporary Change of Duties

The provisions specified in Article 6.06-*Temporary Change of Duties* shall apply to part-time employees.

24.02 Employee Status

Since part-time employment is not continuous service, part-time employees shall not be entitled to become permanent employees by reason of such employment; however, if a part-time employee accumulates 1,944 hours of temporary service

within a period of 3 consecutive years, they shall be entitled to provisional status consistent with the provisions of Article 3.20-*Provisional Employee*.

24.03 Fringe Benefit Entitlement

Part-time employees shall be entitled to all benefits commensurate with their status as temporary or provisional employees, except that payment received for such benefits shall be governed by the following:

24.03.01 A day's pay shall be equal to the product of the employee's regular rate of pay of the position to which they are normally assigned, multiplied by the employee's average daily hours of work.

24.03.02 The employee's average daily hours of work shall be calculated as follows:

Average daily hours of work *equals* Total straight-time hours worked in the 9 weeks preceding the date of entitlement *divided by* 45 days

24.04 Part-time employees who occupy positions in a classification with an incremental pay range shall be entitled to progress through such pay range based upon the completion of hours of work, as outlined below:

- ♦ An increment based on 6 months service: Completion of 1,040 hours;
- ♦ An increment based on 12 months service: Completion of 2,080 hours.

25 Conformity to Federal and Provincial Legislation

In the event that any part of this Collective Agreement is affected by legislation passed by either the Federal or Provincial Government, the City and the Union recognize that this Collective Agreement remains in full force and effect and agree to conform to any modifications required by such legislation.

26 Letters of Understanding and Addenda

There are 26 Letters of Understanding and 2 Addenda attached to this Collective Agreement. They are all individual documents standing on their own and are referred to here for the convenience of not signing each of them.

APPENDICES

Footnotes are at the end of Appendix I - Schedule of Wages

Appendix I - Schedule of Wages															
Salary Admin Plan 10M Hourly															
Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence															
Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014 (2.0%)					Dec 28, 2014 to Dec 26, 2015 (2.25%)						
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
	2120	Corporate Security Peace Officer III (Team Leader)	107						40.394						41.303
	2117	Construction Project Coordinator	098						39.680						40.573
	0184	Parks Coordinator													
* 8	2238	Community Svcs Team Leader - Licensed	134	38.293					39.282	39.155					40.166
*	2019	Rec Facilities Coordinator	096	36.940					37.932	37.771					38.785
		Wage progression criteria only apply to the class in Grade 105 below		Entry Level	Next 6 mos.	Next 6 mos.	Next 6 mos.	Next 6 mos.	Fully qualified / Thereafter	Entry Level	Next 6 mos.	Next 6 mos.	Next 6 mos.	Next 6 mos.	Fully qualified / Thereafter
* 3	2114	Community Svcs Team Leader	105	32.859	33.871	34.885	35.901	36.916	37.932	33.598	34.633	35.670	36.709	37.747	38.785
	0262	Custodial Services Inspector	060	29.565	31.063	32.628	34.271	35.976	37.205	30.230	31.762	33.362	35.042	36.785	38.042
	2218	Graffiti Abatement Inspector													
	1919	Construction Supervisor	042	36.186					37.205	37.000					38.042
	1894	Drainage Supervisor													
	1893	Drainage Trainer													
	1897	Open Cut Supervisor													
	1903	Recycle Supervisor													
	1907	Roadway Maintenance Supervisor													
	1912	Traffic Operations Supervisor													
	0202	Training Supervisor													
	1916	Tunnel Supervisor													
	1917	Waste Fleet Supervisor													
	1901	Waste Supervisor													

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014 (2.0%)					Dec 28, 2014 to Dec 26, 2015 (2.25%)						
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
		Wage progression criteria only apply to the class in Grade 104 below		1st 1040 hrs	Next 1040 hrs				Thereafter	1st 1040 hrs	Next 1040 hrs				Thereafter
	2111	Construction Project Inspector II	104	28.343	30.949	34.036			37.186	28.981	31.645	34.802			38.023
		Wage progression criteria only apply to the class in Grade 106 below		Awaiting CPO Status	Next 1040 hrs	Next 1040 hrs			Thereafter	Awaiting CPO Status	Next 1040 hrs	Next 1040 hrs			Thereafter
	2119	Corporate Security Peace Officer II	106	32.375	33.464	35.222			37.082	33.103	34.217	36.014			37.916
*	0002	Animal Control Officer III	074			35.873			36.997			36.680			37.829
		Wage progression criteria only apply to the classes in Grade 076 below			1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter		1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter
	1928	Leachate Plant Operator	076		31.716	33.033	34.264	34.811	36.477		32.430	33.776	35.035	35.594	37.298
	2145	Park Ranger II	130						36.104						36.916
		Wage progression criteria only apply to the classes in Grade 037 below			1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter		1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter
	3219	Aquatic Program Coordinator	037			34.367			35.529			35.140			36.328
	0034	Facility Foreman													
	0223	Service Foreman													
	0202	Equipment & Safety Instructor	038	34.526					35.529	35.303					36.328
* 14		Wage progression criteria only apply to the class in Grade 103 below		1st 1040 hrs	Next 1040 hrs				Thereafter	Developmental Step #1 1st 694 hrs	Developmental Step #2 Next 694 hrs	1st 1040 hrs	Next 1040 hrs	Next 2080 hrs	Thereafter
*	2110	Construction Project Inspector I	103	26.270	28.661	31.560			34.460	24.430	25.646	26.861	29.306	32.270	35.235
*	0003	Animal Control Officer II	073			33.327			34.453			34.077			35.228
	0015	Parks Ranger													
	0179	Bridge Foreman II	036						34.101						34.868
	1386	Gravel Recycle Foreman													
	0212	Paving Plant Foreman													
	0142	Parking Meter Foreman	035			32.934			34.101			33.675			34.868
	0075	Sign Shop Foreman													
	0033	Aquatic Foreman I	031						33.607						34.363
* 8	2016	Community Svcs Crew Leader - Licensed	100						33.352						34.102

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014 (2.0%)					Dec 28, 2014 to Dec 26, 2015 (2.25%)						
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
	1947	Roadway Maintenance Leader III	030						33.249						33.997
	2112	Waste Leader													
	0165	Equipment Operator V	029						32.933						33.674
	0046	Curatorial Assistant	027			30.587	31.672		32.934			31.275	32.385		33.675
	0032	Facility Programmer	067			31.177			32.262			31.878			32.988
*	2113	Community Svcs Crew Leader	099						32.226						32.951
3	1429	Grower	068			28.531	29.431	30.604	31.672			29.173	30.093	31.293	32.385
	0178	Bridge Foreman I	024						31.672						32.385
	1895	Drainage Leader II													
	0164	Equipment Operator IV													
	1898	Open Cut Leader													
	1906	Parkade Leader													
	0211	Paving Plant Operator													
	1911	Roadway Inventory Routing Coord.													
*	1915	Roadway Maintenance Inspector II													
	1908	Roadway Maintenance Leader II													
	1929	Safety Trainer													
	1837	Sewer Substructure Leader													
	1913	Traffic Operations Leader II													
	0200	Tunnel Foreman I													
		Wage progression criteria only apply to the classes in Grade 022 below				1st year			Thereafter			1st year			Thereafter
	2038	Building Operator	022	30.587					31.672	31.275					32.385
	0139	Maintenance Repairman II													
	2121	Animal Health Technologist II	061			30.422			31.442			31.106			32.149

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014 (2.0%)					Dec 28, 2014 to Dec 26, 2015 (2.25%)							
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	
	0013	Contract Inspector II	048						30.587							31.275
	1896	Drainage Leader I														
	0175	Mole Operator														
	0141	Parking Meter Serviceman II														
	1910	Roadway Mtce Leader														
	1914	Traffic Operations Leader														
	0204	Transfer Station Leader I														
	0169	Video Inspection Operator														
	1304	Waste Collector IV														
	1905	Waste Leadhand														
**	3238	Wastewater Operator														
	0007	Municipal Waste Inspector I	071	29.853					30.587	30.525						31.275
	2131	Arborist II	109						30.206							30.886
	0134	Drainage Systems Serviceman	019						30.045							30.721
	0163	Equipment Operator III	021						29.853							30.525
	1393	Animal Health Technician	018						29.439							30.101
	0221	Automotive Serviceman III														
	1444	Bin Maintainer/Operator														
	0253	Boilerman (Steam)														
	0005	Building Operator														
	0006	Industrial Waste Inspector														
	0138	Maintenance Repairman I														
	0020	Nurseryman I														
	0248	Parking Lot Attendant II														
	0128	Pipeman														
	0210	Refuse Collector III														
	2167	Truck Driver V														
	0041	Zoo Attendant II														
	0140	Parking Meter Serviceman I	017			26.600	27.398	28.419	29.439			27.199	28.014	29.058		30.101

Appendix I - Schedule of Wages															
Salary Admin Plan 10M Hourly															
Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence															
Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014 (2.0%)						Dec 28, 2014 to Dec 26, 2015 (2.25%)					
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
	0177	Bridge Worker II	014						28.767					29.414	
	0193	Concrete Worker													
	0019	Pest Control Operator													
	0199	Tunnel Labourer II													
3	2130	Arborist I	108			27.556			28.767			28.176		29.414	
	0192	Labourer III	016						28.531					29.173	
	1836	Sewer Substructure Inspector													
	0001	Yardman													
	0162	Equipment Operator II	009						28.323					28.960	
	0257	Lead Custodial Worker	020			26.971			28.178			27.578		28.812	
	0243	Hoist Operator	059						28.178					28.812	
	1301	ECO Station Attendant	006						27.894					28.522	
	0220	Automotive Serviceman II	075			27.255			27.894			27.868		28.522	
	2018	Arena Attendant	007						27.894					28.522	
	0176	Bridge Worker I													
	0012	Contract Inspector I													
	0208	Refuse Collector II													
	0173	Truck Driver III													
	0198	Tunnel Labourer I													
		Wage progression criteria only apply to the class in Grade 008 below		1st 2080 hrs	Next 1040 hrs					1st 2080 hrs	Next 1040 hrs				
	0031	Lifeguard	008	20.797	24.974				27.894	21.265	25.536			28.522	
3	0040	Zoo Attendant I	058			19.219	22.686		27.894			19.651	23.196	28.522	
4	0030	Historical Worker	013			19.890	24.163	26.073	27.894			20.338	24.707	26.660	
	0216	Sign Shop Worker													
	0247	Parking Lot Attendant I	011	19.219					27.255	19.651				27.868	
	2137	Asbestos Surveyor	110						27.255					27.868	

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014 (2.0%)					Dec 28, 2014 to Dec 26, 2015 (2.25%)						
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
		Wage progression criteria only apply to the four (4) classes in Grade 064 below				1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate			1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate
	0159	Equipment Operator I	064			20.466	22.167	24.697	27.255			20.926	22.666	25.253	27.868
1; 6; 7	0189	Labourer II													
	0205	Refuse Collector I													
	0170	Truck Driver II													
		Wage progression criteria only apply to the four (4) classes in Grade 063 below				1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate			1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate
	0217	Automotive Serviceman I	063			19.219	21.553	24.096	26.649			19.651	22.038	24.638	27.249
1; 6; 7	0186	Labourer I													
	0037	Swimming Pool Serviceman													
	0166	Truck Driver I													
	3207	Corporate Security Peace Officer I	111	23.013	24.943				26.048	23.531	25.504				26.634
		Wage progression criteria only apply to the class in Grade 066 below		1st 77 classes	2nd 77 classes					1st 77 classes	2nd 77 classes				
	1388	Aquatic Fitness Instructor	066	14.783	19.709				24.640	15.116	20.152				25.194
	0264	Heavy Duty Custodial Worker	054						22.451						22.956
		Wage progression criteria only apply to the class in Grade 001 below		1st 3 months 520 hrs	2nd 3 months 520 hrs	Job Level			Enhanced Certification	1st 3 months 520 hrs	2nd 3 months 520 hrs	Job Level			Enhanced Certification
5; 9	0035	Aquatic Instructor	001	17.163	18.373	19.584			20.797	17.549	18.786	20.025			21.265
	0263	Custodial Worker	053						17.525						17.919

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 27, 2015 to Dec 24, 2016 (2.75%)						Dec 25, 2016 to Jun 24, 2017 (2.0%)					
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
	2120	Corporate Security Peace Officer III (Team Leader)	107						42.232						43.182
	2117	Construction Project Coordinator	098						41.486						42.419
	0184	Parks Coordinator													
* 8	2238	Community Svcs Team Leader - Licensed	134	40.036					41.070	40.937					41.994
*	2019	Rec Facilities Coordinator	096	38.621					39.658	39.490					40.550
		Wage progression criteria only apply to the class in Grade 105 below		Entry Level	Next 6 mos.	Next 6 mos.	Next 6 mos.	Next 6 mos.	Fully qualified / Thereafter	Entry Level	Next 6 mos.	Next 6 mos.	Next 6 mos.	Next 6 mos.	Fully qualified / Thereafter
* 3	2114	Community Svcs Team Leader	105	34.354	35.412	36.473	37.535	38.596	39.658	35.127	36.209	37.294	38.380	39.464	40.550
	0262	Custodial Services Inspector	060	30.910	32.477	34.113	35.830	37.613	38.898	31.605	33.208	34.881	36.636	38.459	39.773
	2218	Graffiti Abatement Inspector													
	1919	Construction Supervisor	042	37.833					38.898	38.684					39.773
	1894	Drainage Supervisor													
	1893	Drainage Trainer													
	1897	Open Cut Supervisor													
	1903	Recycle Supervisor													
	1907	Roadway Maintenance Supervisor													
	1912	Traffic Operations Supervisor													
	0202	Training Supervisor													
	1916	Tunnel Supervisor													
	1917	Waste Fleet Supervisor													
	1901	Waste Supervisor													
		Wage progression criteria only apply to the class in Grade 104 below		1st 1040 hrs	Next 1040 hrs				Thereafter	1st 1040 hrs	Next 1040 hrs				Thereafter
	2111	Construction Project Inspector II	104	29.633	32.357	35.585			38.879	30.300	33.085	36.386			39.754

Appendix I - Schedule of Wages
Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 27, 2015 to Dec 24, 2016 (2.75%)						Dec 25, 2016 to Jun 24, 2017 (2.0%)					
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
		Wage progression criteria only apply to the class in Grade 106 below		Awaiting CPO Status	Next 1040 hrs	Next 1040 hrs			Thereafter	Awaiting CPO Status	Next 1040 hrs	Next 1040 hrs			Thereafter
	2119	Corporate Security Peace Officer II	106	33.848	34.987	36.824			38.769	34.610	35.774	37.653			39.641
*	0002	Animal Control Officer III	074			37.505			38.680			38.349			39.550
		Wage progression criteria only apply to the classes in Grade 076 below			1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter		1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter
	1928	Leachate Plant Operator	076		33.160	34.536	35.823	36.395	38.137		33.906	35.313	36.629	37.214	38.995
	2145	Park Ranger II	130						37.747						38.596
		Wage progression criteria only apply to the classes in Grade 037 below			1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter		1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter
	3219	Aquatic Program Coordinator	037			35.931			37.145			36.739			37.981
	0034	Facility Foreman													
	0223	Service Foreman													
	0202	Equipment & Safety Instructor	038	36.097					37.145	36.909					37.981
* 14		Wage progression criteria only apply to the class in Grade 103 below		Developmental Step #1 1st 694 hrs	Developmental Step #2 Next 694 hrs	1st 1040 hrs	Next 1040 hrs	Next 2080 hrs	Thereafter	Developmental Step #1 1st 694 hrs	Developmental Step #2 Next 694 hrs	1st 1040 hrs	Next 1040 hrs	Next 2080 hrs	Thereafter
*	2110	Construction Project Inspector I	103	24.980	26.223	27.465	29.965	32.996	36.028	25.542	26.813	28.083	30.639	33.738	36.839
*	0003	Animal Control Officer II	073			34.844			36.021			35.628			36.831
	0015	Parks Ranger													
	0179	Bridge Foreman II	036						35.653						36.455
	1386	Gravel Recycle Foreman													
	0212	Paving Plant Foreman													
	0142	Parking Meter Foreman	035			34.433			35.653			35.208			36.455
	0075	Sign Shop Foreman													
	0033	Aquatic Foreman I	031						35.136						35.927
* 8	2016	Community Svcs Crew Leader - Licensed	100						34.869						35.654
	1947	Roadway Maintenance Leader III	030						34.762						35.544
	2112	Waste Leader													

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 27, 2015 to Dec 24, 2016 (2.75%)						Dec 25, 2016 to Jun 24, 2017 (2.0%)					
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
	0165	Equipment Operator V	029						34.432						35.207
	0046	Curatorial Assistant	027			31.979	33.114		34.433			32.699	33.859		35.208
	0032	Facility Programmer	067			32.595			33.730			33.328			34.489
*	2113	Community Svcs Crew Leader	099						33.692						34.450
3	1429	Grower	068			29.829	30.770	31.997	33.114			30.500	31.462	32.717	33.859
	0178	Bridge Foreman I	024						33.114						33.859
	1895	Drainage Leader II													
	0164	Equipment Operator IV													
	1898	Open Cut Leader													
	1906	Parkade Leader													
	0211	Paving Plant Operator													
	1911	Roadway Inventory Routing Coord.													
*	1915	Roadway Maintenance Inspector II													
	1908	Roadway Maintenance Leader II													
	1929	Safety Trainer													
	1837	Sewer Substructure Leader													
	1913	Traffic Operations Leader II													
	0200	Tunnel Foreman I													
		Wage progression criteria only apply to the classes in Grade 022 below				1st year			Thereafter			1st year			Thereafter
	2038	Building Operator	022			31.979			33.114			32.699			33.859
	0139	Maintenance Repairman II													
	2121	Animal Health Technologist II	061						32.872						33.612

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 27, 2015 to Dec 24, 2016 (2.75%)					Dec 25, 2016 to Jun 24, 2017 (2.0%)							
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	
	0013	Contract Inspector II	048						31.979							32.699
	1896	Drainage Leader I														
	0175	Mole Operator														
	0141	Parking Meter Serviceman II														
	1910	Roadway Mtce Leader														
	1914	Traffic Operations Leader														
	0204	Transfer Station Leader I														
	0169	Video Inspection Operator														
	1304	Waste Collector IV														
	1905	Waste Leadhand														
**	3238	Wastewater Operator														
	0007	Municipal Waste Inspector I	071	31.212					31.979	31.914						32.699
	2131	Arborist II	109						31.581							32.292
	0134	Drainage Systems Serviceman	019						31.412							32.119
	0163	Equipment Operator III	021						31.212							31.914
	1393	Animal Health Technician	018						30.778							31.471
	0221	Automotive Serviceman III														
	1444	Bin Maintainer/Operator														
	0253	Boilerman (Steam)														
	0005	Building Operator														
	0006	Industrial Waste Inspector														
	0138	Maintenance Repairman I														
	0020	Nurseryman I														
	0248	Parking Lot Attendant II														
	0128	Pipeman														
	0210	Refuse Collector III														
	2167	Truck Driver V														
	0041	Zoo Attendant II														

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 27, 2015 to Dec 24, 2016 (2.75%)				Dec 25, 2016 to Jun 24, 2017 (2.0%)							
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
	0140	Parking Meter Serviceman I	017			27.811	28.644	29.712	30.778			28.437	29.288	30.381	31.471
	0177	Bridge Worker II	014						30.076						30.753
	0193	Concrete Worker													
	0019	Pest Control Operator													
	0199	Tunnel Labourer II													
3	2130	Arborist I	108			28.810			30.076			29.458			30.753
	0192	Labourer III	016						29.829						30.500
	1836	Sewer Substructure Inspector													
	0001	Yardman													
	0162	Equipment Operator II	009						29.612						30.278
	0257	Lead Custodial Worker	020			28.199			29.460			28.833			30.123
	0243	Hoist Operator	059						29.460						30.123
	1301	ECO Station Attendant	006						29.164						29.820
	0220	Automotive Serviceman II	075			28.495			29.164			29.136			29.820
	2018	Arena Attendant	007						29.164						29.820
	0176	Bridge Worker I													
	0012	Contract Inspector I													
	0208	Refuse Collector II													
	0173	Truck Driver III													
	0198	Tunnel Labourer I													
		Wage progression criteria only apply to the class in Grade 008 below													
	0031	Lifeguard	008	1st 2080 hrs	Next 1040 hrs				29.164	1st 2080 hrs	Next 1040 hrs				29.820
				21.743	26.111					22.232	26.698				
3	0040	Zoo Attendant I	058			20.093	23.718		29.164			20.545	24.252		29.820
4	0030	Historical Worker	013			20.796	25.263	27.260	29.164			21.264	25.831	27.873	29.820
	0216	Sign Shop Worker													
	0247	Parking Lot Attendant I	011	20.093					28.495	20.545					29.136
	2137	Asbestos Surveyor	110						28.495						29.136

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 27, 2015 to Dec 24, 2016 (2.75%)					Dec 25, 2016 to Jun 24, 2017 (2.0%)						
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
		Wage progression criteria only apply to the four (4) classes in Grade 064 below				1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate			1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate
	0159	Equipment Operator I	064			21.397	23.176	25.821	28.495			21.878	23.697	26.402	29.136
1; 6; 7	0189	Labourer II													
	0205	Refuse Collector I													
	0170	Truck Driver II													
		Wage progression criteria only apply to the four (4) classes in Grade 063 below				1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate			1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate
	0217	Automotive Serviceman I	063			20.093	22.534	25.192	27.862			20.545	23.041	25.759	28.489
1; 6; 7	0186	Labourer I													
	0037	Swimming Pool Serviceman													
	0166	Truck Driver I													
	3207	Corporate Security Peace Officer I	111	24.060	26.078				27.233	24.601	26.665				27.846
		Wage progression criteria only apply to the class in Grade 066 below		1st 77 classes	2nd 77 classes					1st 77 classes	2nd 77 classes				
	1388	Aquatic Fitness Instructor	066	15.456	20.605				25.761	15.804	21.069				26.341
	0264	Heavy Duty Custodial Worker	054						23.473						24.001
		Wage progression criteria only apply to the class in Grade 001 below		1st 3 months 520 hrs	2nd 3 months 520 hrs	Job Level			Enhanced Certification	1st 3 months 520 hrs	2nd 3 months 520 hrs	Job Level			Enhanced Certification
5; 9	0035	Aquatic Instructor	001	17.944	19.209	20.476			21.743	18.348	19.641	20.937			22.232
	0263	Custodial Worker	053						18.322						18.734

Appendix I - Schedule of Wages															
Salary Admin Plan 10M Hourly															
Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence															
Footnotes	Job Code	Job Code Description	Grade	Jun 25, 2017 to Dec 23, 2017 (1.0%)						Dec 24, 2017 to Dec 22, 2018 (3.0%)					
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
	2120	Corporate Security Peace Officer III (Team Leader)	107						44.154						45.147
	2117	Construction Project Coordinator	098						43.373						44.349
	0184	Parks Coordinator													
* 8	2238	Community Svcs Team Leader - Licensed	134	41.858					42.939	42.800					43.905
*	2019	Rec Facilities Coordinator	096	40.379					41.462	41.288					42.395
		Wage progression criteria only apply to the class in Grade 105 below		Entry Level	Next 6 mos.	Next 6 mos.	Next 6 mos.	Next 6 mos.	Fully qualified / Thereafter	Entry Level	Next 6 mos.	Next 6 mos.	Next 6 mos.	Next 6 mos.	Fully qualified / Thereafter
* 3	2114	Community Svcs Team Leader	105	35.917	37.024	38.133	39.244	40.352	41.462	36.725	37.857	38.991	40.127	41.260	42.395
	0262	Custodial Services Inspector	060	32.316	33.955	35.666	37.460	39.324	40.668	33.043	34.719	36.468	38.303	40.209	41.583
	2218	Graffiti Abatement Inspector													
	1919	Construction Supervisor	042	39.554					40.668	40.444					41.583
	1894	Drainage Supervisor													
	1893	Drainage Trainer													
	1897	Open Cut Supervisor													
	1903	Recycle Supervisor													
	1907	Roadway Maintenance Supervisor													
	1912	Traffic Operations Supervisor													
	0202	Training Supervisor													
	1916	Tunnel Supervisor													
	1917	Waste Fleet Supervisor													
	1901	Waste Supervisor													
		Wage progression criteria only apply to the class in Grade 104 below		1st 1040 hrs	Next 1040 hrs				Thereafter	1st 1040 hrs	Next 1040 hrs				Thereafter
	2111	Construction Project Inspector II	104	30.982	33.829	37.205			40.648	31.679	34.590	38.042			41.563

Appendix I - Schedule of Wages
Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Jun 25, 2017 to Dec 23, 2017 (1.0%)						Dec 24, 2017 to Dec 22, 2018 (3.0%)					
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
		Wage progression criteria only apply to the class in Grade 106 below		Awaiting CPO Status	Next 1040 hrs	Next 1040 hrs			Thereafter	Awaiting CPO Status	Next 1040 hrs	Next 1040 hrs			Thereafter
	2119	Corporate Security Peace Officer II	106	35.389	36.579	38.500			40.533	36.185	37.402	39.366			41.445
*	0002	Animal Control Officer III	074			39.212			40.440			40.094			41.350
		Wage progression criteria only apply to the classes in Grade 076 below			1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter		1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter
	1928	Leachate Plant Operator	076		34.669	36.108	37.453	38.051	39.872		35.449	36.920	38.296	38.907	40.769
	2145	Park Ranger II	130						39.464						40.352
		Wage progression criteria only apply to the classes in Grade 037 below			1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter		1st 1940 hrs	Next 1940 hrs	Next 1940 hrs	Next 1940 hrs	Thereafter
	3219	Aquatic Program Coordinator	037			37.566			38.836			38.411			39.710
	0034	Facility Foreman													
	0223	Service Foreman													
	0202	Equipment & Safety Instructor	038	37.739					38.836	38.588					39.710
*14		Wage progression criteria only apply to the class in Grade 103 below		Developmental Step #1 1st 694 hrs	Developmental Step #2 Next 694 hrs	1st 1040 hrs	Next 1040 hrs	Next 2080 hrs	Thereafter	Developmental Step #1 1st 694 hrs	Developmental Step #2 Next 694 hrs	1st 1040 hrs	Next 1040 hrs	Next 2080 hrs	Thereafter
*	2110	Construction Project Inspector I	103	26.117	27.416	28.715	31.328	34.497	37.668	26.705	28.033	29.361	32.033	35.273	38.516
*	0003	Animal Control Officer II	073			36.430			37.660			37.250			38.507
	0015	Parks Ranger													
	0179	Bridge Foreman II	036						37.275						38.114
	1386	Gravel Recycle Foreman													
	0212	Paving Plant Foreman													
	0142	Parking Meter Foreman	035			36.000			37.275			36.810			38.114
	0075	Sign Shop Foreman													
	0033	Aquatic Foreman I	031						36.735						37.562
* 8	2016	Community Svcs Crew Leader - Licensed	100						36.456						37.276
	1947	Roadway Maintenance Leader III	030						36.344						37.162
	2112	Waste Leader													
	0165	Equipment Operator V	029						35.999						36.809

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Jun 25, 2017 to Dec 23, 2017 (1.0%)				Dec 24, 2017 to Dec 22, 2018 (3.0%)								
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	
	0046	Curatorial Assistant	027			33.435	34.621			36.000			34.187	35.400		36.810
	0032	Facility Programmer	067			34.078				35.265			34.845			36.058
*	2113	Community Svcs Crew Leader	099							35.225						36.018
3	1429	Grower	068			31.186	32.170	33.453		34.621			31.888	32.894	34.206	35.400
	0178	Bridge Foreman I	024							34.621						35.400
	1895	Drainage Leader II														
	0164	Equipment Operator IV														
	1898	Open Cut Leader														
	1906	Parkade Leader														
	0211	Paving Plant Operator														
	1911	Roadway Inventory Routing Coord.														
*	1915	Roadway Maintenance Inspector II														
	1908	Roadway Maintenance Leader II														
	1929	Safety Trainer														
	1837	Sewer Substructure Leader														
	1913	Traffic Operations Leader II														
	0200	Tunnel Foreman I														
		Wage progression criteria only apply to the classes in Grade 022 below			1st year					Thereafter		1st year				Thereafter
	2038	Building Operator	022		33.435					34.621		34.187				35.400
	0139	Maintenance Repairman II														
	2121	Animal Health Technologist II	061							34.368						35.141

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Jun 25, 2017 to Dec 23, 2017 (1.0%)					Dec 24, 2017 to Dec 22, 2018 (3.0%)							
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	
	0013	Contract Inspector II	048						33.435							34.187
	1896	Drainage Leader I														
	0175	Mole Operator														
	0141	Parking Meter Serviceman II														
	1910	Roadway Mtce Leader														
	1914	Traffic Operations Leader														
	0204	Transfer Station Leader I														
	0169	Video Inspection Operator														
	1304	Waste Collector IV														
	1905	Waste Leadhand														
**	3238	Wastewater Operator														
	0007	Municipal Waste Inspector I	071	32.632					33.435	33.366						34.187
	2131	Arborist II	109						33.019							33.762
	0134	Drainage Systems Serviceman	019						32.842							33.581
	0163	Equipment Operator III	021						32.632							33.366
	1393	Animal Health Technician	018						32.179							32.903
	0221	Automotive Serviceman III														
	1444	Bin Maintainer/Operator														
	0253	Boilerman (Steam)														
	0005	Building Operator														
	0006	Industrial Waste Inspector														
	0138	Maintenance Repairman I														
	0020	Nurseryman I														
	0248	Parking Lot Attendant II														
	0128	Pipeman														
	0210	Refuse Collector III														
	2167	Truck Driver V														
	0041	Zoo Attendant II														
	0140	Parking Meter Serviceman I	017			29.077	29.947	31.065	32.179			29.731	30.621	31.764		32.903

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Jun 25, 2017 to Dec 23, 2017 (1.0%)					Dec 24, 2017 to Dec 22, 2018 (3.0%)						
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
	0177	Bridge Worker II	014						31.445						32.153
	0193	Concrete Worker													
	0019	Pest Control Operator													
	0199	Tunnel Labourer II													
3	2130	Arborist I	108			30.121			31.445			30.799			32.153
	0192	Labourer III	016						31.186						31.888
	1836	Sewer Substructure Inspector													
	0001	Yardman													
	0162	Equipment Operator II	009						30.959						31.656
	0257	Lead Custodial Worker	020			29.482			30.801			30.145			31.494
	0243	Hoist Operator	059						30.801						31.494
	1301	ECO Station Attendant	006						30.491						31.177
	0220	Automotive Serviceman II	075			29.792			30.491			30.462			31.177
	2018	Arena Attendant	007						30.491						31.177
	0176	Bridge Worker I													
	0012	Contract Inspector I													
	0208	Refuse Collector II													
	0173	Truck Driver III													
	0198	Tunnel Labourer I													
		Wage progression criteria only apply to the class in Grade 008 below		1st 2080 hrs	Next 1040 hrs					1st 2080 hrs	Next 1040 hrs				
	0031	Lifeguard	008	22.732	27.299				30.491	23.243	27.913				31.177
3	0040	Zoo Attendant I	058			21.007	24.798		30.491			21.480	25.356		31.177
4	0030	Historical Worker	013			21.742	26.412	28.500	30.491			22.231	27.006	29.141	31.177
	0216	Sign Shop Worker													
	0247	Parking Lot Attendant I	011	21.007					29.792	21.480					30.462
	2137	Asbestos Surveyor	110						29.792						30.462

Appendix I - Schedule of Wages

Salary Admin Plan 10M Hourly

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Jun 25, 2017 to Dec 23, 2017 (1.0%)					Dec 24, 2017 to Dec 22, 2018 (3.0%)						
				1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter	1st 6 Months 1040 hrs	2nd 6 months 1040 hrs	1st Year 2080 hrs	2nd Year 2080 hrs	3rd Year 2080 hrs	Thereafter
		Wage progression criteria only apply to the four (4) classes in Grade 064 below				1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate			1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate
	0159	Equipment Operator I	064			22.370	24.230	26.996	29.792			22.873	24.775	27.603	30.462
1; 6; 7	0189	Labourer II													
	0205	Refuse Collector I													
	0170	Truck Driver II													
		Wage progression criteria only apply to the four (4) classes in Grade 063 below				1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate			1944 hrs	Next 2080 hrs	Next 2080 hrs	Thereafter + Permanent Employee Rate
	0217	Automotive Serviceman I	063			21.007	23.559	26.339	29.130			21.480	24.089	26.932	29.785
1; 6; 7	0186	Labourer I													
	0037	Swimming Pool Serviceman													
	0166	Truck Driver I													
	3207	Corporate Security Peace Officer I	111	25.155	27.265				28.473	25.721	27.878				29.114
		Wage progression criteria only apply to the class in Grade 066 below		1st 77 classes	2nd 77 classes					1st 77 classes	2nd 77 classes				
	1388	Aquatic Fitness Instructor	066	16.160	21.543				26.934	16.524	22.028				27.540
	0264	Heavy Duty Custodial Worker	054						24.541						25.093
		Wage progression criteria only apply to the class in Grade 001 below		1st 3 months 520 hrs	2nd 3 months 520 hrs	Job Level			Enhanced Certification	1st 3 months 520 hrs	2nd 3 months 520 hrs	Job Level			Enhanced Certification
5; 9	0035	Aquatic Instructor	001	18.761	20.083	21.408			22.732	19.183	20.535	21.890			23.243
	0263	Custodial Worker	053						19.156						19.587

Footnotes are at the end of Appendix I - Schedule of Wages

Appendix I - Schedule of Wages															
Salary Admin Plan 10M Hourly - Summer Seasonal															
Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence															
Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014		Dec 28, 2014 to Dec 26, 2015		Dec 27, 2015 to Dec 24, 2016		Dec 25, 2016 to Jun 24, 2017		Jun 25, 2017 to Dec 23, 2017		Dec 24, 2017 to Dec 22, 2018	
				(2.0%)		(2.25%)		(2.75%)		(2.0%)		(1.0%)		(3.0%)	
				1st 1944 hrs	Thereafter	1st 1944 hrs	Thereafter	1st 1944 hrs	Thereafter	1st 1944 hrs	Thereafter	1st 1944 hrs	Thereafter	1st 1944 hrs	Thereafter
13	2236	Relief Labourer	132	18.572	20.826	18.990	21.295	19.512	21.881	19.902	22.319	20.101	22.542	20.704	23.218

Appendix I - Schedule of Wages															
Salary Admin Plan 10D Hourly - Summer Seasonal, Dual Class															
Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence															
Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014						Dec 28, 2014 to Dec 26, 2015					
				(2.0%)						(2.25%)					
Footnotes	Job Code	Job Code Description	Grade	1st 6 Months	2nd 6 months	1st Year	2nd Year	3rd Year	Thereafter	1st 6 Months	2nd 6 months	1st Year	2nd Year	3rd Year	Thereafter
				1040 hrs	1040 hrs	2080 hrs	2080 hrs	2080 hrs		1040 hrs	1040 hrs	2080 hrs	2080 hrs	2080 hrs	
	2015	Road Patrol Driver	011						27.894						28.522
Footnotes	Job Code	Job Code Description	Grade	Dec 27, 2015 to Dec 24, 2016						Dec 25, 2016 to Jun 24, 2017					
				(2.75%)						(2.0%)					
Footnotes	Job Code	Job Code Description	Grade	1st 6 Months	2nd 6 months	1st Year	2nd Year	3rd Year	Thereafter	1st 6 Months	2nd 6 months	1st Year	2nd Year	3rd Year	Thereafter
				1040 hrs	1040 hrs	2080 hrs	2080 hrs	2080 hrs		1040 hrs	1040 hrs	2080 hrs	2080 hrs	2080 hrs	
	2015	Road Patrol Driver	011						29.164						29.820
Footnotes	Job Code	Job Code Description	Grade	Jun 25, 2017 to Dec 23, 2017						Dec 24, 2017 to Dec 22, 2018					
				(1.0%)						(3.0%)					
Footnotes	Job Code	Job Code Description	Grade	1st 6 Months	2nd 6 months	1st Year	2nd Year	3rd Year	Thereafter	1st 6 Months	2nd 6 months	1st Year	2nd Year	3rd Year	Thereafter
				1040 hrs	1040 hrs	2080 hrs	2080 hrs	2080 hrs		1040 hrs	1040 hrs	2080 hrs	2080 hrs	2080 hrs	
	2015	Road Patrol Driver	011						30.491						31.177

Footnotes are at the end of Appendix I - Schedule of Wages

Appendix I - Schedule of Wages

Salary Admin Plan 10M – Trades / Technical

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014	Dec 28, 2014 to Dec 26, 2015	Dec 27, 2015 to Dec 24, 2016	Dec 25, 2016 to Jun 24, 2017	Jun 25, 2017 to Dec 23, 2017	Dec 24, 2017 to Dec 22, 2018
				2.0%	2.25%	2.75%	2.0%	1.0%	3.0%
	2215	Fab Tech Foreman	080	45.279	46.298	47.571	48.522	49.007	50.477
	1871	Fleet Maintenance Planner							
	0104	Garage Foreman							
	1870	Trades Training Coordinator							
	0092	Vehicle Equipment Technician							
	1937	Mechanical Maintenance Planner	133	44.705	45.711	46.968	47.907	48.386	49.838
	0085	Plumbing & Heating Foreman							
	0091	Steamfitter Foreman							
	0151	Welder Foreman	077	44.283	45.279	46.524	47.454	47.929	49.367
	1400	Fabrication Shop Controller	056	43.747	44.731	45.961	46.880	47.349	48.769
	1366	Shop Controller							
	0106	Millwright or Machinist Foreman	078	43.179	44.151	45.365	46.272	46.735	48.137
11	2039	Refrigeration Mechanic Foreman							
	0087	Mechanical Contract Inspector	081	42.576	43.534	44.731	45.626	46.082	47.464
	3227	Building Automation Technician	084	41.801	42.742	43.917	44.795	45.243	46.600
	2134	Building Maintenance Safety & Training Coordinator							
	0049	Carpenter Foreman							
	1936	Structural Maintenance Planner							
	2014	Pumpwell Ops Millwright II	086	41.684	42.622	43.794	44.670	45.117	46.471
	0097	Heavy Duty Mechanic II	087	41.665	42.602	43.774	44.649	45.095	46.448
	2012	HVAC Mechanic II	079	40.715	41.631	42.776	43.632	44.068	45.390
	2020	Millwright II	045	40.714	41.630	42.775	43.631	44.067	45.389
11	0082	Refrigeration Mechanic II							
10	0149	Welder II							
	0058	Painter Foreman	088	40.651	41.566	42.709	43.563	43.999	45.319

Appendix I - Schedule of Wages

Salary Admin Plan 10M - Trades / Technical

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014	Dec 28, 2014 to Dec 26, 2015	Dec 27, 2015 to Dec 24, 2016	Dec 25, 2016 to Jun 24, 2017	Jun 25, 2017 to Dec 23, 2017	Dec 24, 2017 to Dec 22, 2018
				2.0%	2.25%	2.75%	2.0%	1.0%	3.0%
	3226	Locksmith Foreman	069	39.811	40.707	41.826	42.663	43.090	44.383
	2136	Roof Systems Coordinator							
	3221	Roofing Foreman							
	1829	Structural Contract Inspector							
	0064	Plumber II	085	39.789	40.684	41.803	42.639	43.065	44.357
	0094	Heavy Duty Mechanic I	043	39.680	40.573	41.689	42.523	42.948	44.236
	3222	Tunnel Boring Machine Hydraulic Specialist							
	2152	Gasification Equipment Operator	082	38.774	39.646	40.736	41.551	41.967	43.226
	1303	HVAC Mechanic I							
	2123	Autobody Mechanic II	090	38.774	39.646	40.736	41.551	41.967	43.226
	0143	Machinist							
	0069	Millwright I							
11	0079	Refrigeration Mechanic I							
10	0146	Welder I							
	1830	Painting Contract Inspector	070	38.716	39.587	40.676	41.490	41.905	43.162
	0102	Automotive Mechanic II	044	38.470	39.336	40.418	41.226	41.638	42.887
**	3294	Crane & Hoisting Equipment Operator	141	38.000	38.855	39.924	40.722	41.129	42.363
	0054	Carpenter II	041	37.916	38.769	39.835	40.632	41.038	42.269
	0066	Plumber I	089	37.895	38.748	39.814	40.610	41.016	42.246
	0076	Sheet Metal Mechanic							
	0089	Steamfitter I							
	0060	Painter II	092	36.874	37.704	38.741	39.516	39.911	41.108
	0048	Historical Sites Artisan II	091	36.778	37.606	38.640	39.413	39.807	41.001
	0158	Autobody Mechanic I	093	36.637	37.461	38.491	39.261	39.654	40.844
	0099	Automotive Mechanic I							
**	3239	Fire Door Inspector	102	36.468	37.289	38.314	39.080	39.471	40.655
	2033	Locksmith II							
	0051	Carpenter I	034	36.110	36.922	37.937	38.696	39.083	40.255

Appendix I - Schedule of Wages									
Salary Admin Plan 10M - Trades / Technical									
Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence									
Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014	Dec 28, 2014 to Dec 26, 2015	Dec 27, 2015 to Dec 24, 2016	Dec 25, 2016 to Jun 24, 2017	Jun 25, 2017 to Dec 23, 2017	Dec 24, 2017 to Dec 22, 2018
				2.0%	2.25%	2.75%	2.0%	1.0%	3.0%
	0153	Blacksmith	094	35.416	36.213	37.209	37.953	38.333	39.483
	0062	Gasfitter							
	0047	Historical Sites Artisan I							
	0156	Floor Covering Mechanic I	033	35.119	35.909	36.896	37.634	38.010	39.150
	0056	Painter I							
	0088	Locksmith I	095	34.730	35.511	36.488	37.218	37.590	38.718
	0083	Roofer							
**	3292	Boom Truck Operator	140	34.000	34.765	35.721	36.435	36.799	37.903
**	2262	Tunnel Boring Machine Tech	139						
		1st year		33.728	34.487	35.435	36.144	36.505	37.600
		Thereafter		35.712	36.516	37.520	38.270	38.653	39.813
"Out of Schedule" Trades									
11	2039	Refrigeration Foreman	046	46.938	47.994	49.314	50.300	50.803	52.327
11	0082	Refrigeration Mechanic II	084	41.801	42.742	43.917	44.795	45.243	46.600
11	0079	Refrigeration Mechanic I	045	40.714	41.630	42.775	43.631	44.067	45.389

Footnotes are at the end of Appendix I - Schedule of Wages

Appendix I - Schedule of Wages									
Salary Admin Plan 10B - Dual Trade Classifications									
Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence									
Footnotes	Job Code	Job Code Description	Grade	Dec 29, 2013 to Dec 27, 2014	Dec 28, 2014 to Dec 26, 2015	Dec 27, 2015 to Dec 24, 2016	Dec 25, 2016 to Jun 24, 2017	Jun 25, 2017 to Dec 23, 2017	Dec 24, 2017 to Dec 22, 2018
				(2.0%)	(2.25%)	(2.75%)	(2.0%)	(1.0%)	(3.0%)
*	3242	HVAC Mechanic Foreman (MTPL)	051	46.938	47.994	49.314	50.300	50.803	52.327
	1938	Mechanical Maint. Planner (MTPL)							
	0086	Plumbing & Heating Foreman/Gasfitter							
	0116	Steamfitter Foreman/ Gasfitter							
*	1394	Pumpwell Operations Foreman	054	46.938	47.994	49.314	50.300	50.803	52.327
	1939	HVAC Mechanic II - MTPL.	055	44.706	45.712	46.969	47.908	48.387	49.839
	1845	Mechanical Contract Inspector (MTPL)							
	2011	Pumpwell Ops Millwright II/Welder	057	43.766	44.751	45.982	46.902	47.371	48.792
	2088	HVAC Mechanic I (MTPL)	050	41.779	42.719	43.894	44.772	45.220	46.577
	0065	Plumber II/Gasfitter							
	0071	Millwright / Welder I	059	40.715	41.631	42.776	43.632	44.068	45.390
	1872	Carpenter II/Tilesetter	053	39.811	40.707	41.826	42.663	43.090	44.383
	0068	Plumber I/Gasfitter	058	39.789	40.684	41.803	42.639	43.065	44.357
	0115	Steamfitter I/Gasfitter							
	2153	Carpenter / Roofer	062	37.915	38.768	39.834	40.631	41.037	42.268

Footnotes are at the end of Appendix I - Schedule of Wages

Appendix I - Schedule of Wages										
Salary Admin Plan 10A - Apprentices										
Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence										
Footnotes	Job Code	Job Code Description	Grade	% of Journeyman rate	Dec 29, 2013 to Dec 27, 2014	Dec 28, 2014 to Dec 26, 2015	Dec 27, 2015 to Dec 24, 2016	Dec 25, 2016 to Jun 24, 2017	Jun 25, 2017 to Dec 23, 2017	Dec 24, 2017 to Dec 22, 2018
					(2.0%)	(2.25%)	(2.75%)	(2.0%)	(1.0%)	(3.0%)
	1387	Plumber/Gasfitter	008	60	23.875	24.412	25.082	25.583	25.839	26.614
				70	27.852	28.479	29.262	29.847	30.146	31.050
				80	31.831	32.547	33.442	34.111	34.452	35.486
				90	35.811	36.617	37.623	38.375	38.759	39.921
				95	37.800	38.651	39.713	40.507	40.912	42.139
				Journeyman	39.789	40.684	41.803	42.639	43.065	44.357
12	0095	Heavy Equipment Technician	006	70	27.776	28.401	29.182	29.766	30.064	30.965
				70	27.776	28.401	29.182	29.766	30.064	30.965
				80	31.742	32.456	33.351	34.018	34.358	35.389
				90	35.712	36.516	37.520	38.271	38.653	39.812
				Journeyman	39.680	40.573	41.689	42.523	42.948	44.236
	0144	Machinist	013	60	23.264	23.787	24.442	24.931	25.180	25.936
	0070	Millwright		70	27.142	27.753	28.515	29.086	29.377	30.258
	0080	Refrigeration Mechanic		80	31.019	31.717	32.589	33.241	33.574	34.581
				90	34.896	35.681	36.662	37.396	37.770	38.903
				Journeyman	38.774	39.646	40.736	41.551	41.967	43.226
	0147	Welder	005	60	23.264	23.787	24.442	24.931	25.180	25.936
				75	29.078	29.732	30.552	31.163	31.475	32.420
				90	34.896	35.681	36.662	37.396	37.770	38.903
				Journeyman	38.774	39.646	40.736	41.551	41.967	43.226
	0067	Plumber	014	60	22.738	23.250	23.888	24.366	24.610	25.348
	0077	Sheet Metal Mechanic		70	26.526	27.123	27.870	28.427	28.711	29.572
				80	30.315	30.997	31.851	32.488	32.813	33.797
				90	34.106	34.873	35.833	36.549	36.914	38.021
				Journeyman	37.895	38.748	39.814	40.610	41.016	42.246

Appendix I - Schedule of Wages

Salary Admin Plan 10A - Apprentices

Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence

Footnotes	Job Code	Job Code Description	Grade	% of Journeyman rate	Dec 29, 2013 to Dec 27, 2014	Dec 28, 2014 to Dec 26, 2015	Dec 27, 2015 to Dec 24, 2016	Dec 25, 2016 to Jun 24, 2017	Jun 25, 2017 to Dec 23, 2017	Dec 24, 2017 to Dec 22, 2018
					(2.0%)	(2.25%)	(2.75%)	(2.0%)	(1.0%)	(3.0%)
	0090	Steamfitter	007	50	18.948	19.374	19.907	20.305	20.508	21.123
				60	22.738	23.250	23.888	24.366	24.610	25.348
				70	26.526	27.123	27.870	28.427	28.711	29.572
				80	30.315	30.997	31.851	32.488	32.813	33.797
				Journeyman	37.895	38.748	39.814	40.610	41.016	42.246
	1318	Autobody Mechanic	011	60	21.982	22.477	23.095	23.557	23.793	24.507
				75	27.479	28.097	28.869	29.447	29.741	30.634
				90	32.974	33.716	34.643	35.336	35.690	36.761
				Journeyman	36.638	37.462	38.492	39.262	39.655	40.845
	0100	Automotive Mechanic	012	60	21.982	22.477	23.095	23.557	23.793	24.507
				70	25.647	26.224	26.944	27.483	27.759	28.592
				80	29.311	29.970	30.794	31.410	31.724	32.676
				90	32.974	33.716	34.643	35.336	35.690	36.761
				Journeyman	36.638	37.462	38.492	39.262	39.655	40.845
	0052	Carpenter	002	60	21.666	22.153	22.762	23.217	23.449	24.152
				70	25.277	25.846	26.555	27.087	27.357	28.178
				80	28.888	29.538	30.349	30.956	31.266	32.203
				90	32.499	33.230	34.142	34.826	35.174	36.229
				Journeyman	36.109	36.921	37.936	38.695	39.082	40.254
	0154	Blacksmith	004	60	21.250	21.728	22.325	22.772	23.000	23.690
	0063	Gasfitter		75	26.562	27.160	27.907	28.465	28.750	29.612
				90	31.875	32.592	33.488	34.158	34.500	35.535
				Journeyman	35.416	36.213	37.209	37.953	38.333	39.483
	0057	Painter	003	60	21.070	21.544	22.138	22.580	22.806	23.490
				75	26.340	26.933	27.672	28.226	28.508	29.363
				90	31.605	32.316	33.206	33.871	34.209	35.235
				Journeyman	35.119	35.909	36.896	37.634	38.010	39.150

Appendix I - Schedule of Wages										
Salary Admin Plan 10A - Apprentices										
Should discrepancies in rounding to the 3rd decimal place appear between this schedule and the City's payroll system, then the payroll system takes precedence										
Footnotes	Job Code	Job Code Description	Grade	% of Journeyman rate	Dec 29, 2013 to Dec 27, 2014	Dec 28, 2014 to Dec 26, 2015	Dec 27, 2015 to Dec 24, 2016	Dec 25, 2016 to Jun 24, 2017	Jun 25, 2017 to Dec 23, 2017	Dec 24, 2017 to Dec 22, 2018
					(2.0%)	(2.25%)	(2.75%)	(2.0%)	(1.0%)	(3.0%)
	0157	Floor Covering Mechanic	010	60	21.071	21.545	22.138	22.580	22.806	23.490
				75	26.338	26.931	27.672	28.226	28.508	29.363
				90	31.607	32.318	33.206	33.871	34.209	35.235
				Journeyman	35.119	35.909	36.896	37.634	38.010	39.150
	0084	Roofer	001	65	22.578	23.086	23.717	24.192	24.434	25.167
				75	26.049	26.635	27.366	27.914	28.193	29.039
				90	31.259	31.962	32.839	33.496	33.831	34.846
				Journeyman	34.730	35.511	36.488	37.218	37.590	38.718
**	2250	Locksmith	018	60	20.838	21.307	21.893	22.331	22.554	23.231
				70	24.311	24.858	25.542	26.053	26.313	27.103
				80	27.784	28.409	29.190	29.774	30.072	30.974
				90	31.257	31.960	32.839	33.496	33.831	34.846
				Journeyman	34.730	35.511	36.488	37.218	37.590	38.718
*	2232	Crane & Hoisting Equipment Operator	016	70	26.600	27.199	27.947	28.505	28.790	29.654
				80	24.480	25.031	25.719	26.233	26.495	27.290
				90	30.600	31.289	32.149	32.792	33.119	34.113
				Journeyman	38.000	38.855	39.924	40.722	41.129	42.363
*	2231	Boom Truck Operator	015	90	30.600	31.289	32.149	32.792	33.119	34.113
				Journeyman	34.000	34.765	35.721	36.435	36.799	37.903

Footnotes for Appendix I: Schedule of Wages are at the end of Appendix I.

Appendix I - Schedule of Wages

Salary Admin Plan 10M - Present Incumbents Only (PIO) List

Payroll Numbers		Dec 29, 2013 to Dec 27, 2014	Dec 28, 2014 to Dec 26, 2015	Dec 27, 2015 to Dec 24, 2016	Dec 25, 2016 to Jun 24, 2017	Jun 25, 2017 to Dec 23, 2017	Dec 24, 2017 to Dec 22, 2018
		(2.0%)	(2.25%)	(2.75%)	(2.0%)	(1.0%)	(3.0%)
0725538	0767514	23.616	24.147	24.811	25.307	25.560	26.327

Salary Admin Plan 10M: Present Incumbents Only (PIO) List - Custodial Workers

Article 6.08-*Shift Differential*, clause 6.08.02 does not apply to the following employees

Payroll Numbers		Dec 29, 2013 to Dec 27, 2014	Dec 28, 2014 to Dec 26, 2015	Dec 27, 2015 to Dec 24, 2016	Dec 25, 2016 to Jun 24, 2017	Jun 25, 2017 to Dec 23, 2017	Dec 24, 2017 to Dec 22, 2018
		(2.0%)	(2.25%)	(2.75%)	(2.0%)	(1.0%)	(3.0%)
0404493	0412126	25.821	26.402	27.128	27.671	27.948	28.786
0513801	0537108						
0554653	0574145						
0592736	0615318						
0653642	0656382						
0660615							

Appendix I - Schedule of Wages

Footnotes

1	<p><u>Labourer Starting Rates and Pay Progression</u></p> <p>After an assessment of the employee's work experience, the City will place temporary employees hired or rehired into Labourer positions into an appropriate step in pay grades 063 or 064, commensurate with their directly related experience. Once the starting rate of pay is established, the employee will progress through any remaining steps in accordance with the required hours at each step. When a newly hired employee commences at a rate higher than Step 1, the offer letter will be copied to the Union.</p>
2	<p><u>Apprentice Starting Rates of Pay</u></p> <p>In order to remove any barriers to recruiting existing CUPE Local 30 staff to apprenticeship opportunities, the City may approve a starting rate of pay for year 1 in the employee's apprenticeship that is higher than the rate outlined in Appendix I, Salary Plan 10A. Depending on the individual circumstances, the City may approve freezing the employee at their current rate of pay, or placing the employee at Step 2 in the Apprentice schedule. Employees hired at Step 2 shall move to Step 3 in the 3rd year of their apprenticeship. When a newly hired Apprentice commences at a rate higher than Step 1, the offer letter will be copied to the Union.</p>
3	<p><u>Developmental Classifications: Progression is dependent upon successful completion of required courses - refer to class specification(s).</u></p> <p>Where a Developmental Classification exists, postings for vacant positions in such classifications shall indicate that candidates may be considered on a developmental basis. If the City is able to hire a fully qualified candidate, it shall do so, thus avoiding the need for a selection on a developmental basis. However, where the City is not able to fill a vacant position with a fully qualified candidate and a developmental classification exists, a developmental opportunity may be provided to a suitable applicant. Incumbents selected to a position in one of the following Developmental Classifications shall be provided with a conditional offer of employment and shall progress up the pay steps in accordance with the experience hours and education requirements outlined in the applicable classification specification document.</p>
4	<p>Progression is dependent upon years of experience performing work of classification, and not length of time in position.</p>
5	<p>Administration Pay applies. Equal to one hour at regular rate of pay for every ten (10) hours instruction time.</p>
6	<p>Only for classifications within pay grades 063 and 064, progression through the steps is dependent upon all hours worked in any class in Appendix I-Schedule of Wages of this collective agreement. For all other classifications, progression through the steps is dependent upon all hours worked in the employee's regular class, position and pay grade, or in a class and position with the same or higher pay grade.</p>
7	<p>Labourer IIs, who are paid less than the "thereafter" rate and who hold the Pesticide Applicator Certificate/License, shall receive a one step increase, only while engaged in spraying herbicides or pesticides. Labourer IIs who have attained the "thereafter" rate of pay and who hold the Pesticide Applicator Certificate/License, shall be priced up to the Pest Control Operator rate of pay, only while engaged in spraying herbicides or pesticides.</p>
*	<p>8 The "Licensed" rate applies to Community Services Team Leaders and Crew Leaders who hold the Pesticide Applicator Certificate/License, and who hold Community Services Team Leader/Crew Leader positions requiring the incumbent to supervise spraying crew(s). The rate-up is limited to the spraying season, typically for a maximum period of 1,040 hours in a calendar year.</p>

Appendix I - Schedule of Wages

Footnotes

9	Enhanced Certification Rate is conditional upon completion of the required experience hours at Step 1 and Step 2 and; Red Cross Instructor Trainer or Lifesaving Society Instructor Trainer certification.
10	Welders assigned duties requiring the use of a "B" Pressure ticket shall be paid at a Welder II (pay grade 045) level while performing such duties.
11	In accordance with clause 7.01.02, the City will periodically monitor market data to determine whether any Out-of-Schedule rates outlined in the Schedule of Wages, or implemented during the term of the contract, continue to be required. Should market conditions change such that reduction or withdrawal of the Out-of-Schedule rates is justified, employees receiving these rates will be given six (6) months notice in writing of the reduction or withdrawal of these rates. If cancelled, incumbents will be returned to the normal rate for the class, in accordance with Appendix I- <i>Schedule of Wages</i> .
12	Automotive Technicians (Job Code 0099) approved to participate in a Heavy Equipment Technician Apprentice opportunity shall continue to be compensated at the Automotive Technician I rate, and shall not transfer into the HET Apprentice wage schedule.
13	<p>Relief Labourers are defined as employees hired as a Labourer only over the summer relief period.</p> <p>Relief Labourer postings will be posted each year, clearly indicating the employment period is for a maximum of eighteen (18) continuous weeks - no extensions. The start date will be confirmed in writing to the candidate, along with the maximum employment period of eighteen (18) continuous weeks, with a copy provided to the Union.</p> <p>Once hired into the Relief Labourer pool, temporary employees who demonstrate satisfactory performance would be eligible for rehire in successive years. The rehire/recall list will be separate from the rehire/recall list for Job Code 0186 (Labourer I).</p> <p>Relief Labourers will be rehired/recalled no earlier than mid-April and will be laid off no later than mid-September each year with a maximum employment period of eighteen (18) continuous weeks within that time frame.</p> <p>Relief Labourers who perform duties that fall under higher classifications of work will be rated up for the time spent performing the higher level duties.</p> <p>Relief Labourers who wish to extend their period of employment must apply and be selected on a posting for a temporary Labourer I (Job Code 0186).</p> <p>Any Relief Labourer who works beyond eighteen (18) continuous weeks will be paid at regular Labourer I rates (Job Code 0186), with full retroactive pay back to their start date as a Relief Labourer. Excluded from this rule are those Relief Labourers who extend employment beyond eighteen (18) continuous weeks by successful application on a posting <i>outside</i> the Relief Labourer class.</p> <p>At the end of the summer season, the City will provide the Union with an updated list of all Relief Labourers.</p>
** 14	Salary Admin Plan 10B, Dual Trade Classifications - Pumpwell Operations Foreman regrade effective Pay Period 18 - August 24, 2014
** 15	Salary Admin Plan 10B, Dual Trade Classifications - Fire Door Inspector effective 2013-03-24
** 16	Salary Admin Plan 10B, Dual Trade Classifications - HVAC Mechanic Foreman (MTPL) effective 2013-05-10

Appendix I - Schedule of Wages

Footnotes

**	17	Salary Admin Plan 10A, Apprentices - Locksmith effective 2013-06-24
**	18	Effective Mar 8, 2015: NEW Developmental steps 1 and 2; pre-qualification requirement added to First 1,040 hrs; last step before Thereafter changed from 2,080 hrs to 1,040 hrs

APPENDIX II - Classification Concepts

An alphabetical condensation of classification concepts of positions coming within the jurisdiction of the Union

Animal Health Attendant (1393)	Responsible for the care and treatment of all types of animals impounded by Animal Control, including the receipt and assessment of incoming animals, as well as all aspects of processing, nutrition, health, facility maintenance and public contact.
Aquatic Fitness Instructor (1388)	Performs aquatic fitness instruction through exercise routines and provides safety supervision in and around the water for facility patrons.
Aquatics Foreman I (0033)	In connection with an overall responsibility for the operation of a minor indoor or an outdoor municipal swimming pools facility, plans and supervises the work of lifeguards, instructional and maintenance staff to maintain proper public health and safety standards. May perform some lifeguarding of pool patrons.
Aquatics Instructor (0035)	Conducts Red Cross and Royal Life Saving, learn-to-swim and special swimming programs for patrons at City swimming pools.
Assistant Automotive Serviceman Foreman (0222)	Responsible for the supervision and training of subordinates engaged in servicing and cleaning automotive vehicles and construction and public works equipment.
Assistant Transfer Station Operator (0203)	Assists in the cleaning, operation and maintenance of a Transfer Station under the direction of the Transfer Station Operator.
Autobody Mechanic (0158)	Performs journeyman level work in the trade of Autobody Mechanic including; straightening frames; welding body parts; sanding, priming and painting; working out or filling body damage; and assorted autobody work on a wide variety of vehicles and equipment.
Automotive Mechanic I (0099)	Performs journeyman level work in the trade of Motor Mechanic including mechanical repair and maintenance of motorcycles, automobiles, light trucks, and light construction and agricultural equipment such as tractors, mowers, tampers, snow blowers, pumps, compressors, various power tools, etc., which may involve major overhauls under direct supervision or independently performed running repairs.
Automotive Mechanic II (0102)	Performs journeyman level tasks in the trade of Motor Mechanic, including mechanical repair and maintenance of various types of light construction and agricultural equipment, automobiles and light trucks; and supervises the activities of other journeymen engaged in the trade and/or Heavy Duty Mechanics and semi-skilled assistants.
Automotive Serviceman I (0217)	Dispenses fuel, washes, cleans and transports vehicles and equipment, and may perform routine service tasks.
Automotive Serviceman II (0220)	Performs routine servicing of vehicles and equipment. Performs tire repair and service truck operation. Performs visual inspection of vehicles and reports findings to the Automotive or Heavy Duty Mechanic. May be required to assist mechanical tradesmen.
Automotive Serviceman III (0221)	Leadhand supervision of Automotive Servicemen engaged in servicing a wide variety of City-owned vehicles or crews involved in vehicle fuelling, tow truck operations, etc.
Automotive Serviceman Foreman (0223)	Controls the dispensing of gas and lubricants, vehicle washing and tow truck operation. Initiates orders for and controls inventory and repair. Prepares reports required in connection with the service station operation, supervises personnel employed therein and performs related duties.
Blacksmith (0153)	Performs journeyman level work of the Blacksmith trade in the fabrication and repair of metal parts for heavy construction equipment, machinery and tools.
Boilerman (Steam) (0253)	Operates a low-pressure steam boiler used in steaming frozen lines, catch basins, culverts and storm service lines.
Bridge Worker I (0176)	Maintains and repairs the structural steel and concrete components of bridges using a variety of hand and power tools; performs bridge washing, painting, sandblasting, sealing and other related tasks.
Bridge Worker II (0177)	Provides leadhand supervision to Bridge Worker I's engaged in the maintenance and repair of bridges' structural steel and concrete components; supervises and participates in bridge washing, painting, sandblasting, sealing and other related tasks.
Bridge Foreman I (0178)	Assigns, supervises and participates in the work of crews engaged in bridge maintenance and repair; inspects work, trains employees and ensures adherence to safety regulations. Arranges for the delivery of required materials and prepares daily reports, which include time sheets, cost sheets and work schedules.

APPENDIX II - Classification Concepts

An alphabetical condensation of classification concepts of positions coming within the jurisdiction of the Union

Bridge Foreman II (0179)	Plans, schedules and supervises the work of subordinate foremen and their crews involved in maintaining and repairing bridges throughout the City; determines job priorities and provides technical advice as required. Ensures the availability of adequate materials and equipment at job sites, and performs administrative functions such as approving overtime and completing progress reports.
Building Operator (0005)	Responsible for the daily inspection and minor maintenance of large heating boilers and associated equipment located in City operated buildings. Maintains records and daily logs on equipment inspected.
Carpenter I (0051)	Performs journeyman level work of the Carpenter trade in the construction, maintenance, alteration and repair of buildings, furniture and equipment.
Carpenter II (0054)	In addition to performing journeyman level carpentry work, supervises the activities of journeymen and sub-journeymen engaged in the trade.
Carpenter Foreman (0049)	Directs and supervises the day-to-day activities of journeyman Carpenters, related journeyman tradesmen, sub-journeymen and semi-skilled assistants engaged in maintenance, construction and repair projects.
Concrete Worker (0193)	Sets concrete forms for curbs and gutters, sidewalks, splicing and transformer vaults and other related structures and fine-finishes concrete by floating, trowelling, grooving, edging, and brushing in conformance with specifications; places reinforcing steel in accordance with drawings. May instruct and direct a small group of labourers helping to mix, place, and vibrate concrete.
Contract Inspector I (0012)	Performs on-the-job inspection of routine contract construction work, ensuring adherence to contract specifications and maintaining records relative thereto.
Contract Inspector II (0013)	Inspects the larger contracted construction projects to ensure adherence to specifications, work and materials standards; confers with contractors' representatives concerning plans, etc. May be assigned leadhand supervision of a smaller group of Contract Inspector I's.
Curatorial Assistant (0046)	Performs specialized curatorial duties involving the acquisition, documentation, maintenance and disposition of artifacts in a museum setting. Restores artifacts composed of various materials, maintain an inventory and storage system, and develop artifact displays.
Custodial Services Inspector (0262)	Provides supervisory, inspection, and administrative functions in support of custodial duties performed on a civic or private contract basis.
Custodial Worker (0263)	Performs light cleaning tasks with the use of standard custodial equipment.
Custodial Worker III (0257)	Performs leadhand supervision of the care and cleaning of a number of designated buildings.
District Inspector (0014)	Inspects maintenance projects to ensure adherence to specifications, work and materials standards; confers with contractors, City departments and utility representatives concerning various City/utility maintenance projects and small construction projects.
Drainage System Serviceman (0134)	Responds to and resolves complaints from the public by unplugging blockages, replacing catch basins and manhole covers and setting up barricades. Operates a radio-equipped vehicle and completes complaint reports when resolved.
ECO Station Attendant (1301)	Performs a variety of functions within the ECO Station facilities including directing traffic, collection of fees, sorting and handling of items for disposal or recycling, opening and removing paints from containers, moving of bulk materials throughout the facility and assisting facility users as needed.
ECO Station Foreman (1302)	Supervises the daily operation of the ECO Station facility, assigning duties to Attendants, dealing with facility users, dealing with unusual situations, arranging for the pickup and disposal of bulk materials, and assisting facility users as needed.
Equipment Operator I (0159)	Operates and is responsible for one or more of the following: 72" industrial riding mower/broom/blower, tractors with accessories (hammer knife, fertilizer spreader, core aerator), self-propelled turf vacuum, specialized golf course equipment (greens mower, sand trap conditioner, topdresser, motorized utility vehicle, etc.), single axle water truck and other equipment designated of equivalent complexity. Performs routine maintenance tasks required in connection with equipment.

APPENDIX II - Classification Concepts

An alphabetical condensation of classification concepts of positions coming within the jurisdiction of the Union

Equipment Operator II (0162)	Operates and responsible for one or more of the following: bobcats (up to 70 hp.) with Loader or other front mounted accessories, concrete saw (over 60hp), walk planer, sidewalk plow & blower (over 70 hp), crack cutter, flusher (tandem axle with 13 m3 tank), TV flushing unit, crane & chipper trucks, stump grinder, tractors (min 60 hp) with accessories (boom, windfoil sprayers, fairway & wing mowers, turf vacuum, soil spreader, soil reliever, broom), ski trail groomer, and other equipment designated as being of equivalent operating complexity. Performs routine maintenance tasks required in connection with the equipment. May be responsible for supervising workers assigned as helpers.
Equipment Operator III (0163)	Operates and is responsible for one or more of the following: graders (min. 140 hp), paver, roller (min. 6 ton), sweepers (min. 60 hp), crack sealer, grinder (min. 100 hp) bridge snooper, paint truck; yard, mobile & truck cranes (min. 10 ton), wheel & cat loaders, backhoes, tunnel boring machines, drill rig, pumps (grout, concrete, shot-crete), gradall, snow blower (tractor), HPF/Vacuum truck and any other equipment which is designated as being of equivalent operating complexity and requiring equivalent training and experience. Performs routine maintenance tasks required in connection with the equipment. May be responsible for supervising workers assigned as helpers.
Equipment Operator IV (0164)	Operates and is responsible for one or more of the following: track excavator (min. 100 hp), mobile crane (min. 25 ton), slope climbing backhoe, gravel crusher and any other equipment which is designated as being of equivalent operating complexity and requiring equivalent training and experience. Performs routine maintenance tasks required in connection with the equipment. May be responsible for supervising workers assigned as helpers.
Equipment Operator V (0165)	Operates and is responsible for a backhoe equipped with a bucket of two (2) yards or greater capacity.
Fabrication Shop Coordinator (1400)	Plans, schedules and coordinates the ongoing work activities within the Fabrication shop. Markets shop services and capabilities to secure contracts, ensures effective estimates of costs for tendering, and creates and develops technical solutions to problems to meet customer requirements and product quality demands.
Facility Foreman (0034)	In connection with an overall responsibility for the operation of a major indoor swimming pools facility, plans and supervises the work of lifeguards, instructional and maintenance staff to maintain proper public health and safety standards. May perform some lifeguarding of pool patrons.
Facility Programmer (0032)	In addition to instructional lifesaving duties, supervises on a shift basis lifeguards, attendants, cashiers, and custodial staff in a municipal pool insofar as ensuring that subordinates adhere to established procedures; performs limited pool maintenance tasks.
Field Inspector I (0003)	Enforces the Animal Control legislation by conducting patrols, issuing notices of violation, etc. Attends to animals in the Animal Retention Centre.
Field Inspector III (0002)	Supervises, assigns, and participates in the work of subordinates engaged in enforcement of the Animal Control legislation. Includes filing notices of violation, checking out complaints, etc.
Floor Covering Mechanic I (0156)	Performs journeyman level work in the trade of Floor Covering Mechanic, repairing and installing covering materials such as tiles, carpets, etc., on floors, stairs, walls and counter-tops in City facilities.
Garage Foreman (0104)	Directs and supervises the day-to-day activities of journeyman Automotive and/or Heavy Duty Mechanics, journeymen of related trades, and semi-skilled personnel engaged in repairing and maintaining automobiles, trucks, heavy construction equipment and related equipment and attachments.
Gasfitter (0062)	Performs journeyman level work in the installation, maintenance and repair of gas installations, appliances and related duties; holds a First Class Alberta Gasfitter Certificate.
Gravel Recycle Foreman (1386)	Plans, assigns and supervises the daily activities of a crew engaged in the operation of gravel recycling equipment. Responsible for inspecting incoming materials, ensuring sufficient quantities of aggregate are produced and initiating appropriate actions to deal with equipment malfunctions, changes to conditions, etc.

APPENDIX II - Classification Concepts

An alphabetical condensation of classification concepts of positions coming within the jurisdiction of the Union

Greenhouse/Conservatory Foreman (0029)	Plans, assigns, supervises and participates in the work of Greenhouse Growers engaged in specialized plant production, maintenance and display in a greenhouse, conservatory or other interior environment. Supervises the maintenance of proper growing conditions, provides technical advice to subordinates, trains new staff, and researches ways to optimize production schedules.
Grower (1429)	Performs routine and complex horticultural work in a greenhouse, conservatory, or other interior environments, caring for and properly displaying a wide variety of plants. Monitor plant nutritional programs, conducts pest control procedures, and identified and develops solutions to problems that may occur.
HVAC Mechanic (1303)	Operates various environmental control systems to optimize the use and comfort of buildings and facilities. Responds to changes or equipment failures by repairing or adjusting equipment and control systems, and arranges for maintenance or repair work by outside contractors or vendors as necessary.
Heavy Duty Custodial Worker (0264)	Performs cleaning tasks including floor stripping and carpet cleaning.
Heavy Duty Mechanic I (0094)	Performs journeyman level work in the trade of Heavy Duty Mechanic including the mechanical repair and maintenance of heavy commercial and industrial vehicles, construction equipment and attachments, stationary power units, etc., equipped with complex hydraulic systems, tandem axles, air braking systems, and spark ignition or diesel-powered engines. This may involve major overhauls under direct supervision or independent performance of running repairs in shops or field job sites.
Heavy Duty Mechanic II (0097)	In addition to performing journeyman level work in the trade of Heavy Duty Mechanic including the mechanical repair and maintenance of various types of heavy vehicles and equipment in shops or field job sites, supervises the activities of other journeymen engaged in the trade, Automotive Mechanic I's and semi-skilled assistants.
Heavy Equipment Foreman (0197)	Directs, supervises and instructs subordinates engaged in heavy equipment operation on utility construction and maintenance projects.
Historical Sites Artisan I (0047)	Performs journeyman level work of the Carpenter trade utilizing modern and colonial tradesman skills, methods, and tools in the construction, repair, etc., of historical sites buildings, furniture, boats, etc.
Historical Sites Artisan II (0048)	In addition to performing journeyman level carpentry work of the Artisan I, provides supervision and direction to a group of employees, including Historical Artisan I's and semi-skilled assistants, engaged in the construction, repair, etc., of historical sites buildings, furniture, boats, etc.
Historical Worker (0030)	Provides public historical information lectures, along with physical demonstrations of techniques on historical crafts and specialties such as boat building, cobbling, smithing, woodworking, and the work of a teamster, utilized in the early settlement era. The kind and level of work is not the same as journeyman status trades, as recognized by the Alberta Apprenticeship Board and/or the City of Edmonton.
Hoist Operator (0243)	Operates hydraulic or electric-powered hoist to raise and lower men, equipment and materials utilized in the construction of tunnels; performs related manual tasks.
Industrial Waste Inspector (0006)	Enforces sewer bylaws at all industrial outlets, i.e., service stations, dairies, etc.; ensures safety of atmospheric conditions in sewer mains prior to entry by workers; assists in the operation of a closed-circuit TV unit during sewer inspections.
Inspection, Appraisal and Control Mechanic (0092)	Utilizes knowledge and skills acquired through completion of journeyman training in Motor Mechanic and/or Heavy Duty Mechanic trades; inspects, tests, diagnoses malfunctions, determines feasibility of overhaul or part replacement, and logs repair costs and downtime for vehicles and equipment; inspects new vehicles and equipment added to fleet, maintains in-service data on same, appraises mechanical conditions and recommends servicing or disposal; inspects hired and leased vehicles and equipment for adherence to mechanical safety standards.
Labourer I (0186)	Performs heavy manual work which does not require previous training and experience. Duties involve the use of simple hand and/or power tools such as push lawnmowers, weed eaters, trimmers, designated rototillers, light motor vehicles and other equipment which is designated as being of equivalent operating complexity and requiring equivalent training and experience.

APPENDIX II - Classification Concepts

An alphabetical condensation of classification concepts of positions coming within the jurisdiction of the Union

Labourer II (0189)	Semi-skilled heavy manual labour requiring the use of some acquired skills involving the operation of non-complex machines such as tampers, jack hammers, riding lawnmowers, designated rototillers, tractors, skidoos and other equipment which is designated as being of equivalent operating complexity and requiring equivalent training and experience. May be required to direct vehicles to unloading points in a dump or landfill area and to weigh and record original data for gravel hauls, etc.
Labourer III (0192)	Leadhand responsibilities directing, instructing, and participating in the work of labourers or similar classifications performing a wide variety of unskilled and semi-skilled manual duties of some complexity and variety, entailing the use of one or more acquired skills.
Labour Foreman I (0194)	Assigns, supervises and participates in the work of crews engaged in minor public works construction and maintenance activities.
Labour Foreman II (0195)	Assigns, supervises, and participates in the work of Labour Foremen and crews engaged in major public works construction and maintenance activities.
Labour Foreman III (0196)	Plans, assigns, and supervises the work of Labour Foremen and crews involved in varied and complex public works construction and/or maintenance activities throughout the City.
Lifeguard (0031)	Instructs in aquatic skills and lifesaving practices and monitors municipal swimming pool activities to ensure public safety; maintains proper functioning of pool filter and chemical treatment equipment.
Locksmith I (0088)	Carries out maintenance and repairs to all hardware on doors, window locking mechanisms, and locks on desks, cabinets, lockers, etc. Installs new hardware and equipment and performs trouble and emergency calls as required.
Machinist (0143)	Performs journeyman level work in the trade of Machinist in the fabrication and repair of metal components for tools, machinery and equipment.
Maintenance Repairman I (0138)	On the sub-journeyman level, performs a variety of minor construction, maintenance and repair tasks requiring some familiarity with basic trade practices in one or more of the building or mechanical trades. Occasional direction is exercised over unskilled assistants.
Maintenance Repairman II (0139)	Assigns, provides leadhand direction, and participates in the work of Maintenance Repairmen and Labourers on a sub-journeyman level in a variety of minor construction, maintenance and repair tasks requiring some familiarity with basic trade practices in one or more of the building or mechanical trades.
Mechanical Contract Inspector (0087)	Prepares tenders, co-ordinates, monitors, and inspects contracts for equipment and facility repairs with outside contractors and inspectors in the areas of sheet metal work, plumbing and elevator maintenance.
Millwright I (0069)	Performs journeyman level work in the trade of Millwright involving the mechanical repair, setup and alignment, and maintenance of a variety of machinery such as air compressors, cranes, and hoists, hydraulic jacks and pumps, engines, etc., in addition to the maintenance of heating and cooling equipment in City-owned buildings.
Millwright II (0072)	In addition to performing journeyman level work of the Millwright trade in the installation, servicing, maintenance and repair of machinery and equipment, supervises the activities of other journeymen engaged in the trade including semi-skilled assistants.
Millwright/Machinist Foreman (0106)	Plans, co-ordinates, and supervises the work of Journeyman Millwrights, Machinists, related trades and semi-skilled assistants engaged in the installation, fabrication, servicing, maintenance, and repair of machinery, equipment, parts, and attachments.
Mole Operator (0175)	Operates a mechanical tunnelling machine (commonly called a mole), which operates in the ground surrounded by soil, in the construction of sewer and/or water tunnels.
Municipal Waste Inspector I (0007)	Monitors the activities of contractors involved in residential refuse or recycling collection, ensuring that work complies with contract specifications. Responsibilities including creating new trade waste contracts, monitoring adherence to existing trade waste collection agreements and investigating public complaints.

APPENDIX II - Classification Concepts

An alphabetical condensation of classification concepts of positions coming within the jurisdiction of the Union

Municipal Waste Inspector II (0008)	Co-ordinates and schedules the activities of Municipal Waste Inspectors I involved in monitoring the work of residential refuse and recycling contractors; supervises and may participate in inspections and investigations. Assists in the preparation of budgets, forecasts and reports, co-ordinates the annual house count, and trains new employees.
Nurseryman (0020)	Performs skilled arboriculture work involving the production and maintenance of nursery plant crops. This includes implementing programs for propagation of plant material; nursery crop pest control, storage, irrigation and maintenance; identifying and resolving plant health problems; and assisting in the general maintenance of nursery crops, fields and buildings. Oversees the work of labourers who will assist in the physical duties.
Painter I (0056)	Performs journeyman level work of the Painter and Decorator trade in the preparation of surfaces and application of protective and decorative coatings to buildings, furniture, signs, etc.
Painter II (0060)	In addition to performing journeyman level duties of the Painter and Decorator trade, supervises the work of other journeymen engaged in the trade, including semi-skilled assistants.
Painter Foreman (0058)	Directs and supervises the day-to-day activities of journeymen of the Painter and Decorator trade, and semi-skilled assistants engaged in maintenance projects.
Painting Contract Inspector ((1830)	This work is concerned with all aspects of contract work between the City and private contractors involving the Painting trade. Inspectors are involved in all phases of work including the identification of specific contract work to be performed, cost estimating, the preparation of tender documents, the evaluation of incoming bids, the monitoring of work in progress to ensure that specifications and standards are met, final site inspections and other follow-up duties.
Parking Lot Attendant I (0247)	Calculates charges and collects monies at City operated parking facilities. Maintains parking lots, ramps, floors, stairwells, etc., in a clean and orderly fashion. Patrols parking facilities ensuring security and public safety are maintained.
Parking Lot Attendant II (0248)	In addition to performing the duties of a Parking Lot Attendant I, supervises and is responsible for the operation of parking facilities on a given shift.
Parking Meter Foreman (0142)	Plans, supervises and participates in the activities of employees engaged in parking meter collection and the inspection and repair of said meters together with various types of mechanical coin sorters and counters.
Parking Meter Serviceman I (0140)	Services and repairs parking meter components; drives a truck in making field inspections and collecting money from meters on scheduled routes.
Parking Meter Serviceman II (0141)	In addition to servicing and repairing coin-counting and sorting machines, pneumatic traffic counters and parking meter time mechanisms; supervises the activities of related personnel.
Parks Foreman I (0183) [Crew Leader]	Provides supervision and hands-on leadership to Community Services field crews performing a wide variety of unskilled and semi-skilled manual duties and may participate in the actual work duties as required.
Parks Foreman II (0182) [Team Leader]	This is an advanced field level position which provides leadership and work direction to Parks Foreman I and/or field crews engaged in all facets of parks, facility, capital construction, roadway landscaping, zoological, and greenhouse management.
Parks Maintenance Co-ordinator (0184)	This is an advanced level position that deals with planning, development, monitoring and co-ordination of Operation's activities and resources.
Parks Ranger (0015)	This is public service work involved in park resource management, protection and assistance to the general public using the park and facilities including inspection and minor facility maintenance and the enforcement of laws and legislation. Incumbents may be responsible for the supervision of less experienced or seasonal employees.
Paving Plant Foreman (0212)	Supervises the operation and maintenance of city pavement manufacture and distribution. Purchases asphalt from private contractors. Schedules plant maintenance and supervises all maintenance.
Paving Plant Operator (0211)	Operates the paving plant. Checks on consistency and quality of mix. Checks quality of contractors' asphalt. Does maintenance on the paving plant.

APPENDIX II - Classification Concepts

An alphabetical condensation of classification concepts of positions coming within the jurisdiction of the Union

Pest Control Operator (0019)	This work involves the control of mosquitoes, other insect pests and various rodent pests. On a seasonal basis may assign and supervise the work of other employees.
Pipeman (0128)	Installs or replaces water pipes, valves, hydrants, etc., and provides leadhand supervision and instruction to helpers.
Plumber I (0066)	Performs journeyman level work of the Plumber trade in the installation, maintenance and repair of water services, sanitary drainage, and related duties.
Plumber II (0064)	In addition to performing journeyman level work of the Plumber trade, supervises the activities of other journeymen engaged in the trade, including semi-skilled assistants.
Plumbing and Heating Foreman (0085)	Directs and supervises the activities of journeymen Plumbers, Gasfitters, Steamfitters, journeymen of related trades and semi-skilled assistants, including maintenance and repair of various heating and cooling systems.
Pruner I (0017)	Performs arboriculture duties including: pruning, bolting, transplanting trees, performing tree surgery and identifying and removing or spraying diseased trees. Operates and is responsible for the normal maintenance of the equipment and tools utilized in tree maintenance work.
Pruner II (0016)	Performs the arboriculture duties of the Pruner I but on larger or more complex subjects and may be responsible for supervising workers assigned as helpers.
Recreation Complex Foreman (0045)	Plans, organizes and directs the operation of a complex which may consist of a pool, rink, track, and sports fields. May perform some lifeguarding of pool patrons.
Recycle Depot Attendant (0180)	Provides on-site direction and assistance to users of recycling facilities.
Refrigeration Mechanic I (0079)	Performs journeyman level work in the trade of Refrigeration Mechanic. Constructs, repairs, and maintains air conditioning, refrigeration units and associated equipment.
Refrigeration Mechanic II (0082)	In addition to performing journeyman level work of the refrigeration and air conditioning trade, incumbents of this class are leadhand supervisors of other journeymen, apprentices and semi-skilled assistants performing assorted labouring tasks.
Refuse Collector I (0205)	Heavy manual labour involved in the collection of solid wastes and commercial waste in an assigned area; may relieve driver as required.
Refuse Collector II (0208)	Heavy manual labour in the collection of solid wastes in an assigned area; assumes responsibility for the safe and efficient operation of a refuse collection truck (Haul-All or equipment of equivalent weight and operating complexity); reports infractions of refuse collection bylaws and keeps necessary records. Occasional direction is exercised over unskilled assistants.
Refuse Collector III (0210)	Heavy manual labour in the collection of solid wastes in an assigned area; assumes responsibility for the safe and efficient operation of a refuse collection truck (Shupac or equipment of equivalent weight and operating complexity); reports infractions of refuse collection bylaws and keeps necessary records. Occasional direction is exercised over unskilled assistants.
Refuse Collector IV (1304)	Performs designed route refuse collection activities through the driving and operation of a Labrie Waste handling and disposal vehicle. Transports refuse loads to the appropriate transfer or landfill locations.
Roofer (0083)	Performs journeyman level work in the trade of a Roofer including the repair, inspection, alteration and installation of roofs and roofing systems. Incumbents may be assigned helpers or apprentices.
Sewer Substructure Inspector (1836)	Conducts inspection, maintenance and minor repair activities of subterranean drainage facilities and related structures. Uses specialized breathing apparatus, protective clothing, harnesses and winches and related equipment. Provides above-ground support to site activity including inspection reports. Responds to special requests for sewer searches and investigation.
Sewer Substructure Foreman (1837)	Provides field supervision of specialist crews engaged in the inspection, maintenance and minor repair of various types of subterranean drainage facilities and related structures. Assigns activities of crew members, assesses site conditions and ensures compliance with appropriate safety procedures. Issues appropriate inspection and related reports.

APPENDIX II - Classification Concepts

An alphabetical condensation of classification concepts of positions coming within the jurisdiction of the Union

Sheet Metal Mechanic (0076)	Performs journeyman level work in the trade of Sheet Metal Mechanic including pattern development, manufacture, fabrication, assembly, erection, and application of items and components made from sheet metal and other materials used in lieu of sheet metal and all work requiring alteration, repair, maintenance, and testing of such items and components.
Shop Controller (1366)	Schedules and assigns vehicle and equipment for repair or overhaul in a diverse mechanical equipment service facility. Creates work plans, monitors shop performance and ensures productivity and product quality.
Sign Shop Foreman (0075)	Assigns, supervises and participates in the work of Sign Writers, Sign Shop Workers, and Labourers involved in drawing, painting, fabricating and assembling various signs in a sign shop operation.
Sign Shop Worker (0216)	Produces various types of signs on metal, wood, plastic, and canvas material with the use of silk screen apparatus, dies, templates, stencils, adhesive materials, heat applicators, etc. Maintains and repairs signposts, parking meter bases, bus stop posts, etc.
Steamfitter I (0089)	This is journeyman level work involved in the installation, maintenance, repair and testing of boilers, components and piping for heating and air conditioning systems.
Steamfitter Foreman (0091)	This is foreman level, supervisory and journeyman level work responsible for the organization, supervision and review of work assigned to subordinate journeyman Steamfitters, apprentices, and other skilled employees or issued on a contract basis.
Structural Contract Inspector (1829)	This work is concerned with all aspects of contract work between the City and private contractors involving building construction and maintenance trades. Inspectors are involved in all phases of work including the identification of specific contract work to be performed, cost estimating, the preparation of tender documents, the evaluation of incoming bids, the monitoring of work in progress to ensure that specifications and standards are met, final site inspections and other follow up duties.
Swimming Pool Serviceman (0037)	Provides custodial and maintenance tasks such as cleaning floors, walls, fixtures, etc., vacuuming water, filling chemical feeders, etc., at swimming pools.
Training and Safety Instructor (0202)	Provides classroom instruction and field training to employees operating different types of equipment. Makes recommendations as to whether or not employees are qualified to operate specific pieces of equipment and maintains records of such.
Transfer Station Operator (0204)	Participates in, and is responsible for, the operation and maintenance of a transfer station. Assigns and supervises the work of a small crew of unskilled or semi-skilled personnel connected with the operation.
Truck Driver I (0166)	Operates and is responsible for a two-axle motor vehicle up to and including a 5,000 kg G.V.W. This may involve pulling a trailer with one or more axles if the trailer is not equipped with air brakes. Performs routine labouring work which may be required in connection with the operation of the vehicle.
Truck Driver II (0170)	Operates and is responsible for a two-axle motor vehicle exceeding 5,000 kg G.V.W. This may involve pulling a trailer with one or more axles if the trailer is not equipped with air brakes. Performs routine labouring work which may be required in connection with the operation of the vehicle.
Truck Driver III (0173)	Operates and is responsible for a single motor vehicle with three or more axles. This may involve pulling a single axle trailer (with air brakes) or a trailer with two or more axles if the trailer is not equipped with air brakes. Performs routine labouring work which may be required in connection with the operation of the vehicle.
Truck Driver IV (0174)	Operates and is responsible for a tractor trailer combination designated under Alberta licensing requirements as needing a Class 1 Motor Vehicle Operator's License. Performs routine labouring work which may be required in connection with the operation of the vehicle.
Tunnel Foreman I (0200)	Supervises and participates in the work of a shift crew engaged in the construction of tunnels, instructing workers in the use of various hand or power tools, directing earth removal, installation of timbers, air lines, etc., and the servicing of diesel locomotives and batteries. Inspects tunnel projects to ensure crews adhere to departmental construction specifications, reports and logs deficiencies, recommends remedial action.

APPENDIX II - Classification Concepts

An alphabetical condensation of classification concepts of positions coming within the jurisdiction of the Union

Tunnel Foreman II (0201)	Schedules and supervises the work of shift foremen and crews engaged in an assigned tunnel construction project.
Tunnel Labourer I (0198)	Removes and disposes of soils from tunnel face; prepares supplies for lowering into the tunnel; assists in all phases of soil excavation and installation of ground supports and tunnel liners.
Tunnel Labourer II (0199)	Using pneumatic equipment excavates and removes soils in the construction of tunnels, shafts, etc.; installs ground supports and tunnel liners.
Video Inspection Operator (0169)	Operates and deploys specialized closed-circuit video equipment on mobile platforms to conduct inspections of drainage conduits. Maintains inspection equipment. Supervisors other employees who are assigned to assist the inspection.
Water System Serviceman (0120)	Regularly inspects water supply lines and, on a 24-hour call basis, operates a radio-equipped truck in the investigation of breaks in said lines; on supervisors' instructions, delivers crew and equipment and assists in the direction of repair operations.
Welder I (0146)	Performs journeyman level work in the trade of Welder including the use of acetylene and electrical welding equipment in the repair of bridge decks, trucks and heavy construction equipment and the welding of reinforcement ribs for deep sewer tunnels, handrails, stairways, etc.
Welder II (0149)	In addition to performing journeyman level work in the trade of Welder, supervises the work of other journeymen engaged in the trade including semi-skilled assistants.
Welder Foreman (0151)	Directs and supervises the day to day activities of Journeymen of the Welder trade, related trades and semi-skilled assistants engaged in maintenance, repair and construction projects.
Yardman (0001)	Responsible for the maintenance of storage yards and related facilities including: manual or mechanical loading and unloading of materials and equipment; preparing materials and equipment for installation, ordering and receiving materials and equipment; and keeping accurate records of the repair, receipt and issue of stores items.
Zoo Attendant I (0040)	Performs semi-skilled manual and custodial tasks in the feeding, custody and care of animals, birds and other zoo inhabitants and in the maintenance of zoo grounds and facilities; may operate amusement rides or patrol work.
Zoo Attendant II (0041)	In addition to performing tasks related to the feedings, care and custody of zoo inhabitants, conducting tours, operating rides, etc., is engaged in leadhand supervision.

APPENDIX III - Required Tools for Various Trades		
ALLOWANCE	BASIC TOOL KIT	
(in \$\$)	TOOL DESCRIPTION	SIZE
Machinists		
113.40	Inside Micrometer	2.0" - 12.0"
	Micrometers	0-1.0",0-4.0"
	Pliers	6.0", 8.0"
	Crescent Wrenches	8.0", 15.0"
	Allen Wrench Set	0.5"
	Screw & Centre Gauge	
	Thread Pitch Gauge (2)	
	Screwdrivers (Set of 9)	
	Combination Square Set	
	Centre Punch	
	Pin Punches (Small Set)	
	Dial Indicator & Stand	
	Dividers	6.0"
	Steel Rules	6.0", 12.0"
	Hammers	8.0 oz., 16.0 oz.
	Calipers	6.0", 8.0"
	V Block & Clamp	3.0"
	Scribers (2)	
	Machinist Tool Box	
	Vise Grips	
	Hack Saw	
	Pry Bar	18.0"
	Feeler Gauge Set	
	Hand Stones (Set)	
	Radius Gauge	
	Telescoping Gauge	
	Round Handle Needle Files	
	Calculator	
	Machinist's Handbook or Redi-Reference	
Sheet Metal Mechanics & Apprentices (3rd & 4th Year)		
52.11	Tinsmith Hammer	
	Dividers	
	Awl	
	Set Screwdrivers (Assorted - incl. stubbies)	
	Tamper-proof Screwdriver	
	Cap Screwdrivers (Set)	
	Drill Chucks for Screws (Assorted)	
	Pop Riveter	
	Bull Snips	
	Tape	12.0'
	Crescent Wrench	8.0"
	Allen Wrench Set	
	Open-end Wrench Set	3/8" to 3/4"
	Hack Saw	
	Whitney Punch	
	Tool Pouch and Belt	
	Notchers	
	Tube Cutters	

APPENDIX III - Required Tools for Various Trades

ALLOWANCE	BASIC TOOL KIT	
(in \$\$)	TOOL DESCRIPTION	SIZE
	C-Clamp Vise Grips	
	Vise Grips	
	Metal Dollies (Set)	
	Hole Reamer for Drill	
	File	
	Cold Chisels (Set)	
	Slip Joint & Needle Nose Pliers	
	Pee-Wee Tape	
	Folding Tool #12	
	Mitre Square	
	Rivet Set	

Sheet Metal Mechanics & Apprentices (1st & 2nd Year)

30.43	Tinsmith Hammer	
	Dividers	
	Awl	
	Set Screwdrivers (Assorted - incl. stubbies)	
	Tamper-proof Screwdriver	
	Pop Riveter	
	Bull Snips	
	Whitney Punch	
	Tool Pouch and Belt	
	Open-end Wrench Set	3/8" to 3/4"
	Allen Wrench Set	
	Crescent Wrench	8.0"
	Tube Cutters	
	Cold Chisels (Set)	
	Slip Joint & Needle Nose Pliers	
	Pee-Wee Tape	
	Vise Grips	
	Mitre Square	

Plumbing & Heating Foremen

Plumbers and Apprentices (4th & 5th Years)

59.17	Large Screwdriver (Slotted)	
	Screwdrivers (Set of 7 - Phillips, Robertson, Slotted)	
	Hacksaws- Regular & Close Quarter	
	Keyhole Saw	
	Hole Saws (Variety of Sizes) or Planetary	
	Crescent Wrenches	8" & 12"
	Tap Seat Wrench	
	Basin Wrench	12.0" or 17.0"
	Spud Wrench	
	Allen Wrench Set	
	3024 Chicago Trap Wrench (PO Plug)	
	Pipe Wrenches	6" or 8", 10", and 12" or 14"
	Strap Wrench	
	Tubing Cutters Rigid	#20 & #105

APPENDIX III - Required Tools for Various Trades

ALLOWANCE	BASIC TOOL KIT	
(in \$\$)	TOOL DESCRIPTION	SIZE
	Vise Grips	
	Metalmasters (1)	
	Cold Chisels (2)	
	Wood Chisels (1)	
	Files (Rattail & Common Bastard)	
	Scratch Awl	
	Spirit Level	9.0"
	Putty Knife	
	Plumb Bob	
	Ball Peen & Claw Hammers	
	Slip Joint & Needle Nose Pliers	1.0 lb.
	Water Pump-type Pliers	
	Tool & Centre Punches	
	Wood Rasp Round	
	Bits (Set)	
	Tool Box	
	Flaring Tool (Tubing)	
	Inspection Mirror	
	Nipple Extractors (Set)	
	Pocket Thermometers	
	Square	24.0"
	Try Square	12.0"
	Tape	12.0'

Plumber Apprentices (1st Year)

18.58	Tape	12.0"
	Crescent Wrench	8.0"
	Pipe Wrench	6.0" or 8.0"
	Allen Wrench Set	
	Spirit Level	9.0"
	Claw Hammer	
	Slip Joint Pliers	
	Water Pump Pliers	
	Screwdrivers (Set of 7 - Phillips, Robertson, Slotted)	
	Tool Pouch or Tool Tote	
	Putty Knife	
	Tool Box	
	Pocket Thermometer	
	Files (Rattail & Common Bastard)	
	Scratch Awl	

Plumber Apprentices (2nd Year)

32.44	Hack Saw & Keyhole Saw	
	Crescent Wrench	12.0"
	Tubing Cutter Rigid #105	
	Basin Wrench	12.0" or 17.0"
	Pipe Wrench	10.0"
	Ball Peen Hammer	1.0 lb.
	Needle Nose Pliers	
	Try Square	12.0"

APPENDIX III - Required Tools for Various Trades		
ALLOWANCE	BASIC TOOL KIT	
(in \$\$)	TOOL DESCRIPTION	SIZE
	Plumb Bob	
	Vise Grips	
	<i>* Plus all 1st Year Plumber Apprentice tools</i>	
Plumber Apprentices (3rd Year)		
47.66	Close Quarter Hack Saw	
	Metalmasters (1)	
	3024 Chicago Trap Wrench (PO Plug)	
	Cold Chisels (2)	
	Wood Chisels (1)	
	Spud Wrench	
	Pipe Wrench	
	Wrecking Bar	12.0"
	Large Screwdriver (Slotted)	
	Wood Rasp Round	
	Center Punch	
	Flaring Tool (for Tubing)	
	Square	24.0"
	<i>* Plus all 1st & 2nd Year Plumber Apprentice tools</i>	
Painter Foreman		
Painters and All Apprentices		
4.86	Putty Knife	
	Broadknives	3.0", 4.5"
	Tool Box or equivalent	
	Claw Hammer	
	Dusting Brush	
	Screwdriver	
	Chalk Line	100.0'
Millwright I & II		
31.83	Set Screwdrivers (9)	
	Socket Set Challenger	1/4"
	Combination Wrenches	3/8" to 3/4"
	Crescent Wrenches	10.0", 12.0"
	Pipe Wrench	12.0"
	Allen Wrench Set	
	Needle Nose Pliers (Pair)	
	Water Pump Pliers	
	Knife & Putty Knife	
	Hack Saw	
	Pocket Thermometer	
	Steel Rule (Straight Edge)	12.0"
	Tool Box & Tool Pouch	
	Side Cutters	
	Feeler Gauge Set	
	Gasket Scraper	
	Tape	12.0'
	Punches (Centre Punch & 2 Drift Punches)	
	Cold Chisels (2)	

APPENDIX III - Required Tools for Various Trades		
ALLOWANCE	BASIC TOOL KIT	
(in \$\$)	TOOL DESCRIPTION	SIZE
	Ball Peen Hammers	12.0 oz., 16.0 oz.
	Vise Grips	
Carpenter Foremen		
Carpenters and Apprentices (4th Year)		
64.50	Hand Saws	8 point, 10 point
	Hand Saw (Keyhole)	
	Hack Saw	
	Coping Saw	
	Block Plane	
	Wood Chisels	3/8" to 1 1/4"
	Cold Chisels (2)	
	Spade Bit Set	
	Hand Level	24" min.
	Framing Square	24"
	Combination Square & Bevel Square	
	Measuring Tapes	10', 50'
	Side Cutters	
	Line	100'
	Screwdrivers (Set of 9 - Blade, Phillips, Robertson)	
	Hand Axe (Hatchet)	
	Scriber	
	Wrecking Bar	
	Nail Puller	
	Chalk Line Box	
	Nail Set (3-piece)	
	Pliers	
	Metalmasters (1)	
	Lino Knife & Utility Knife	
	Putty Knives (2-piece Set)	
	Rasps (Combination with 3 Faces)	
	Clamps (3) Quick Grip	12"
	Nail Hammer	
	Oilstone (1 double-faced stone)	
	Planes - Bench & Jack	
	Crescent Wrench	8.0" or 10.0"
	Bit Set	#4, 6, 8, 10, 12 Slot (2) Phillips #2, 3, 4
	Allen Wrench Set	
	Needle Nose Pliers	
Carpenter Apprentices (1st Year)		
48.37	Hand Saw	8 point
	Hand Saw (Keyhole)	
	Coping Saw	
	Side Cutters	

APPENDIX III - Required Tools for Various Trades		
ALLOWANCE	BASIC TOOL KIT	
(in \$\$)	TOOL DESCRIPTION	SIZE
	Wood Chisels	3/8" to 1 1/4"
	Cold Chisels (2)	
	Hand Level	24" min.
	Framing Square & Combination Square	
	Measuring Tape	10'
	Nail Hammer	
	Wrecking Bar	
	Nail Set (2 pieces)	
	Line	100'
	Plane - Bench	
	Block Plane	
	Hand Axe (Hatchet)	
	Crescent Wrench	8.0" or 10.0"
	Screwdrivers (Set of 9 - Blade, Phillips, Robertson)	
	Utility Knife	
	Putty Knife (2-piece Set)	
	Lino Knife	
	Pliers	
	Metalmasters (1)	
	Rasps (Combination with 3 Faces)	
	Clamps (3) Quick Grip	
	Oilstone (1 double-faced stone)	
Carpenter Apprentices (2nd Year)		
53.84	Plane - Jack	
	<i>* Plus all of Carpenter Apprentice (1st Year) tools</i>	
Carpenter Apprentices (3rd Year)		
60.89	Hand Saw (Finishing)	10 point
	Bevel Square	
	Nail Puller	
	Hack Saw	
	Files	
	File Handle	
	<i>* Plus all of Carpenter Apprentice (2nd Year) tools</i>	
Automotive Mechanics and Apprentices		
472.50	As per Heavy Duty Mechanics & Apprentices list below with the following amendments:	
	1/2" Drive sockets	3/8" to 1 1/4"
	1/2" Drive impact sockets	1/2" to 1"
	Combination wrenches	5/16" to 1 1/4"
	Open end wrenches	5/16" to 1"
	Brake Adjusting Tool	
Heavy Duty Mechanics and Apprentices		
Heavy Equipment / Automotive Technicians		
472.50	Roller Cabinet (sufficient for storage and to secure tools)	

APPENDIX III - Required Tools for Various Trades

ALLOWANCE	BASIC TOOL KIT	
(in \$\$)	TOOL DESCRIPTION	SIZE
	Top Chest (optional)	
	1/4" Drive socket set	3/16" - 9/16" (10 pieces)
	1/4" Drive deep socket set	3/16" - 9/16" (10 pieces)
	1/4" Drive socket set	4 mm - 14 mm
	1/4" Drive deep socket set	4 mm - 13 mm
	1/4" Drive ratchet	
	1/4" Drive extension	4"
	1/4" Drive extension	6"
	1/4" Drive extension	10"
	1/4" Drive u-joint adapter	
	3/8" Drive adapter	3/8" - 1/4"
	3/8" Drive socket set	3/8" - 7/8"
	3/8" Drive deep socket set	3/8" - 7/8" (9 pieces)
	3/8" Drive socket set	10 mm - 19 mm
	3/8" Drive deep socket set	10 mm - 19 mm
	3/8" Drive flex socket set	7/16" - 3/4"
	3/8" Drive flex socket set	10 mm - 19 mm
	3/8" Drive, hex drivers	1/8" - 3/8" (8 pieces)
	3/8" Drive, hex drivers	4 mm - 10 mm
	3/8" Drive extension	4"
	3/8" Drive extension	6"
	3/8" Drive extension	10"
	3/8" Drive u-joint adapter	
	3/8" Drive ratchet	
	3/8" Drive #3 Phillips	
	3/8" Drive Torx Driver set	T10-T50
	3/8" Drive adapter	3/8" - 1/2"
	Spark plug socket	5/8"
	Spark plug socket	13/16"
	1/2" Drive adapter	1/2" - 3/8"
	1/2" Drive socket set	3/8" - 1 1/2" (14 pieces)
	1/2" Drive deep socket set	7/16" - 1 1/8" (12 pieces)
	1/2" Drive socket set	10 mm - 27 mm
	1/2" Drive deep socket set	10 mm - 27 mm
	1/2" Drive impact socket set	1/2" - 1 1/4"
	1/2" Drive flex bar	
	1/2" Drive ratchet	
	1/2" Drive extension	4"
	1/2" Drive extension	6"
	1/2" Drive extension	10"
	1/2" Drive u-joint adapter	
	Adjustable wrench	6"
	Adjustable wrench	10"
	Adjustable wrench	15"
	Pipe Wrench	14"
	Adjustable frame hacksaw	
	Pry bar	6"
	Pry bar	15"
	Pinch bar	22"
	Combination wrench set	5/16" - 1 1/2"

APPENDIX III - Required Tools for Various Trades		
ALLOWANCE	BASIC TOOL KIT	
(in \$\$)	TOOL DESCRIPTION	SIZE
	Combination wrench set	6 mm - 27 mm
	Open end wrench set	5/16" - 1 1/4"
	Open end wrench set	6 mm - 27 mm
	Double end line wrench set (imperial)	3/8" - 11/16" (3 pieces)
	Double end line wrench set (metric)	7 mm - 15 mm, 17 mm (5 pieces)
	Circuit tester	
	1/2" Drive air impact wrench	
	3/8" Drive air ratchet	
	3/8" Drive air drill or equivalent cordless electric drill	
	Distributor wrench	1/2"
	Distributor wrench	9/16"
	Ignition wrench set	
	Ignition feeler gauge set	
	Spark plug gauge	
	Steel tape	12 ft
	Steel ruler	6 "
	Screw starter - common	
	Screw starter - Phillips	
	3 - Screwdriver - common	
	3 - Screwdriver - Phillips	
	3 - Screwdriver - Robertson	
	5 - Screwdriver - Torx	
	Brake spring remove/install or pliers	
	Brake shoe retaining spring tool	
	Brake adjusting tool	
	Tin snips	8"
	Wire crimpers	
	Pliers, water pump	16"
	Pliers, needle nose long	
	Pliers, vise grip (10" standard)	
	Pliers, diagonal cutter	7 1/4"
	Pliers, snap ring	small
	Pliers, snap ring	large
	Pliers, retainer ring	
	Pliers, slide joint	
	Ball peen hammer	1 lb.
	Ball peen hammer	2 lb.
	Ball peen hammer	3 lb.
	Plastic tip hammer	
	Rubber hammer	
	Allen wrench set (imperial)	
	Allen wrench set (metric)	
	Multi-Tester (Digital)	200 - 2M impedance
	Carbon scraper	
	Awl	
	Drill index (box only)	1/16" - 1/2"
	Extending magnet retrieval tool	
	Extending mirror inspection tool	
	Picks	
	Tubing cutter	

APPENDIX III - Required Tools for Various Trades		
ALLOWANCE	BASIC TOOL KIT	
(in \$\$)	TOOL DESCRIPTION	SIZE
	Punch set	1/16" - 5/32"
	Cold chisel set	
	Brass drift	
	Mechanical fingers retrieval tool	
Refrigeration Mechanic		
34.89	Set of Nut Drivers	
	Open-end Wrenches	3/16" x 1/4" 7/16" x 1/2" 1" x 15/16"
	Combination Wrenches	1/2", 9/16", 3/4", 1"
	Box End	7/16" x 3/8" 5/8" x 11/16"
	Crescent Wrenches	8", 12"
	Vise Grip	7"
	1/4" Socket Set	
	Screwdriver Set	8 piece Set
	Allen Keys Set AH14K	
	Pliers - Combination Needle Nose	
	Feeler Gauges	
	Service Valve Wrench (2)	
	Fuse Puller	
	Service Valve - "T" Wrench (3)	1/4", 3/8", 1/2"
	Flare Wrench	1 1/16" x 1 5/16" 1" x 3/4"
	Thermometer	(0° - 100°)
	Tool Box Beach (B19)	
Steamfitter/Gasfitter		
Steamfitter Foreman/Gasfitter		
58.74	Screwdrivers (Robertson #1, #2, #3)	
	½ Round File	
	Adjustable Wrench	6" and 12"
	Pipe Wrench	10", 14" and 18"
	Level	2'
	Ball Peen Hammer	16 oz.
	Allen Wrenches	
	Combination Wrenches	3/8 - 3/4
	Exacto Knife	
	Flat File	
	Hack Saw	
	Inspection Mirror	
	Large Cold Chisel	1"
	Small Cold Chisel	3/4"
	Large Slotted Driver	
	Regular Slotted Driver	
	Line Up Bar	
	Metal Snips Left and Right	
	Needle Nose Pliers	
	Nipple Extractor	

APPENDIX III - Required Tools for Various Trades		
ALLOWANCE	BASIC TOOL KIT	
(in \$\$)	TOOL DESCRIPTION	SIZE
	Nut Driver (Set)	
	Philips Driver	
	Pocket Level	
	Pump Pliers	
	Tape Measure	25'
	Three Corner File	
	Tool Box	
	Tool Pouch	
	Tube Cutter	(10) and (205)
	Vise Grips	
	Wire Brush	

APPENDIX IV - Clothing and Personal Protection Issuance

LEGEND

	Classification	Clothing Issue	Frequency of Issue
Drainage Services; Waste Management Services; Neighbourhoods, Parks & Community Recreation			
Group 1	All Employees	<ul style="list-style-type: none"> ♦ Hearing protection ♦ Safety glasses + vests ♦ Winter gloves 	As required
Group 2 - All Areas -	All Labourer Classes	<ul style="list-style-type: none"> ♦ Hard hats and liners ♦ Hard toe rubber boots ♦ Rubber suits + gloves 	As required
Group 3, if applicable	All Employees	<ul style="list-style-type: none"> ♦ Rubber boots ♦ Slickers 	As required
Transportation Services			
Group 4	All Employees	<ul style="list-style-type: none"> ♦ Hard hats + liners ♦ Coveralls ♦ White disposable coveralls for flagging ♦ Safety vests ♦ Leather gloves/mitts 	As required
Group 5	<ul style="list-style-type: none"> ♦ Auxiliary, Brushing and Utility Crews ♦ Equipment Operators ♦ Beatmen 	♦ Rubber boots, gloves + suits	As required

APPENDIX IV - CLOTHING AND PERSONAL PROTECTION ISSUANCE

Area	Classification	Clothing Issue	Frequency of Issue
* Facility Maintenance Services			
All of <i>Group 3</i> in the Legend, if applicable, plus:			
	Carpenter (all classes)	<ul style="list-style-type: none"> ♦ Coveralls (2) ♦ Leather Gloves 	Annually
	<ul style="list-style-type: none"> ♦ Maintenance Repairmen I, II ♦ Millwrights I, II ♦ Sheet Metal Mechanic 	♦ Coveralls or Smocks (2)	Annually
	Plumber (all classes)	♦ Coveralls - acid resistant (2)	Annually
	<ul style="list-style-type: none"> ♦ Painter (all classes) ♦ Gasfitter ♦ Refrigeration Mechanic ♦ Mech. Contract Insp. ♦ Steamfitter ♦ Roofer ♦ Floor covering Mechanic ♦ HVAC Mechanic 	♦ Coveralls (2)	Annually
	Parking Lot Attendant (all classes)	<ul style="list-style-type: none"> ♦ Jacket ♦ Shirts (3) ♦ Trousers (2) 	As required
		♦ Parka	Every 4 years
	Custodial Workers (all classes)	<i>Male:</i> <ul style="list-style-type: none"> ♦ Trousers (2) ♦ Shirts (2) <i>Female:</i>	Replacement upon demonstrated need

APPENDIX IV - CLOTHING AND PERSONAL PROTECTION ISSUANCE			
Area	Classification	Clothing Issue	Frequency of Issue
		<ul style="list-style-type: none"> Up to 2 uniforms per year, appropriate to the industry, purchased by the employee or the City. Receipts for employee-purchased uniforms will be reimbursed for costs up to \$150 per year. 	
	Custodial Inspector	<ul style="list-style-type: none"> All season coat 	Replacement upon demonstrated need
Drainage Design & Construction			
All of <i>Groups 1 and 2</i> in the Legend plus:			
Open Cut	Labour Foreman III, II, I	<ul style="list-style-type: none"> Leather gloves/mitts 	As required
	<ul style="list-style-type: none"> Labourer III, II, I Pipeman Equipment Operators 	<ul style="list-style-type: none"> Coveralls or overalls 	
	Water Systems Serviceman	<ul style="list-style-type: none"> NOTE: Coveralls are to be Chlorine liquid resistant 	
	Truck Driver III, II, I	<ul style="list-style-type: none"> Leather gloves Coveralls 	As required
Tunnels	<ul style="list-style-type: none"> Tunnel Foreman II, I Tunnel Labourer II, I Equipment Operator III Mole Operator 	<ul style="list-style-type: none"> Leather gloves Coveralls 	As required
All of <i>Group 1</i> in the Legend plus:			
	Hoist Operator	<ul style="list-style-type: none"> Leather gloves Hard hats + liners Rubber boots 	As required
Equipment	<i>CARPENTRY</i>		
	Maintenance Repairman II, I	<ul style="list-style-type: none"> Coveralls 	As required
	Labourer II	<ul style="list-style-type: none"> Hard hats + liners Leather gloves 	
All of <i>Groups 1 and 2</i> in the Legend plus:			
Equipment	<i>GARAGE</i>		
	<ul style="list-style-type: none"> Garage Foreman Heavy Duty Mech. II, I 	<ul style="list-style-type: none"> Coveralls Leather gloves 	As required
	<i>WELDING</i>		
	Welder II, I	<ul style="list-style-type: none"> Coveralls Welding gloves + mask Goggles Leathers 	As required
All of <i>Group 1</i> in the Legend plus:			
	<i>YARD</i>		
	<ul style="list-style-type: none"> Yardman Truck Driver III Labour Foreman II 	<ul style="list-style-type: none"> Coveralls Hard hats + liners Leather gloves Rubber boots 	As required
	Equipment Operator IV, III, II	<ul style="list-style-type: none"> Gloves Hard hats + liners Rubber gloves + boots 	As required

APPENDIX IV - CLOTHING AND PERSONAL PROTECTION ISSUANCE			
Area	Classification	Clothing Issue	Frequency of Issue
All of <i>Groups 1 and 2</i> in the Legend plus:			
	Maintenance Repairman I	<ul style="list-style-type: none"> ♦ Hip-waders ♦ Coveralls ♦ Shirts (2) 	As required
Drainage Services			
Drainage Operations	All Employees	<ul style="list-style-type: none"> ♦ Hard hats + liners ♦ Rubber boots + gloves ♦ Rubber suits, hip waders ♦ Leather + winter gloves 	As required
		<ul style="list-style-type: none"> ♦ Hearing protection ♦ Safety glasses 	Dept. issued
	Trunk line Labourers	<ul style="list-style-type: none"> ♦ Wetsuits, coveralls 	As required
	Industrial Waste Inspector	<ul style="list-style-type: none"> ♦ Duck boots 	As required
Waste Management Services			
	Refuse Collector IV, III, II, I	<ul style="list-style-type: none"> ♦ Cloth or leather gloves (summer) max. of 4 pair/year ♦ Leather mitts (winter) max. of 2 pair/year 	As required
		<ul style="list-style-type: none"> ♦ Rubber gloves ♦ Rubber boots (permanent employees only) ♦ Coveralls - choice of: summer, fall, winter coveralls 	Annually
		<ul style="list-style-type: none"> ♦ Rain suits (permanent employees only) 	1 suit approx. every 3 years
	<ul style="list-style-type: none"> ♦ Transfer Station Operator ♦ Truck Driver IV 	<ul style="list-style-type: none"> ♦ Coveralls (2 pairs) 	Annually
		<ul style="list-style-type: none"> ♦ Leather gloves (summer) max. of 4 pair/year ♦ Leather mitts (winter) max. of 2 pair/year ♦ Rubber gloves ♦ Rubber boots (permanent employees only) 	As required
	Landfill Attendants	<ul style="list-style-type: none"> ♦ Puncture-proof insole (2 pair) ♦ Hard hats + liners (for paper picking only) 	As required
	ECO Station Attendants	<ul style="list-style-type: none"> ♦ Leather + Nitrel Gloves ♦ Orange coveralls ♦ Winter coveralls ♦ Tyvek disposable coveralls ♦ Respirators (with cartridges) ♦ Face shields ♦ Prescription safety glasses 	As required
	Community Depot Attendants	<ul style="list-style-type: none"> ♦ Leather + rubber gloves ♦ Safety vests 	As required
	Bin Maintainer	<ul style="list-style-type: none"> ♦ Cloth or leather gloves (summer) max. of 4 pair/year ♦ Leather mitts (winter) max. of 2 pair/year ♦ Rubber gloves ♦ Rubber boots (permanent 	As required

APPENDIX IV - CLOTHING AND PERSONAL PROTECTION ISSUANCE

Area	Classification	Clothing Issue	Frequency of Issue
		employees only)	
		♦ Coveralls - choice of: summer, fall, winter coveralls	Annually
		♦ Rain suits (permanent employees only)	1 suit approx. every 3 years
	Cure Site Staff	♦ Winter/Summer coveralls (1 each)	Annually
		♦ Rubber boots	
		♦ Rain suit (1)	Every 3 years

*** Fleet Services**

All of *Group 1* in the Legend plus:

Fabrication Shop	♦ Shop Coordinator ♦ Machinist	♦ Coveralls or smocks (2)	Annually
	♦ Maintenance Repairman ♦ Labourer II	♦ Coveralls (2)	Annually
	Welder	♦ Coveralls (2) <u>OR</u> (1) insulated coveralls	Annually, or upon demonstrated need
		♦ Leathers ♦ Welder's mask + gloves	As required
	Blacksmith	♦ Shirt and pants	Annually
All Other Areas	♦ Automotive Mechanic ♦ Automotive Serviceman ♦ Heavy Duty Mechanic	♦ Coveralls or smocks (2) <u>OR</u> (1) insulated coveralls	Annually, or upon demonstrated need
	♦ Garage Foreman ♦ Shop Controller ♦ Insp./App./Cont. ♦ Auto Body Mechanic	♦ Coveralls or smocks (2)	Annually

*** Community & Facility Services**

Recreation Facilities Branch	All Classes	♦ Hard hats + liners	At start of employment
		♦ Rubber boots <u>OR</u> hip-waders	As required
		♦ Summer + winter gloves (2) - (50% reimbursement to a max. of \$15/pair)	Per season
	Historical Artisan I	♦ Coveralls or smocks (2)	At start of employment or in January of each year
	Carpenter	♦ Coveralls or smocks (2) ♦ Leather gloves	As required
	Rink Attendant	♦ Ice clogs	As required
Valley Zoo	Zoo Keeping Staff	♦ Pants ♦ Golf shirt ♦ Sweat shirt ♦ Winter parka ♦ Squall type coat ♦ Rainwear (1) ♦ Tilley-style hat (1) ♦ Leather gloves	As required
	Grounds Keeping Staff	♦ Pants	As required

APPENDIX IV - CLOTHING AND PERSONAL PROTECTION ISSUANCE			
Area	Classification	Clothing Issue	Frequency of Issue
		<ul style="list-style-type: none"> ♦ Golf shirt ♦ Sweat shirt ♦ Wind breaker 	
* Community Standards			
	Park Rangers (on year-round duties)	<ul style="list-style-type: none"> ♦ Ties (2) ♦ Shirts (3) ♦ Trousers (2) 	Annually
		<ul style="list-style-type: none"> ♦ Patrol jacket (1) ♦ Parka (1) ♦ Rainwear (1) 	As required
	Park Rangers (on other than a year-round permanent basis, at start of service)	<ul style="list-style-type: none"> ♦ Ties (2) ♦ Shirts (3) ♦ Trousers (2) ♦ Patrol jacket (1) 	At start of service
		<ul style="list-style-type: none"> ♦ Parka (1) ♦ Raincoat (1) 	As required
	Park Rangers	<ul style="list-style-type: none"> ♦ Bike shorts (for Rangers assigned to trail patrol) 	Replacement upon demonstrated need
Enforcement Unit - Bylaw Services Section	Field Inspector (on year-round duties)	<ul style="list-style-type: none"> ♦ Ties (2) at commencement of service 	As required thereafter
		<ul style="list-style-type: none"> ♦ Uniform shirts 	3 per year
		<ul style="list-style-type: none"> ♦ Uniform trousers 	2 per year
		<ul style="list-style-type: none"> ♦ Patrol jacket (winter) - 1 issue ♦ Patrol jacket (summer) - 1 issue ♦ Raincoat - 1 issue 	As required thereafter
		<ul style="list-style-type: none"> ♦ Leather belt ♦ Leather gloves 	As required
	Field Inspector (on other than a year-round permanent basis)	<ul style="list-style-type: none"> ♦ Ties (2) at commencement of service 	As required thereafter
		<ul style="list-style-type: none"> ♦ Uniform shirts 	3 per year
		<ul style="list-style-type: none"> ♦ Uniform trousers 	2 per year
		<ul style="list-style-type: none"> ♦ Patrol jacket (winter) - 1 issue ♦ Patrol jacket (summer) - 1 issue ♦ Raincoat - 1 issue ♦ Leather belt 	As required thereafter
		<ul style="list-style-type: none"> ♦ Leather gloves 	As required
	Animal Health Technologist (permanent employees)	<ul style="list-style-type: none"> ♦ Laboratory coats ♦ Scrub sets 	As required
	Animal Health Technologist (non-permanent employees)	<ul style="list-style-type: none"> ♦ Laboratory coats (2) ♦ Scrub sets (2) 	At start of service
* Neighbourhoods, Parks & Community Recreation			
	Pesticide Spraying Crews	<ul style="list-style-type: none"> ♦ Coveralls 	As required
	Labourer II, Equipment Operator I (operating chain saws)	<ul style="list-style-type: none"> ♦ Ballistic nylon gloves ♦ Chainsaw pants 	As required

APPENDIX IV - CLOTHING AND PERSONAL PROTECTION ISSUANCE			
Area	Classification	Clothing Issue	Frequency of Issue
Transportation Operations			
	All Employees <i>except</i> Meter Servicemen	♦ Safety goggles	As required
	Sign Fabricator	♦ Gloves ♦ Coveralls ♦ Face shields	
	Maintenance Repairman	♦ Coveralls (2)	Annually
	♦ Labourer ♦ Pavement Marker	♦ Safety vest	As required
	Field Crew	♦ Hard hats + liners	As required
	Paint Crew	♦ Coveralls	As required
	Traffic Crew (Signs)	♦ Winter mitts (2) + gloves	As required
	Parking Meter Serviceman	♦ Jacket ♦ Shirts (3) ♦ Trousers (2)	Annually
		♦ Parka	Biennially
		♦ Burberry coat	Triennially
All of <i>Groups 4 and 5</i> in the Legend, plus:			
	Concrete Crews	♦ Knee pads ♦ Face shield ♦ Safety goggles	As required
	Paving Crew (asphalt plant)	♦ Rubber apron	As required

PART II – HEALTH AND BENEFITS PLAN

27 Income Protection Plan

For the purpose of administering the Income Replacement Plan, all references to “Return to Work” in Article 27-*Income Protection Plan* shall mean a “return to work to active employment”. “Active Employment” means the employee has returned to regular or pre-disability duties and hours of work, and does not include paid or unpaid leaves of absence.

27.01 Waiting Period

A probationary employee who has completed 90 calendar days of continuous civic employment since the last date the employee commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the Income Protection Plan. However, an employee who is absent from work on the date that they would have been eligible to participate in the Income Protection Plan shall not be eligible to participate in the Plan until they have returned to work for the City for a period of at least 10 consecutive working days.

27.01.01 An employee who is absent from work due to personal disability (as defined in the Income Protection Plan), for 1 complete pay period or more, during the 90 calendar day waiting period shall have the waiting period extended by the number of working days the employee was absent due to such disability.

27.01.02 An employee who is on approved leave of absence without pay during the waiting period, for a period of 1 complete pay period or more, shall have the waiting period extended by the number of working days the employee was absent due to such leave.

27.02 The cost of the Income Protection Plan shall be paid by the City and the Income Protection Plan shall be administered by the City.

27.03 Benefits

Except as otherwise provided in this Agreement, when a member is unable to perform the duties of their regular position due to personal non-occupational disability, such member shall be entitled to receive benefits from the Income Protection Plan for each period of absence from work in accordance with the following provisions:

Benefits shall be based on regular rate of pay immediately prior to the commencement of such disability, subject to the provisions of clause 27.04.

Length Of Continuous Service	Income Protection Benefits At 100% Of The Regular Rate Of Pay (the lesser of the following)	Income Protection Benefits At 90% Of The Regular Rate Of Pay (the lesser of the following)
Less than 90 calendar days	0 working days or 0 hours	0 working days or 0 hours
90 calendar days or more but less than 1 calendar year	0 working days or 0 hours	85 working days or 680 hours
One calendar year or more	85 working days or 680 hours	0 working days or 0 hours

The benefit duration will not be less than 15 weeks or 75 working days for members who receive Income Protection based on 680 hours.

A member who has received the lesser of 85 working days or 680 hours of Income Protection benefits at 100% of the regular rate of pay in any payroll year shall receive all subsequent Income Protection benefits in the payroll year at the rate of

90% of the member's regular rate of pay upon their return to work.

If such member is in receipt of benefits at 90% of the regular rate of pay on the last day in a payroll year, the member shall not qualify for Income Protection benefits at 100% of the regular rate of pay until they return to work for 10 consecutive working days.

A member who has received the lesser of 85 working days or 680 hours of Income Protection benefits at 90% of the regular rate of pay in any payroll year shall receive all subsequent Income Protection benefits in the payroll year at the rate of 75% of the member's regular rate of pay upon their return to work.

If such member is in receipt of benefits at 75% of the regular rate of pay on the last day in a payroll year, the member shall not qualify for Income Protection benefits at 90% or 100% of the regular rate of pay until they return to work for 10 consecutive working days.

The term "*payroll year*" shall mean the pay periods used by the City to determine gross earnings for the purposes of producing yearly earnings statements for income tax purposes.

The working days of Income Protection entitlement for part-time members shall be pro-rated based on the average weekly number of hours worked by the member in the 8 weeks preceding the absence divided by 5, compared with those hours worked by full-time members.

A member who is in receipt of Long Term Disability benefits and who is engaged in approved alternative employment with the City in accordance with Article 28.12- *Rehabilitative Employment and Training* and is unable to perform the duties of the alternative position due to personal non-occupational disability shall be entitled to receive Income Protection Benefits for each period of absence from work. Such members shall receive an entitlement equal to the lesser of 10 working days or 80 hours of benefits in a payroll year and shall be paid for such benefits at 100% of the regular rate of pay of the alternative position.

- 27.03.01 If a member is absent from work due to personal non-occupational disability on the first scheduled working day for which the member would otherwise be eligible for increased Income Protection benefit entitlement, the member shall not become eligible for such increased entitlement until they return to work for the City for a period of at least 10 consecutive working days. Periods of leave of absence without pay in excess of 1 complete pay period, shall not be considered as continuous employment for the purpose of determining Income Protection benefit entitlement. For accreditation purposes, a member's anniversary date shall be adjusted by the number of days of leave of absence without pay.
- 27.03.02 If a member is unable to perform the duties of their regular position but is capable of performing modified or alternative duties for the City, the City may require that the member perform such modified or alternative duties until the member is again capable of performing the duties of their regular position.
- 27.03.03 A member's eligibility for Income Protection benefits, including their ability to perform alternative employment shall be determined by the Plan Adjudicator and shall be based on medical evidence. The Plan Adjudicator shall be appointed by the City.
- 27.03.04 When a question arises as to whether a member's disability is occupational and the disability is under review by the Workers' Compensation Board, the member shall receive Income Protection benefits in accordance with the member's entitlement until the claim is adjudicated by the Workers' Compensation Board, provided the member validates their claim in accordance with the provisions of Article 37.03-Validation of Claims, to substantiate their disability. In the event

that the Workers' Compensation Board determines that the disability is occupational, the member shall reimburse the Income Protection Plan, from any monies which may be owed to the member, for the period of absence for which the claim is considered occupational and for which the member received benefits under the Income Protection Plan.

- 27.03.05 Except as otherwise provided in this Agreement, the monetary value of Income Protection Plan benefits payable under this Plan shall be reduced by any amounts the member may be entitled to from the sources set out as follows, whether or not such amounts are provided for the disability for which benefits are being claimed:
- 27.03.05.01 Benefits from the Canada Pension Plan and/or Quebec Pension Plan, except those Canada Pension Plan and/or Quebec Pension Plan disability benefits payable on behalf of the member's dependents.
- 27.03.05.02 Any monthly income payable as a result of the member's disability from any Plan not personally contracted for by the member including those plans for which the member has made contributions as a result of Provincial or Federal legislation.
- 27.03.05.03 Any other disability benefits payable to the member as a result of Provincial or Federal legislation, subject to Article 37.02.02-*Limitations and Exclusions*.
- 27.03.05.04 Any monies received from the Crimes Compensation Board which are specifically provided for loss of income.
- 27.03.05.05 Any monies received from the Workers' Compensation Board (excluding Non-Economic Loss Payments) either directly or by way of lump sum payments or disability pensions in respect of a disability for which benefits are claimed under this Plan.
- 27.04 In the event that an adjustment to the regular rate of pay occurs during the period of time that a member is in receipt of Income Protection benefits, such member shall receive the adjusted rate of pay effective from the date of adjustment.
- 27.05 Employees shall schedule medical and dental appointments outside of work hours whenever possible.

However, if a permanent or probationary employee is compelled to arrange a personal medical or dental appointment during working hours, such employee shall be allowed to meet such appointment on City time and without loss of pay, provided that the employee is absent from work for a period of 3 hours or less. Such employee shall not be required to make up the time spent away from work to keep the appointment.

Medical and dental appointments which require the employee to be absent from work for longer than 3 hours shall be deducted from the employee's accumulated Income Protection benefits.

However, an employee whose absence exceeds 3 hours for a medical or dental appointment may use banked overtime or vacation credits as applicable for the hours or portion thereof in excess of 3 hours in order to avoid having the absence counted as an incident of absence.

- 27.06 Each period of absence from work due to non-occupational disability which exceeds 3 hours, shall be counted as 1 incident of absence for the purposes of this Plan.
- On the 4th and each subsequent incident of absence in a payroll year, Income Protection benefits shall be payable at 75% of the member's regular rate of pay. However, if a member had 3 or less incidents of absence in the previous payroll year, Income Protection benefits shall be payable at 75% of the member's regular rate of pay on the 5th and each subsequent incident of absence in a payroll year.

Upon the recommendation of a Department Head, the Plan Administrator shall have the discretion to waive the benefit reduction.

Subject to approval by the Plan Administrator, a member who is receiving ongoing therapeutic treatment for a life threatening disability, and as a result is absent from work for periods in excess of 3 hours to undergo such treatment sessions, may have the entire number of such treatment sessions considered as 1 incident of absence in any payroll year.

27.07 Recurring Disabilities

- 27.07.01 If a member returns to work after a period of disability and becomes disabled again within 30 calendar days of their return to work due to causes related to the earlier disability, then the 2nd period of disability shall be considered as an extension of the earlier period of disability. This is for the purpose of serving the 85 day eligibility period for the Long Term Disability Plan, and does not reduce the number of incidents as outlined in clause 27.06. Only the balance of Income Protection benefits remaining from the earlier disability shall be payable.
- 27.07.02 If a member returns to work after a period of disability and becomes disabled again within 10 calendar days of their return to work due to causes unrelated to the earlier disability, then the 2nd period of disability shall be considered as an extension of the earlier period of disability. This is for the purpose of serving the 85 day eligibility period for the Long Term Disability Plan, and does not reduce the number of incidents as outlined in clause 27.06. Only the balance of Income Protection benefits remaining from the earlier disability shall be payable.

27.08 Other Benefits While Disabled

A member who is in receipt of Income Protection benefits shall continue to be covered under all City benefit plans for which the member is eligible based on the member's regular rate of pay. A member shall continue to pay applicable member contributions and the City will continue to pay its share of the cost of applicable City benefit plans.

27.09 Duration of Benefits

Eligibility for Income Protection benefits will cease upon the earliest of the following dates:

- 27.09.01 The date the member is no longer disabled from performing the duties of their regular position, or any alternative employment made available to the member by the City.
- 27.09.02 The date the member's Income Protection benefits have been expended.
- 27.09.03 The date the member dies.
- 27.09.04 In the case of a member who is laid off from the City, the date such layoff becomes effective. This clause shall not apply when the period of disability commences prior to the notice of layoff and continues beyond the date such layoff becomes effective.

27.10 Alternative Employment With the City

- 27.10.01 If, while in receipt of Income Protection benefits, a member remains unable, due to personal non-occupational disability, to perform the duties of their regular position, but is capable of performing alternative duties for the City, and the member engages in such alternative City employment then the Income Protection benefits payable shall be the difference between the member's regular rate of pay and the regular rate of pay of the alternative employment.

- 27.10.02 Such reduced benefits will continue until the member has been unable to perform the duties of their regular position for a maximum period of 85 working days in any one payroll year, commencing from the first day of disability. The maximum period of 85 days will normally be consecutive working days, subject to Article 27.07-*Recurring Disabilities* where the maximum period of 85 days will be cumulative.

GRADUATED RETURN TO WORK (REGULAR DUTIES)

Where an approved rehabilitation plan involves the employee's return to regular duties on a part-time basis, Income Protection benefits payable shall be reduced to the number of hours the employee is unable to work. Only in such graduated return to work situations, Income Protection benefits expire once the employee has exhausted a maximum of 680 hours during the period of disability.

27.10.03 Failure to Accept Alternate Employment

If, while in receipt of Income Protection benefits, a member remains unable, due to personal non-occupational disability, to perform the duties of their regular position but is capable of performing alternative duties and such alternative employment is offered to the member by the City and the member does not accept such alternative employment, then Income Protection benefits will cease on the date the member would otherwise have commenced the alternative employment.

27.10.04 Recurrence of Disability While Engaged in Alternative Employment

If, while in receipt of Income Protection benefits, a member engages in alternative employment with the City and becomes unable due to personal non-occupational disability to perform the duties of such alternative employment, the member will receive Income Protection benefits based on their original regular rate of pay while such disability lasts, until the member has been unable to perform the duties of their regular position for a maximum period of eighty-five (85) working days in any one payroll year, commencing from the first day of disability. The maximum period of 85 days will normally be consecutive working days, subject to Article 27.07-*Recurring Disabilities* where the maximum period of 85 days will be cumulative.

27.11 Alternate Employment With an Employer Other Than the City

If, while in receipt of Income Protection benefits, a member remains unable to perform the duties of their regular position due to personal non-occupational disability but engages in employment for gain, then such member shall be granted Income Protection benefits equal to the amount by which the member's regular rate of pay exceeds the income from such outside employment. Such benefits shall be payable for a maximum period of 85 working days in any one payroll year, commencing from the first day of disability. The maximum period of 85 days will normally be consecutive working days, subject to Article 27.07-*Recurring Disabilities* where the maximum period of 85 days will be cumulative.

27.12 Unapproved Employment for Gain

If, while in receipt of Income Protection benefits, a member engages in employment for gain and the Plan Adjudicator has not provided prior approval to the member for such employment, then the member's eligibility for Income Protection benefits shall cease on the date the member commenced such employment for gain and no further benefits shall be payable to such member from the Income Protection Plan for such disability. In addition, the member will be subject to discipline up to and including dismissal.

28 Long Term Disability Plan

For the purpose of administering the Long Term Disability Plan, all references to "Return to Work" in Article 28-*Long Term Disability Plan* shall mean a "return to work to active employment". "Active Employment" means the employee has returned to regular or pre-disability duties and hours of work, and does not include paid or unpaid leaves of absence.

28.01 Waiting Period

A permanent or probationary employee who has not attained their normal retirement age and who has completed 90 calendar days of continuous civic employment since the last date they commenced employment as a permanent or probationary employee with the City shall be a member of the Long Term Disability Plan. However, an employee who is absent from work on the date that they would have been eligible to participate in the Long Term Disability Plan shall not be eligible to participate in the Plan until they have returned to work for the City for a period of at least 10 consecutive working days.

28.01.01 When an employee is absent from work during the waiting period due to personal disability for 1 complete pay period or more, the employee shall have their waiting period extended by the number of working days they were absent due to such disability. When the waiting period is so extended the employee may be required to undergo a medical assessment prior to joining the Long Term Disability Plan in order that any pre-existing conditions might be documented.

28.01.02 When an employee is on approved leave of absence without pay during the waiting period for 1 complete pay period or more, the employee shall have their waiting period extended by the number of working days they were absent due to such leave.

28.02 Contributions

The cost of the Long Term Disability Plan shall be paid by members of the Plan through payroll deduction effective upon the date of membership in the Plan. For members who are receiving Long Term Disability benefits and who are not engaged in alternative employment, contributions to the Long Term Disability Plan will be waived. Employees, who are members of the Plan, but unable to receive benefits because their disability arises from a pre-existing condition as per the terms of Article 28.15-*Limitations and Exclusions*, clause 28.15.02 shall continue to contribute premiums to the Long Term Disability Plan.

28.03 Eligibility for Benefits

A member will not be eligible to receive Long Term Disability benefits until the elimination period has expired.

The elimination period ends after the member has been totally disabled for an uninterrupted period of 85 working days.

28.03.01 The City shall administer the Long Term Disability Plan.

A member's eligibility for Long Term Disability benefits, including their ability to perform alternative employment shall be determined by the Plan Adjudicator. The costs of the Plan Adjudicator shall be borne by the Long Term Disability Plan. The Plan Adjudicator shall be appointed by the City.

28.03.02 In the event of a dispute based on medical evidence between the member and the Plan Adjudicator concerning such member's eligibility for Long Term Disability benefits, or the member's ability to perform alternative employment, the same shall be settled by referring the dispute to a hearing with:

- ♦ a single independent physician; or
- ♦ where the City and the Union do not agree to a single physician, to a hearing with a review panel comprised of the Plan Adjudicator, the physician representing the member, and an independent physician.

The City and the Union shall attempt to agree upon the selection of the independent physician. If the City and the Union cannot agree upon the selection with 30 calendar days, the process outlined in the Duty to Accommodate Framework Agreement (*Procedures for Obtaining Expert Opinions*) shall be used to select the independent physician.

The hearing shall be chaired by a representative of the City of Edmonton and both the Union and the Plan Adjudicator shall have the opportunity to make submissions at the hearing. The decision of the single independent physician or the majority of the review panel members shall be final and binding on the member, the City and the Union. The City appointed chairperson shall not be a voting participant in the decision-making process of the review panel.

The cost of the review panel shall be borne by the Long Term Disability Plan. The decision of the single independent physician or the review panel must be consistent with the provisions of Article 37.02 - *Limitations and Exclusions*.

With the advance mutual agreement of the City and the Union, grievances concerning the duty to accommodate members on the basis of physical or mental disability that cannot be settled by the process outlined above may be referred to the *Specialized Grievance and Arbitration Mechanism pursuant to the Duty to Accommodate Framework Agreement* (see Addendum of the same name).

28.04 FOR LONG TERM DISABILITY CLAIMS COMMENCING BEFORE SEPTEMBER 2, 2007:

Except as otherwise provided in this Agreement, upon expiration of the member's Income Protection benefits, and during the following 24 month period, a member is eligible to receive Long Term Disability benefits if, due to personal non-occupational disability, they are completely unable to perform the duties of their regular position. For Long Term Disability claims commencing before September 2, 2007, all references to the "*own occupation period of disability*" or the "*initial 12 month period*", in the balance of this Agreement shall mean a period of "*24 months*".

FOR LONG TERM DISABILITY CLAIMS COMMENCING ON OR AFTER SEPTEMBER 2, 2007:

Except as otherwise provided in this Agreement, upon expiration of the member's Income Protection benefits, and during the following 12 month period, a member is eligible to receive Long Term Disability benefits if, due to personal non-occupational disability, they are completely unable to perform the duties of their regular position.

"*Completely unable to perform the duties of their regular position*" when used in reference to the Long Term Disability Plan shall mean that a member is unable to perform those duties of their regular position which regularly occupy 60% of the member's work day.

28.05 Except as otherwise provided in this Agreement, Long Term Disability benefits will continue to be paid after the initial 12 month period only if the disability prevents the member from engaging in an occupation for compensation or profit for which the member is reasonably suited by reason of training, education and experience. If the disability does not prevent the member from engaging in an occupation for compensation or profit for which the member is reasonably suited by reason of training, education and experience, and such member is not engaged in rehabilitative employment or training which has been approved by the Plan Adjudicator, then Long Term Disability benefits to such member will cease upon expiration of the initial 12 month period.

"Initial 12 month period" when used in reference to the Long Term Disability Plan shall mean a 12 month period beginning on the date a member commences receiving Long Term Disability benefits and during which time the member is continuously disabled from the duties of their regular position including any period of time defined in Articles 28.12-*Rehabilitative Employment and Training*, 28.13-*Rehabilitative Employment and/or Training With the City*, and 28.14-*Rehabilitative Employment and/or Training With an Employer Other Than the City*.

In accordance with the terms of Article 28.12-*Rehabilitative Employment and Training* the period of rehabilitative employment and/or training may be extended beyond 12 months and this extension shall be included as part of the definition of *"initial 12 month period"*.

"An occupation for compensation or profit for which the member is reasonably suited by reason of training, education and experience" when used in reference to the Long Term Disability Plan shall mean an occupation which provides the member with minimum gross earnings equal to 50% of their regular rate of pay. The regular rate of pay shall be adjusted each January 1 by the percentage change in the Consumer Price Index for the Edmonton region during the 12 month period ending on the previous November 30.

28.06 Duration of Benefits

Eligibility for Long Term Disability benefits will cease upon the earliest of the following dates:

- 28.06.01 The date prior to the day the member attains normal retirement age.
- 28.06.02 The date the member is no longer disabled as defined by the terms of this Plan.
- 28.06.03 The date the member dies.
- 28.06.04 In the case of a member who is laid off from the City, the date such layoff becomes effective. This clause shall not apply when the period of disability commences and the employee was eligible to receive Income Protection or Long Term Disability benefits, prior to the notice of layoff and the disability has continued beyond the date such layoff becomes effective.
- 28.06.05 The date the member is terminated from the employ of the City unless the member is engaged in approved rehabilitative employment with another employer.

28.07 Level of Benefits Provided

Unless otherwise provided in this Agreement, the Long Term Disability benefit shall be an amount equal to a percentage of the annualized regular rate of pay of the position to which the member was permanently appointed or serving the required probationary period or trial term thereof on the date they were first eligible for Long Term Disability benefits. The annualized regular rate of pay for full-time members shall be calculated by multiplying the hourly regular rate of pay times the scheduled hours of work or, if the member's regular rate of pay is a bi-weekly rate, then multiplying the bi-weekly rate times 26.1.

For part-time members, the regular rate of pay shall be applied to the average weekly hours worked by the member in the preceding 8 weeks and multiplying this result by 52.2.

The percentage of annualized regular rate of pay which is paid as the Long Term Disability benefit shall be in accordance with the following:

Annualized Regular Rate of Pay	Long Term Disability Benefit (Percentage of Annualized Regular Rate of Pay)
Up to \$36,000	67%
\$36,001 to \$72,000	55%
\$72,001 to \$120,000	50%

The maximum monthly benefit payable shall not exceed \$4,000. The Long Term Disability benefit payable shall be paid monthly, in arrears, and shall be determined by dividing the annual benefit payable by 12.

The amount determined above shall be reduced by any amounts the member may be entitled to from the sources set out as follows:

- 28.07.01 Benefits to which the member is entitled as a result of their disability from the Canada Pension Plan and/or Quebec Pension Plan, except those Canada Pension Plan and/or Quebec Pension Plan disability benefits payable on behalf of the member's dependents. Any cost of living increases to Canada Pension Plan and/or Quebec Pension Plan disability benefits after commencement of Long Term Disability benefits will not affect the amount of Long Term Disability benefit payable.
- 28.07.02 Any monthly income payable as a result of the member's disability from any plan:
 - ♦ including those plans for which the member has made contributions as a result of Provincial or Federal legislation, but
 - ♦ excluding other insurance which has been personally contracted for.
- 28.07.03 Any other disability benefits payable to the member as a result of the Provincial or Federal legislation.
- 28.07.04 Any monies received from the Crimes Compensation Board but only if related to the disability for which benefits are claimed under this Plan.
- 28.07.05 Any monies received from self employment income unless the employment was part of an approved rehabilitation program wherein the provisions of Articles 28.13-*Rehabilitative Employment and/or Training With the City*, and 28.14-*Rehabilitative Employment and/or Training With an Employer Other Than the City* would apply.

28.08 Lump Sum Settlements

In the event that a member receives a lump sum payment for loss of income from any source not personally contracted for by the member, including a civil suit arising from the accident or illness giving rise to Long Term Disability benefits, the member shall have 1 of the following options:

- 28.08.01 The lump sum payment shall be actuarially equated by a qualified actuary appointed by the Plan Adjudicator to a monthly amount based on pro-rating the lump sum payment over the remaining service life of the member to normal retirement age, and such monthly amounts shall be deducted from the amount of the monthly Long Term Disability benefit payable under this Plan. In calculating the monthly amounts to which the lump sum payment is actuarially equated, the actuary will assume that, on January 1 of each year, such monthly amount will be increased by the lesser of the percentage increase in the Consumer Price Index for the Edmonton region during the 12 month period ending on the previous November 30, or 5%.

Where such monthly amounts exceed the monthly Long Term Disability benefit, the member, in accepting the lump sum payment, shall automatically release the City and the Union from any and all obligations to the member under this Plan.

28.08.02 The member may irrevocably assign the lump sum payment to the Long Term Disability Plan and the Plan shall then be obligated to continue Long Term Disability benefits to the member in accordance with the provisions of this Plan.

28.09 Coverage Under Other Benefit Plans While Disabled

FOR LONG TERM DISABILITY CLAIMS COMMENCING BEFORE SEPTEMBER 2, 2007:

During the initial 24 month period, a member who is receiving Long Term Disability benefits will continue to participate in the City's Group Life Insurance Plan, Dental Plan, Supplementary Health Care Plan, Health Care Spending Account, and Alberta Health Care Plan, in accordance with the terms and conditions of those Plans. Member contributions to such Plans will be paid by the Long Term Disability Plan except that, if the member qualifies for the waiver of premium benefit under the Group Life Insurance Plan, no contributions to the Group Life Insurance Plan will be required while the member so qualifies.

FOR LONG TERM DISABILITY CLAIMS COMMENCING ON OR AFTER SEPTEMBER 2, 2007:

During the initial 12 month period, a member who is receiving Long Term Disability benefits will continue to participate in the City's Group Life Insurance Plan, Dental Plan, Supplementary Health Care Plan, Health Care Spending Account, and Alberta Health Care Plan, in accordance with the terms and conditions of those Plans. Member contributions to such Plans will be paid by the member except that, if the member qualifies for the waiver of premium benefit under the Group Life Insurance Plan, no contributions to the Group Life Insurance Plan will be required while the member so qualifies.

28.10 FOR LONG TERM DISABILITY CLAIMS COMMENCING BEFORE SEPTEMBER 2, 2007:

If after expiration of the initial 24 month period the member continues to receive Long Term Disability benefits, coverage under the City's Alberta Health Care Plan, Health Care Spending Account, Supplementary Health Care Plan and Dental Plan shall continue if the member opts to continue coverage in accordance with the terms of the Plans in question and member contributions to such plans shall be paid by the Long Term Disability Plan.

FOR LONG TERM DISABILITY CLAIMS COMMENCING ON OR AFTER SEPTEMBER 2, 2007:

If after expiration of the initial 12 month period the member continues to receive Long Term Disability benefits, coverage under the City's Alberta Health Care Plan, Supplementary Health Care Plan, Health Care Spending Account, and Dental Plan shall continue if the member opts to continue coverage in accordance with the terms of the Plans in question and member contributions to such plans shall be paid by the Long Term Disability Plan member.

28.11 While in receipt of Long Term Disability benefits, a member shall continue to belong to applicable pension plans. Member and City contributions shall continue to be made to such plans based on the rate of pay prescribed under the applicable Government Pension Plan.

FOR LONG TERM DISABILITY CLAIMS COMMENCING BEFORE SEPTEMBER 2, 2007:

Member contributions shall be paid by the Long Term Disability Plan.

FOR LONG TERM DISABILITY CLAIMS COMMENCING ON OR AFTER SEPTEMBER 2, 2007:

Member contributions shall be paid by the Long Term Disability Plan member.

28.11.01 Regular deductions for union dues shall continue to be made from the Long Term Disability benefit payable to the member.

28.12 Rehabilitative Employment and Training

During the initial 12 month period following commencement of Long Term Disability benefits, members who are in receipt of Long Term Disability benefits may be required to engage in rehabilitative employment and/or training which is approved by the Plan Adjudicator.

Members who refuse to enter into or fully participate in approved rehabilitative employment and/or training shall have their Long Term Disability benefits discontinued effective upon the date they would have commenced such employment and/or training. However, in no case will a member be allowed to participate or be compelled to participate in any rehabilitative employment and/or training without the approval of the Adjudicator, the consent of the member's attending physician and the approval of the City.

In the event that these 3 parties cannot unanimously agree as to the member's ability to engage in rehabilitative training and/or employment, then the matter shall be referred to a hearing with:

- ♦ a single independent physician; or
- ♦ where the City and the Union do not agree to a single physician, to a hearing with a review panel comprised of the Plan Adjudicator, the physician representing the member, and an independent physician.

The City and the Union shall attempt to agree upon the selection of the independent physician. If the City and Union cannot agree upon the selection within thirty (30) calendar days, the process outlined in the Duty to Accommodate Framework Agreement (*Procedures for Obtaining Expert Opinions*) shall be used to select the independent physician.

The hearing shall be chaired by a representative of the City of Edmonton and both the Union and the Plan Adjudicator shall have the opportunity to make submissions at the hearing. The decision of the single independent physician or the majority of the review panel members shall be final and binding on the member, the City and the Union. The City appointed chairperson shall not be a voting participant in the decision-making process of the review panel.

The cost of the review panel shall be borne by the Long Term Disability Plan. The decision of the single independent physician or the review panel must be consistent with the provisions of Article 37.02-*Limitations and Exclusions*.

With the advance mutual agreement of the City and the Union, grievances concerning the duty to accommodate members on the basis of physical or mental disability that cannot be settled by the process outlined above may be referred to the Specialized Grievance and Arbitration Mechanism pursuant to the Duty to Accommodate Framework Agreement (*Addendum 2*).

The rehabilitative employment and/or training may include one or more of the following activities:

- 28.12.01 Employment in an occupation which is compatible with the nature of the disability and the medical prognosis or;
- 28.12.02 Participation in a formal secondary, vocational or post-secondary training program or;
- 28.12.03 Such other arrangements which are judged by the City to be in the best interests of the member, the City and the Plan.

28.13 Rehabilitative Employment and/or Training With the City

If, during the initial 12 month period following commencement of Long Term Disability benefits, a member remains unable, due to personal non-occupational disability, to perform the duties of their regular position, but is capable of performing rehabilitative employment with the City, and the member engages in such rehabilitative employment, then the Long Term Disability benefits will continue for the balance of the initial 12 month period. However, the Long Term Disability benefits will be reduced to 50% of the amount by which the member's regular rate of pay on the date they first became eligible to receive Long Term Disability benefits exceeds the regular rate of pay of the rehabilitative employment provided always that the resultant amount is not less than the Long Term Disability benefit the member was receiving prior to engaging in the rehabilitative employment, nor greater than the member's regular rate of pay on the date they first became eligible to receive Long Term Disability benefits (adjusted by any negotiated increases).

- 28.13.01 If, during the initial 12 month period, a member engages in rehabilitative employment and/or training with the City, such member will continue to participate in applicable City benefit plans based on their regular rate of pay on the date they first became eligible to receive Long Term Disability benefits provided they were a member of such Plans upon commencement of the payment of Long Term Disability benefits.

FOR LONG TERM DISABILITY CLAIMS COMMENCING BEFORE SEPTEMBER 2, 2007:

Member contributions to other applicable City benefit plans will be paid by the Long Term Disability Plan, except that, if the member qualified for the waiver of premium benefit under the Group Life Insurance Plan, no member contributions to the Group Life Insurance Plan will be required while the member so qualifies. The City shall continue to make the necessary City contributions to all applicable Plans.

FOR LONG TERM DISABILITY CLAIMS COMMENCING ON OR AFTER SEPTEMBER 2, 2007:

Member contributions to other applicable City benefit plans will be paid by the member, except that, if the member qualified for the waiver of premium benefit under the Group Life Insurance Plan, no member contributions to the Group Life Insurance Plan will be required while the member so qualifies. The City shall continue to make the necessary City contributions to all applicable Plans.

- 28.13.02 If, during the initial 12 month period, a member engages in rehabilitative employment with the City, and becomes unable due to personal non-occupational disability, to perform the duties of the rehabilitative employment, they shall be eligible to receive Income Protection benefits in accordance with the provisions of Article 27.03-*Benefits* based on the regular rate of pay of the rehabilitative employment. Any Long Term Disability benefits payable in accordance with this section will continue during the period for which the member is receiving such Income Protection benefits. If the periods of absence exceed the period of time contemplated in Article 27.03-*Benefits*, the member shall receive Long Term Disability benefits for the period in excess of the interval contemplated in Article 27.03-*Benefits* based on their regular rate of pay on the date they first became eligible for Long Term Disability benefits.

28.14 Rehabilitative Employment and/or Training With an Employer Other Than the City

- 28.14.01 If, during the initial 12 month period, a member remains unable, due to personal non-occupational disability, to perform the duties of their regular position but engages in gainful rehabilitative employment with another employer, and such outside rehabilitative employment is approved by the Plan Adjudicator, the Long

Term Disability benefits will continue for the balance of the initial 12 month period. However, the Long Term Disability benefits will reduce to fifty percent (50%) of the amount by which the member's bi-weekly rate of pay on the date they first became eligible for Long Term Disability benefits exceeds the average bi-weekly income from such approved outside rehabilitative employment provided always that the resultant amount is not less than the Long Term disability benefit the member was receiving prior to engaging in rehabilitative employment, nor greater than the member's regular rate of pay on the date they first became eligible to receive Long Term Disability benefits (adjusted by any negotiated increases).

- 28.14.02 A member who is engaged in approved rehabilitative employment with another employer and who is in receipt of Long Term Disability benefits in accordance with this section shall continue their participation in the City's Alberta Health Care Plan, Supplementary Health Care Plan, Dental Plan and Group Life Insurance Plan unless they has similar coverage under other such plans.

FOR LONG TERM DISABILITY CLAIMS COMMENCING BEFORE SEPTEMBER 2, 2007:

Member contributions to City plans shall be paid by the Long Term Disability Plan, except that if the member qualifies for the waiver of premium benefit under the Group Life Insurance Plan, no member contributions to the Group Life Insurance Plan shall be required while the member so qualifies. The City shall continue to make the necessary City contributions to all applicable Plans.

FOR LONG TERM DISABILITY CLAIMS COMMENCING ON OR AFTER SEPTEMBER 2, 2007:

Member contributions to City plans shall be paid by the Long Term Disability Plan member, except that if the member qualifies for the waiver of premium benefit under the Group Life Insurance Plan, no member contributions to the Group Life Insurance Plan shall be required while the member so qualifies. The City shall continue to make the necessary City contributions to all applicable Plans.

- 28.14.03 A member who is engaged in approved rehabilitative employment with another employer, and who is in receipt of Long Term Disability benefits in accordance with this section shall continue to belong to applicable pension plans provided this is consistent with the regulations of the pension plans.

FOR LONG TERM DISABILITY CLAIMS COMMENCING BEFORE SEPTEMBER 2, 2007:

Member and City contributions to such plans shall continue to be made based on the rate of pay prescribed under the applicable pension plans. Member contributions shall be paid by the Long Term Disability Plan.

FOR LONG TERM DISABILITY CLAIMS COMMENCING ON OR AFTER SEPTEMBER 2, 2007:

Member and City contributions to such plans shall continue to be made based on the rate of pay prescribed under the applicable pension plans. Member contributions shall be paid by the member.

- 28.14.04 When a member's participation in the City's Alberta Health Care Plan, Supplementary Health Care Plan, Dental Plan, Group Life Insurance Plan or applicable pension plans is continued in accordance with this section, it is specifically provided that their participation in such plans will cease upon expiration of the initial 12 month period or when the member no longer continues to receive Long Term Disability benefits, whichever occurs first.

- 28.14.05 When a member engages in employment for gain and such employment has not been approved by the Plan Adjudicator, then the member's eligibility for Long Term Disability benefits shall cease on the date they commenced such employment and no further benefits shall be payable to such member from the Long Term Disability Plan. In addition, the member may be subject to discipline up to and including dismissal.

28.15 Limitations and Exclusions

- 28.15.01 No Long Term Disability benefits will be payable for a period during which the member is not under the care and treatment of a physician or psychiatrist legally licensed to practice medicine. If such attending physician or psychiatrist is not legally licensed to practice medicine in Canada, approval from the Plan Adjudicator must be obtained.
- 28.15.02 No Long Term Disability benefits are payable for a period of disability which commences during the 12 month period following initial membership in the Long Term Disability Plan if such disability results directly or indirectly from an injury or illness for which medical treatment was received or prescribed drugs taken during the 180 day period prior to becoming a member of the Long Term Disability Plan. An employee who is ineligible to receive Long Term Disability benefits during such 12 month period shall not be eligible to participate in the Long Term Disability Plan unless they returns to work for the City for a period of at least 10 consecutive working days commencing on the date following the completion of the twelve (12) month period referred to in this article.

28.16 Cost of Living Increases

Long Term Disability payments will be reviewed annually by the Long Term Disability Advisory Board. The Board shall review and consider an annual actuarial valuation and report and may recommend to the Plan Administrator adjustments to Long Term Disability payments.

28.17 Recurring Disabilities

- 28.17.01 A member who returns to work for the City after a period of disability during which Long Term Disability benefits were paid and becomes disabled again within 180 calendar days of their return to work due to causes related to the earlier disability, and the second period of disability covers 10 working days or more, and the second period of disability is not fully covered by the Income Protection Plan, then the 2nd period of disability shall be considered as an extension of the earlier period of disability and Long Term Disability benefits shall recommence immediately based on the member's regular rate of pay on the date the second period of disability began.
- 28.17.02 A member who returns to work for the City after a period of disability during which Long Term Disability benefits were paid and becomes disabled again within 30 calendar days of their return to work due to causes unrelated to the earlier disability and the second period of disability is not fully covered by the Income Protection Plan, then the 2nd period of disability shall be considered an extension of the earlier period of disability and Long Term Disability benefits shall recommence immediately based on the member's regular rate of pay on the date the second period of disability began.
- 28.17.03 A member who returns to work in approved employment with another employer, after a period of disability during which Long Term Disability benefits were paid, and becomes disabled again within 180 calendar days of their return to work due to causes related to the earlier disability, then the 2nd period of disability shall be considered as an extension of the earlier period of disability and Long Term Disability benefits shall recommence immediately based on the member's regular rate of pay on the date the second period of disability began.
- 28.17.04 A member who returns to work in approved employment with another employer after a period of disability during which Long Term Disability benefits were paid, and becomes disabled again within 30 calendar days of their return to work due to causes unrelated to the earlier disability, then the 2nd period of disability

shall be considered an extension of the earlier period of disability and Long Term Disability benefits shall recommence immediately based on the member's regular rate of pay on the date the 2nd period of disability began.

28.18 Long Term Disability Plan Advisory Board

A Long Term Disability Plan Advisory Board shall be established to advise the Plan Administrator in accordance with the following:

- 28.18.01 The Board shall have the authority to recommend to the Plan Administrator administrative practices and yearly adjustments to Long Term Disability payments which are in progress.
- 28.18.02 The Board shall be composed of 3 representatives from the City and 3 representatives from the Union.

29 Wind-Up of Former Income Replacement Plan

- 29.01 Effective upon the implementation date of the Income Protection and Long Term Disability plans, all employees eligible for membership in such plans shall cease to make contributions to the Income Replacement Plan and no Income Replacement benefits shall be paid to any such member from the Income Replacement Plan from such day forward, other than lump sum payments as provided for in this Agreement.
- 29.02 Employees, who are not eligible for membership in the Income Protection and Long Term Disability plans, upon the implementation date of these Plans, or who are ineligible to receive Long Term Disability Plan benefits in accordance with 28.15.02-*Limitations and Exclusions*, will continue to be members of the Income Replacement Plan until such time as they are eligible for membership in the Income Protection and Long Term Disability Plans or have served the required waiting period for pre-existing disabilities as described in Article 28.15-*Limitations and Exclusions*, clause 28.15.02. Such employees shall be governed by the terms and conditions of the Income Replacement Plan which are in effect on the date prior to the implementation of the Income Protection and Long Term Disability Plans. Such terms and conditions shall be considered to form part of this Agreement. If such employees should become eligible for membership in the Income Protection and Long Term Disability Plans they shall have their Income Replacement Banked Entitlement (as provided for in clause 29.03) further reduced by the amount of Income Replacement benefits paid after the implementation of the Income Protection and Long Term Disability Plans. Employees receiving benefits from the Income Replacement Plan shall pay those premiums which were in force on the last date prior to the implementation of the Income Protection and Long Term Disability Plans.
- 29.03 Effective on the last day prior to the implementation of the Income Protection and Long Term Disability Plans, each member shall be credited with an Income Replacement Banked Entitlement determined as follows:

Income Replacement Banked Entitlement = Income Replacement Entitlement Balance as of the last day prior to the implementation of the Income Protection and Long Term Disability Plans.
- 29.03.01 Income Replacement Entitlement Balance as of the last day prior to the implementation of the Income Protection and Long Term Disability Plans, shall be determined in accordance with the following schedules less any reductions provided for under the terms of the Income Replacement Plan or as specifically provided for in this Agreement.

SCHEDULE A : Income Replacement Entitlement			
Level	Duration of Continuous Employment Prior to the Implementation Date of the Long Term Disability Plan	Credited (the lesser of the following)	Balance (the lesser of the following)
Level 0	Less than 3 months	0 hours	
Level 1	3 months	20 days OR 160 hours	20 days OR 160 hours (less reductions)
Level 2	1 year	20 days OR 160 hours	40 days OR 320 hours (less reductions)
Level 3	2 years	40 days OR 320 hours	80 days OR 640 hours (less reductions)
Level 4	3 years	80 days OR	160 days OR

SCHEDULE A : Income Replacement Entitlement			
Level	Duration of Continuous Employment Prior to the Implementation Date of the Long Term Disability Plan	Credited (the lesser of the following)	Balance (the lesser of the following)
		640 hours	1,280 hours (less reductions)
Level 5	4 years	160 days OR 1,280 hours	320 days OR 2,560 hours (less reductions)
Level 6	5 years	200 days OR 1,600 hours	520 days OR 4,160 hours (less reductions)

A member who remained in the continuous employment of the City in excess of 5 years prior to the date of implementation of the Long Term Disability Plan shall, on each anniversary date prior to the date of implementation of the Long Term Disability Plan which follows completion of 5 years of service, have their Income Replacement Entitlement credited with a further amount of Income Replacement Entitlement which shall be determined by subtracting the sick leave taken in 1 year immediately preceding such anniversary date from the lesser of 10 working days or 80 hours and provided that a member shall not be credited with any Income Replacement Entitlement which would result in such member having an Accumulated Income Replacement Entitlement which is in excess of the lesser of 520 days or 4,160 hours. This provision shall not be effective prior to January 1, 1974.

- 29.04 For those members covered by Article 29 - *Wind-up of Former Income Replacement Plan*, clause 29.01 of this Agreement, the average incidence of sick leave on the last day on which the Income Replacement Plan is in force shall mean the total number of times that the member was absent from work prior to the implementation date of the Long Term Disability Plan due to personal non-occupational disability for a continuous period in excess of 3 hours divided by the member's years of continuous employment with the City on the last date on which the Income Replacement Plan is in force. The average incidence of sick leave shall not be less than one.

Average incidence of sick leave for the period January 1, 1958 to January 1, 1974 for members in the continuous employment of the City as of January 1, 1974 shall be determined in accordance with the following formula:

$$\frac{\text{Number of days of first 10 days sick leave between January 1, 1958 and January 1, 1974 during continuous employment with the City immediately preceding January 1, 1974}}{\text{Number of years of continuous employment with the City between January 1, 1958 and January 1, 1974}} \times 1/2 = \text{Average Incidence of Sick Leave as of January 1, 1974}$$

- 29.04.01 Upon retirement to pension immediately following their service with the City, or death, members covered by Article 29 - *Wind-up of Former Income Replacement Plan*, clause 29.01 of this Agreement shall receive a lump sum payment from the City equal to the lesser of the following amounts:

Income Replacement Banked Entitlement at date of retirement	X	.0083	X	Number of years of continuous employment immediately prior to the date of implementation of the Long Term Disability Plan	X	Bi-weekly pay of the employee at the regular rate of pay of their permanent or probationary position on the last date that the Income Replacement Plan was in force
Average Incidence of Sick Leave on the last day that the Income Replacement Plan was in force						the lesser of (10 days or 80 hours)

OR

129 X Bi-weekly pay of the employee at the regular rate of pay of their permanent or probationary position on the last date that the Income Replacement Plan was in force

the lesser of (10 days or 80 hours)

29.05 For those members covered by Article 29 - *Wind-up of Former Income Replacement Plan*, clause 29.01 of this Agreement, who become members of the Income Protection and Long Term Disability Plans, the average incidence of sick leave shall mean the total number of times that such member was absent from work, prior to their membership in the Income Protection and Long Term Disability Plans, due to personal non-occupational disability for a continuous period in excess of 3 hours divided by the member's years of continuous employment with the City on the date prior to their membership into the Income Protection and Long Term Disability Plans. The average incidence of sick leave shall not be less than one (1).

Average incidence of sick leave for the period of January 1, 1958 to January 1, 1974 for members in the continuous employment of the City as of January 1, 1974 shall be determined in accordance with the following formula:

Number of days of first 10 days sick leave between January 1, 1958 and January 1, 1974 during continuous employment with the City immediately preceding January 1, 1974	X	1/2	= Average Incidence of Sick Leave as of January 1, 1974
Number of years of continuous employment with the City between January 1, 1958 and January 1, 1974			

29.05.01 Upon retirement to pension immediately following their service with the City, or death, members covered by Article 29 - *Wind-up of Former Income Replacement Plan*, clause 29.02 of this Agreement shall receive a lump sum payment from the City equal to the lesser of the following amounts:

Income Replacement Banked Entitlement at date of retirement	X	.0083	X	Number of years of continuous employment immediately prior to the date of implementation of the Long Term Disability Plan	X	Bi-weekly pay of the employee at the regular rate of pay of their permanent or probationary position on the last date that the Income Replacement Plan was in force
Average Incidence of Sick Leave on the last day that the Income Replacement Plan was in Force					the lesser of (10 days or 80 hours)	

OR

- | | | |
|-----|---|---|
| 129 | X | Bi-weekly pay of the employee at the regular rate of pay of their permanent or probationary position on the last date that the Income Replacement Plan was in force |
| | | the lesser of (10 days or 80 hours) |
- 29.06 Upon resignation, members shall receive a lump sum payment from the City equal to ½ the amount they would have received had they retired to pension from the service of the City on the date of their resignation. For the purposes of this section a layoff shall be considered as a resignation. Members terminated for cause shall not be eligible for a lump sum payment.
- 29.07 The former Association, its affiliate unions and their respective members relinquish all rights to any monies in the Income Replacement Plan (except as required for lump sum payments under this section), as of the date of implementation of the Long Term Disability Plan and thereafter, and such monies shall be retained by the City.
- 29.08 Layoff shall not affect the member's Income Replacement Entitlement provided that the member is rehired not more than 24 months after the date on which such layoff occurred. In instances where a layoff of a member exceeds 24 months, such layoff will be deemed to be a resignation for the purposes of this section and the provisions of Article 29 - *Wind-up of Former Income Replacement Plan*, clause 29.06 shall apply.
- 29.09 The lump sum payouts which are established for members shall be retained by the City until payment is made to the member. Such lump sum payouts shall be increased annually on January 1 according to the percentage increase in the Consumer Price Index for the Edmonton region during the 12 month period ending on the previous November 30 until such time as payment is made to the member.

30 Group Life Insurance

30.01 A probationary employee who has completed 90 calendar days of continuous employment with the City since the last date they commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the Group Life Insurance Plan. The City shall pay 50% of the premium and the member shall pay 50% of the premium through payroll deduction.

30.02 Monies which accrue as a result of favourable experience shall be retained in a fund to be applied to offset costs at a future date. However, if there is no favourable experience fund, costs which accrue as a result of experience under this Plan or which have accrued as a result of experience under a previous plan shall be shared equally by the City and the members of the Plan. In the event of termination of this Group Life Insurance Plan, monies from any favourable experience fund shall be shared equally between the City and those who are members at that time.

30.03 All members shall be insured for lump sum benefit amounts based on their declared dependency status, as specified in the following schedule:

With Dependents	Without Dependents
2.5 times the member's basic annualized regular rate of pay	1 times the member's basic annualized regular rate of pay

30.04 A member's Group Life Insurance shall cease 31 days after termination of employment.

30.05 Dependents of a member shall be insured for lump sum benefit amounts based on the following:

Spouse of Member	Dependent Children
\$10,000	\$5,000/dependent

The members shall pay for 100% of the premium costs of such insurance through payroll deduction. The City shall not make contributions in respect to this portion of the Group Life Insurance Plan.

30.06 The Group Life Insurance benefits specified herein shall be subject to the terms and conditions of the insurer's contract.

31 Alberta Health Care

A probationary employee who has completed 90 calendar days of continuous employment with the City since the last date they commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the Alberta Health Care Insurance Plan through the City, unless the employee has coverage by virtue of a spouse's membership in the Plan. The member shall pay 50% of the premium by payroll deduction and the City shall pay 50% of the premium. The specific provisions of the Alberta Health Care Insurance Plan shall take precedence over any provision under this section.

32 Supplementary Health Care Plan

A probationary employee who has completed 90 calendar days of continuous employment with the City since the last date they commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the Supplementary Health Care Plan unless:

- ♦ such employee is covered by a similar plan or,
- ♦ the employee has coverage by virtue of a spouse's membership in the Plan.

1) COST SHARING

The City shall pay 60% of the cost of this Plan and the member shall pay 40% of the cost by payroll deduction, effective December 30, 2001.

The City shall pay 70% of the cost of this Plan and the member shall pay 30% of the cost by payroll deduction, effective December 23, 2007.

2) LIFE EVENT

Employees who are eligible for membership, but do not become members of the Supplementary Health Care Plan as of their eligibility date due to other plan membership, including another City Supplementary Health Care Plan, may only join the plan within 30 days of a Life Event.

Employees who are members of the Supplementary Health Care Plan, and elect to subsequently opt out of the Plan due to membership in another Supplementary Health Care Plan, including another City Supplementary Health Care Plan, may do so only within 30 days of a Life Event.

3) RETIREMENT – CONTINUED PARTICIPATION IN THE PLAN

An employee who retires prior to age 65 may personally contract to continue participation in the City's Supplementary Health Care Plan by paying the full premiums (City and employee share) on a monthly basis. An Administrative guideline containing the detailed rules of participation in the Plan as a retiree will be maintained by the City, and any changes or amendments to the guideline will be communicated to the Union.

Retiring members who opt to continue coverage in the Supplementary Health Care Plan must remain members of such plan until the member's 65th birthday.

Coverage for the retired member participating in the plan terminates:

- ♦ On the retiree's 65th birth date; or
- ♦ The date the retiree is no longer eligible for Alberta Health Care due to a move out of province.
- ♦ Coverage for the dependent spouse participating in the plan terminates:
 - ♦ On the spouse's 65th birth date, or
 - ♦ On the retiree's 65th birth date, or
 - ♦ The date the retiree is no longer eligible for Alberta Health Care due to a move out of province,

whichever occurs first.

4) TERMINATION OF PARTICIPATION

Participation in this Plan shall terminate on:

- a) In the case of a member, the date of termination of employment with the City;
- b) In the case of a widowed spouse of a member or a member who retired to a pension from the City, who contracts to continue participation in this Plan, the 91st day after said person ceases to be a resident of the province;

- c) In the case of a dependent, the date on which such dependent ceases to fall within the definition of a dependent, as specified herein.

5) COST CONTAINMENT

The parties agree to the following changes to the following cost containment features.

- ♦ Adoption of a recognized third party drug formulary after agreement between the parties.
- ♦ Use of lowest cost alternative drugs
- ♦ Maximum dispensing fee reimbursement per prescription as follows:

Drug Cost	Maximum Dispensing Fee
\$0.00 - \$74.99	\$5.00 reimbursement
\$75.00 - \$149.99	\$7.50 reimbursement
\$150.00 or greater	\$10.00 reimbursement

To ensure that the changes are appropriate and cost-effective, the parties also agree to periodically review the plan experience with respect to these changes.

6) PAY DIRECT

The City will utilize a “*pay-direct*” method of reimbursement for prescription drugs. Employees that are members of the City’s Supplementary Health Care Plan will be provided with a drug card.

This Plan shall provide benefits to members and eligible dependents of members in accordance with the following:

32.01 Supplementary Hospital Benefits

- 32.01.01 Hospital benefits shall be provided for a member and/or a member's dependents confined in whole or in part by reason of pregnancy, except in instances where such confinement commenced prior to joining the Plan and continued thereafter and except in instances where the employment of a member terminated prior to such confinement.
- 32.01.02 Hospital benefits in any calendar year are provided for members and/or dependents of members in respect of charges applicable to voluntary confinements in a mental hospital in the Province of Alberta for a period of up to 60 calendar days commencing on the 120th calendar day of such confinement and ending on the 180th calendar day of such confinement. The liability of this Plan under this clause shall be limited to a maximum of the standard ward rate per day for any one confinement in a calendar year.
- 32.01.03 Hospital charges, in excess of those paid by the Alberta Health Care Insurance Plan, for a hospital located in the Province of Alberta, shall be paid by this Plan provided that no payment shall be made for charges in excess of the semi-private ward rate. A member who is confined in a private ward shall be responsible for any charges for such ward which are in excess of the semi-private ward rate.
- 32.01.04 Hospital charges, in excess of those paid by the Alberta Health Care Insurance Plan for a hospital not located in the Province of Alberta, shall be paid by this Plan provided that no payment shall be made for charges in excess of the semi-private ward rate or \$40 per day, whichever is lower.

32.02 Major Medical Benefits

This plan will pay 80% of eligible major medical expenses claimed by a member, unless otherwise specified herein. Eligible expenses may be claimed by a member in accordance with the following:

- 32.02.01 Charges for drugs, medicines, allergy serums, allergy serum extracts, asthmatic drugs and insulin which are purchased on a written prescription of a physician or dentist and dispensed by a licensed pharmacist, except that proprietary or patent medicines or drugs which can be purchased without a prescription will not be covered.
- 32.02.02 For charges of professional ambulance services when required due to illness or injury. This includes air transportation where ground transportation is either not available or not medically recommended. Such charges are limited to those incurred within Canada.
- 32.02.03 The Plan shall pay a maximum of \$2,000 per calendar year for the usual and reasonable costs of artificial limbs (excepting myo-electric controlled prosthesis), artificial eyes, braces which incorporate a rigid support of metal or plastic, trusses, cervical collars and breast prosthesis as a result of a mastectomy, manufactured according to the specifications on the written order of a physician and necessary repairs or replacement of such appliances if such repairs or replacement are performed on the written order of a physician. All such appliances must be required to treat an existing medical condition. Repair or replacement of a breast prosthesis shall not require a written order of a physician, however, such replacement or repair shall be limited to once in each 24 month period.
- 32.02.03.01 The Plan shall pay a maximum of \$350 once in each 2 year period for the usual and reasonable costs of orthopedic appliances, upon the written order of a physician. All such appliances must be required to treat an existing medical condition.
- 32.02.04 The Plan shall pay a maximum total of \$2,000 per calendar year, for medical care, on the written order of a physician, in the member's home, to a member or a member's dependent, by a practical or registered nurse who is not related to the member or their dependents. Homemaking services are not included. This benefit shall be limited to situations where it is medically shown that the person in respect of whom the services rendered is suffering from a chronic and/or debilitating condition.
- * 32.02.05 The Plan shall pay a maximum of \$1,000 per calendar year for the services of a chartered psychologist, or Masters of Social Worker engaged in the assessment or treatment of a mental or emotional illness of a member or their dependents. Submitted eligible expenses shall be 50% paid for by the Plan.
- 32.02.06 The Plan shall pay a maximum of \$1,500 per calendar year for the usual and reasonable costs on the written order of a physician, for the purchase, repair or rental of:
 - 32.02.06.01 Respiratory equipment including oxygen; CPAP machines are reimbursed at 80% and limited to the purchase of 1 machine in a 5 year period.
 - 32.02.06.02 Inhalation devices for the delivery of inhaled asthmatic medication on the written order of a physician;
 - 32.02.06.03 Machines for use by diabetics, on the written order of a physician, to monitor glucose, reimbursed at 80% and limited to one such machine in each 5 year period.

- 32.02.06.04 Air cleaning devices, ionizing machines, vaporizers and humidifiers are excluded.
- 32.02.07 Usual and reasonable charges for colostomy, ileostomy, urostomy, and adult incontinence supplies upon written order of a physician.
Usual and reasonable charges for the supplies required for the administration of insulin (syringes and needles) and testing materials used by diabetics, upon written order of a physician.
- 32.02.08 The Plan shall pay a maximum of \$1,000 per calendar year for services rendered by a qualified physiotherapist. The Plan shall not make any payment for services rendered that such person is entitled at no cost under the Provincial Community Rehabilitation Program, and until the member/dependent has received treatment amounting to \$250 per benefit year as defined by the Alberta Health Authorities (April 1–March 31).
- 32.02.09 The Plan shall pay a maximum of \$2,000 per calendar year for services rendered by a licensed chiropractor. Submitted eligible expenses shall be 80% paid for by the Plan.
- 32.02.10 The Plan shall pay a maximum of \$500 per calendar year for services rendered by a licensed podiatrist. The Plan shall not pay for such services until the allowable limits under the Alberta Health Care Plan have been reached. A letter from Alberta Health Care stating the date the maximum was attained shall be submitted with the claim.
- 32.02.11 The Plan shall pay a maximum of \$500 per calendar year for acupuncture services, provided it is administered as a pain reliever or anesthetic by a registered acupuncturist. Submitted eligible expenses shall be 80% paid for by the Plan.
- 32.02.12 The Plan shall pay a maximum of \$500 in any 5 consecutive calendar year period for the purchase and repair of hearing aids as prescribed by a physician. Maintenance, batteries and recharging devices are excluded. Submitted eligible expenses shall be 50% paid for by the Plan.
- 32.02.13 The Plan shall pay \$50 per covered person in any 2 consecutive calendar year period for eye examination administered by an optometrist or ophthalmologist. Reimbursement shall be based only on amounts not paid by the Alberta Health Care Plan.
- 32.02.14 The supplies noted in this section will only be provided under this Plan if they are not provided by the Alberta Aids to Daily Living Plan or any similar plan which provides these benefits to members at no cost.
- 32.02.15 Claims must be received by the Plan Adjudicator no later than April 30 of the calendar year following the year in which the expense was incurred and shall include all receipts, drug names, first and family names of individuals receiving drugs or services and dates when services were provided.
Claims received by the Plan Adjudicator on or after May 1 will not be honoured.
- 32.03 This Plan does not provide payment for any item not specifically provided for as being paid by the Plan in this Agreement.
- 32.04 For the purposes of this Plan, the following definitions will apply.

32.04.01 Hospital

An institution which is legally constituted as a hospital which is open at all times and is operated primarily for the care and treatment of sick and injured persons as in-patients, which has a staff of one or more licensed physicians

available at all times, which continuously provides 24 hour nursing service by graduate registered nurses, which provides organized facilities for diagnosis and major surgery, and which is not primarily a clinic, nursing, rest, or convalescent home or similar establishment. An institution which is principally a home for the aged, rest home or nursing home, will not be considered a hospital for the purpose of this Plan. The definition shall include the Glenrose Hospital.

32.04.02 Physician

Only a duly qualified physician who is legally licensed to practice medicine.

32.04.03 Mental Hospital

An accredited psychiatric hospital as recognized by the Alberta Health Care Insurance Commission or, alternatively, a hospital which provides accredited psychiatric services as a part of total patient care and whose psychiatric services are recognized by the Alberta Health Care Insurance Commission.

33 Dental Plan

- 33.01 A probationary employee who has completed 90 calendar days of continuous employment with the City since the last date they commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the Dental Plan, unless such employee provides satisfactory proof of membership in another Dental Plan or the employee's spouse is a member of this Plan.
- 33.02 The City shall pay 65% and the member shall pay 35% of the required premium by payroll deduction.

33.03 Dental Plan Benefits

The Dental Plan shall provide benefits to members and eligible dependents. Members shall be eligible for reimbursement in respect of covered benefits and services rendered in accordance with the following:

- 33.03.01 100% reimbursement for diagnostic, preventive, minor restorative and certain oral surgical services, periodontics (treatment of gum diseases), endodontics (root canal work), removable prosthodontics (removable dentures), and the additional services of applicable anesthesia, house/hospital visits and special office visits.
- 33.03.02 (80% reimbursement for work on existing fixed prosthodontics (crowns and bridges), major restorative and other services (re-cementing of inlays/onlays and crowns, removal of crowns and inlays/onlays, retentive pre-formed posts).
- 33.03.03 50% reimbursement for new fixed prosthodontics (crowns and bridges) and major restorative benefits.
- 33.03.04 50% reimbursement for orthodontic services subject to a maximum lifetime payment in respect of any covered person of two thousand dollars (\$2,000).
- 33.04 Employees who are eligible for membership but who do not become members of the Dental Plan as of their eligibility date, due to membership in another Dental Plan, may subsequently become members of this Dental Plan subject to the provision that, during the 12 calendar months following the date of joining this Plan, benefits shall be restricted to 100% reimbursement for diagnostic, preventive, minor restorative and minor surgical services. Following the completion of the 12 calendar month restricted period, such members shall be eligible for the full benefits as described in Article 33.03-*Dental Plan Benefits*.
- 1) Employees who are eligible for membership, but do not become members of the Dental Plan as of their eligibility date due to other plan membership, including another City Dental Plan, may only join the plan within 30 days of a Life Event and shall have restricted coverage for the first 12 calendar months, as outlined in clause 33.04.
 - 2) Employees who are members of the Dental Plan, and elect to subsequently opt out of the Plan due to membership in another Dental Plan, including another City Dental Plan, may do so only within 30 days of a Life Event.
- 33.05 In this Plan, the percentage reimbursement provided in respect of any benefit or service shall, in all cases, be calculated on the basis of the dentist's bill or the applicable fee as described in the current Alberta Blue Cross Usual and Customary Dental Fee Guide, whichever is the lesser.
- 33.06 In the event that the expected cost of treatment or service exceeds \$500, the member should submit the proposed treatment or service plan, completed and signed by the dentist, to the administrative agent for review. The member shall then be informed as to the extent of the liability of the Plan and can determine

whether or not they wishes to proceed with the proposed treatment or service plan. The procedure is for the convenience of the member and shall not be required in the case of emergency treatment where sufficient time is not available to submit such a plan. However, under no circumstances shall the Plan be liable to pay costs, of any dental treatment or service, which exceed the amount of liability as established under clause 33.06.

33.07 Limitations and Exclusions

33.07.01 X-Rays

No reimbursement shall be made in respect of charges for a complete series of x-rays where such a series has been taken more than once in a 24 calendar month period or in respect of charges for bite-wing films, where such films have been taken more than once in a 12 calendar month period.

33.07.02 Oral Examinations

Complete oral examinations more than once in a 24 month period or recall examinations more than once in a 12 month period, shall not be allowed for reimbursement. Recall examinations for dependents under the age of 18 years shall be covered twice in each 12 month period provided they are at least 6 months apart.

33.07.03 Cleaning and Fluoride Treatments

Cleaning or scaling of teeth shall be covered only once in a 12 month period except that for dependents under the age of 18 years cleaning or scaling of teeth and fluoride treatments shall be covered twice in each 12 month period provided they are at least 6 months apart. Fluoride treatments shall not be covered for members or dependents over the age of 18 years.

33.07.04 Dentures, Crowns and Bridges

This Plan does not provide reimbursement in respect of the following charges:

- 33.07.04.01 charges for the replacement of mislaid, lost, or stolen appliances;
- 33.07.04.02 charges for any crowns, bridges or dentures for which impressions were made prior to the effective date of the member's coverage;
- 33.07.04.03 charges for the replacement of an existing partial or full removable denture, or fixed bridgework, by a new denture or new bridgework; or charges for the addition of teeth to an existing partial removable denture or to existing bridgework unless:
 - 33.07.04.03.01 The replacement or addition of teeth is required to replace one or more natural teeth extracted while under the Plan; or
 - 33.07.04.03.02 the existing denture or bridgework was installed at least 5 years prior to a necessary replacement, or the existing denture or bridgework cannot be made serviceable; or
 - 33.07.04.03.03 the existing denture is an immediate temporary denture replacing one or more natural teeth and replacement by a permanent denture is required and takes place within 12 months from the date of installation of the immediate temporary denture.

33.07.05 Tooth Implants

As the Plan provides reimbursement for 50% of the equivalent amount for a bridge, the parties agree to allow tooth implants to a maximum of \$1,250 per member. A frequency limitation of 2 implants per calendar year shall apply.

- 33.07.05.01 In addition to the implant maximum, the cost of the appliance on top of the implant (that is, the crown) will be reimbursed at a rate of 50% of the cost of the crown.
- 33.07.06 There shall be no coverage or reimbursement under this Plan in respect of the following:
- 33.07.06.01 charges for any treatment or procedure not rendered or prescribed by a dentist or dental therapist who is legally licensed to practice within their scope;
- 33.07.06.02 charges for any treatment or procedure for which a member has coverage under the Workers' Compensation Act or similar law;
- 33.07.06.03 charges for services or benefits which are unnecessary, payable for by any other source, or are prohibited by legislation;
- 33.07.06.04 charges for dental treatment required as a result of self-inflicted injury;
- 33.07.06.05 charges made by a dentist for broken appointments or for completion of claim forms;
- 33.07.06.06 charges for dental care or treatment which is only for cosmetic purposes;
- 33.07.06.07 charges for treatment in respect to injuries sustained as a result of committing or attempting to commit an indictable offence;
- 33.07.06.08 charges for services rendered while not a member of this Plan;
- 33.07.06.09 charges resulting from orthodontic services or treatment prior to the effective date of the member's coverage for orthodontic benefits;
- 33.07.06.10 charges resulting from injury due to voluntary participation in a riot or civil insurrection;
- 33.07.06.11 services or supplies intended for sport or home use, such as mouth guards;
- 33.07.06.12 charges for which the claim is submitted more than ninety (90) calendar days after the date the charge was incurred;
- 33.07.06.13 charges for which a claim has already been submitted for reimbursement by a member's spouse;
- 33.07.06.14 charges for oral hygiene instruction.
- 33.08 In the event of death, retirement or termination of a member, coverage of benefits shall extend 30 calendar days beyond the date of the last premium payment but such coverage shall be limited to the applicable reimbursement for treatments or services which commenced within the 90 calendar day period prior to the date of the last premium payment.
- 33.09 An employee who retires prior to age 65 may personally contract to continue participation in the City's Dental Plan by paying the full premiums (City and employee share) on a monthly basis. An Administrative guideline containing the detailed rules of participation in the Plan as a retiree will be maintained by the City, and any changes or amendments to the guideline will be communicated to the Union.

Retiring members who opt to continue coverage in the Dental Plan must remain members of such plan until the member's 65th birthday.

Coverage for the retired member participating in the plan terminates:

- ♦ On the retiree's 65th birth date; or
- ♦ The date the retiree is no longer eligible for Alberta Health Care due to a move out of province.

Coverage for the dependent spouse participating in the plan terminates:

- ♦ On the spouse's 65th birth date, or
- ♦ On the retiree's 65th birth date, or
- ♦ The date the retiree is no longer eligible for Alberta Health Care due to a move out of province,

whichever occurs first.

- 33.10 A member who is disabled and who has been in receipt of Long Term Disability benefits in accordance with this Agreement may continue participation in this Plan, and the member's premium shall be paid in accordance with Article 28.09-
Coverage Under Other Benefit Plans While Disabled.

34 Health Care Spending Account

34.01 Health Care Spending Account-Permanent Employees

- * 34.01.01 Each eligible permanent full-time employee will be provided with a Health Care Spending Account in the amount of \$500 (\$700 effective December 27, 2015 / \$900 effective December 27, 2016) commencing the first pay period of each year.
- 34.01.02 Each eligible permanent part-time employee will be provided with a Health Care Spending Account in the amount of \$250 commencing the first pay period of each year.
- * 34.01.03 To be eligible for the credits outlined in 34.01.01 or 34.01.02, permanent full-time or permanent part-time employees must have completed the 90 day waiting period for benefits and be actively at work during the first pay period of each year. Actively at work means those employees who are at work for all or a portion of the first pay period of the year and includes those employees who are on maternity or parental leave, LTD, STD, WCB, vacation or other paid leave. It does not include employees who are on leave without pay within the first pay period of the year.
- * 34.01.04 Permanent full-time and permanent part-time employees who complete the 90 day waiting period for benefits after the first pay period in each year but before the pay period in which July 1 falls in the payroll year will be provided with a Health Care Spending Account of \$250 (\$350 effective December 27, 2015 / \$450 effective December 27, 2016) for permanent full-time employees and \$125 for permanent part-time employees providing that they are actively at work during the pay period in which July 1 occurs. Actively at work means those employees who are at work for all or a portion of the pay period in which July 1 occurs and includes those employees who are on maternity or parental leave, LTD, STD, WCB, vacation or other paid leave. It does not include employees who are on leave without pay within the pay period in which July 1 occurs.
- 34.01.05 The Health Care Spending Account credits (dollars) will be deposited in a lump sum to each permanent full-time and permanent part-time employee's account in the first pay period of the year or the pay period in which July 1 occurs, depending on when the employee becomes eligible for the Health Care Spending Account.
- 34.01.06 To qualify for reimbursement from the Health Care Spending Account, the expense must be:
 - a) a qualifying medical expense under the Income Tax Act (Canada);
 - b) incurred after the date the Health Care Spending Account credits (dollars) have been deposited to the eligible permanent employee's account and before the last day of the last pay period in the year; and
 - c) all other sources of reimbursement must have been accessed first.
- 34.01.07 Expenses may be submitted on behalf of eligible dependents as listed in clause 37.02.05.
- 34.01.08 All expenses incurred during the Policy Year must be submitted no later than April 30th following the end of the Policy Year.
- 34.01.09 At the end of the Policy Year, unused Health Care Spending Account credits (dollars) may be carried forward to the next Policy Year. Carried forward credits must be used within the Policy Year in which they were carried forward to avoid forfeiture.

- 34.01.10 All provisions of the plan will comply with Canada Revenue Agency's requirements for Health Care Spending Accounts.
- 34.01.11 The City will and update as required the communication material outlining the terms and conditions of the plan.
- 34.01.12 Eligible employees shall only receive a Health Care Spending Account deposit at the beginning of each Policy Year or at the beginning of the pay period in which July 1 occurs of each Policy Year, but not both. This includes, but is not limited to, permanent full-time or permanent part-time employees who leave the employ of the City and return within the same Policy Year or who transfer into another position whether that re-employment or transfer results in the employee occupying a position within the same bargaining unit, a different bargaining unit, within management, or which is out-of-scope.
- 34.01.13 For the purposes of the administration of the Health Care Spending Account the phrase "Policy Year" refers to the period from the first day of the first pay period of the year until the last day of the last pay period of the year.

34.02 Health Care Spending Account-Provisional Employees With 5 Years of Continuous Service

- 34.02.01 Effective pay period 1, 2013:
To be eligible for the Health Care Spending Account benefit, the employee must have 5 years of continuous service as a Provisional status employee, in any class of work falling within CUPE Local 30's jurisdiction.
- 34.02.02 Each eligible Full-time or Part-time Provisional (PV FT or PT) employee will be provided with a Health Care Spending Account deposit in the first pay period of the payroll year, in the amount of:
- ♦ \$125, if the employee worked less than 1200 hours in the previous payroll year; or
 - ♦ \$200, if the employee worked 1200 hours or more in the previous payroll year.
- To be eligible for the benefit, the part-time provisional employee must be actively at work during the first pay period of the year.
- 34.02.03 To be eligible for the benefit, the full-time Provisional employees must be actively at work during the 1st pay period of the year, OR during the 13th pay period of the year.
- Employees who qualify by being actively at work during pay period 1 would receive the HCSA credits in the first pay period of the year (\$125 or \$200, depending on hours worked in the previous year). Employees who qualify by being actively at work during pay period 13 would receive the HCSA credits in the pay period in which July 1 falls (\$125 or \$200, depending on hours worked in the previous year). Example: an eligible FT-PV employee who regularly works March to November each year would be on layoff during the 1st pay period of the year, but would be actively at work during the 13th pay period of the year. This employee would receive a HCSA deposit in a lump sum in the pay period in which July 1 falls.
- 34.02.04 Eligible Expenses: To qualify for reimbursement from the HCSA, the expense must be
- a) a qualifying medical expense under the Income Tax Act (Canada);
 - b) incurred in the year the HCSA credits were deposited to the eligible employee's account and on or after the effective date of the employee's HCSA account. Expenses must also be incurred on or before the last day of the last

- pay period of the year; and
- c) all other sources of reimbursement must have been accessed first. For example, an employee who receives his HCSA credits at July 1 would have the remainder of the payroll year to incur eligible expenses. Any credits not used would be available in the following year to be used for the next year expenses.
- 34.02.05 The amount of the HCSA deposit (\$125 or \$200) will be determined by the number of hours worked as a PV employee in a position falling within CUPE 30's jurisdiction in the previous Policy Year - for example: the HCSA deposit in pay period 1 or the July 1st pay period in 2012 will be determined by the number of PV hours worked in 2011.
- 34.02.06 Expenses may be submitted on behalf of eligible dependents as listed in clause 37.02.05 of the CUPE 30 Agreement.
- 34.02.07 The year an eligible PV employee receives a HCSA deposit is called a Policy Year. All expenses incurred during the Policy Year must be submitted by the eligible PV employee no later than April 30th following the end of the Policy Year.
- 34.02.08 At the end of the Policy Year, unused HCSA credits may be carried forward to the next Policy Year. Carried forward credits must be used within the Policy Year in which they were carried forward to avoid forfeiture.
- 34.02.09 All provisions of the plan will comply with Canada Revenue Agency's requirements for Health Care Spending Accounts.
- 34.02.10 Eligible PV employees shall only receive a HCSA deposit at the beginning of each Policy Year or at the beginning of the pay period in which July 1 occurs of each Policy Year, but not both. This includes, but is not limited to:
- ♦ PV FT or PT employees who leave the employ of the City and return within the same Policy Year, or
 - ♦ Who transfer into another position whether that re-employment or transfer results in the employee occupying a position within the same bargaining unit, a different bargaining unit, or within management/out of scope.
 - ♦ Who transfer from a PV-PT to a PV-FT position at some point in the Policy Year.

35 Out-of-Province 30 Day Emergency Medical Travel Plan

- 35.01 A probationary employee who has completed 90 calendar days of continuous employment with the City since the last date the employee commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the City's Out-of-Province 30 Day Emergency Medical Travel Plan.
- 35.02 The City shall pay 100% of the premium costs of such insurance.

36 Supplementation of Compensation Award

- 36.01 If a permanent employee is prevented from performing their work with the City because of an occupational disability that is sustained during the course of their work for the City and the disability is recognized by the Workers' Compensation Board as compensable within the meaning of the Workers' Compensation Act, the City will supplement the award made by the Workers' Compensation Board. The award of the Workers' Compensation Board for loss of wages and any other allowances (excluding non-economic loss payment) provided as a result of a compensable disability together with the supplementation by the City will be 100% of the employee's regular net pay (gross regular straight time pay less statutory deductions, union dues and required benefit plan contributions). Payment shall commence on the date of commencement of the award by the Workers' Compensation Board and shall cease:
- 1) on the date the Workers' Compensation Board certifies that the employee is able to return to work to the employee's regular duties; or,
 - 2) 12 months after the date the Workers' Compensation Board grants a payment under section 56(7) of the Workers' Compensation Act for either total disability or partial disability, whether or not the employee has returned to any work with the City; or,
 - 3) on the employee's 65th birthday; or,
 - 4) upon termination of the employee's employment with the City;
- whichever occurs first.
- 36.01.01 The Supplementation of Compensation extension period in 36.01(2) shall be equal to the period of time outlined in the definition of disability provision described in clause 28.04.
- 36.01.02 Said supplementation shall not be payable to any permanent employee entitled to compensation after pension age if such an employee is entitled to any pension, or after the employee's 65th birthday if such an employee is not entitled to a pension.
- 36.02 If, in the opinion of the City, supplementation of the Workers' Compensation Board award to other employees is justified and approved, it will be made in accordance with the conditions established for permanent employees. In no event, however, shall any period of supplementation for those employees exceed three (3) months without further review and approval by the City.
- 36.03 Employees who are laid off from the City shall not be eligible to continue receiving supplementation of compensation benefits unless the claim for Workers' Compensation benefits was initiated prior to the notice of layoff and the disability has continued beyond the date such layoff becomes effective. Additionally, the regular rate of pay used in calculating the supplementation of compensation benefits shall be the regular rate of pay of the employee immediately prior to the date of layoff.

37 General Application of Plans

The following provisions apply to the Supplementation of Compensation Award provisions, Income Protection Plan, the Long Term Disability Plan, the Supplementary Health Care Plan and the Dental Plan, as contained in this Agreement:

37.01 Subrogation Rights

- 37.01.01 All members covered by plans provided for in this Agreement do hereby on their behalf and on behalf of their dependents assign to the City, in consideration of coverage pursuant to the terms of said plans, all rights or recovery against any person (including the City itself, or any person for whom the City is vicariously liable) whose action caused or contributed to an occurrence giving rise to the plans making payments to any such member or their dependents. The City shall thereby subrogate to any rights the member or their dependents may have against the responsible party, for any amounts paid pursuant to the said plans or for which the plans have assumed liability. When the net amount recovered is, after deduction of the costs of recovery, not sufficient to provide complete indemnity for the loss suffered, the amount remaining shall be divided between the City and the member in the proportion by which the loss has been borne by them.
- 37.01.02 The members, on their own and on their dependents' behalf, agree that the said subrogation rights of the City may be exercised by the City bringing action for recovery in the name of the member and/or dependent of the member directly against the responsible party or by the City assigning its rights of subrogation to the member or the member's dependent in care of the solicitor representing such member or member's dependent. Such assignment will be on the basis that the City shall not be obliged to pay, by way of legal fees and costs in connection with collecting monies paid to the member by the plans, an amount exceeding 15% of such claim.

37.02 Limitations and Exclusions

- 37.02.01 Plans shall not make any payment on account of services rendered to the member or to a dependent of the member to which such person is entitled:
- ♦ at no cost pursuant to law,
 - ♦ due to a government operated program, or
 - ♦ for which there is no cost to the member or their dependent because of other insurance against such cost, which has not been personally contracted for by the member.

In all other circumstances, co-ordination shall be done in accordance with the Canadian Life and Health Insurance Association Guidelines.

- 37.02.02 Any provisions of the Plans which require alterations due to Provincial or Federal laws or regulations shall be negotiated between the City and the Union. Employees eligible for benefits under any government plan shall submit claims for reimbursement to the aforementioned Plans first as applicable, prior to submitting claims under any City Plan. Where applicable, Employment Insurance will not be considered the first payer for short term disability benefits.
- 37.02.03 The Income Protection Plan and Long Term Disability Plan shall not make any payment if a disability results directly or indirectly from:
- 37.02.03.01 committing or attempting to commit an indictable offence;
 - 37.02.03.02 intentional self-inflicted injury or illness;
 - 37.02.03.03 participation in a riot or civil insurrection;

- 37.02.03.04 war, whether declared or undeclared;
- 37.02.03.05 working for gain other than under an approved rehabilitation program;
- 37.02.03.06 active duty with any armed force;
- 37.02.03.07 drug or alcohol abuse unless and only during the time the member is receiving treatment under a rehabilitative program approved by the City;
- 37.02.03.08 reasons other than personal illness or injury;
- 37.02.03.09 an occupational illness or injury;
- 37.02.03.10 injury or illness for which the member is not continuously under the regular care and attendance of a physician legally licensed to practice in Canada.
- 37.02.03.11 injury or illness for which the member is not fulfilling any treatment process if prescribed by the Plan Adjudicator.
- 37.02.04 No Income Protection benefits or Long Term Disability benefits will be payable during the period a member is on leave of absence without pay, including maternity leave, unless otherwise specified in this Collective Agreement.
- * 37.02.05 For the purposes of all City benefit plans (except pension plans) an eligible dependent must be a resident of Canada or legally able to reside in Canada and defined to be a person in one of the following categories:
 - 1) SPOUSE: The definition of spouse will be consistent with Human Rights Legislation, and subject to the provisions of the legislation governing the applicable benefit plans, and either:
 - a) legal spouse of the member or,
 - b) common-law spouse who has co-habited with and been publicly represented as the member's spouse for a continuous 1 year period or,
 - c) a divorced spouse, who, as part of a divorce settlement, is dependent on the member for support. Evidence of the dependence of the divorced spouse will be required.

Where a spouse has previously been claimed as a dependent under the plans, a subsequent spouse may be claimed only if the member provides evidence that the second spouse qualifies under either i), ii) or iii) above. In such circumstances the previously claimed spouse shall be deleted.

Under no circumstances will a member be allowed to claim, as dependent, 2 spouses at the same time.
 - 2) DEPENDENT CHILDREN: (Children includes natural, legally adopted or step-children)
 - a) Unmarried children under age 21 who are chiefly dependent on the member for support;
 - b) Unmarried children under age 25 who are attending school full-time and who are chiefly dependent on the member for support. Evidence that the child is in full-time attendance at school will be required;
 - c) Unmarried children of any age who are incapable of self-sustaining employment by reason of mental or physical handicap and who are chiefly dependent on the member for support. Medical evidence of the incapacitation will be required.

A child of a common-law spouse who is not also the member's child may be claimed as a dependent only if:

 - a) The common-law spouse satisfies the definition of dependent, and

b) Evidence is provided that the child is chiefly dependent on the member for support.

3) OTHER DEPENDENTS

a) Any person who resides in Canada and is wholly dependent on the member for support and for whom the member is entitled to an income tax deduction. Proof that the person is dependent on the member will be required.

For pension purposes, the definition contained in the applicable pension plan will apply.

37.02.06 Unless otherwise awarded by a grievance arbitration board, no Income Protection benefits or Long Term Disability benefits will be payable after the date on which any member's employment is terminated for cause even if such member had been in receipt of benefits prior to and including the date of termination.

37.03 Validation of Claims

37.03.01 A member shall complete and submit any form, and perform any reasonable obligation required of them by the City or the Adjudicator of a plan, to substantiate and/or justify any claim for benefits. In the event that a member refuses to perform obligations required of them, any benefits and rights provided by these plans shall be suspended for the period that the member so refuses.

37.03.01.01 When a physician's note is insufficient in the circumstances and therefore the plan adjudicator for the City's disability income protection plans requests more substantive medical documentation for the purpose of validating a claim for disability benefits, the plan adjudicator will authorize reimbursement of reasonable expenses incurred by the employee, up to maximum allowable fees as determined by the City.

* 37.03.02 An employee/member who is in receipt of benefits from the Income Protection Plan, Long Term Disability Plan or the Supplementation of Compensation Plan shall ensure that they are available at all times during receipt of benefits to perform any reasonable obligations required by the City or a Plan Adjudicator to substantiate and/or justify any claim for benefits. An employee/member who leaves the Edmonton area while in receipt of Income Protection Plan benefits, Long Term Disability benefits, or Workers' Compensation supplementation without obtaining prior approval from the City or the appropriate Plan Adjudicator shall not be entitled to receive such benefits for the whole of the period which the employee is outside of the Edmonton area.

37.03.03 A claim for benefits arising from an illness or injury which occurred outside of the Province of Alberta must be supported by the submission of a medical certificate describing the illness or injury and signed by a licensed physician. Such claims are also subject to validation by one or more of the following processes as may be required by the City:

37.03.03.01 The submission of receipts for drugs prescribed during the illness or injury (such drugs to be subject to verification as appropriate);

37.03.03.02 the submission of evidence that the physician from whom treatment was received and/or by whom the medical certificate was signed is a medical practitioner in good standing with the medical authorities in the province, state or country;

37.03.03.03 completion of a medical assessment by a medical authority appointed by the City or Plan Adjudicator;

37.03.03.04 such other processes as may be necessary to validate the claims.

37.03.04 An employee who has been absent from work due to a personal disability may be required to produce a medical certificate signed by a licensed physician which states that such employee is medically fit to return to the duties of their position, in order to be eligible to return to work.

37.03.05 An employee/member shall be responsible for ensuring the accuracy and validity of all claims.

37.04 Benefit Entitlement During Full-Time Employment With the Union

An employee/member who has been granted leave of absence without pay for the purpose of performing full-time Union business shall be responsible for making the employee/member contributions to the Plans, and the Union shall be responsible for making the City contributions to the Plans in respect of such employee/member and the employee/member shall be eligible for benefits in accordance with the terms of the Plans. The regular rate of pay for such employee shall be the rate of pay received by the employee from the applicable Union except that Pension Plan contributions shall be determined by the regular rate of pay prescribed by the applicable pension board.

37.05 Benefit Entitlement During Layoff

Employees who are laid off from the civic service shall cease to be members of any benefit plans commencing on the effective date of layoff, unless specified otherwise in this Agreement.

38 Administration Of Plans

- 38.01 A separate fund for premium contributions shall be established for each Plan as applicable. Annual statements reporting the experience, interest earnings or losses, and administrative costs of each of these Plans shall be prepared and provided to the Union. Contributions and interest earnings which accrue as a result of favourable experience shall be retained in each respective fund to offset costs, or such other uses which the parties may agree upon, at a future date. Any increase or decrease in respect of member contributions to Plans shall be applied uniformly to all members of the Union.
- 38.02 In the event that a Plan makes a payment to a member which exceeds the amount which the member is entitled to receive according to the Collective Agreement, the City shall deduct from the member's pay cheque a dollar amount equivalent to the dollar amount which the employee received in excess of their entitlement and shall allocate such funds to the appropriate Plan.

38.03 Benefit Administration - Hour Equivalents

The parties agree that although benefit entitlements in the Collective Agreement are expressed in days or portions thereof, the City may administer these benefits in hour equivalents provided there is no reduction in benefits as a result.

38.04 Advisory Committee

An advisory committee shall be formed in respect to each Plan named in this Collective Agreement or the parties may mutually agree to establish one advisory committee to review all plans named in this Collective Agreement. Each committee shall make recommendations to the parties on administrative difficulties, investments and policy changes (excluding the financing of the plans). Each advisory committee shall be composed of 2 representatives from the Union and 2 representatives from the City. The advisory committees for the Dental and Supplementary Health Care Plans shall be empowered to adjudicate appeals.

39 Edmonton Civic Employees Charitable Assistance Fund

A payroll deduction in an amount not to exceed 0.5% shall be made from the wages of all employees covered by this Agreement. Such deductions shall be on a bi-weekly basis and shall be forwarded to the Secretary Treasurer of the Fund at the end of each pay period together with a list of employees from whom deductions have been made. The Union shall notify the City thirty (30) calendar days prior to the implementation of any change to the amount of the payroll deduction.

40 Pensions

Eligible employees shall be members of the Local Authorities Pension Plan in accordance with the provisions of said Plan.

41 Benefits Plans - Financial Surpluses and Losses

- 41.01 It is agreed between the City of Edmonton and CUPE Local 30 that any financial losses declared and/or any financial surpluses declared under the
- ♦ Group Life Insurance Plan
 - ♦ Supplementary Health Care and Major Medical Plan
 - ♦ Dental Plan
- shall be shared between the 2 parties in direct proportion to the premium contribution-sharing arrangement in effect during the period the said financial losses and/or gains accrued.
- 41.02 In particular, it is agreed that the City shall have no rights to claim a share of any financial surpluses accruing under the Long Term Disability Plan so long as it is financed entirely by employees' contributions and interest and the Union shall have no rights to claim a share of any financial surpluses accruing under the Income Protection Plan so long as it is financed entirely by City contributions and interest.
- 41.03 It is further agreed that when the financial surplus in a plan at year-end, as reported annually to the Union by the City, exceeds 15% of the annual contributions under that plan, then the surplus contributions shall be paid to the City and the active employees in accordance with the aforesaid surplus-sharing arrangement within 90 days of receipt by the Union of the annual financial statements.
- 41.04 With regard to each of the plans herein referred to, "financial surplus" shall mean the amount of funds remaining at each year-end (if any) after provision has been made for all chargeable claims, expenses and required plan reserves including Rate Stabilization Reserves, funded to industry standards. The Union will be advised of the basis, in terms of the percentage of annual contributions, used for the Rate Stabilization Reserves. The parties also agree to meet with regard to the level of funding for the Rate Stabilization Reserve should a concern be identified.

THE CITY OF EDMONTON

A Municipal Corporation

(hereinafter referred to as the "City")

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 30

Edmonton Civic Employees

(hereinafter referred to as the "Union")

THE FOLLOWING LETTERS OF UNDERSTANDING ARE INDIVIDUAL
LETTERS THAT ARE GROUPED TOGETHER FOR SIGNING PURPOSES ONLY

LETTERS OF UNDERSTANDING

GENERAL

- 01 Work Experience Programs
- 02 Supplementary Health Care Plan
- 03 Dependent Group Life Plan
- * 04 Appendix II - Classification Concepts
- ** 05 Letter of Intent
- ** 16 Employment Opportunities for Individuals with Intellectual Disabilities Program

FINANCIAL SERVICES & UTILITIES

- 06 Wastewater Collection Certification
- 07 Pesticide Application Allowance - EWMC Leadhands
- ** 17 Out of Town Work Expenses

COMMUNITY SERVICES

- 08 In-House Custodial Staff
- 09 Inclement Weather Make-Up Time for Non-Permanent Employees
- 10 Snow Season Casual Labourer - Parks Branch
- 11 Order of Layoff of Provisional Employees - Parks Branch and Recreation Facilities Branch
- 12 Aquatic Swim Coach

TRANSPORTATION SERVICES

- 13 Cold Weather Banked Time Credits - Construction Project Inspectors and Roadway Maintenance Section employees
- 14 Overtime Requirements - Roadway Maintenance Section
- 15 Roadway Maintenance Section, Rural Road Stabilization Program

LETTER #1

01 WORK EXPERIENCE PROGRAMS

It is agreed by the parties that the City may participate in the Work Experience Programs of the following institutions:

- ♦ the Edmonton School Boards,
 - ♦ the University of Alberta,
 - ♦ the Northern Alberta Institute of Technology, and
 - ♦ post secondary colleges.
- 1) Any wages or compensation and working conditions of individuals participating in such programs shall be determined by the City and the applicable educational institution, and communicated in writing to the work experience candidate.
 - 2) The City shall advise the Union of those individuals participating in a Work Experience arrangement, prior to their actual commencement date. Notice to the Union shall be in the form of a copy of the confirmation of Work Experience terms and conditions, as outlined in #1 above.
 - 3) Participation of such individuals shall in no way affect the job security of employees falling within the scope of this Agreement.
 - 4) Union dues shall not be payable over the course of the Work Experience arrangement.
 - 5) Should the City wish to enter into any other work experience education programs, other than with the institutions named above, the City shall advise the Union accordingly and receive the Union's agreement prior to participating in such program.

LETTER #2

02 SUPPLEMENTARY HEALTH CARE PLAN

The City and the Union agree that they shall jointly review the changes, on an "*as required basis*," to the provision and delivering of health care benefits, and services in Alberta and identify those areas where government sponsored health care benefits and services have been modified, reduced or eliminated.

The City and the Union shall then forthwith discuss how the Supplementary Health Care Plan can be amended to respond to the foregoing changes and the provision and delivering of health care benefits and services and any required changes shall be subject to negotiation between the parties.

LETTER #3

03 DEPENDENT GROUP LIFE

The City agrees to undertake a review of the Dependent Group Life Plan, upon the request of the Advisory Committee, to determine whether or not the experience warrants a decrease in contributions, or alternatively cost neutral enhancements to the plan.

LETTER #4

* 04 APPENDIX II – CLASSIFICATION CONCEPTS

The City and the Union recognize that Appendix II – *Classification Concepts* no longer constitutes an accurate list of current classification concepts within CUPE 30's jurisdiction, and that some of the condensed descriptions of the various classes require updating.

Both parties agree that a concerted effort will be made by the Compensation Section of Human Resources to update Appendix II – *Classification Concepts*, to be reviewed and agreed to by the Union, during the term of the next collective agreement. It is the Compensation Section's intent to complete their work on updating the Classification Concepts by the end of 2015.

LETTER #5

** 05 LETTER OF INTENT

The City and the Union recognize that, for some classifications of work, recognizing a candidate's successful relevant experience and/or their ability to demonstrate skills and competencies in job-related tasks, are effective tools in the selection process.

It is further recognized that there is a considerable amount of work required to identify appropriate competencies. The hiring supervisor will need to develop an effective way to track training and experience data.

The City is prepared to explore the merits of "skills based" selections during the term of the successor agreement. The Edmonton Waste Management Centre and the Forestry section are prepared to participate in a project to review the merits of trialing a "skills based" selection with at least one position/classification of work in each of these business units.

LETTER #6

06 WASTEWATER COLLECTION CERTIFICATION

- 1) Drainage Services will no longer require all staff members to obtain Alberta Environment Wastewater Collection Certification - however, minimum numbers of certified staff in each classification will be monitored to ensure provincial requirements are met. Certified rates will be developed (see #2 herein) and employees who are certified to the level required by their classification shall qualify for such rates.
 - a) Drainage Operations

Will continue to post for certified candidates. Uncertified hires will be required to make at least two attempts to attain certification in a two year time frame. Unsuccessful individuals will no longer be reverted out of the class.

Exceptions

The following classifications in Drainage Operations shall continue to require certification upon entry in the class or within 2 years of appointment. Uncertified candidates may be hired under the condition they certify within the prescribed timeframe in their offer letter. If unsuccessful, these employees will be reverted out of the class, back to a position previously held if applicable. The classifications in Drainage Operations that will continue to require certification are:

 - Drainage Supervisor
 - Drainage Trainer
 - Training & Safety Instructor
 - Drainage Leader II
 - Maintenance Repairman II, and
 - Pumpwell Millwright II.
 - b) Design and Construction

Reserves the right to post for uncertified candidates, depending upon operational requirements. If hired on an uncertified posting, successful candidates will not be required to attain certification - but will qualify for the certified rates if they voluntarily attain certification.
 - c) Temporary Relieving Opportunities

Temporary relieving appointments will qualify for the certified rate in the higher class only if the incumbent is certified to the level required by that class. If not certified at the higher class level, the incumbent will receive the 'uncertified' thereafter rate for that class.
 - d) All of the classification specification documents applicable to the Drainage Services, with the exception of the classifications noted in 1(a) above, have been amended to include the following statement:

"The Drainage Services reserves the right to waive this requirement for an individual employee or for a posted Design & Construction vacancy, where circumstances warrant, provided that such waiver does not jeopardize the Branch's ability to meet Alberta Environment certification requirements."
- 2) In order to provide a financial incentive to staff to obtain the Wastewater Collection certification, a certified rate has been developed for all pay steps in each classification. Certified rates are \$0.50 per hour higher than the pay rates for the classification as outlined in Appendix I-*Schedule of Wages*. Once certified,

Drainage Services employees will continue to move to the certified rate for the applicable classification.

- 3) Provincial requirements around numbers of certified staff must continue to be met, so that the Branch's Approval to Operate is not jeopardized. If, for example, the level of certified staff was to drop for one or more than one classification to a point that work crews are in danger of shutting down, or scheduling becomes inefficient, the Branch would have no choice but to revert back to its former position - that all staff are required to attain some level of certification. Therefore, the Branch retains the right to revert back to its former position that all staff require certification, with 30 days written notice to the Union. In the event the Branch reverts back to its "all certified" position, the Branch will review its position on the certified rates and include a decision on the continuation of the rates in its written notice to the Union.

Reversion back to the "all certified" Branch position means that employees who do not attain the required level of certification within prescribed timeframes will be reverted out of their class to a position previous held (if applicable).

If Drainage Services invokes the 30 days notice of reversion back to the "all staff requires certification" position, it is agreed that employees selected on a posting after February 4, 2010 (the date the Letter of Understanding was signed) and before the date the 30 days notice is served shall be grandfathered, that is, not reverted out, of their current position for failing to attain the level of certification required for their classification.

Exceptions to this grandfathering provision are employees selected to the following classes:

- ♦ Drainage Supervisor
- ♦ Drainage Trainer
- ♦ Training & Safety Instructor
- ♦ Drainage Leader II
- ♦ Maintenance Repairman II, and
- ♦ Pumpwell Millwright II.

LETTER #7

07 PESTICIDE APPLICATION ALLOWANCE – EWMC LEADHANDS

Employees in the Leadhand classification (Job Code 1905) responsible for the management and supervision of the Pesticide Application Program at the Edmonton Waste Management Centre shall be entitled to a Pesticide Application Allowance of \$2 per hour during the spraying season (approximately April 15 to October 15 as determined by management) each year provided that the following terms are met:

Leadhands must possess and maintain the Pesticide applicator license (60 hours pre-course work plus 4-day training with closed book exam to attain, and 15 educational credits every 5 years or rewrite the test to maintain the license).

Leadhands shall also be entitled to the allowance for the portion of April to October when they are:

- ♦ planning,
- ♦ checking chemical inventory and equipment,
- ♦ procuring needed chemicals and equipment,
- ♦ preparing end of season documentation of inventory, and
- ♦ while cleaning and storing related equipment but not actively engaged in spraying or the supervision of spraying.

Employees supervised by the Leadhands must be actively engaged in spraying for Leadhands to qualify for the allowance.

If spraying ends earlier than predicted or does not occur, the allowance will be discontinued.

LETTER #8

08 IN-HOUSE CUSTODIAL STAFF

The City of Edmonton (Community Services) and CUPE Local 30 agree to jointly discuss the ongoing use of in-house custodial staff. Issues for review include labour, material, administrative and overhead costs, classifications and rates of pay, as they relate to the cost of using in-house custodial staff versus contractors.

LETTER #9

* 09 INCLEMENT WEATHER MAKE-UP TIME FOR NON-PERMANENT EMPLOYEES

The following business areas will be permitted to utilize inclement weather make-up time:

- ♦ Neighbourhoods and Parks Branch, Community Services (limited to non-permanent employees and only in the summer season - typically, April to October); and
- ♦ Facility & Landscape Infrastructure section, Community Services (permanent and non-permanent employees, year round).

- 1) Management will consider lost regular hours of work due to inclement weather in conjunction with operational requirements and may determine that some or all of the time can be made up by scheduling work on off days, at straight time rates. Make-up time should be scheduled in the same pay period as the lost time due to inclement weather wherever possible. If the make-up time will be worked in a subsequent pay period, the Employee Service Centre must be advised that the shift is make-up time due to inclement weather.

The email notice must include the date, time of the make-up work, and the names and payroll numbers of the employees working the make-up shift.

- 2) Management will offer the inclement weather make-up shift to affected employees, who will have the option to decline.
- 3) There will be no discrimination against or favouritism extended to any employee who works or does not work the inclement weather make-up shifts.
- 4) Employees who are eligible for the weekend premium and who work on a Saturday or Sunday would receive the premium where the make-up shift falls on a weekend.

LETTER #10

10 SNOW SEASON CASUAL LABOURER - *Community Services*

- * Community Services operational areas may voluntarily canvass laid off Local 30 temporary and provisional employees to determine if they are interested in casual snow removal work in the Department.

Workers who expressed an interest in this work will have the following conditions of employment.

- 1) These opportunities are for casual employment without regard to seniority or other conditions of the Collective Agreement excepting the rates of pay in the Labourer I pay range.
- 2) Workers called in will be paid the appropriate Labourer I rate of pay corresponding to their previous hours worked.
- 3) Workers who fail to come to work three times after being called will be struck from the list.

LETTER #11

11 ORDER OF LAYOFF OF PROVISIONAL EMPLOYEES – *Neighbourhoods, Parks & Community Recreation, and Community & Recreation Facilities*

The City and the Union agree that Article 11.02.01-*Non-Permanent Employees* in the main body of the Collective Agreement is amended as follows only for non-permanent employees working in the following branches:

- ♦ Neighbourhoods, Parks & Community Recreation, and
- ♦ Community & Recreation Facilities

11.02.01 Non-Permanent Employees

If the non-permanent staff of a branch is to be reduced, temporary employees belonging to the classification and branch to be reduced shall be laid off prior to the layoff of provisional employees. Provisional employees in the classification and branch to be reduced will be laid off in reverse order of provisional seniority date, except where:

- a) the order of layoff may differ in order to provide for the operational requirements of the branch, and
- b) provisional employees will only be transferred between sections if at least 15 working days in the class is available in the different section.

The City agrees to monitor the effect of this change and will bring it forward for discussion in the next round of collective bargaining.

LETTER #12

12 AQUATIC SWIM COACH

An operational requirement exists to employ Lifesaving Sport Coaches to work with the Edmonton Ocean Lifesaving Club for children, youth and/or adults. The following qualifications are required to be considered for Swim Coach work assignments and all awards must be kept current according to the certifying organizations' standards. The required qualifications are:

- ♦ Completion of the 10th grade and minimum of 16 years of age
- ♦ Lifesaving Society Instructor Award (LSI)
- ♦ Lifesaving Society Recreational Coach Award (may be obtained within 6 months of appointment)
- ♦ Lifesaving Society Bronze Cross or Lifesaving Society Bronze Medallion

Asset: National Lifeguard Service (Pool), Aquatic Emergency Care, NCC coaching certifications.

Swim Coaches will be selected from an internal bulletin, limited to current part-time Instructors and Lifeguards and would be expected to satisfactorily coordinate hours worked in their regular position (Instructor or Lifeguard) with hours worked as a Swim Coach.

Individuals selected will receive a premium rate equivalent to 10% above the employee's regular hourly rate of pay. The 10% premium shall apply for all hours worked as a Swim Coach.

LETTER #13

13 COLD WEATHER BANKED TIME CREDITS – *Construction Project Inspectors and Roadway Maintenance employees*

It is agreed that the following provisions shall apply to:

- ♦ non-permanent employees in Neighbourhood Renewal, Transportation Services – employed in job codes 2110 and 2111, and
 - ♦ all CUPE 30 employees in Transportation Services.
- 1) Eligible employees working in the above noted operational units will be permitted to bank and maintain the maximum dollar equivalent of 240 hours per year.
 - 2) Paid time requests must be approved by Management. The time equivalent shall be calculated by dividing the dollar amount credited to an individual employee's bank by the employee's regular rate of pay on the date the time is to be taken.
 - 3) Payout requests shall be governed by Article 6.03.05-*Banked Time Payouts*.

LETTER #14

14 OVERTIME REQUIREMENTS - *Roadway Maintenance*

Transportation Services, Transportation Operations, Roadway Maintenance

Overtime Requirements for the Winter Shift in the Roadway Maintenance, which starts in mid-October and ends mid-April.

- 1) All employees engaged in winter road maintenance operations are required to work overtime during the Winter Shift (mid October to mid April). When overtime is required, depending on the nature of work or the composition of crew(s) required, the City will:
 - Require employees already at work to extend their regular hours of work;
 - Require employees to come in prior to their regular scheduled shift; or
 - Call in employees on off days.
- 2) Overtime will be distributed as evenly as possible amongst employees, taking into account their shift and availability.
- 3) No employees will be priced down during the Winter Shift, including those holding a dual classification, while the Winter Shift Overtime Requirements Letter is in effect (mid-October to mid-April).

LETTER #15

15 RURAL ROAD STABILIZATION PROGRAM - *Roadway Maintenance*

In the interest of increasing the effectiveness and productivity of the Rural Road Stabilization Program, the parties agree that the following provisions shall apply to employees engaged in work under the program from approximately the end of April to the end of October each year:

- 1) For the employees engaged in work within the Rural Road Stabilization Program, hours of work for day shift employees could be any 8 consecutive hours, including adequate time off for lunch, between 05:00 and 21:00 hours (7:00 a.m. and 9:00 p.m.) for 5 days per week.
- 2) The change in hours of work will be determined based on the demands of the specific job (e.g. traffic considerations, early morning temperatures, etc), and will only affect the employees on the crew assigned to that job.
- 3) Twelve hours notice, prior to the commencement of the revised day shift, will be provided to the employees on the crew affected by the change in hours of work.
- 4) The change of hours will remain in effect for the duration of the job site assignment (anticipated to be from 2 to 5 days).
- 5) Hours of work amongst individual employees on a specific crew may vary.
- 6) Shift differential provisions apply in accordance with Article 6.08-*Shift Differential*.

**

LETTER #16

16 EMPLOYMENT OPPORTUNITIES FOR INDIVIDUALS WITH INTELLECTUAL DISABILITIES PROGRAM

The City and the Union believe that it is important to promote a city culture of inclusion, where persons with intellectual disabilities have the opportunity to contribute, participate and feel valued through meaningful employment opportunities with the City of Edmonton.

We will work together with disability focused community serving organizations (partner organizations) to provide employment opportunities to such individuals under the following conditions:

- ♦ There will be a maximum of 25 ongoing part-time (8-16 hours per week) out-of-scope positions.
- ♦ Duties of the position will be meaningful and aligned to the unique skills and abilities of each individual and may include some tasks which would normally be considered bargaining unit work.
- ♦ There will be no elimination of positions or reduction of hours of work within the bargaining unit as a result of this program.
- ♦ The terms and conditions of employment for individuals hired under this Letter of Understanding shall be determined by the City of Edmonton.
- ♦ The Union will be notified of individuals hired under this Letter of Understanding.

LETTER #17

** 17 OUT OF TOWN WORK EXPENSES

The terms and conditions outlined herein will be effective on a trial basis, on the date of signing this Letter of Understanding.

The City of Edmonton (Drainage Services, Design & Construction) and CUPE Local 30 enter into this Letter of Understanding with the following shared interests in mind:

- ♦ Attracting and retaining a skilled work force;
- ♦ Enhancing the employment security of Local 30 members; and
- ♦ Supporting Design & Construction wherever possible to expand and grow their business in an effective and efficient manner.

Design & Construction will keep the Union informed of new business opportunities being pursued by the branch, no later than the point a specific bid is short listed.

Terms and conditions for out of town work assignments affecting Drainage Services employees:

1. The City/Design & Construction will fill its Out of Town (meaning: outside of Edmonton or outside of Alberta) resource requirements by first soliciting volunteers.

Out of town work will only be assigned by Drainage Services Management in the event insufficient qualified employees volunteer.

2. Employees involved in out of town work assignments will be informed of the terms and conditions that will apply for the duration of the assignment in writing, prior to the actual commencement of the work and with as much advance notice as possible.

Work/travel arrangements will be made by balancing the interests of the participating employees and the business requirements. Reasonable limits will be established on how long an employee can work and/or travel in a day (consistent with safety and labour standards).

3. Re Out of Town work described in 6(b) and 6(c) - Personal emergencies that require an employee to return home prior to the normal, scheduled return arrangements will be accommodated by Drainage Services, as far as reasonably possible.
4. An opportunity to debrief/discuss out of town work assignments will be provided in the Branch's Labour Management Consultation Committee forum.
5. Re Out of Town work described in 6(b) and 6(c) - Travel arrangements will be based on a return home once each week, unless otherwise agreed between the affected employees, the Union and the City.

6. OUT OF TOWN WORK EXPENSES

a) Edmonton Area

"Edmonton Area" is defined as less than 1 hour travel time (one way) outside the City of Edmonton's perimeter - eg. Fort Saskatchewan.

No additional hours may be submitted for travel time to and from the site.

Employees who travel in their personal vehicles to and from the site will be compensated within accordance with the Private Vehicle Reimbursement policy. Mileage from the Edmonton city limits to the site will be standardized (eg. Fort Saskatchewan = 60 kms). It is understood that if Revenue Canada rules that compensation for travel to and from the worksite is a taxable allowance, then the current arrangement will necessarily change after consultation with CUPE

Local 30.

b) Calgary

CALGARY Project work

The City will put a billing arrangement in place for employee accommodation expenses.

Meals may be claimed as per City directive A1415.

No additional hours may be submitted for travel to and from the work location.

An enhanced Incidental per diem rate (\$50 per day) will be paid, over 6 days per week, in lieu of travel time.

c) Other Alberta Cities or Out of Province

Out of Province work (eg. Saskatoon), or project work that may be obtained in another Alberta city (excluding Calgary).

Travel Time

Employees required to travel out of town (excluding Calgary) will travel during their regularly scheduled hours where possible. Employees required to travel outside normal hours of work for out of town work assignments shall be paid a travel pay premium of ½ hour's pay at the employee's regular rate of pay, for each hour spent travelling, in addition to the employee's regular rate of pay.

For example, if the employee's regular rate of pay is \$27.45 they would receive \$41.18 for each hour spent travelling ($27.45 + 13.73 = 41.18$). Travel time is not bankable and shall be paid out to the employee in the pay period following the out of town travel.

The number of hours spent travelling shall be standardized for each out of town work location and communicated to the affected employees and the Union.

Travel and Accommodation expenses will be paid by the City. A per diem rate of \$50 will be paid for Meals.

Meals may be claimed as per City directive A1415.

The incidental per diem rate will be as per City directive A1415 (\$10 per day, payable over a 5 day work week).

THE CITY OF EDMONTON
A Municipal Corporation
(hereinafter referred to as the "City")

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 30
Edmonton Civic Employees
(hereinafter referred to as the "Union")

THE FOLLOWING ADDENDA FORM PART OF THE COLLECTIVE AGREEMENT
BUT WILL NOT BE PHYSICALLY ATTACHED TO IT

ADDENDA

- 01 Compressed or Flexible Hours of Work Arrangements
- 02 Specialized Grievance and Arbitration Mechanisms Pursuant to the Duty to Accommodate Framework Agreement

ADDENDUM #1

01 COMPRESSED OR FLEXIBLE HOURS OF WORK ARRANGEMENTS

GENERAL PROVISIONS APPLICABLE TO COMPRESSED OR FLEXIBLE HOURS OF WORK ARRANGEMENTS

1. Establishment of a Compressed Hours of Work Arrangement

When the parties wish to establish a compressed hours of work arrangement, the process is as follows:

- a) Compressed hours of work proposals may be initiated by the City or by employees.
- b) An employee-initiated proposal must be submitted to the Management supervisor, the Union, and Labour Relations for review.
- c) The Union will conduct an employee vote in the affected work group. The Union will support hours of work proposals where a 2/3 majority is achieved.
- d) The proposal will be submitted to the City for review and decision. The City retains the right to reject compressed hours of work arrangements where they cannot be implemented due to operational requirements.
- e) The City shall advise the union in writing of its decision concerning the hours of work proposal. The notice will identify the business unit, the hours of work model selected and approved, and the job classes in the work unit participating.
- f) Future postings in the work unit shall contain a statement indicating the position(s) are subject to a compressed hours of work arrangement.

g) Wherever possible, the City will endeavour to accommodate employees who, for reasons acceptable to the City, do not wish to participate in the compressed hours of work arrangement.

2. Main Body of the Agreement

Approved Models for compressed hours of work arrangements are included in this Addendum. Other models may be considered, but will require negotiation and agreement between the City and the Union prior to implementation.

Where a compressed hours of work arrangement is agreed and implemented, clauses in the main body of the Agreement apply unless specifically amended by the provisions in the specific model. Clauses in the Addendum models, which have the same numerical designation as clauses in the Main Agreement, shall supersede the clauses of the Main Agreement. Where conflict or differences exist between the clauses contained in the main portion of the collective agreement, the specified provisions contained in this Addendum shall prevail for participating employees.

3. Health and Welfare Benefits

Vacation leave and Short Term Disability plan usage shall be administered on an hourly basis in conjunction with actual hours scheduled.

4. Supplementation of Compensation Award

An employee who received supplementation payments because of a compensable injury shall receive their bi-weekly salary according to the schedule they would have worked had they not been injured.

5. Medical/Dental Appointments

Consistent with the provisions contained in clause 27.05 of this Agreement, while engaged in a Compressed Work Week arrangement, employees are expected to arrange non-emergent medical and/or dental appointments outside of working hours.

6. Duration of the Compressed Work Week Arrangement

The parties may agree to implement the Compressed Work Week arrangement for a specific duration/number of months each year. In this event, the start and end date of the Compressed Work Week arrangement shall be clearly communicated to affected employees and to the Union.

7. Implementation of the Compressed Work Week Schedule

If the schedule is approved by the parties, premiums which may normally have been payable as a result of implementing the schedule will not be paid.

8. Provisions for Reversion From Compressed Work Week

Either of the parties to this Hours of Work arrangement may discontinue the Compressed Work Week schedule by providing 30 calendar days notice in writing to the other party. However, where reversion from the Compressed Work Week is contemplated, the parties agree to meet prior to the date Hours of Work arrangement is discontinued, in order to discuss the most efficient schedule for reversion.

The parties agree to waive all penalty and premium provisions of the Collective Agreement that may be applicable as a result of the discontinuance of a 10-hour shift schedule. Therefore, no employee will be entitled to overtime and/or premium payments due to the transition from a 10-hour per shift schedule to an 8-hour per shift schedule.

COMPRESSED WORK WEEK MODELS

MODEL A: (4) 10-hour shifts per week

The following provisions shall apply to employees approved to participate in a Compressed Work Week Arrangement - Model A.

6. Working Conditions

6.01.01 Employees engaged in a "Model A" Compressed Work Week arrangement shall work a shift of 10 hours per day. The scheduled hours of work for such employees shall average 40 hours per week over one complete shift cycle.

No shift schedule may have more than 8 consecutive shifts; however, employees may work as many as 10 consecutive shifts to provide coverage for absences due to vacation, sickness, etc.

6.01.02 Day Shift

The hours of work for employees engaged in the "Model A" Day Shift shall be any consecutive hours between 05:00 and 19:00 (5:00 a.m. and 7:00 p.m.), including adequate time off for lunch.

Changes in the hours of work for the day shift shall not constitute a change of shift, provided that such hours of work are within the 05:00 and 19:00 range, and provided that not less than 12 hours notice is given to the employee.

Where the conditions of service require, a variation on the "Model A" compressed hours of work arrangement may be implemented where employees work 10.5 hours per day, including an unpaid 1/2 hour off for lunch.

6.01.03 Afternoon Shift

The hours of work for employees engaged in the "Model A" Afternoon Shift, if applicable, shall be any 10 consecutive hours, including adequate time off for lunch, the major portion of which falls between 16:00 and 02:00 hours (4:00 p.m. and 2:00 a.m.).

Changes in the hours of work for the afternoon shift are permitted, provided that the employee is given a minimum of 24 hours notice.

6.01.04 Midnight Shift

The hours of work for employees engaged in the "Model A" Midnight Shift, if applicable, shall be any 10 consecutive hours, including adequate time off for lunch, the major portion of which falls between 24:00 and 10:00 hours (12:00 midnight and 10:00 a.m.).

Changes in the hours of work for the midnight shift are permitted, provided that the employee is given a minimum of 24 hours notice.

6.01.12 Rest Periods

Employees shall be permitted a 20 minute rest period midway during the first and second 5 hour period of their shift.

6.01.14 Shift Trades

Shift trades must be requested and approved by Management, with as much notice as possible prior to the desired shift change date.

6.02 Overtime Work

6.02.06 Where an employee works hours which exceed the employee's scheduled daily hours of work or an average of 40 hours per week:

- ♦ excluding all hours worked at premium rates, but
- ♦ including those hours paid in accordance with Article 6.13-*Weekend Work Premium*,
- ♦ over one complete shift cycle,

Such employee shall be paid the excess hours in accordance with the overtime premium specified in 6.02.02.

6.06.02 Temporary Change of Duties

All employees shall be assigned to a position which has assigned to it a regular rate of pay according to the classification of the position. When an employee works 2.5 or more hours per shift at work other than that which corresponds to the classification of their assigned position, they shall be paid the regular rate of pay of the classification of the work performed for the time they are engaged in such work. However, when an employee works in a specific higher classification for 7.5 or more hours of a 10-hour shift, they shall receive the higher rate of pay for the entire 10-hour shift.

The necessity for coverage regarding supervisory positions on days where the permanent incumbent is off as a result of a Compressed Hours of Work arrangement is determined by the City. Not every absence created by a Compressed Hours of Work day off will result in the need for an acting/relieving assignment.

8.01 Statutory Holidays

8.01.03 When a statutory holiday falls on a scheduled work day, a day's pay for a statutory holiday or a day off with pay in lieu of a statutory holiday, shall be paid at the regularly scheduled daily hours (10).

When a statutory holiday falls on a scheduled off day and a lieu day cannot be provided, the employee shall receive 8 hours pay.

24. Part-Time Employees

Where temporary or provisional part-time employees are approved to participate in a Compressed Hours of Work arrangement, the provisions of Article 24-*Part-Time Employees* are amended as follows:

24.01.02 Part-time employees shall not be scheduled to work more than 6 days per week or more than 10 hours per day. The scheduled hours of work for part-time employees shall be confined within a period of 12 consecutive hours in any one day.

24.01.03 Overtime rates are applicable if the part-time employee works more than 10 hours in any one shift, or more than 40 hours in a week.

MODEL B: 15 Earned Days Off per Year Program

The following provisions shall apply to employees approved to participate in a Compressed Work Week Arrangement - Model B.

6. Working Conditions

6.01.01 Employees engaged in a "Model B" Compressed Work Week arrangement shall work a shift of 8 hours 31 minutes per day.

Employees shall receive 15 Earned Days Off (EDOs) without pay in a payroll year, to be scheduled in pay periods where no statutory holiday occurs.

The number of Earned Days Off shall be calculated as follows:

- ♦ 260 work days per year
- ♦ 260 work days minus 12 statutory holidays = 248 minus 15 EDOs = 233 actual work days
- ♦ 233 work days divided by 26.1 pay periods = 8.927 hours of work per day

Employee must work 15 days times 8 hrs = 120 hours to earn 15 days off

- ♦ 120 hours divided by 26.1 pay periods = 4.598 extra hours per pay period
- ♦ 4.598 divided by 8.927 hours per day = 0.515 hours per day = extra 31 minutes is required to earn 15 days off per year

For new hires, the number of Earned Days Off for the first year of service shall be calculated as follows:

- ♦ 0.515 hrs (31 minutes per day) *times* 8.927 days per pay period *times* number of complete pay periods remaining in the year of hire *divided* by 8.0, rounded down to the number of full days earned. Partial days will not be considered.

6.01.02 Day Shift

The hours of work for employees engaged in the day shift shall be any 8 hours 31 minutes, exclusive of unpaid lunch breaks between 05:00 and 19:00 (5:00 a.m. and 7:00 p.m.) in accordance with the shift schedule.

Changes in the hours of work for the day shift shall not constitute a change of shift provided that such hours of work are consistent with Article 6.01.02-*Day Shift* herein, and provided that not less than 12 hours notice is given to the employee.

6.01.03 Afternoon Shift

Not applicable for the purposes of this addendum

6.01.04 Midnight Shift

Not applicable for the purposes of this addendum

6.01.13 Scheduling and Changing an Earned Day Off

Earned Days Off shall be scheduled for a 12-month payroll year in conjunction with scheduled off-days wherever possible. Operational requirements (workload, required training, employee absences) may require rescheduling an Earned Day Off.

Where a change of EDO is required, the City shall provide 24 hours notice to the employee concerned wherever possible.

The employee shall receive an alternate EDO, and the City will consult with the employee and attempt to agree on when the rescheduled EDO will be taken. Failure to agree could result in the City scheduling the EDO owed.

Where it is not possible to reschedule the EDO, the employee shall receive two (2) times their regular rate of pay for those hours worked on the day originally scheduled as an EDO.

MODEL C: Flexible Hours of Work -
Community & Recreation Facilities Services Branch

The following provisions shall apply to Aquatic employees in Community Services, Community & Recreation Facilities Services Branch.

3. Definitions

3.14 Temporary or Provisional Part-time Employee

The words "part-time employee" when used in this Agreement shall mean an employee who occupies a position which is assigned working hours that are less than the regular working hours specified in this Agreement for full-time positions. A part-time employee can occasionally work up to 40.0 hours per week, particularly during the peak season (April to September).

3.15.01 Permanent Part-Time Employee

A permanent part-time employee shall be scheduled a minimum of 60 hours bi-weekly. A part-time employee shall not attain permanent status through continuous service unless that employee is scheduled to work more than 60 hours in each and every consecutive bi-weekly period for a 12 month period. However, such employee may attain provisional status in accordance with Article 3.20-*Provisional Employee* and Article 18-*Employee Status*.

A part-time employee who achieves permanent status shall not cease to be a permanent employee merely by virtue of his intermittently working less than 60 hours in a bi-weekly period.

A part-time employee can occasionally work up to 40 hours per week, particularly during the peak season (April to September).

ADDITIONAL HOURS

If a part-time employee mutually agrees with the City to work additional hours beyond their regularly scheduled hours, those hours shall not be counted toward the attainment of permanent status in accordance with Article 3.15.01-*Permanent Part-Time Employee*.

FULL-TIME PERMANENT EMPLOYEES IN AQUATIC RELATED CLASSIFICATIONS

6.01 Hours of Work

6.01.02 Day Shift

Same as outlined in the main body of the agreement except that the requirement for 5 day shifts per week shall not apply to Aquatic employees.

6.01.03 Afternoon Shift

Same as outlined in the main body of the agreement except that the requirement for 5 afternoon shifts per week shall not apply to Aquatic employees.

6.01.13 It is agreed that the following provisions shall replace the provisions of clauses 6.01.01, 6.01.02, and 6.01.03 of the current Collective Agreement for full-time permanent employees who are employed in the Recreation Complex-Facility Foreman, Aquatic Program Coordinator, Facility Programmer, and Lifeguard classifications, who are required to work flexible hours of work to meet the requirements of their positions. Such employees shall have their hours of work established and stipulated in accordance with the following provisions:

6.01.13.01 Employees are responsible for accounting for their time, including lunch breaks. Employee hours of work schedules are subject to review and approval by their immediate supervisor.

6.01.13.02 The hours of work for employees engaged in flexible hours of work shall be defined as a variable 8-hour day within a 12 hour period of which 4 hours are worked as core hours (between 9:00 a.m. and 4:00 p.m.), with either a one hour or ½ hour unpaid lunch break, or where employees are required in attendance at their worksite during lunch, adequate time for lunch in the 8-hour shift. The scheduled hours of work, exclusive of unpaid lunch breaks, shall total 8 hours per day.

LONG SHIFTS

In order to meet the needs of the operation, long shifts are occasionally required – eg. parent discussion day or first/last day of a swim program. On these days, the employee’s schedule may be defined as a variable 10-hour work day within a 12 hour period. The scheduled hours of work in pay periods where long shifts are required, exclusive of unpaid lunch breaks, shall total 80 hours bi-weekly. Overtime is not payable unless the employee exceeds their scheduled daily hours of work (eg. 10) or exceeds 80 hours bi-weekly.

6.01.13.03 Changes in the hours of work for the day shift shall not constitute a change of shift provided that such hours of work are consistent with the provisions of clause 6.01.13 of Model C in this Addenda and provided that not less than 12 hours notice is given to the employee.

6.01.13.04 The hours of work for scheduled flexible hours shall be confined within a period of 12 consecutive hours in any one day.

PART-TIME EMPLOYEES IN AQUATIC-RELATED CLASSIFICATIONS

11 Layoffs and Rehires

11.01 Layoffs for 5 Consecutive Working Days or Less

11.01.02 The provisions of 11.01.02 in the main agreement shall not apply to non-permanent Aquatic employees.

11.02 Layoffs for Greater Than 5 Consecutive Working Days

11.02.01 The provisions of 11.02.01 in the main agreement shall not apply to non-permanent Aquatic employees.

VOLUNTARY LAYOFFS

Voluntary layoffs of part-time staff during facility maintenance shut-downs may be restricted to the particular facility affected by the shut-down.

LEAVES OF ABSENCE

Part-time employees who require a leave of absence without pay for more than 15 consecutive working days shall complete the required application form with as much notice as possible. A leave of absence without pay may be granted to the employee at the discretion of the Management supervisor.

24 Part-Time Employees

24.01 Working Conditions

24.01.02 Split Shifts and Reporting Pay

24.01.02.01 A non-permanent part-time employee who is scheduled to work a split shift shall receive pay at their regular rate of pay for the first portion of

the shift based on actual hours worked or 2 hours, whichever is greater. The employee shall receive pay at their regular rate of pay for actual hours worked for any subsequent portions of the split shift.

24.01.02.02 Split shifts involving a first portion which is less than 2 consecutive hours may be arranged with the agreement of the employee concerned provided that the subsequent portion is scheduled for a period of 2 hours or more.

24.01.02.03 The schedule hours of work of an employee shall be confined within a period of 12 consecutive hours in any one day.

24.01.02.04 Reporting Pay

Except as provided in 24.01.02.01 and 24.01.02.02 of Model C in this Addenda, a part-time employee who reports for work and is employed for periods of less than 4 hours shall receive pay at their regular rate of pay for the actual hours worked or 2 hours pay at their regular rate of pay, whichever is greater.

24.02 Employee Status

24.02.01 Since part-time employment is not continuous service, part-time employees shall not be entitled to become permanent employees by reason of such employment. Accordingly, except as specifically outlined in Article 3.15.01-*Permanent Part-Time Employee*, part-time employees shall not become permanent regardless of hours worked or length of time worked.

24.02.02 The requirement for permanent part-time positions shall be determined by the Department. An employee shall be eligible for permanent part-time status as a result of applying on a posting for a permanent part-time position and being selected as the successful applicant. A permanent part-time employee shall be scheduled to work a minimum of 60 hours bi-weekly.

24.02.03 A part-time employee who accumulates 1,944 hours of temporary service within a period of 3 consecutive years shall be entitled to provisional status consistent with the provisions of Article 3.20-*Provisional Employee* and clause 18.01 of the Collective Agreement.

24.02.04 Temporary Reduced Hours for Permanent Full-Time Employees

A permanent full-time employee may apply for approval to reduce their regular hours of work for a specified period of time. If approved, such employee shall not cease to have "permanent" employee status provided that the employee continues to work a minimum of 20 hours per week.

**

MODEL D: 13 hours, 20 minutes per day x 6 days biweekly

The following provisions shall apply to employees approved to participate in a Compressed Work Week Arrangement - Model D. NOTE that this model will be discontinued should Employment & Immigration, Employment Standards withdraw its approval of the City's Application to Extend Consecutive Hours of Work.

6. Working Conditions

6.01.01 Employees engaged in a "Model D" Compressed Work Week arrangement shall work a shift of 13 hours, 20 minutes per day, for 6 days in a biweekly period. The scheduled hours of work for such employees shall average 80 hours biweekly over one complete shift cycle.

6.01.02 Day Shift

The hours of work for employees engaged in the "Model D" Day Shift shall be any consecutive 13 hours, 20 minutes between 05:00 and 20:00 (5:00 a.m. and

8:00 p.m.), including adequate time off for lunch, in accordance with the shift schedule.

Changes in the hours of work for the day shift shall not constitute a change of shift, provided that such hours of work are within the 05:00 and 20:00 range, and provided that not less than 12 hours notice is given to the employee.

6.01.03 Afternoon Shift

Not applicable for the purposes of this Addendum

6.01.04 Midnight Shift

Not applicable for the purposes of this Addendum

6.01.12 Rest Periods

Employees shall be permitted a 20 minute rest period after the completion of each of 3 loads hauled.

6.02 Overtime Work

6.02.06 Where an employee works hours which exceed an average of 13 hours, 20 minutes per day or 80 hours biweekly:

- ♦ excluding all hours worked at premium rates, but
- ♦ including those hours paid in accordance with Article 6.13-*Weekend Work Premium*,
- ♦ over one complete shift cycle,

such employee shall be paid the excess hours in accordance with the overtime premium specified in 6.02.02.

6.06.02 Temporary Change of Duties

All employees shall be assigned to a position which has assigned to it a regular rate of pay according to the classification of the position. When an employee works 3.25 or more hours per shift at work other than that which corresponds to the classification of their assigned position, they shall be paid the regular rate of pay of the classification of the work performed for the time they are engaged in such work. However, when an employee works in a specific higher classification for 9.75 or more hours of a 13.3 hour shift, they shall receive the higher rate of pay for the entire 13.3 hour shift.

The necessity for coverage regarding supervisory positions on days where the permanent incumbent is off as a result of a Compressed Hours of Work arrangement is determined by the City. Not every absence created by a Compressed Hours of Work day off will result in the need for an acting/relieving assignment.

8.01 Statutory Holidays

8.01.03 When a statutory holiday falls on a scheduled work day, a day's pay for a statutory holiday or a day off with pay in lieu of a statutory holiday, shall be paid at the regularly scheduled daily hours (13 hrs, 20 mins).

When a statutory holiday falls on a scheduled off day and a lieu day cannot be provided, the employee shall receive 8 hours pay.

ADDENDUM #2

02 SPECIALIZED GRIEVANCE AND ARBITRATION MECHANISMS PURSUANT TO
THE DUTY TO ACCOMMODATE FRAMEWORK AGREEMENT

INTRODUCTION

The parties to this collective agreement are participants in the City of Edmonton – Civic Union Workplace Relationship Agreement, and the Duty to Accommodate Framework Agreement (“*the Framework Agreement*”) entered into under the auspices of the Working Relationship Agreement.

In the Framework Agreement, the participants agree to establish specialized grievance and arbitration mechanisms to resolve disputes over the duty to accommodate, modifying, or in lieu of, the grievance and arbitration provisions in their collective agreements. The reasons and purposes for such specialized processes include recognition that:

- ♦ The duty to accommodate can involve obligations and remedies that transcend bargaining unit boundaries, and thus involve a need for dispute resolution where additional parties can participate so as to avoid multiple proceedings.
- ♦ The duty to accommodate is a process not just a result; that it is time sensitive; and that the rights and obligations can change over time; all of which can favour informal, expedited and specialized processes.
- ♦ While statutory human rights procedures exist, collective agreement arbitration provides a parallel procedure which, if suitably adapted, offers a more flexible and timely way of resolving accommodation issues for the civic workforce; and
- ♦ Although expedited procedures will normally be the chosen option for resolving such disputes, parties may at times choose instead to follow their more formal arbitration procedures, which they should remain free to pursue, subject to modifications for individual and affected union participation and a pre-arbitration mediation process.

Therefore:

The parties to the collective agreement agree to use the following alternative grievance and arbitration procedure for cases falling within the scope of this Addendum.

1. SCOPE

- 1.1 This procedure applies to grievances concerning the duty to accommodate employees on the basis of physical or mental disability.
- 1.2 This procedure does not apply to:
 - 1.2.1 Cases where employees seek accommodation as a result of an addiction said to be a physical or mental disability, or
 - 1.2.2 Cases where employees raise accommodation issues only after being terminated by the City of Edmonton.

2. INITIATING A GRIEVANCE

- 2.1 Grievances may be initiated during the course of an accommodation process to obtain a decision on a particular decision point in that process even though other steps remain to be taken.
- 2.2 A grievance may concern:
 - 2.2.1 Whether an employee seeking accommodation has a mental or physical disability that gives rise to a need for accommodation
 - 2.2.2 What, if any, restrictions or requirements arise from the employee’s disability.

- 2.2.3 A decision by the City of Edmonton not to accept a measure that might be undertaken to accommodate the employee's needs in their existing job or some other job (whether modified or not), whether based on undue hardship or any other reason.
- 2.2.4 A decision by an Employee or the Union to decline to accept as a reasonable or suitable accommodation, a measure proposed by the City of Edmonton.
- 2.2.5 The failure or refusal by any Union or Association to give any necessary consent to any aspect of a proposed measure that might be undertaken to accommodate an employee's needs, whether that failure or refusal is based on conflicting collective agreement provisions, undue hardship, or otherwise.
- 2.2.6 The assignment of an employee to a position within a different bargaining unit or any terms and conditions attached to that assignment; or
- 2.2.7 Whether any trial period for an accommodation measure has succeeded.
- 2.3 In these procedures, "*parties*" mean the parties to this collective agreement and any other affected Union or Unions. It does not include an individual with a right to be represented or heard separately during any arbitration procedure.
- 2.4 Prior to filing a grievance under clause 2.2 of this Addendum the party will follow the provisions for precipitating a decision on a decision point in the Framework Agreement and shall first advise all affected parties of their wish for a decision on the issue.
- 2.5 On receipt of a request for a decision, the City's Disability Management Consultant, the Union or Unions involved, and such other persons whose presence may be necessary or appropriate to the decision, will meet for a full and frank discussion in an attempt to reach agreement on the question.
- 2.6 If the initial request or, following discussion, the agreed upon issue, is a question of the employee's disability, capacity, or the requirement of any job or proposed job, the parties will initiate the process of obtaining an independent report on the issue in accordance with the procedures in the Framework Agreement. Any professional opinion or factual report obtained as a result of those processes shall be accepted as *prima facie* proof in any subsequent arbitration proceedings.
- 2.7 The party requesting a decision and the party whose decision is sought may agree in writing to continue to assess the matter in an agreed upon manner.
- 2.8 Following the meeting referred to in clause 2.4, and unless clauses 2.5 and 2.6 (all in this Letter) apply, the party required to make a decision will provide that decision in writing within 15 working days of the initial request.
- 2.9 If a decision on a decision point is agreed to, it will be implemented forthwith, according to the terms. If no grievance disputing the decision is initiated within 15 working days following the decision, it will be treated as agreed upon and any proposed action may be implemented unilaterally. A grievance over any decision described in clause 2.2 of this Letter may be filed by the parties to this collective agreement or by another Union affected by the decision. The dispute shall be submitted in writing to the roster Coordinator, with a copy of the dispute provided to the Director of Labour Relations, Human Resources Branch.
3. SEPARATE REPRESENTATION
- 3.1 Where an individual is directly affected by the subject matter of a decision, and their interests may conflict with the position being advanced by their bargaining agent, they may be separately represented in any arbitration process. The form of that separate representation shall be determined by their bargaining agent. Separately represented employees shall not have the authority to advance a matter to arbitration or to insist on formal rather than expedited arbitration.

4. EXPEDITED ARBITRATION

- 4.1 All grievances will be heard initially by a member of the expedited arbitration roster. Unless the parties agree to a particular member of the roster, the roster coordinator will assign a member from the City's arbitration roster to hear the grievance.
- 4.2 The roster member assigned to hear the grievance will convene a meeting of the parties and any individual entitled to separate representation. The purpose of that meeting will be to:
 - 4.2.1 Ensure the issues in dispute are defined;
 - 4.2.2 Determine whether the parties agree to expedited arbitration or wish to have all or part of the issue resolved by a formal process;
 - 4.2.3 If the parties accept expedited arbitration, to set a time, date and place for an expedited arbitration hearing with that roster member;
 - 4.2.4 If a party selects formal arbitration, set a time, place and date for a "*without prejudice*" pre-arbitration mediation with the roster member or any other agreed upon mediator;
 - 4.2.5 Discuss any other matter that, in the opinion of the roster member, is appropriate;
 - 4.2.6 Unless formal arbitration has been selected, grant interim orders where there are substantial reasons for doing so and where the order can be made in a manner that accords with the Framework Agreement;
 - 4.2.7 Where the parties agree, do anything at the first meeting that might be done at the expedited arbitration or mediation stages.
- 4.3 Every attempt will be made to hold the meeting referred to in clause 4.3 of this Letter within ten (10) working days of the date the grievance is received by the roster Coordinator, and may be in person or, with the consent of the affected parties, by teleconference. A failure to hold the meeting within ten (10) working days will not constitute loss of jurisdiction.
- 4.4 The roster member will provide participants with minutes of the first meeting, including any agreements reached, along with directions for a mediation meeting or an expedited arbitration hearing.

5. EXPEDITED ARBITRATION

- 5.1 The Roster member shall hear the grievance informally and expeditiously, providing the parties and any separately represented member the opportunity to adduce evidence and be heard, following which the member will issue a summary award on the grievance. The award will be provided in writing.
- 5.2 The parties will implement the award forthwith, according to its terms.
- 5.3 Awards under the expedited process will be confined to the issue raised in the grievance on the particular decision point. Any further issues that arise in respect to the duty to accommodate that same individual will be dealt with through a continuation or resumption of the Framework Agreement processes and if needed, by a further grievance on any subsequent decision point, rather than through the expedited arbitrator remaining seized with the matter.

6. GRIEVANCE MEDIATION

- 6.1 Where the parties have selected formal arbitration, the arbitration board will be appointed and scheduling commenced as outlined in Article 14.06-*Arbitration Stage*, points 4 through 17, following the first meeting referred to in clause 4.3 of this Letter. At the same time, the parties and any separately represented

- employee will participate in a “*without prejudice*” mediation meeting with the Roster member or another agreed upon mediator.
- 6.2 Participants in the mediation will each be represented by a person or persons familiar with the matter who will make good faith efforts to resolve the matter and who have decision making authority.
- 6.3 Settlements reached through informal mediation shall, where they resolve the full issue, be incorporated into a consent award of the Roster member as an arbitrator, or where they resolve some issues only, be incorporated into an agreed statement of facts or position to be placed by consent before the formal arbitrator or arbitration panel.
- 6.4 Other than the documents referred to in clause 6.3 of this Letter, the discussions during informal mediation shall be privileged and shall not be referred to in any subsequent arbitration or other proceeding.
- 6.5 The cost of the roster Coordinator’s administrative duties shall be paid by the City of Edmonton. The cost of the mediation or expedited arbitration duties of the panel members will be shared jointly between the City of Edmonton and the Union or Unions involved in individual cases. Where there is more than one Union involved in a particular case, the Union’s half of the costs shall be divided equally between them unless the mediator or expedited arbitrator orders some different appointment.
7. FORMAL ARBITRATION
- 7.1 Where a party insists on formal arbitration, that arbitration will be established and conducted in accordance with the arbitration procedure in this collective agreement, modified as necessary to comport with the Framework Agreement.
- 7.2 Where, in addition to the Union under this collective agreement, there is another affected Union in respect of the dispute, the following provisions will apply.
- 7.2.1 The decision of the arbitration board will be final and binding on all parties;
- 7.2.2 Except to the extent this agreement provides for, or other parties agree upon, a single arbitrator, the Unions will attempt to agree upon a single nominee, failing which a Union nominee will be selected by the Roster member assigned to conduct the informal mediation.
- 7.2.3 The costs of any nominee, and of the Chair, will be shared by the Unions equally, unless the arbitrator or arbitration board awards some different apportionment.
- 7.3 In addition to any other powers provided by law or by the Collective Agreement, the arbitrator or arbitration board may, on the request of any affected party, by interim order, direct what ought to be done, or not be done, pending the arbitration hearing or ruling. Interim orders shall only be granted where there are substantial reasons for doing so, and shall be made in a manner that best accords with the provisions of the Framework Agreement.
- 7.4 Arbitrators shall be selected from the following list of arbitrators, either by agreement, or on the basis of the rotation provided for in the Framework Agreement.
- ♦ Andrew C. L. Sims, Q.C.
 - ♦ Deborah Howes
 - ♦ Thomas Jolliffe
 - ♦ Lyle Kanee
- 7.5 Where an arbitrator or arbitration board, appointed under this collective agreement, finds that the matter or any part of the matter arising in that arbitration properly falls within the scope of the letter of understanding, the

arbitrator or arbitration board may direct the parties to pursue the matter in accordance with the provisions of this Letter of Understanding.

- 7.6 The arbitrator or arbitration board may make any directions as to timeliness or other procedural issue that appears just in all the circumstances. An application under this clause may be made by any party affected by the issue in question whether or not that party is a party signatory to the collective agreement. No such application may be made by an individual employee.

8. DURATION AND TERMINATION

- 8.1 This Letter of Understanding shall continue in force beyond the expiry date of the Collective Agreement, and shall be renewed with each successor agreement if both parties mutually agree.
- 8.2 In the event a party to the Duty to Accommodate Framework Agreement withdraws from participation in the Agreement, this Letter of Understanding shall cease to be in force on the date the notice period expires. Grievances currently in progress shall continue to utilize the process outlined in this Letter of Understanding until the decision of the roster member is received.

SIGNED THIS 25th day of June 2015, AD

CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 30

THE CITY OF EDMONTON

Mike Scott

Don Iveson

Mayor

Richard Colwell

Laura Kennedy

Acting City Clerk

Witnessed By:

Dina Traynor

Senior Negotiator