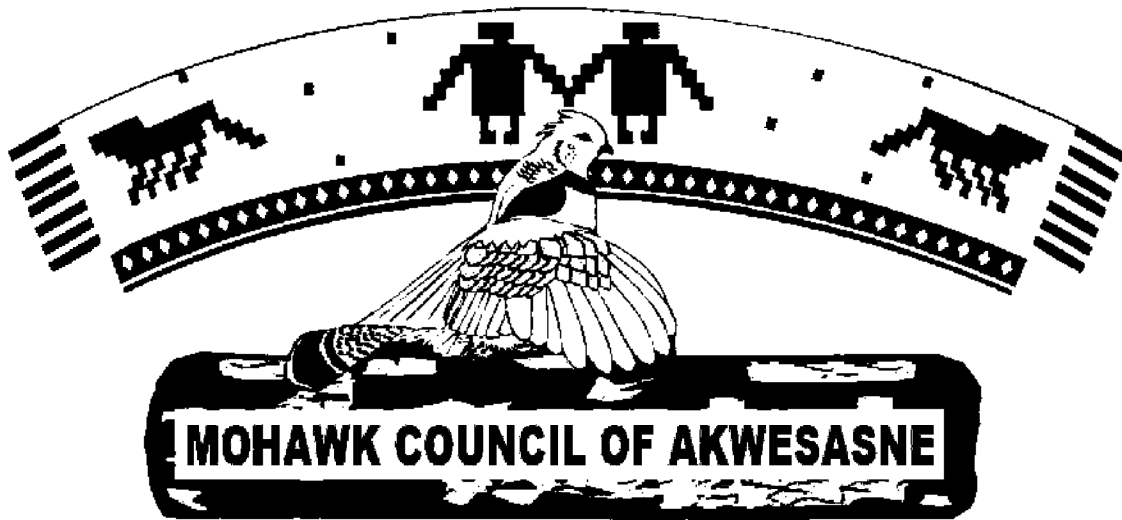


COLLECTIVE AGREEMENT

BETWEEN

MOHAWK COUNCIL OF AKWESASNE
(Akwesasne Child and Family Services)



AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES

CUPE / *Canadian Union
of Public Employees*

From: April 1, 2021

To: March 31, 2024

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ARTICLE 1 – PURPOSE

1.1 It is the purpose and intent of the Parties to this Agreement to set forth reasonable and fair terms and conditions of employment and other related provisions and to provide for the equitable settlement of matters that fall within the scope of this Collective Agreement.

1.2 It is the mission of the Parties to provide child and family services in a manner that enhances the traditional and community customs, values, beliefs, and way of life of the Mohawk Heritage.

ARTICLE 2 – RECOGNITION

2.1 The Employer recognizes the Canadian Union of Public Employees as the sole and exclusive bargaining agent for all employees of the Mohawk Council of Akwesasne working for the Akwesasne Child and Family Services Program.

2.2 No bargaining unit member shall be laid-off as a consequence of contracting out of bargaining unit work.

2.3 Employees whose jobs are excluded from the bargaining unit shall not perform bargaining unit work except as needed due to any operational necessities such as any situation involving the safety of a child, emergencies, orientation, instruction, mentorship or training of bargaining unit employees.

ARTICLE 3 – DEFINITIONS

For the purpose of this Agreement:

3.1 “Agreement” means the collective agreement between CUPE Local 5458 and the Mohawk Council of Akwesasne.

3.2 “Bargaining Unit” means as defined in Article 2.1.

3.3 “Business day” means Monday to Friday inclusive.

3.4 “Employer” or “MCA” means Mohawk Council of Akwesasne.

3.5 “Employee” means a person who is a member of the bargaining unit as described in Article 2.1.

3.6 “Full-time” employee means someone who is scheduled to work thirty-five (35) hours a week.

3.7 "Term Employee" means someone who is hired to replace a regular Employee on pregnancy leave, education leave, parental leave or short/long-term sick leave. Term Employees become bargaining unit members upon commencement of employment, and are entitled to sick, personal and bereavement leave, but are not entitled to participate in group insured benefits or the pension plan until completion of two (2) years continuous employment. Term Employees get six percent (6%) vacation pay on each pay period and

after one (1) year of continuous service may choose to continue receiving six percent (6%) vacation pay or banking of vacation pay at the same rate.

3.8 “Parties” means the Union and the MCA.

3.9 “Union” means Canadian Union of Public Employees Local 5458.

3.10 Where the feminine or singular is used in this Agreement it shall mean and include the masculine or plural where the context so requires and vice versa.

ARTICLE 4 – NO DISCRIMINATION OR HARASSMENT

4.1 There shall be no discrimination with respect to any employee or individual in or outside the bargaining unit for any reason prohibited by the *Canadian Human Rights Act*, as amended, by reason of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity, marital status, family status, disability, political affiliation and conviction for which a pardon has been granted, or membership/activities with the Union. Notwithstanding the foregoing, the Parties acknowledge the Employer has a preference for hiring members of the Mohawks of Akwesasne and other recognized members of other indigenous peoples, Metis and Inuit, and that hiring and promotion practices that conform to this preference do not constitute a violation of this Article, nor does funding provided exclusively to natives of the Akwesasne community constitute discrimination within the meaning of this Article.

4.2 There shall be no harassment with respect to any employee or individual in or outside the bargaining unit in violation of the *Canada Labour Code* as amended. Harassment is a course of vexatious conduct that is known or ought reasonably to be known to be unwelcome. Harassment does not include disciplinary measures, performance management or attendance management measures.

ARTICLE 5 – UNION DUES DEDUCTION

5.01 a) **New Employees**

All new employees, who are eligible for membership shall, upon commencing employment, become and remain members in good standing of the Union.

b) The Union and the Employer agree that there will be no discrimination, interference, coercion exercised or practised upon any employee because of membership or non-membership in the Union.

5.02 a) **Dues Check-off Payments**

The Employer will deduct from the regular earnings of each employee such regular monthly union dues as may be established by the Union.

b) **Deductions**

Deductions shall be made from each pay and shall be forwarded to the Secretary-Treasurer of the National Union not later than the next pay date, accompanied by a list of names of the employees from whose wages the deductions have been made, together with any notified change of address for any such employees, as well as the total earnings for the period. In the case of part-time employees, the list shall also include the number of hours worked.

- c) The Union agrees to indemnify and save harmless the Employer against any claims or liabilities arising or resulting from the operation of this Article. The Union shall advise the Employer in writing of the amount of the Union dues and of any changes thereto at least one (1) month in advance of the pay period in which deductions are to be made.

5.03 Deductions with respect to new employees shall become effective upon the first regular deduction date following the beginning of employment.

5.04 It is mutually agreed that arrangements will be made for a Union representative to meet each new employee during the probationary period for the purpose of informing such employee of the existence of the Union and acquainting them with the terms of the Collective Agreement. The Employer shall advise the Union monthly as to the names of the probationary employees and the time and place on the premises of the Employer designated for each such meeting, the duration of which shall not exceed ten (10) minutes.

ARTICLE 6 – REPRESENTATION

6.01 The Employer recognizes at least three (3) Union Stewards to be elected or appointed by the Union from the bargaining unit members who have passed probation, for the purpose of processing grievances in accordance with the grievance procedure. Stewards shall assist employees in preparing and presenting a grievance in accordance with the grievance procedure.

6.02 The Union shall notify the Employer in writing of the names of Stewards before the Employer shall be required to recognize them.

6.03 Stewards shall not leave their duties during working hours to process grievances except with the permission of their supervisor, which permission shall not be unreasonably withheld. The employee shall report back to the supervisor upon return to work. The supervisor reserves the right to limit the Steward's absence from work if the time taken is excessive or if the Steward does not perform their duties in a prompt manner. Stewards shall not suffer any loss of pay when required to leave work to process grievances.

6.04 **Correspondence**

All correspondence between the Parties arising out of this Agreement or incidental thereto shall pass to and from the Director of Community and Social Services or designate of the Employer and the Secretary of the Union, except correspondence arising under Article 8

Grievance Procedure, which correspondence shall pass to and from the Director of Community and Social Services or designate and the Chief Steward with a copy to the President of the Local.

6.05 Labour Management Committee

A Labour Management Committee shall be established consisting of not more than two (2) representatives of the Local Union and not more than two (2) representatives of the Employer, and as required, other employee(s) as mutually agreed. Meetings shall be held as may be mutually agreed upon as scheduled once every three (3) months for the purpose of discussing matters of mutual concern and interest, outside the Collective Agreement. The notice of the meeting shall contain an agenda of the matters proposed for discussion.

Employees on the Labour Management Committee shall not suffer any loss of pay for all hours in attendance at Labour Management Committee meetings.

ARTICLE 7 – UNION NEGOTIATING COMMITTEE

7.01 The Employer recognizes up to three (3) Bargaining Unit members as the Union's Negotiating Committee who will be provided with unpaid time off for any scheduled negotiations with the Employer. Employees shall request time off for bargaining at least two (2) weeks in advance of any bargaining date and shall be provided with such time off to negotiate with the Employer.

ARTICLE 8 – MANAGEMENT RIGHTS

8.01 The management and the direction of the work force are vested exclusively and without limitation, implied or otherwise, in the Employer, except as, and to the extent specifically modified, by this Agreement. Without limiting the generality of the foregoing, the Employer's rights shall include:

- (a) the right to maintain order, discipline and efficiency, to make, alter and enforce from time to time, rules and regulations, policies, and practices including without limitation rules respecting attendance, confidentiality, conduct, dress, safety and security;
- (b) the right to discipline and discharge employees for just cause, subject to any other relevant provisions of the Agreement;
- (c) the right to select and hire employees; to transfer, assign, promote, demote, schedule and classify employees; to plan, direct and control its operations; to operate and manage the enterprise in all respects in order to satisfy its commitments and objectives;
- (d) the right to discontinue, reorganize, limit, combine, and substitute any operation or part thereof, and determine all other aspects of the Employer's operation;

(e) the right, during a declared emergency, ice storm or other emergency situations, to hire, on a temporary basis as needed, emergency employees who are not members of the Union;

(f) the right to determine job content, job qualifications, to determine whether vacancies will be filled or not in accordance with operational needs; and

(g) the right to determine the commencement, expansion, curtailment, or discontinuance of operations at a location; the direction of the work forces; the work to be done; the standards and assessment of performance; the scheduling of work; the number of hours to be worked; starting and quitting times.

ARTICLE 9 – DISCIPLINE AND DISCHARGE

9.01 A Probationary employee may be disciplined or discharged at the discretion of the Employer provided that such discipline or discharge is not arbitrary or discriminatory.

9.02 No employee who has passed probation may be disciplined or discharged without just cause.

9.03 An employee may be represented by a Union Steward at any meeting at which disciplinary action is taken. The Employer shall provide the employee with the opportunity to obtain a recognized Steward prior to the meeting and shall advise in writing if they refuse representation. If the member does not request or secure representation within a reasonable period of time then the meeting will proceed.

9.04 a) The Employer shall provide the President of the Local with a copy of any written warning affecting the employee and shall send a copy to the Union within five (5) working days of the imposition of the discipline. Any written reply by the Employee shall become part of her record.

b) Disciplinary warnings and suspensions without pay shall be removed from the personnel file after a period of twenty-four (24) months, provided that there has not been any other disciplinary action during the twenty-four (24) month period.

9.05 Access to Personnel Files

Subject to two (2) working days' notice to the Employer in writing an employee shall have the right to have access to her file during normal office hours for the purpose of reviewing any evaluation or formal disciplinary notations contained therein, in the presence of her Human Resources representative. Each employee shall be given a copy of any evaluation or formal disciplinary notation in their file if so requested by said employee. Each employee shall be given a copy of her performance evaluation(s).

ARTICLE 10 – PROBATIONARY PERIOD

10.01 All new employees shall be on probation for the first six (6) months of active employment. Notwithstanding the foregoing, the probationary period will be extended by

any period that the Employee is not working due to leave of absence or layoff of two (2) weeks or more and the probationary period will be extended by the period of the leave or layoff. The Parties may also by mutual agreement in writing, agree to extend the probationary period.

ARTICLE 11 – NO STRIKES NO LOCKOUTS

11.01 There shall be no strikes or lockouts within the meaning of the *Canada Labour Code* as amended from time to time.

ARTICLE 12 – HOURS OF WORK AND OVERTIME

12.01 The normal hours of work for an Employee are not a guarantee of work per day or per week, or a guarantee of days of work per week. The normal hours of work for a Full-Time employee shall be thirty-five (35) hours worked per week in addition to paid break periods.

12.02 (a) Employees shall be entitled to a one (1) hour paid eating break and two fifteen (15) minute paid breaks in any full shift.

(b) Employees may elect to bank overtime hours in the employees Compensatory Time bank to a maximum of twenty-four (24) hours.

12.03 All overtime must be authorized by the supervisor or manager in advance of being worked, whenever it is reasonably possible to do so. Employees shall be paid straight time for all hours worked between thirty-six (36) to forty (40) hours in a week, and any hours thereafter [forty-one (41) or more in a week] shall be paid at time and one half (1.5) the employee's regular straight time hourly rate of pay. Any paid leave, vacation sick, personal, or unpaid leave is not considered hours worked. Overtime premiums will not be duplicated nor pyramided (i.e. hours of work shall not be counted as part of the normal work week and also as hours for which the overtime premium is paid). Employees who work overtime will not be required to take time off in regular hours to make up for overtime work.

ARTICLE 13 – GRIEVANCE PROCESS

13.01 (a) A grievance under this Agreement shall be defined as any difference or dispute between the Employer and any employee or the Union relating to the interpretation, application or administration of this Agreement, including any questions as to whether the matter is arbitrable and an allegation that the Agreement has been violated by either Party.

(b) Every grievance shall be in writing and shall contain the following:

- (i) The general nature of the grievance;
- (ii) a general indication of the provisions of the Collective Agreement that have been allegedly violated;
- (iii) an indication of the remedy sought; and

- (iv) the appropriate individual and Union Steward signatures as applicable.

13.02 It is the mutual desire of the Parties hereto that complaints of employees shall be adjusted as quickly as possible, and it is understood that an employee has no grievance until he or she has first given the immediate supervisor or their designate the opportunity of adjusting his or her complaint. Such complaint shall be discussed with the Department Head or their designate within ten (10) business days after the circumstances giving rise to it have occurred or ought reasonably to have come to the attention of the employee. If the complaint is not settled, it shall be taken up as a grievance within ten (10) business days of the discussion in the following manner and sequence:

Step 1 - Review by Immediate Supervisor or Manager

The employee may file a grievance in writing with the immediate supervisor or manager as applicable. The immediate supervisor or manager shall give the grievor his or her decision in writing within ten (10) business days of the submission of the grievance.

Step 2 - Director of Community and Social Services

If the grievance is not resolved at Step 1, the grievor may submit, within ten (10) business days of the date of the decision of the supervisor or manager at Step 1, the grievance to the Director of Community and Social Services or his or her designate, who shall hold a meeting with the grievor and his or her Union Steward at a mutually agreeable time within ten (10) business days of receipt of the request. The Director of Community and Social Services or his or her designate shall deliver his or her decision in writing within ten (10) business days of the meeting.

Step 3 – Arbitration

Failing satisfactory settlement at Step 2 of the Grievance Procedure, the grievance may be referred to arbitration in writing within twenty (20) business days of date of the written response of the Director of Community and Social Services or designate at Step 2, but not thereafter except by the express written agreement of both Parties. If a request for arbitration is not received within twenty (20) business days of the date of the Director's response, then the grievance shall be abandoned and is not arbitrable.

13.03 Dismissal Grievance

A grievance by an employee who has been discharged shall commence at Step 2 of the Grievance Procedure.

13.04 Union Policy Grievance

The Union may institute a policy grievance consisting of an allegation of a general misinterpretation by the Employer of this Agreement in writing at Step 2 of the Grievance

Procedure provided that it is presented within ten (10) business days after the circumstances giving rise to the grievance have originated or occurred or ought reasonably to have come to the attention of the Union.

It is expressly understood, however, that the provisions of this Article may not be used with respect to a grievance directly affecting an employee which the employee could have instituted by the regular grievance procedure shall not be thereby bypassed.

13.05 Group Grievance

Where a number of employees have similar grievances and each employee would be entitled to grieve separately, they may present a group grievance identifying each employee and signed by each employee who is grieving to the Director of Community and Social Services or his or her designate within ten (10) business days after the circumstances giving rise to the grievance have originated or occurred or ought reasonably to have come to the attention of the employees. The grievance shall then be treated as being initiated at Step 2 of the Article 13 Grievance Procedure.

13.06 Employer Grievance

The Employer may institute a grievance consisting of an allegation of a general misinterpretation or violation of this Agreement (by the Union or any employee covered by this Agreement) in writing, at Step 2 of the Grievance Procedure, by forwarding a written statement of the grievance to the President of the Local, providing it is presented within ten (10) business days after the circumstances giving rise to the grievance have originated or occurred or ought reasonably to have come to the attention of the Employer. The President of the Local shall give his or her decision in writing within ten (10) business days after receiving the written grievance and failing settlement, the grievance may be referred to arbitration by the Employer in accordance with Article 14.02 of the Collective Agreement.

13.07 Time limits referred to in the Grievance Procedure and Arbitration Procedure may be extended by mutual agreement of the Parties, in writing, otherwise all time limits are mandatory.

13.08 An employee shall have the right, upon request, to the presence of a Union Steward at any step of the Grievance Procedure.

13.09 All written agreements reached under the grievance procedure between the representatives of the Employer, the representatives of the Union and the grievor(s) will be final and binding upon the Parties.

13.10 No matter may be submitted to arbitration which has not been properly carried through all requisite steps of the grievance procedure.

ARTICLE 14 – ARBITRATION

14.01 Failing satisfactory settlement of the Grievance Procedure, the grievance may be referred to arbitration in accordance with step 3 of the Grievance Procedure.

14.02 The referral to arbitration shall include the names of three (3) proposed arbitrators. The Party served with the notice may accept one of the names, or propose other arbitrators. If the Parties are unable to agree on the selection of an arbitrator, then either Party may request the Minister to appoint an arbitrator to hear the matter for them. Notwithstanding the foregoing, the Parties may mutually agree in writing to a board of arbitration consisting of one (1) employer representative, one (1) union representative and a chairperson who shall be selected by the Parties.

14.03 The decision of the sole arbitrator shall be final and binding upon the Parties and upon any employees affected by it.

14.04 No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance except that the arbitrator appointed by the Parties may, with the Parties' consent, mediate prior to arbitration.

14.05 Each Party shall pay their own costs associated with the arbitration. The fees and expenses of the arbitrator shall be born equally by the two Parties hereto.

14.06 The arbitrator shall not amend, alter, or make any decision inconsistent with the terms of this Agreement.

ARTICLE 15 – HEALTH AND SAFETY

15.01 The Employer and the Union recognize the importance of a workplace that is safe for all employees. The Employer, the employees and the Union recognize their respective required duties and responsibilities pursuant to the *Canada Labour Code* as amended from time to time. Bargaining unit members shall select one (1) bargaining unit employee representative to the Joint Health and Safety Committee for the facility. The member of the Joint Health and Safety Committee shall not suffer any loss of pay for time spent attending committee meetings and performing workplace inspections. Members shall arrange time away from work with their supervisor or manager in advance of attending any meetings or workplace inspections.

ARTICLE 16 – SENIORITY

16.01 Seniority is defined as the length of continuous service with the Employer from the last date of hire and shall be calculated based on regular hours worked up to a maximum of 2080 hours per calendar year. One (1) year's seniority equals 2080 hours inclusive of the one (1) hour paid lunch per day. Notwithstanding actual hours worked, no employee may accumulate more than one (1) year's seniority per calendar year. Seniority shall be bargaining unit wide unless otherwise stated.

16.02 An up-to-date seniority list shall be sent to the Union twice yearly (July and January) of each year.

16.03 An employee's seniority rights, once acquired, shall cease to exist, and the employee shall be deemed to be terminated if an Employee:

- a) voluntarily quits the employment of the Employer, in writing; and does not retract the quit within forty-eight (48) hours;
- b) is discharged and such discharge is not reversed through the grievance procedure;
- c) utilizes a leave of absence for purposes other than those for which the leave was granted, or engages in unauthorized gainful employment elsewhere while on leave of absence, or who fails to report for duty on the first day following the expiration of a leave of absence, unless the employee has obtained permission from the Employer, in writing, or provides a satisfactory reason to the Employer;
- d) is laid off for a continuous period of more than twenty-four (24) months, or fails to report for work when recalled;
- e) has been absent for three (3) consecutive working days without having notified the Employer, in which case the employee shall be deemed to have quit without notice, unless a reason satisfactory to the employer is given;
- f) retires or is retired.

16.04 Employees will not be assigned, transferred or promoted to a position outside the bargaining unit without the employee's written consent. Employees assigned, transferred or promoted to a position outside the bargaining unit shall maintain accrued seniority but shall not accrue further seniority while working outside the bargaining unit for a period of up to eighteen (18) months. The employee shall be entitled to return to the bargaining unit during the eighteen-month (18) period and thereafter shall lose all seniority and forfeit the right to return to the bargaining unit.

ARTICLE 17 – LAYOFF AND RECALL

17.01 A layoff is defined as the elimination of one or more Bargaining Unit positions or a reduction in an employee's regularly scheduled hours of work.

17.02 The Employer shall layoff by reverse order of bargaining unit seniority in the classification affected.

17.03 An employee subject to layoff shall have the right to either:

- (a) accept the layoff and retain his or her recall rights; or
- (b) displace an employee who has lesser seniority in the bargaining unit, provided the employee subject to layoff has the required skills, abilities and qualifications to perform the available work. There shall be no "bumping up" in a layoff.

17.04 An employee who displaces an employee in a lower paying classification will be placed on the salary grid of the lower classification consistent with the level she would have achieved in the lower classification based on her service and experience.

17.05 Benefits Continuation

In the event of a layoff of an employee, the Employer shall pay its share of the insured benefits premiums up to the end of the month following the month in which the layoff occurs and the employee shall pay his/her share of the benefits premiums for the same period by way of cheque made payable to the Employer.

17.06 An employee shall have opportunity of recall from a layoff to an available opening in his or her former classification, or an equal or lower paying classification than the one from which the employee was originally laid off, in order of seniority, provided he/she has the requisite skills, qualifications and ability to perform the work, before such opening is filled on a regular basis under a job posting procedure. No new employees will be hired, until the recall process has been completed meaning, no new employees shall be hired until all those laid off with recall rights, have been given an opportunity to return to work provided that they have the skills, ability and qualifications to perform the available work.

17.07 Employees who are laid off shall be placed on a recall list and shall retain, but not accrue, seniority for twenty-four (24) calendar months while on layoff. After twenty-four (24) months and one (1) day, seniority will be forfeited and employment shall terminate.

17.08 An employee who is recalled and reinstated to a position with a lower rate of pay than the position which was occupied at the time of the layoff shall be given the first opportunity to return to their former position, if it becomes vacant within six (6) months of being recalled.

17.09 The Employer shall notify the employee of recall opportunity by Registered Mail, or by electronic email addressed to the last address on record with the Employer. Notification shall be deemed to be received on the fifth (5th) day following the date of mailing. The notification shall state the position to which the employee is eligible to be recalled and the date and time at which the employee shall report for work. The employee is solely responsible for his or her proper mailing of emailing address being on record with the Employer.

ARTICLE 18 – JOB POSTINGS, PROMOTIONS AND TRANSFERS

18.01 Where a vacancy exists, or where the Employer creates a new position in the bargaining unit, such vacancy shall be posted for a period of ten (10) business days. Applications for such vacancies shall be made in writing within the ten (10) day period.

Notwithstanding the above, the Employer may fill at its own discretion temporary vacancies not expected to last more than 6 months.

18.02 Job Postings shall be placed on the Union bulletin board and a copy provided to the President of the Local Union.

18.03 The Job Posting shall clearly indicate the deadline date for application and the location or person to whom applications shall be directed.

18.04 When filling posted permanent vacancies, the Employer shall consider the following factors:

- (i) skills, experience, abilities, education, qualifications, MCA's Policy on Preferential Hiring; and
- (ii) seniority

If the factors in (i) and (ii) are equal, seniority shall govern.

18.05 An employee selected to fill a temporary position shall return to her former position without loss of seniority when the temporary position has expired. Any other employee promoted or transferred as a result of the temporary position shall also be returned to her former position without loss of seniority.

18.06 Trial Period

The successful candidate in a permanent job posting shall be placed on a Trial Period for the first twenty-five (25) shifts worked. During this period, the employee may elect to return to his or her former position. In the event the Employer decides within the Trial Period that the employee is not suitable for the position, the employee shall be returned to his or her former position and anyone else affected shall also be returned to their former position if it still exists. The Parties may extend the Trial Period upon mutual agreement in writing.

18.07 Eligibility List

The Employer may create an Eligibility List of individuals including bargaining unit members who qualified in the competition for a particular position. This Eligibility List will be utilized for a six (6) month period from the date of the close of the posting for vacancies that arise in the same classification. The Union shall be provided with the ranking of its members.

ARTICLE 19 – NEW CLASSIFICATIONS

19.01 When a new classification in the bargaining unit is established by the Employer, or the Employer makes a substantial change in the job content of an existing classification, the Employer shall notify the Union of such new or substantially changed classification and the rate of pay which is established. If so requested and within thirty (30) calendar days of such notification, the Employer agrees to meet with the Union to permit the Union to make representations with respect to the appropriate rate of pay, providing any such meetings shall not delay the implementation of the new or changed classification. Where the Union challenges the rate established by the Employer and the matter is not resolved following the meeting with the Union, the matter may be referred to Arbitration in accordance with the arbitration provisions of this Collective Agreement. Each change in the rate established by the Employer either through meetings with the Union or by an Arbitrator shall be retroactive from the time at which the new or substantially changed classification was first filled.

19.02 Pay on Temporary Transfer to Higher Rated Job

When an employee temporarily fills a higher paying position in the bargaining unit for a period of fifteen (15) consecutive calendar days or more, the employee shall receive the wage rate for the position that they are filling at a step that is nearest to but greater than their current hourly rate of pay. Payment shall be retroactive to the first day worked in the higher paying position.

ARTICLE 20 – LEAVES OF ABSENCE

20.01 Bereavement Leave

All employees shall be entitled to up to ten (10) days Bereavement Leave with pay for any scheduled shift that occurs in the ten (10) calendar days immediately following the death of an immediate family member. The Employee shall be entitled to utilize one (1) day of their paid bereavement leave if the interment is in the spring months rather than taking all days immediately following the death.

20.02 For the purpose of Bereavement Leave, “immediate family” means the employee’s spouse, common-law partner, parent, parent-in-law, step-parent or foster parent, brother-in-law or sister-in-law, son-in-law, daughter-in-law, grandparents, grandchild, great grandchild, brother, sister, child, adopted child, foster child, child of the common-law spouse, step child, any relative of the employee who permanently resides in the employee’s home or a person for whom the employee is the legal guardian or has power of attorney. In this section, common-law spouse means a person who is cohabitating with an individual in a conjugal relationship for at least one (1) year, or who has been so cohabitating with the individual for at least one (1) year immediately before the individual’s death.

20.03 Where a niece, nephew, aunt, uncle or first cousin dies, an employee is entitled to a period of up to five (5) days Bereavement Leave with pay for any scheduled shift that occurs in the five (5) calendar days immediately following the death.

20.04 Where a great-aunt or great-uncle of an employee dies, an employee is entitled to one (1) day Bereavement Leave with pay to attend the funeral services.

20.05 The Employer may allow additional leave without pay or the use of accrued leave with pay credits, at its discretion.

20.06 Union leave

The Employer agrees to grant leaves of absence without pay for up to three (3) Union members to attend Union conferences, meetings and seminars. The cumulative total leave of absence shall not exceed fifteen (15) days per year.

20.07 Canada Labour Code Leaves of Absence

The employee shall be entitled to statutory leaves of absences in accordance with the qualifying terms and conditions of the *Canada Labour Code* as amended from time to time.

20.08 Jury Leave

Leave of absence with pay, less any attendance monies paid to the employee, shall be given to every employee other than; employees on leave of absence without pay, those receiving benefits under the *Workplace Safety and Insurance Act*, those on paid sick leave, short-term or long-term disability, Employees under suspension, and employees on maternity / parental leave. This will apply to those who are required:

- (a) to serve on a jury; the employee is required to provide proof of service to the jury;
- (b) by subpoena or summons to attend as a witness in any proceeding held in or under the authority of a Court of Justice or before a Grand Jury;
- (c) before a Court, Judge, Justice, Magistrate or Coroner;
- (d) before the Senate, House of Commons or House of Representatives, otherwise that in the performance of the duties of his or her position; or
- (e) before a Legislative Council, Legislative Assembly or House of Assembly, or any Committee thereof that is authorized by law to compel the attendance of witnesses before it.

Notwithstanding the foregoing, the employee may utilize leave of absence without pay or the utilization of other applicable paid leave credits, other than sick leave will be granted to employees who attend criminal or family court on personal rather than work-related matters.

20.09 Political Leave without Pay

Political Leave shall be granted in accordance with the Mohawk Council of Akwesasne Election Law, as amended from time to time. The employees who are elected to the Mohawk Council of Akwesasne shall retain their seniority but shall not accrue further seniority during the first thirty-six (36) months as an elected chief.

ARTICLE 21 – SICK LEAVE AND LONG-TERM DISABILITY

21.01 Sick Leave is a privilege for the purpose of protecting an employee from loss of earning when the employee is incapacitated due to illness or injury to self or of an immediate family member. Immediate family member includes spouse, common-law spouse, partner, parent, child, step-child, grandparent, grandchild or person who resides with the employee.

21.02 Sick leave Entitlement

Employees working full-time hours shall earn Sick Leave credits at the rate of ten (10) hours per month for which he or she is entitled to receive pay, to a maximum of one hundred and twenty (120) hours per year. A maximum of two hundred and forty (240) hours may be carried forward to the next entitlement year and no more than two hundred and forty (240) hours shall be in the employee's Sick Leave bank at any time. There is no payment of Sick Leave accrued upon termination of employment for any reason, including without limitation, retirement or resignation.

Employees working part time hours shall earn Sick leave credits on a pro-rated basis based on total number of hours worked per month.

21.03 An employee is eligible for Sick Leave with pay when he or she is unable to perform work because of illness, injury, or a medical appointment that cannot otherwise be scheduled outside of working hours, provided that the employee:

- (a) Notifies his or her immediate supervisor or designate in advance of any medical appointment or sickness;
- (b) Has the necessary Sick Leave hours in the Sick Leave bank; and
- (c) Provides a medical certificate or other documentation for purposes of confirming entitlement or for purpose of accommodation as requested by the Employer in accordance with this Agreement.

An employee is also eligible to utilize Sick Leave to support and care for an immediate family member as defined in Article 21.01.

21.04 **Medical Certificates**

If the period of Sick Leave requested exceeds three (3) consecutive shifts or where the Employer has reason to question the validity of the Sick Leave entitlement the employee may be required to provide a medical certificate from their treating physician or nurse practitioner who assessed them during the period of illness, indicating the employee was unfit to work during that period.

21.05 If an employee is visibly ill, the employee's supervisor, or designate, has the right to send the employee home. Should this occur, the employee will be required to utilise time from his or her Sick Leave bank, if any, and shall be on leave without pay if they do not have any Sick Leave in their bank.

21.06 **Medical Exams**

The Employer may require that an employee attend a physician of the Employer's choice, for a medical examination where leave due to illness or injury is requested due to prolonged or patterned illness, or where the Employer has reason to question the validity of the claim for Sick Leave. The Employer shall provide the physician with a job description for the position held by the employee, and shall bear the cost of the medical assessment, as invoiced by the physician.

21.07 **Notification of Absence**

An employee who is sick and unable to report for work shall notify their supervisor, or designate, at least one (1) hour or as soon as is reasonably possible prior to the commencement of his or her shift.

ARTICLE 22 – GROUP INSURED BENEFITS

22.01 Employees shall participate in the Insured Group Health and Benefits Program as available for all employees of the Employer, in accordance with the qualifying terms and conditions thereof.

22.02 The Employer shall continue to pay its share of the premium costs and the employee shall pay his/her share of the premium costs of benefits by way of regular payroll deductions.

22.03 All decisions with respect to entitlement to insured benefits, including without limitation, entitlement to short-term and long-term disability benefits, are at the sole discretion of the Insurer(s), subject to any right of appeal, and shall not be the subject of any grievance under this Collective Agreement.

ARTICLE 23 – PENSION PLAN

23.01 All present employees enrolled in the Mohawk Council of Akwesasne Pension Plan shall maintain their enrollment in the Plan subject to its terms and conditions. New employees and employees employed but not yet eligible for membership in the Plan shall, as a condition of employment, enroll in the Plan when eligible in accordance with the qualifying terms and conditions of the Plan.

ARTICLE 24 – PAID HOLIDAYS

24.01 The following are days recognized as Statutory Paid Holidays under this Agreement and entitlement and payment shall be in accordance with the terms and conditions of the Canada Labour Code, as amended:

New Years Day	Good Friday	Victoria Day
Canada Day	Labour Day	Remembrance Day
Canadian Thanksgiving	Christmas Day	National Aboriginal Day
Boxing Day		

24.02 Employees working on the Statutory Holidays listed above shall be paid two and one-half (2.5) times the regular straight time pay, commencing from twelve (12) midnight within the twenty-four (24) hour period of the Statutory Paid Holiday.

24.03 A Full-Time employee whose day of rest falls on a Statutory Holiday will be compensated at the regular straight time rate of pay for the total number of hours in their normal shift scheduled.

24.04 (a) Holidays coinciding with a Saturday are observed on the preceding Friday. Those coinciding with a Sunday are observed on the following Monday.

- (b) Where an Employer's rest day falls on the Monday or Friday to be observed as a Holiday, the employee shall be compensated at straight time.
- 24.05 (a) The following are days recognized as Council Designated Holidays under this Agreement:

Jake Fire Day Civic Holiday Family Day Easter Monday
- (b) An employee whose day of rest falls on a Council Designated Holiday, will be remunerated at the regular straight time rate, for the total number of hours worked in their normal shift.
- (c) Employees who work on a Council Designated Holiday shall be paid one and one half (1 ½) times their regular straight time hourly rate of pay for all hours worked on the Council Designated Holiday.

24.06 Statutory and Designated Holiday pay does not apply to an employee who fails to work his or her regular scheduled day of work on the day before and the day after the holiday without reasonable cause.

24.07 In order to be entitled to either Statutory Paid Holidays or Designated Holidays the employee must be employed with the Employer at least thirty (30) calendar days prior to the Holiday.

24.08 An employee who qualifies to receive pay for any holiday will not be entitled, in the event of illness, to receive sick pay in addition to holiday pay in respect of the same day.

ARTICLE 25 – VACATION

25.01 (a) An employee's vacation accrual is based on his or her anniversary date of last hire.

(b) Notwithstanding the foregoing, an employee who has resigned from his or her employment with Mohawk Council of Akwesasne, at the facility, and subsequently returns to their employment with the MCA, at the facility, within one (1) year of the effective date of resignation, will be eligible to bridge previous service for vacation entitlement purposes.

25.02 Vacation leave will accrue from the anniversary date of last hire as per the following chart for employees working full-time hours. Vacation pay is based on the appropriate percentage of wages earned during the vacation accrued period as indicated below:

Employees working part time hours will have entitlement as per the following chart, pro-rated based on their regularly scheduled hours of work:

Years of Completed Service	Accrual of # of days per month	= Days/ Year	= Hours/Month	= Hours/ Year	Vacation Pay
0	1.25	15	10	120	6%
6	1.66	20	13.33	160	8%
14	2.08	25	16.66	200	10%
21	2.50	30	20	240	12%

25.03 Where an employee's scheduled vacation is interrupted due to a serious illness requiring the employee to be an in-patient in a hospital, the period of such hospitalization shall be considered sick leave provided a medical certificate from the hospital indicating the period of hospitalization is provided upon return to work.

The portion of the employee's vacation which is deemed to be sick leave under the above provision will not be counted against the employee's vacation credits.

25.04 Neither vacation time nor pay will accrue for employees on unpaid leaves of absence except in accordance with the *Canada Labour Code*, as amended from time to time.

25.05 Vacation leave may be granted with pay when sufficient vacation credits have been accrued.

25.06 Employees are expected to use their vacation leave in the fiscal year following that in which it is earned. Employees shall be permitted to carry forward eighty (80) hours to the next fiscal year.

25.07 A minimum of eighty (80) hours of vacation will be scheduled for all employees every twelve (12) months worked. Employees who have completed six (6) or more consecutive years of employment, will be scheduled and must take a minimum of one hundred and twenty (120) hours of vacation every twelve (12) months worked.

Any vacation entitlement in excess of eighty (80) hours or one hundred and twenty (120) hours in the case of employees who have completed six (6) or more consecutive years of employment, in the employee's vacation bank shall be forfeited if not taken in the fiscal year immediately following the year it was accrued, unless due to circumstances beyond the employee's control.

ARTICLE 26 – PROFESSIONAL COLLEGE REGISTRATION

26.01 Employees are encouraged to obtain their designation as a Registered Social Worker. The Employer shall reimburse the annual fees for the Ontario College of Social Workers upon provision of proof of payment.

ARTICLE 27 – GENERAL

27.01 On-Call

All Authorized Workers, except Prevention Workers [Family Support Worker, Community Support Worker, and Traditional Support Worker], shall be scheduled on-call either Monday to Friday [Monday 5.p.m. to Friday 8.a.m.] or Friday to Monday [Friday 5 p.m. to Monday 8 a.m.]. “Authorized Worker” means a bargaining unit member who has successfully completed the Authorized Worker series training in accordance with Ontario Provincial requirements. Employees on-call Monday to Thursday shall receive eighty-five dollars (\$85) per shift. Employees scheduled on-call for weekends from Friday to Monday shall receive one hundred and twenty-five dollars (\$125) per shift. On statutory or Council Designated Holidays the employee shall be on-call for the full twenty-four-hour (24) period of the holiday and shall be paid two hundred dollars (\$200). In addition to the above per shift on-call payments, the employee shall be paid their straight time hourly rate of pay for all hours worked when they are called upon during the on-call period. The hourly rate of pay commences when the employee takes a call for services and ends when the employee completes their case notes for the service provided. Payment is in fifteen-minute (15) periods. On Council Designated or Statutory Holidays, the rate of pay shall be one and a half (1.5) times the regular hourly rate of pay for any calls that occur during the on-call period and payment is fifteen-minute (15) periods. All start and end times of calls shall be included in case notes to ensure proper payment.

27.02 Criminal Records Checks

All bargaining unit members must provide a criminal records check that is satisfactory to the Employer, prior to being hired into the bargaining unit and annually thereafter in the month of their anniversary date of hire.

27.03 The Union and the Employer desire every employee to be familiar with the provisions of this Agreement and her rights and obligations under it. For this reason, the Employer and the Union agree to share equally the cost of providing sufficient copies of this Agreement.

27.04 Job Descriptions

The Employer shall submit copies of all job descriptions to the Union. When a job description is updated a copy will be submitted to the Local Union President within thirty (30) days.

27.05 Bulletin Board

The Employer shall provide a staff bulletin board which shall be placed so that all employees will have access to it and upon which the Union shall have the right to post notices of meetings or any other notice pertaining to the Union's affairs. All notices must be signed by an officer of the Local and be such notices shall not include anything disparaging of the Employer or its employees.

ARTICLE 28 – DURATION AND RENEWAL

28.01 This Agreement shall be in effect from April 1, 2021 to March 31, 2024. Either Party may, by written notice given during the four (4) month period immediately preceding the expiration date of this Agreement, require the other Party to commence bargaining.

Both Parties shall enter into such negotiations in good faith and make every reasonable effort to reach a new agreement.

ARTICLE 29 – WAGE GRID

Worker Authorization

Child Protection Workers who are non-authorized Child Protection Workers, meaning they have not completed the Ministry Authorized Worker certification shall be paid ten percent (10%) less than the Child Protection Worker until such time as they become authorized.

A) Placement on Child Protection Worker Wage Grid

Placement on the Protection Worker meaning [Child Protection Worker, Community Links Worker, Case Manager, Education Liaison Worker] Wage Grid shall be based on the following educational qualifications:

- 1) PROTECTION WORKER 1: Does not hold a B.S.W. / has a two (2) year social service/human service College diploma from a recognized or accredited college in Canada or the U.S. (ie/ Child and Youth Worker, Early Childhood Education, Developmental Services, Social Work, College diploma).
- 2) PROTECTION WORKER 2: Holds a B.S.W. degree from a recognized or accredited university in Canada or the U.S. or meets the criteria of level 1 and has twelve (12) years child protection experience in Ontario.
- 3) PROTECTION WORKER 3: Holds an M.S.W. graduate degree from a recognized or accredited university in Canada or the U.S. or has a B.S.W. with twelve (12) years child protection experience in Ontario.

B) Placement on Child Prevention Worker Wage Grid

Placement on Child Prevention Worker [Family Support Worker, Community Support Worker, Traditional Support Worker, Resource Development Worker] Wage Grid shall be based on the following educational qualifications:

- 1) PREVENTION WORKER 1: Does not hold a B.S.W. / has a two (2) year social service/human service College diploma from a recognized or accredited college in Canada or the U.S. (ie/ Child and Youth Worker, Early Childhood Education, Developmental Services, Social Work).
- 2) PREVENTION WORKER 2: Holds a B.S.W. degree from a recognized or accredited university in Canada or the U.S. or meets the criteria of level 1 and has twelve (12) years child prevention experience in Ontario.

3) PREVENTION WORKER 3: Holds an M.S.W. graduate degree from a recognized or accredited university in Canada or the U.S, or has a B.S.W. with twelve (12) years child prevention experience in Ontario.

Evidence of Education

It is understood and agreed that for the purposes of placement on the Protection Worker or Prevention Worker Wage Grid requires a certified copy of the degree from the degree granting College or University or an original letter from the College or University confirming that the individual has completed the necessary requirements of the specific degree will be considered by the Employer as sufficient evidence of the degree obtained. Child Protection or Child Prevention experience in Ontario must be with a recognized Children's Aid Society or Indigenous Child Services agency and is subject to verification with previous Employer (s).

C) Movement to next Step on the Wage Grid Within a Classification

Effective year #2 of this Agreement, bargaining unit members shall automatically move to the next Step on the Wage Grid within their current Classification upon their anniversary date of hire into a position at ACFS ("Increment Date"). This will not apply to probationary employees who move to step 1 of the Wage Grid following probation.

D) Movement to a New Classification on the Grid

1. Employees can progress through the Child Protection/Child Prevention Wage Grids in the following manner:
 - a) It is the responsibility of employees to inform the Employer that they have completed the requirements of the degree which would entitle the employee to be moved to a higher Classification.
 - b) Movement to the higher Classification on the Wage Grid would be made effective on the date the degree requirements have been met provided that sufficient evidence is given to the Employer within one (1) month of that date. If the employee fails to provide the Employer with sufficient evidence within that one (1) month timeframe, any movement will be implemented on the date the Employer is provided with sufficient evidence to move to the next level, without any retroactivity. For the purposes of this paragraph, "sufficient evidence" shall mean an original letter from the University/College confirming that the individual has completed the necessary requirements for the degree and confirming the date upon which the requirements were met or a certified copy of the diploma.

2. When any employee moves into a new Classification, either in accordance with above or due to a promotion, or reclassification, the date upon which said movement occurs shall become the employee's new Increment Date in lieu of the Increment Date in the employee's previous Classification.
3. Any employee who moves from one Classification to another, whether in accordance with the above or due to a promotion, or reclassification shall move to the step on the Wage Grid in the employee's new Classification which is closest to but not less than the salary in the former Classification.
4. The employee is responsible for notifying the Employer in writing to request reclassification as a consequence of recognition of twelve (12) years child protection or twelve (12) years child prevention worker experience in Ontario and to provide sufficient evidence as may be required by the Employer. The reclassification will be the later of the effective the date that the Employer received the written request and the date the employee has provided sufficient evidence of the (12) years child prevention or child protection worker experience in Ontario.

E) Salary Increments While On Leave

5. Increments under the Wage Grid are in recognition for the working experience gained by an employee while actively at work for the ACFS of the MCA or experience with another recognized Children's Aid Society/ Indigenous Child Services Agency in Ontario. Employees on any unpaid leave of absence (such as group insured sick leave, personal leave, education leave, political leave and/or layoff for a period of six (6) months or more), shall not be eligible for an increment during the period while on leave. On return to work with the MCA, the employee shall be returned to the level on the salary scale which was in effect at the time of the commencement of the leave.

Wage Grid Appendix A

Note #1:

The new wage rates shall be applied retroactively from January 1, 2020 to March 31, 2021 for all employees employed as of ratification based on hours paid. Retroactive pay shall be based on the employee's position held as of ratification by the Union.

Note #2:

Those members whose hourly rate is above the Wage Grid shall be red-circled until the Wage Grid catches up. Red-circled employees shall be given a one (1) time lump sum payment equivalent to one percent (1%) of hours paid in the period of January 1, 2020 to March 31, 2021. In lieu of a rate increase, red-circled employees shall receive a lump sum payment of one percent (1%) on April 1, 2022 and a lump sum payment of one and a half percent (1.5%) on April 1, 2023 based on their current rate of pay.

Note#3:

The Union Bargaining Committee shall recommend this package final offer for ratification by its members.

Signed on this _____ day of _____, 2021 in _____, Ontario.

For the Union:

For the Employer:

Paul Boileau
Paul Boileau (May 13, 2021 08:26 EDT)

Robert Delorimiere
Robert Delorimiere (May 11, 2021 16:30 EDT)

Nikki Jocko
Nikki Jocko (May 13, 2021 08:27 EDT)

Belinda Koostachin
Belinda Koostachin (May 12, 2021 10:16 EDT)

Marcy Thompson
Marcy Thompson (May 17, 2021 15:23 EDT)

Karen Hill
Karen Hill (May 12, 2021 10:15 EDT)

Alicia Thomas
Alicia Thomas (May 17, 2021 15:36 EDT)

Appendix A

PREVENTION	Probation	1	2	3	4	5	6
Family Support Worker 1	50,578	52,601	54,705	56,893	59,169	61,536	63,997
Family Support Worker 2	53,613	55,758	57,988	60,307	62,720	65,228	67,838
Family Support Worker 3	57,659	59,966	62,364	64,859	67,453	70,151	72,958
Community Support Worker 1	50,578	52,601	54,705	56,893	59,169	61,536	63,997
Community Support Worker 2	53,613	55,758	57,988	60,307	62,720	65,228	67,838
Community Support Worker 3	57,659	59,966	62,364	64,859	67,453	70,151	72,958
Traditional Support Worker 1	50,578	52,601	54,705	56,893	59,169	61,536	63,997
Traditional Support Worker 2	53,613	55,758	57,988	60,307	62,720	65,228	67,838
Traditional Support Worker 3	57,659	59,966	62,364	64,859	67,453	70,151	72,958
SUPPORT STAFF	Probation	1	2	3	4	5	6
Software Developer	57,659	59,966	62,364	64,859	67,453	70,151	72,958
Legal Assistant	44,509	46,289	48,141	50,067	52,069	54,152	56,318
Administrative Assistant	39,451	41,029	42,670	44,377	46,152	47,998	49,918
Case Aide	40,968	42,607	44,311	46,084	47,927	49,844	51,838

Appendix A

PREVENTION	Probation	1	2	3	4	5	6
Family Support Worker 1	51,084	53,127	55,252	57,462	59,761	62,151	64,637
Family Support Worker 2	54,149	56,315	58,568	60,910	63,347	65,881	68,516
Family Support Worker 3	58,236	60,565	62,988	65,508	68,128	70,853	73,687
Community Support Worker 1	51,084	53,127	55,252	57,462	59,761	62,151	64,637
Community Support Worker 2	54,149	56,315	58,568	60,910	63,347	65,881	68,516
Community Support Worker 3	58,236	60,565	62,988	65,508	68,128	70,853	73,687
Traditional Support Worker 1	51,084	53,127	55,252	57,462	59,761	62,151	64,637
Traditional Support Worker 2	54,149	56,315	58,568	60,910	63,347	65,881	68,516
Traditional Support Worker 3	58,236	60,565	62,988	65,508	68,128	70,853	73,687
SUPPORT STAFF	Probation	1	2	3	4	5	6
Software Developer	58,236	60,565	62,988	65,508	68,128	70,853	73,687
Legal Assistant	44,954	46,752	48,622	50,567	52,590	54,693	56,881
Administrative Assistant	39,846	41,440	43,097	44,821	46,614	48,478	50,418
Case Aide	41,378	43,033	44,754	46,545	48,406	50,343	52,356

Appendix A

MOHAWK COUNCIL OF AKWESASNE							
<i>Akwesasne Child and Family Services</i>							
<i>Appendix A</i>							
<i>Wage Grid</i>							
<i>2023-2024</i>							
<i>Effective April 1, 2023</i>							
1.5% increase to the Wage Grid							
PROTECTION	Probation	1	2	3	4	5	6
Child Protection Worker 1	57,035	59,316	61,689	64,157	66,723	69,392	72,167
Child Protection Worker 2	60,146	62,552	65,054	67,656	70,363	73,177	76,104
Child Protection Worker 3	64,294	66,866	69,541	72,322	75,215	78,224	81,353
Community Links Worker 1	57,035	59,316	61,689	64,157	66,723	69,392	72,167
Community Links Worker 2	60,146	62,552	65,054	67,656	70,363	73,177	76,104
Community Links Worker 3	64,294	66,866	69,541	72,322	75,215	78,224	81,353
Resource Development Worker 1	57,035	59,316	61,689	64,157	66,723	69,392	72,167
Resource Development Worker 2	60,146	62,552	65,054	67,656	70,363	73,177	76,104
Resource Development Worker 3	64,294	66,866	69,541	72,322	75,215	78,224	81,353
Case Manager 1	57,035	59,316	61,689	64,157	66,723	69,392	72,167
Case Manager 2	60,146	62,552	65,054	67,656	70,363	73,177	76,104
Case Manager 3	64,294	66,866	69,541	72,322	75,215	78,224	81,353
Education Liaison 1	57,035	59,316	61,689	64,157	66,723	69,392	72,167
Education Liaison 2	60,146	62,552	65,054	67,656	70,363	73,177	76,104
Education Liaison 3	64,294	66,866	69,541	72,322	75,215	78,224	81,353

Appendix A

PREVENTION	Probation	1	2	3	4	5	6
Family Support Worker 1	51,850	53,924	56,081	58,324	60,657	63,084	65,607
Family Support Worker 2	54,961	57,160	59,446	61,824	64,297	66,869	69,544
Family Support Worker 3	59,110	61,474	63,933	66,490	69,150	71,916	74,792
Community Support Worker 1	51,850	53,924	56,081	58,324	60,657	63,084	65,607
Community Support Worker 2	54,961	57,160	59,446	61,824	64,297	66,869	69,544
Community Support Worker 3	59,110	61,474	63,933	66,490	69,150	71,916	74,792
Traditional Support Worker 1	51,850	53,924	56,081	58,324	60,657	63,084	65,607
Traditional Support Worker 2	54,961	57,160	59,446	61,824	64,297	66,869	69,544
Traditional Support Worker 3	59,110	61,474	63,933	66,490	69,150	71,916	74,792
SUPPORT STAFF	Probation	1	2	3	4	5	6
Software Developer	59,110	61,474	63,933	66,490	69,150	71,916	74,792
Legal Assistant	45,628	47,453	49,352	51,326	53,379	55,514	57,734
Administrative Assistant	40,443	42,061	43,744	45,493	47,313	49,206	51,174
Case Aide	41,999	43,679	45,426	47,243	49,132	51,098	53,142