

COLLECTIVE AGREEMENT

between the

REGIONAL DISTRICT OF NANAIMO



and the

**CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 401**



January 1, 2021 to December 31, 2024

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This Agreement is in effect from January 1, 2021 to December 31, 2024.

between the

REGIONAL DISTRICT OF NANAIMO

(herein called the "Employer")

OF THE FIRST PART

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 401

(hereinafter called the "Union")

OF THE SECOND PART

1. PREAMBLE

WHEREAS it is the desire of both Parties to this Agreement:

- To maintain and improve the harmonious relations and settled conditions of employment between the Employer and the Union;
- To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions;
- To encourage efficiency in operation;
- To promote the morale, well-being and security of all the employees in the bargaining unit of the Union;

AND WHEREAS it is now desirable that methods of bargaining and matters pertaining to the working conditions of the employees be drawn up in an Agreement;

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

2. MANAGEMENT RIGHTS

The Union recognizes that it is the function of the Employer to exercise the regular and the customary function of management and to direct the working forces of the Employer, subject to the terms of this Agreement. The question of whether one of these rights is limited by this Agreement may be decided through the Grievance Procedure.

3. RECOGNITION AND NEGOTIATIONS

3.01 BARGAINING UNIT

The Employer recognizes the Canadian Union of Public Employees and its Local 401 as the sole and exclusive Collective Bargaining Agency for all of its employees as defined by the appropriate certification and hereby consents and agrees to negotiate with the Union, or any of its authorized committees, concerning all matters affecting the relationship between the Parties to this Agreement, looking towards a peaceful and amicable settlement of any differences that may arise between them.

3.02 DEFINITIONS

a) **Permanent Employees**

A Permanent employee shall be one hired to fill a foreseeable permanent position either on a regular or part-time basis and shall be considered to be on a probationary basis as provided in Article 15.03, at which time, having fulfilled the duties of this position satisfactorily, shall be considered a permanent employee.

(i) Permanent Full-Time Employees

Permanent Full-Time Employees are entitled to all benefits of this Agreement except for those specifically excluded during probation. Employee benefits as set out in Article 28 shall become effective on the first day of the first full calendar month of employment.

(ii) Permanent Part-Time Employees

Permanent Part-Time Employees are those regularly working a normal week consisting of less than a Permanent Full-Time Employee. Employees will be eligible for employee benefits as set out in Article 28 and shall become effective on the first day of the first full month of employment.

b) **Temporary Employees**

Temporary Employees are those who are employed for a specific assignment of less than twelve (12) months continuous employment or for such longer period as may be agreed to by the Parties to this Agreement. Employees will receive twelve point four percent (12.4%) in lieu of benefits including vacation and statutory holidays but not including sick leave entitlement.

c) **Casual Employees**

Casual Employees are those employed on an as required basis to cover extra work, including but not limited to vacation relief, sick leave absences, banked time absences or similar circumstances, or for specific assignments that are expected to be less than three (3) months in duration.

Casual employees will not accumulate seniority, nor will they be eligible for benefits, but they will receive payment of nine percent (9%) in lieu of all benefits, including vacation and statutory holidays.

d) **Auxiliary Employees**

Auxiliary Employees are Casual Employees who, as of April 1 of any year, have worked at least one thousand forty (1040) hours as Schedule 'A' employees or nine hundred ten (910) hours as Schedule 'B' employees in the previous twelve (12) months. Auxiliary Employees will not accumulate seniority, nor will they be eligible for benefits, but they will receive payment of twelve point four percent (12.4%) in lieu of all benefits. In order to maintain Auxiliary Employee status, Casual Employees must continue to work 1040 hours as Schedule 'A' employees or 910 hours as Schedule 'B' employees in the twelve (12) month period prior to April 1st of each year.

e) **Definition of Calendar Month**

One calendar month shall be defined as the period extending from the initial date of the identified period to the immediately preceding date one (1) calendar month later.

4. **NO DISCRIMINATION**

The Union, the Employer, their officers, agents and members hereby agree that there shall be no discrimination, interference, restriction or coercion exercised or practiced with respect to any person in the matter of hiring, wage rates, training, upgrading, promotion, transfer, demotion, lay off, recall, discipline, classification, or discharge by reason of age, race, creed, colour, national origin, religion, political affiliation, sexual orientation, sex or marital status, nor by reason of membership in any labour or management organization.

5. **UNION MEMBERSHIP REQUIREMENT**

5.01 The Employer agrees that, as a condition of employment all employees shall be required to become and remain members in good standing of the Union.

5.02 In the event that an employee fails to comply with the provisions of this Article 5 – Union Membership Requirement – the Employer shall forthwith terminate their employment.

6. CHECK OFF OF UNION DUES

Deductions shall be made from the first pay period of the month, or bi-weekly where applicable, and shall be forwarded in PDF format to the Union not later than five (5) days following the payroll date, accompanied by a complete list of all employees from whose wages the deductions have been made, together with the amounts and the hours worked in each case, and to include a total of regular wages of all dues paying employees. The parties agree that the official copy of all correspondence shall be the PDF copy.

7. INTRODUCTION OF NEW EMPLOYEES

7.01 NEW EMPLOYEES

The Employer agrees to acquaint new employees with the fact that a Union Agreement is in effect, and with the conditions of employment set out in the articles dealing with Union security and dues check off.

7.02 COPIES OF AGREEMENT

On commencing employment, the employee's immediate supervisor shall introduce the new employee to their Job Steward or Representative. A copy of the Agreement shall be presented to the new employee not later than the implementation of the dues check off.

8. CORRESPONDENCE

All correspondence between the Parties arising out of this Agreement, or incidental thereto, shall pass to and from the Director of Corporate Services or designate of the Regional District of Nanaimo and the President and the 1st Vice-President of the Union with a copy sent to the 2nd Vice-President of the Regional District of Nanaimo unit. All correspondence shall be forwarded in PDF format.

9. LABOUR MANAGEMENT COMMITTEE

A Labour Management Committee shall be established consisting of four (4) representatives of the Union and four (4) representatives of the Employer. The Committee shall enjoy the full support of both Parties in the interests of improved service to the public, and job security of the employees.

10. LABOUR MANAGEMENT BARGAINING RELATIONS

The Employer and the Union will each appoint and maintain a Bargaining Committee (hereinafter referred to as the "Bargaining Committee"). The Bargaining Committee shall consist of a Committee of the Employer together with up to four (4) members selected by the Union, at least one of whom shall be a Regional District employee.

When either of the Parties of the Bargaining Committee wishes to call a meeting of the Committee, the Director of Corporate Services of the Employer shall call the same for a suitable time, not more than ten (10) days after receipt of the request.

This time may be extended by mutual agreement of both Parties.

Any representative in the employ of the Employer and any representative of the Union shall have the privilege of attending such meetings.

11. RESOLUTIONS AND REPORTS OF THE EMPLOYER

Reports or recommendations dealing with matters of policy and/or conditions of employment which affect employees within the Bargaining Unit shall be forwarded to the Union in sufficient time to allow the Union a reasonable opportunity to consider them, and, if deemed necessary, speaking to them before a decision is taken by the Employer.

12. GRIEVANCE PROCEDURE

Any difference arising between the Parties shall be resolved without work stoppage in the following manner:

Informal Discussion

The employee may first discuss the allegation at issue with the immediate supervisor or elect to pursue the issue through the grievance procedure set out at Step 1 below.

STEP 1

The employee and the Job Steward shall first discuss the grievance with the immediate supervisor, within five (5) work days of becoming aware of the alleged grievance to seek to settle the grievance. If the matter is not resolved, it may be referred to the Step 2 within five (5) work days of its submission to the supervisor.

STEP 2

The grievance shall be reduced to writing, signed by the employee and/or Job Steward and shall be presented to the HR Department. Within five (5) work days of receipt of the written grievance, the HR Department shall contact the Union to set up a Step 2 meeting. The Manager (in consultation with the General Manager) shall present a written reply within fifteen (15) work days following the meeting. Failing a satisfactory settlement at Step 2, the grievance may be referred to Step 3 within a further five (5) work days of the written reply.

STEP 3

The grievance will be submitted to the Administrator or designate. Within five (5) work days of receipt of the written grievance, the HR Department shall contact the Union to set up a Step 3 meeting. The Administrator or designate shall present a written reply within fifteen (15) work days following the meeting. If the grievance is not satisfactorily resolved at this level, or it is not withdrawn, the dispute shall be submitted to arbitration, in accordance with Article 13, within a further ten (10) work days.

The parties agree that all timelines in Article 12, Grievance Procedure, may be extended by mutual agreement.

13. ARBITRATION

13.01 Should the Employer and the Union fail to settle any difference, grievance, or dispute whatsoever, arising between the Employer and the Union, or the employees concerned, such difference, grievance or dispute, but excluding re-negotiation of the Agreement, shall at the instance of either Party, be referred to the arbitration, determination and award of an Arbitration Board of three (3) members, or, if mutually agreed, a sole arbitrator. Where a three (3) member board is selected, one (1) member is to be appointed by the Employer, one by the Union and the third, who shall be Chairperson of the Arbitration Board, by the two (2) thus appointed.

If the Parties fail to agree on the appointment of a sole arbitrator, or, if the two (2) appointees fail to agree on a Chairperson within two (2) weeks after either Party has given notice to the other requiring that such appointment be made, the appointment shall be made by the Ministry responsible for Labour for the Province of British Columbia, upon the application of either Party.

The decision of the said Arbitrator, or any two (2) members of a Board, made in writing in regard to any difference or differences, shall be final and binding upon the Employer, the Union and the employees concerned.

14. DISCHARGE, SUSPENSION AND DISCIPLINE

14.01 DISCHARGE PROCEDURE

An employee who has completed their probationary period as a permanent employee may be dismissed, but only for just and reasonable cause.

14.02 SUSPENSION OR DISCHARGE

Employees suspended or discharged shall have the right within seven (7) work days of the disciplinary action to initiate a grievance at Step 3 of the grievance procedure.

14.03 WARNINGS

Whenever the Employer deems it necessary to censure an employee in a manner indicating that dismissal may follow any repetition of the act complained of or omission referred to, or may follow if such employee fails to bring their work up to a required standard by a given date, the Employer shall, within seven (7) work days of the Employer becoming aware of the alleged offence, give written particulars of such censure to the employee involved with a copy sent concurrently to the President of the Union and the 2nd Vice-President of the Regional District of Nanaimo unit. Warning and discipline letters shall be removed from an employee's file after a period of thirty-six (36) months, provided the employee has been discipline free for the period set out above. Suspensions will form a permanent part of the employee's record.

14.04 RIGHT TO HAVE STEWARD PRESENT

An employee shall have the right to have a Steward present at any discussion with supervisory personnel which the employee believes might be the basis of disciplinary action. Where a supervisor intends to interview an employee for disciplinary purposes, the supervisor shall so notify the employee in advance of the purpose of the interview in order that the employee may contact a Steward to be present at the interview.

14.05 CROSSING A PICKET LINE DURING STRIKE

No employee shall be required to cross a picket line except to provide emergency service for the protection of persons or property.

15. SENIORITY

15.01 SENIORITY DEFINED

Seniority is defined as the length of service in the Bargaining Unit, or as provided for on the Seniority List subject to Article 15.05. Seniority shall operate on a bargaining unit wide basis.

Seniority will be the determining factor in the selection of:

- a) Sign up for Transit work;
- b) Overtime;
- c) Vacation sign up, subject to Article 22;
- d) Bumping rights, subject to Article 17.

The determination of days off shall be on a rotation basis.

15.02 SENIORITY LIST

The Employer shall maintain a seniority list showing the date upon which each employee's service commenced. An up-to-date seniority list shall be posted on the premises and a copy of same shall be sent to the Union in January and July of each year.

15.03 PROBATIONARY EMPLOYEES

- a) Newly hired employees shall be considered on a probationary basis for a period of ninety (90) days actually worked from the date of hiring. The probationary period maybe extended by mutual agreement.
- b) In order to extend the probationary period, the following conditions will apply:
 - (i) A meeting will be held at least seven (7) working days prior to the extension effective day between the probationary employee, the Supervisor and the Job Steward.

- (ii) The request shall be made in writing to the Union with a copy to the employee stating the reasons for the request.
 - (iii) The Union shall investigate further if necessary and shall respond in writing within five (5) working days of the request.
- c) The probationary period shall be for the purpose of determining a person's suitability for permanent employment in that position in which the person is placed in a probationary capacity. The employment of such employees may be terminated during the probationary period for reasonable work related reasons.
- d) During the probationary period, employees shall be entitled to all rights and privileges of the Agreement, except with respect to discharge. Probationary employees dismissed or suspended for alleged cause shall have the right within seven (7) work days after the date of dismissal or suspension to initiate a grievance at Step 3 of the grievance procedure.
- e) Upon completion of the probationary period, the initial date of employment shall be the anniversary date of the employee for the purpose of determining seniority, subject to Article 15.05.

15.04 LOSS OF SENIORITY

An employee shall not lose seniority rights if they are absent from work because of sickness, accident, lay off, or leave of absence approved by the Employer.

An employee shall only lose seniority in the event the employee:

- a) is discharged for just cause and is not reinstated;
- b) resigns;
- c) is absent from work in excess of five (5) working days without notifying the Employer, unless such notice was not reasonably possible;
- d) fails to return to work within seven (7) calendar days following a lay off and after having been notified by registered mail to do so, unless through sickness or other just cause. It shall be the responsibility of the employee to provide the Employer with a current address;
- e) is laid off for a period longer than eighteen (18) months.

15.05 TEMPORARY/AUXILIARY/CASUAL EMPLOYEES

- a) Temporary/Auxiliary/Casual employees within their job classifications shall be given preference for calls to work in order of their hours worked, subject to their suitability to perform the duties required.

Auxiliary and Casual employees who do not work for a period of eighteen (18) consecutive months, shall be removed from the call list and will be deemed to have terminated their employment.

- b) An up-to-date list of the hours worked by Temporary/Auxiliary/Casual employees shall be posted on the premises and a copy of same shall be sent to the Union in January and July of each year.
- c) When a temporary, auxiliary or casual employee is off due to a work safe injury, maternity, parental leave or a recognized disability under the Human Rights Code, the employee will be credited from the date that the leave commenced, with the hours of the employee on the call out list below the absent employee, who had worked the most hours during the applicable period.

15.06 CALCULATION OF SENIORITY DATE

Temporary/Casual employees shall neither exercise nor accumulate seniority. However, those temporary/casual employees who are subsequently appointed to permanent employment shall, after completion of the normal probationary period, have their seniority defined as the total accumulative hours of service at the full-time equivalent rate as a temporary/casual employee for the preceding six (6) month period, credited for purposes of seniority. Benefits shall not be retroactive.

Calculation of seniority date shall be as follows:

STEP 1 - CALCULATION OF "TOTAL VACATION HOURS:"

For the purpose of establishing "Total Hours Worked" in Step 2, if a casual employee takes vacation during the six (6) month period prior to the permanent start date, this vacation time shall be added to the "Total Actual Hours Worked" to a maximum of eighty hours, using the formula below:

<u>TOTAL ACTUAL HOURS WORKED</u>	X	TOTAL FTE VACATION HOURS *
TOTAL FTE HOURS WORKED		
<i>(910 or 1040 depending upon Schedule A or B Employee)</i>		<i>(Maximum 70 or 80 hours depending upon Schedule A or B Employee)</i>

* "Total FTE Vacation Hours" is determined by multiplying the number of full days that the casual employee has taken off in vacation time by the FTE hours per day for that classification.

STEP 2 – CALCULATION OF “TOTAL DAYS WORKED:”

TOTAL HOURS WORKED DURING PREVIOUS SIX (6) MONTHS
FTE HOURS PER DAY

STEP 3 – DETERMINATION OF SENIORITY DATE:

Subtract the number of working days calculated in Step 2 from the permanent start date excluding statutory holidays and weekends.

Where more than one employee has the same seniority date, seniority order shall be determined by the casual start date. When two employees also have the same casual start date, seniority order shall be determined by lot.

- a) Temporary/Casual employees within their job classifications shall be given preference for calls to work in order of their hours worked, subject to their suitability to perform the duties required.

16. PROMOTIONS AND STAFF CHANGES**16.01 JOB POSTINGS**

- a) Where a vacancy occurs or a new position of a permanent nature is created, notice thereof, outlining the position and grade, shall be posted in all departments of the Employer for seven (7) calendar days prior to an appointment being made. Except where the Employer decides not to fill a vacant position, such vacancy shall be posted within one (1) month. Where no appointment is made from within the Employer's staff, the position may then be advertised. When vacancies occur, postings shall be made within seven (7) calendar days. Job postings are to contain: location of the position, closing date, nature of position, qualifications, wage rate or range and number of positions vacant.
- b) The Employer further agrees that before applications are considered for any such vacancy or position, applications from permanent employees of the Employer shall first be considered.

16.02 PROMOTIONS, TRANSFERS AND VACANCIES

In making promotions, transfers or filling vacancies, the skill, knowledge and ability of the employees concerned shall be the primary consideration. Qualifications and requirements shall be those necessary to perform the job function and may not be established in an arbitrary or discriminatory manner. Where such qualifications for the position applied for are relatively equal, seniority shall be the determining factor. Unsuccessful applicants may request a meeting with their Manager or HR to better understand the reasons for not being selected and the development opportunities that may assist with further advancement.

16.03 TRIAL PERIOD

- a) Employees promoted or awarded new positions shall be given two (2) calendar months in which to prove satisfactory. In the event the successful applicant proves unsatisfactory in the position during the trial period, or if the employee is unable or unwilling to continue to perform the duties of the new job classification, they shall be returned to their former position, wage or salary rate, without loss of seniority. Any other employee promoted or transferred because of the rearrangement of positions shall also be returned to their former position, wage or salary rate, without loss of seniority. Extension of a trial period shall be subject to the provisions of Article 15.03(b).
- b) Employees bumping into new positions as a result of lay off shall be given a two (2) calendar month trial period in which to prove satisfactory. In the event that the employee proves unsatisfactory in the position during the trial period, they shall have the right to bump down or laterally (based upon the original laid off position) into another position.

16.04 REQUEST FOR ALTERNATE EMPLOYMENT

On request, the Employer will consider the provision of suitable alternate employment when, through advancing years, injury, illness or handicap an employee is unable to perform their normal duties.

16.05 TEMPORARY VACANCIES

The Parties agree that it is beneficial for employees to have opportunities to fill temporary vacancies in order to provide the employee with additional training and experience, financial compensation, or a period of change in their employment.

Therefore:

When filling temporary vacancies exceeding three (3) months duration, the Employer will seriously consider applications from permanent employees where operational requirements permit. Where a permanent employee is assigned to a temporary position, they shall be returned to their former position upon completion of the temporary term. Notice of such vacancies shall be by bulletin board. Resulting vacancies shall be filled at the Employer's discretion.

Permanent employees filling a temporary position shall continue to accrue seniority and other benefits.

16.06 ACTING POSITION

If no applicant is appointed to a vacant position in accordance with Article 16.02, then consideration for promotion may be given at the discretion of the Employer to applicants who do not possess the required qualifications. Such appointments shall be on an acting basis. Where the acting appointment is made, the employee shall be given a specified period of time in which to qualify.

17. LAY OFFS AND RECALLS

17.01 DEFINITION OF LAY OFF

A lay off shall be defined as a reduction in the work force, or a reduction in the hours of work of a permanent employee.

17.02 ROLE OF SENIORITY IN LAY OFFS

Both Parties recognize that job security shall increase in proportion to length of service. Therefore, in the event of a lay off, permanent employees shall be laid off in the reverse order of their bargaining-unit-wide seniority and may bump any employee with less seniority providing the senior employee is qualified to perform the available work. In no event shall a permanent part-time employee bump a permanent full-time employee. The right to bump shall include the right to bump down or laterally. The Employer must be notified within five (5) days by the Union or the employee of where the bumping will occur; unless such notice is not reasonably possible. Any employee displaced by this procedure shall be entitled to the same bumping rights.

17.03 ADVANCE NOTICE OF LAY OFF

Unless legislation is more favorable to the employees, the Employer shall notify permanent employees who are to be laid off thirty (30) days prior to the effective date of lay off, or award pay in lieu thereof.

17.04 RECALL PROCEDURES

Employees shall be recalled in the order of their seniority, if qualified to perform the available work.

17.05 NO NEW EMPLOYEES

New employees shall not be hired until those laid off have been given an opportunity of recall as per clause 17.04 above.

17.06 APPLICATION OF LAY OFF

The provisions of Article 17 shall only apply in respect of any employee for a period of eighteen (18) months following the date of lay off.

18. HOURS OF WORK

18.01 Unless otherwise provided for in this Agreement, the following hours of work shall apply:

a) **Schedule A**

- (i) The work week for Schedule A employees except Transportation Services employees shall consist of five (5) consecutive eight (8) hour working days within a seven (7) day work period.
- (ii) A normal work week for Transportation Services employees under Schedule A shall consist of five (5) normal working days of eight (8) hours each.
- (iii) The work schedule for the Wastewater (NPCC and FCPC) Chief Operators, Utilities Chief Operator and the Utilities Technician 3 will be day shift, Monday to Friday inclusive.
- (iv) Part-time, temporary, or casual employees may work less than eight (8) hours per day or five (5) days per week.

b) **Schedule B**

- (i) A normal working day for Schedule B employees shall consist of seven (7) consecutive hours, exclusive of the lunch period, between the hours of 8:00 a.m. and 5:00 p.m., Monday to Friday inclusive.
- (ii) Part-time, temporary, or casual employees may work less than seven (7) hours per day or five (5) days per week.

c) **Transit**

- (i) Transit Department employees, other than Schedule B employees, shall have eight (8) hours guaranteed wages subject to the Memorandum of Agreement RE: Scheduling Review Committee.
- (ii) A normal working day for Transit Department employees other than Schedule B employees, which is spread over a longer period than nine (9) hours shall be considered to be a split shift and no such split shift shall exceed twelve (12) hours.

The Parties agree that split shifts may be necessary but are undesirable for employees. Therefore, the Employer shall make every effort to limit the use of split shifts.

The Employer will make every reasonable effort to track split shifts. Pursuant to Memorandum of Agreement RE: Nanaimo Regional District Scheduling Review Committee, split shifts will be reviewed at each meeting. The Committee will consider cost neutral and/or other innovative solutions in an effort to address split shift issues raised for discussion.

- (iii) Twenty (20) minutes at straight time allowance shall be allowed each day for report and travel allowance.

This allowance applies only to regularly scheduled runs and Transit service and does not apply to part-time runs and Transit service. Drivers on charter work and other Transit service are to be paid from the time they leave the transit garage until the time they return.

- (iv) Transit drivers required to do service work or other work will be allowed fifteen minutes for clean-up prior to resuming regular transit driving duties.

- (v) Transit driving duties for scheduled transit runs will be signed for at least every four (4) months. Only those persons on their regularly scheduled day off or on vacation, or who have completed their shift for the day and have left the premises, will be entitled to a twenty-four (24) hour sign up period. If an employee is scheduled to sign up for a new Transit run and they will be on vacation, the employee must leave the Employer (or Job Steward) three (3) choices of their preferred scheduled weekday and/or weekend transit runs as well as their choice of day/off block. In the event all three choices are gone, the Employer and Job Steward will assign the employee to the work which most closely resembles their previous run(s). 'Bump ups' shall be placed on the spare board daily and signed for in order of seniority. Such sign ups shall occur before 4:00 p.m. on the day preceding. Driving work may be removed from the spare board and converted to regular transit driving shifts. Any new transit driving shift created between sign ups requires a completely new sign up for all regular transit shifts. Drivers who sign up for vacation periods shall take such vacation work in blocks. All sign ups shall take place on the Employer's premises.

- (vi) Extra driving work and excluding normal overtime and normal Sunday work, shall be placed on a separate spare board as required and signed for in the following order by qualified Transportation Services employees in the Transit Department:

1. Permanent full-time employees (unless overtime incurred);
2. Permanent part-time employees;
3. Temporary/casual employees;
4. Full-time employees within HandyDART (unless overtime incurred);
5. Part-time employees within HandyDART;
6. Temporary/casual employees within HandyDART.

In the event no employee is available to perform such work without incurring overtime, then such work shall be assigned as overtime on the basis of seniority in the following order:

1. Available overtime as a HandyDART Driver:
 - a. HandyDART Drivers
 - b. HandyDART Dispatchers
 - c. Transit Drivers/Transit Dispatchers (in the order of seniority)

2. Available overtime as a HandyDART Dispatcher:
 - a. HandyDART Dispatchers
 - b. HandyDART Drivers
 - c. Transit Dispatchers/Transit Drivers (in the order of seniority)
3. Available overtime as a Transit Driver:
 - a. Transit Drivers
 - b. Transit Dispatchers
 - c. HandyDART Drivers/HandyDART dispatchers (in the order of seniority)
4. Available overtime as a Transit Dispatcher:
 - a. Transit Dispatchers
 - b. Transit Drivers
 - c. HandyDART dispatchers/HandyDART drivers (in the order of seniority).

Such sign ups shall occur before 4:00 p.m. on the day preceding.

- (vii) Reasonable recovery time shall be provided to transit bus operators. Recovery time shall be defined as the time allowed for make-up of time lost on route, transfers, transfer setting, and scroll changes.

A reasonable recovery time will be ten percent (10%).

The Employer will make every reasonable effort to track recovery time. Pursuant to Memorandum of Agreement RE: Nanaimo Regional District Scheduling Review Committee, recovery time will be reviewed at each meeting. The Committee will consider cost neutral and/or other innovative solutions in an effort to address recovery time issues raised for discussion.

- (viii) As a substitute for meal breaks, transit driving shifts shall incorporate a minimum twenty-six (26) minute guarantee of layover time at the end of specified runs. The paid break will be calculated from the scheduled time the bus ends its route and the scheduled time the next scheduled route begins.

d) Recreation and Parks

- (i) The work day shall vary seasonally or as required due to the nature of the work.
- (ii) Employees may be required to work a non-standard work day or work week with total hours not exceeding eighty (80) hours per two (2) week period and within terms of the Employment Standards Act.
- (iii) Lifeguard/Instructors and Aquatic Team Leaders may be required to work a two (2) hour minimum for internal staff training purposes only.
- (iv) School students, as defined under the School Act, can be scheduled to work for a minimum of two (2) hours on school days.
- (v) Extra Work that requires additional coverage shall be offered to employees on a site specific basis, by seniority, in the following order:

1. Qualified permanent full-time employees at the same Recreation and Parks facility (unless overtime incurred);
2. Qualified permanent part-time employees at the same Recreation and Parks facility (unless overtime incurred);
3. Qualified permanent part-time employees at the second Recreation and Parks facility (unless overtime incurred);
4. Qualified casual/auxiliary/temporary employees (unless overtime incurred).

Extra work shall be defined as including holiday relief, sick leave coverage, banked time, or similar circumstances where additional coverage is required.

In the event no employee is available to perform such work without incurring overtime, then such work shall be offered as overtime on the basis of seniority. In the event that this option is also exhausted, the qualified employee with the least seniority will be assigned to perform the work required.

e) **Training**

Casual employees requiring training and/or instruction may be utilized for less than four (4) hours with a two (2) hour minimum for such training and/or instruction.

Notwithstanding the above, the Employer, through the application of this article, shall not circumvent any other provision contained in the Collective Agreement.

f) **Solid Waste**

Extra work that requires additional coverage shall be offered to employees on a site specific basis, by seniority, in the following order:

1. Qualified permanent full-time employees at the same facility (unless overtime incurred);
2. Qualified permanent part-time employees at the same facility;
3. Qualified permanent part-time employees at the second facility;
4. Qualified casual/auxiliary/temporary employees.

Extra work shall be defined as including holiday relief, sick leave coverage, banked time, or similar circumstances where additional coverage is required.

18.02 The Employer shall arrange that during each working shift there shall be two (2) ten (10) minute rest periods for all employees but not in addition to Article 35.01 of this Agreement.

Notwithstanding the above, where operational requirements permit, Transit bus operators shall not be required to work more than three hours without at least a ten (10) minute paid break. The scheduling of rest periods shall be subject to review by the Scheduling Review Committee.

18.03 The Employer will consider variations in the hours of work as set forth in this article, subject to mutual agreement by the Parties pursuant to Memorandum of Agreement attached.

19. OVERTIME AND PREMIUM PAY

19.01 GENERAL

- a) Time and a half (1.5x) shall be paid for work performed as follows:
 - (i) All work performed by employees in excess of a normal working day, or a normal work week as established by this contract.

- b) Double time (2x) shall be paid for work performed as follows:
 - (i) Sunday work not included in a regularly scheduled normal work week;
 - (ii) Work performed on all Statutory Holidays;
 - (iii) Hours worked in excess of an eleven (11) hour split shift;
 - (iv) All hours worked in excess of three (3) hours overtime.

- c) All employees working between the hours of 6:00 p.m. and midnight shall be paid a premium of fifty (\$0.50) cents per hour and between midnight and 6:00 a.m. shall be paid a premium of seventy-five (\$0.75) cents per hour. Payment shall be in five (5) minute increments.

- d) Where a Sunday is included in a regularly scheduled work week, employees working on Sundays shall be paid a premium of sixty cents (\$0.60) per hour. It is understood and agreed by the Parties that this provision shall apply only to services offered by the District as of January 1, 1992.

19.02 BANKED OVERTIME

Union personnel will be allowed to accumulate up to a maximum of one hundred twenty (120) hours overtime from January 1 to December 31 of any year.

No time off will be allowed in lieu of overtime unless approval is obtained from the Departmental Manager or designate.

All unused banked overtime will be allowed to carry forward to the end of March of the following year and, if not used, will be paid out at the rate earned.

19.03 UPGRADING

When an employee is required by the Employer to perform the duties of any Union position superior to that occupied by them for any reason, they shall receive increased pay for the period so worked at the minimum rate of pay for their superior, provided that such minimum is greater than already received and provided further that if an employee works more than one half (1/2) of a scheduled shift at a higher classification, they will receive the higher rate for the shift.

No employee shall suffer a reduction in their normal rate of pay due to performing duties of a lesser responsibility.

Upgrading opportunities shall be assigned to the senior employee within the same department or facility provided that, in the opinion of the Employer, the senior employee has the skill, knowledge and ability to perform the higher level work.

19.04 CALL-OUT PAY

Employees required to work on "cal. out" shall be paid for four (4) hours at regular rates of pay or for the actual time worked at applicable overtime rates, whichever is the greater.

The four (4) hour minimum does not apply to employees who have received prior notice while on shift that they will be called back. Upon return to work such employees will be compensated for a minimum of two (2) hours at their applicable overtime rate.

19.05 RECALL FROM VACATION

- a) In the event an employee is called back from annual vacation for emergency duty, the employee shall be paid at the rate of double time (2x) for the number of days worked and shall also be entitled to receive the unused number of days of annual vacation remaining to their credit when the employee was recalled for duty.
- b) If an employee is called back from annual vacation for emergency duty for only one (1) day or part of any week of their annual vacation, they will be permitted to work the balance of that week and shall be paid double time (2x) for the number of days worked.

The employee shall also be entitled to receive the unused number of days of annual vacation remaining to their credit when the employee was called back for emergency duty.

19.06 STATUTORY HOLIDAYS

Statutory Holidays falling on a weekend will be dealt with in accordance with Regional District of Nanaimo policy.

19.07 TRANSIT

Premium allowances for shift work shall be paid as follows:

- a) Split shift premium pay shall be paid for any run not being completed within nine (9) hours of the commencement of work. Premium allowance shall be paid at the rate of fifty (50) cents per fifteen (15) minute period in addition to regular pay for normal work hours.

- b) Report time per Article 18.01 (c)(iii) will be paid over and above the eight (8) hour guarantee provided that it cannot be absorbed in the guaranteed eight (8) hours wages provided for in Article 18.01 (c)(i).

19.08 PUBLIC WORKS

a) Wastewater Treatment

Shift Bonus: To be paid on eight (8) hours
 Evening Shift: Seven and a half (7 ½) hours and fifteen cents (\$.15) per hour

b) Pager Bonus

Employees may be assigned the responsibility of responding to emergency calls for essential services. Pagers will be provided for this purpose and will be assigned to the designated employee for a period of seven (7) days. For each working day the pager is carried, the designated employee will be paid an additional two (2) hours at the employee's classified rate of pay and for each non-working day an additional three (3) hours at the employee's classified rate of pay.

c) Solid Waste Disposal Site

For the periods during which the compactor is not available for use on the site and a track vehicle or an open cab vehicle is required to be used as a replacement, a premium of one dollar (\$1.00) per hour shall be paid for the operation of the track vehicle.

19.09 RECREATION AND PARKS

- a) Double time shall be paid to an employee required to work on their specified day off. A specified day off shall be defined as that day allotted by management to any employee. A specified day off may not be altered by management within thirty-six (36) hours of that day without double (2x) rates being paid.
- b) Lifeguard/Instructor schedules at Ravensong shall be posted two (2) weeks in advance of a one (1) week period and will not be changed without the agreement of the employees.
- c) Premium pay of one dollar (\$1.00) per hour will be paid to employees for time worked instructing Aquafit classes.

19.10 LEADHAND

Where in the judgment of the Employer a Leadhand is required at a specific worksite, a Leadhand will be assigned. Employees appointed to a Leadhand position will be paid at the hourly rate of the next highest pay band during the period of the assignment. Assignment length will be at the discretion of the Employer.

It is not the intention of the Employer through the appointment of a Leadhand to interfere with or to compromise any application of any other article contained in this Collective Agreement.

19.11 PROVINCIAL EMERGENCY PROGRAM

Where an employee works overtime and/or is called out to deal with situations where the Employer is able to recover the overtime and/or callout costs from the Provincial Emergency Program, the overtime and/or callout shall be paid out and will not be eligible to be banked as time off in lieu.

20. N/A

21. HOLIDAYS

21.01 STATUTORY HOLIDAYS

All employees shall, in addition to such special holidays as may be declared from time to time by the Federal or Provincial Governments, be entitled to the following Statutory Holidays with pay:

New Year's Day	Labour Day
Family Day	Truth and Reconciliation Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
B.C. Day	

21.02 DAYS IN LIEU

When an employee is entitled to a day off in lieu of a Statutory Holiday, as a result of the holiday falling on a regular day off, or having worked on the holiday, the employee may bank the Statutory Holiday to be used at a later mutually agreed upon date.

When an employee is required to work on a Statutory Holiday, the employee shall be paid at the applicable overtime rates as established in Article 19.01 and shall also be entitled to an additional working day off with pay which may be banked to be taken at a later mutually agreed upon date.

22. VACATIONS

22.01 VACATION ENTITLEMENT

Except as hereinafter provided, the provisions of the "Employment Standards Act" shall apply for the purpose of annual vacation under this Agreement.

Vacation entitlement shall be based on a calendar year, in accordance with the provisions of Clause 22.02 of this article. Permanent employees shall be eligible for their full entitlement commencing January 1st of each calendar year, to be paid at the classified rate for that year.

Employees will be encouraged to use their entitlement in the current year, to be scheduled during mutually agreed time periods. If vacation credits are carried over to a subsequent year, they will be paid when taken at the classified rate for the year in which they were earned.

22.02 ANNUAL VACATION

All permanent employees shall receive annual vacation as follows:

On completion of one year	3 weeks	6%
On completion of five years	4 weeks	8%
On completion of fourteen years	5 weeks	10%
On completion of twenty years	6 weeks	12%
On completion of twenty-five years	7 weeks	14%
	Which ever is greater	

22.03 CONTINUOUS SERVICE

Continuous service shall be as per the Seniority List posted pursuant to Article 15.02 of this Agreement.

22.04 VACATION PREFERENCE

Senior employees shall be given preference in the selection of vacation periods, provided the Employer is advised of the selection of periods by March 15th for vacation to be taken prior to September 30th, and by July 31st for vacation to be taken between September 30th and March 15th of the following year. With respect to the Transit Department only, selection of vacation periods shall be completed by March 31st using the following formula:

The number of Transit employees shall be divided by five (5). The most senior group of employees shall post their vacation selection five (5) weeks prior to March 31st followed by the next most senior group four (4) weeks prior and so on.

Once employees have selected their vacation periods, authorized vacation shall not be changed to Banked Time.

22.05 VACATION PERIODS

Employees may elect to take vacation during separate periods, rather than during one (1) unbroken period, provided the periods are a minimum of one (1) full work week, or multiples of a full work week. Notwithstanding this clause, the Employer may, at its discretion, allow vacation to be taken in periods of less than one (1) week, but in no case shall any such period be less than one half (½) of the employee's normal shift.

22.06 REST DAYS PRECEDING/FOLLOWING VACATION

The Employer agrees that an employee's rest days immediately preceding and/or immediately following, and contiguous with a period of vacation or a holiday, when such holiday is included in the period of vacation, are an employee's free time to be enjoyed at the employee's discretion as part of the vacation break.

22.07 BANKED VACATION

Employees will have the option of being able to bank up to one (1) week per year of their annual vacation time to a maximum of three (3) weeks. Banked vacation time must be taken in time off and shall not be paid out in cash.

22.08 RECOVERY OF OVERPAYMENTS

On termination of employment, any overpayment owing to the Employer will be deducted from the employee's final pay; and without limiting the generality of the foregoing, such deductions may include wages, payments in advance for WorkSafeBC claims, vacation, travel expenses, training costs and benefit premiums owing.

23. SICK LEAVE PROVISIONS

23.01 ENTITLEMENT

Subject to the provisions of Article 23.05 sick leave credits with pay shall be granted on the basis of one and one-half (1½) work days per month, cumulative up to one hundred and twenty (120) work days.

Sick Leave entitlement for Permanent Part-Time and Temporary Employees will be pro-rated based on the number of hours worked.

23.02 APPLICATION

- a) Sick leave with pay is only payable because of sickness, and employees who are absent from duty because of sickness may be requested to prove sickness to the satisfaction of the Employer. An employee who fails to comply with this regulation upon request shall be considered as having left the employ of the Employer.
- b) Employees will notify the Employer as promptly as possible of any absence from duty because of sickness, and employees will be expected to notify the Employer prior to their return.
- c) Except as provided below, the rate paid on sick leave shall be the employee's classified rate of pay for the time scheduled to work.

In the event that an employee becomes ill while working in a temporary or substitute pay position, the rate of pay while on sick leave shall be the rate applicable on the last day worked prior to the sick leave. This rate shall apply only for the duration of the period that the employee would have worked in the temporary position.

23.03 COMPENSABLE SICK LEAVE

- a) Sick leave pay shall be paid for the three (3) days or less not covered by the Workers' Compensation Act, when the employee has accumulated sick leave credits.
- b) Employees with accumulated sick leave to their credit shall turn over, or cause to be turned over, to the Employer, any monies paid or payable to them by WorkSafeBC, and upon so doing will receive full pay up to the value of the accumulated sick leave.

In such cases there will be a deduction from the accumulated sick leave of the percentage by which WorkSafeBC does not recompense the Employer. If there is no credit of sick leave, employees will retain their WorkSafeBC cheques.

- c) Sick leave may be applied for to cover a medical appointment which, as the result of an accident, is necessary and is covered by WorkSafeBC.
- d) Employees qualifying for WorkSafeBC coverage shall be continued on the payroll and shall not have their employment terminated during the compensable period. During the first thirty-six (36) months of the compensable period, benefits provided to the employee under Article 28 of the Collective Agreement will continue to be provided under the current cost sharing arrangement. Following the expiration of the thirty-six (36) month period, employees on compensable sick leave will be responsible for one hundred percent (100%) of the cost of benefits.
- e) The Employer will reimburse employees for the cost of any medical notes an employee may be required to provide.

23.04 MEDICAL LEAVE

Employees who are off because of sickness or accident shall, at the expiration of sick leave, be continued on the payroll under the heading of "Leave of Absence Without Pay" for a period of not less than twenty (20) work days. If no written report is received by the Employer within the twenty (20) work days from such an employee, explaining the condition, the employee will be removed from the payroll. Further Leave of Absence periods without pay may be granted upon written request. These written requests will be acknowledged in writing.

23.05 SICK LEAVE BANK

The Parties have agreed to the establishment of a sick leave bank which shall provide for the following:

- a) Commencing January 1, 1979, each employee contributed one quarter ($\frac{1}{4}$) day per month from sick leave entitlement for the purpose of establishing a sick leave bank. Contributions were made to the bank until a maximum of two hundred (200) days was accumulated. Further contributions to a maximum of one (1) day per year of the annual sick leave per employee to replenish the bank shall be initiated on an annual basis. Prior to the above being implemented, at the end of the calendar year the Employer will use sick leaves in excess of seventy-five (75) work days accumulation to top up the sick leave bank from employees who have one hundred twenty (120) days in their personal sick leave bank.

- b) Applications for allotment from the bank shall be subject to approval by a joint committee of the Employer and the Union. No application shall be approved for allotment until all other benefits, excluding vacation entitlement, but including Employment Insurance Act benefits have been exhausted.

In the event the Committee does not reach agreement, the request shall be forwarded to the Administrator, Union President and a third member agreed to by the Parties, for resolution.

- c) The Committee may approve up to fifty (50) days per illness or injury. In the event the illness or injury absence exceeds fifty (50) days, the employee may reapply.

23.06 PAYMENT OF UNUSED SICK LEAVE UPON RETIREMENT

- a) The Employer will provide for the payment of unused or accumulated sick leave upon the retirement of any regular employee subject to the following conditions:
 - (i) Total payment not to exceed sixty (60) days accumulation.
 - (ii) The amount is payable only upon retirement or death, not upon voluntary severance or dismissal for cause.
 - (iii) In the event of the death of an employee, unused sick leave credits shall be paid to the surviving spouse or dependent children.
- b) In the application of this clause, vacation pay entitlement will not apply to unused sick leave payouts upon retirement.

24. LEAVE OF ABSENCE

24.01 FOR UNION BUSINESS

Representatives of the Union shall be permitted leave, at a mutually convenient time, in order to carry on negotiations with the Employer, or with respect to a grievance, and they shall suffer no loss of pay for the time so spent.

24.02 LEAVE FOR UNION MEMBERS

Any employee who is elected or selected for a full-time position with the Union or anybody with which the Union is affiliated, or who is elected to public office may be granted leave of absence by the Employer for a period of one year. Such leave may be renewed each year during the employee's term of office.

24.03 UNION CONVENTIONS

Leave of Absence shall be granted without pay by the Employer to a maximum of two (2) employees elected or appointed to represent the Union at Union conventions and Leave of Absence may be granted without pay to additional employees.

24.04 BEREAVEMENT LEAVE

All employees coming within the scope of this Agreement shall be entitled to a maximum of five (5) paid working days compassionate leave in the event of life threatening illness or death in their immediate family. An employee will be provided with additional unpaid days off in the event of a life threatening illness or a death in the immediate family.

Immediate family defined as the father, mother, brothers, sisters, step-brothers, step-sisters, brothers-in-law, sisters-in-law, spouse, common-law-spouse (as defined in the Family Relations Act), children, step-children, in-law parents, grandparents, grandchildren and current step-parents of an employee.

24.05 MATERNITY LEAVE

A request for maternity leave must be supported by a Certificate of a Medical Practitioner. Where the premium costs of benefits are shared, the employee may elect to continue to pay her share. Upon return from maternity leave, the employee shall be reinstated in her former position or in a comparable position with all increments to wages and benefits to which the employee would have been entitled had the leave not been taken.

Where a Doctor's Certificate is provided stating that a longer period of maternity leave is required for health reasons, an extension up to a maximum of one (1) additional year shall be allowed. General leave may be granted where additional leave is required because of the health of the newborn child.

Employment During Pregnancy

The Employer shall not deny a pregnant employee the right to continue employment during the period of pregnancy when her duties can reasonably be performed. The Employer may require proof of the employee's capability to perform her normal work through the production of a medical certificate.

Parental Leave

1. An employee who requests parental leave under this section is entitled to,
 - a) For a birth mother who takes pregnancy leave in relation to the birth of the child or children with respect to whom the parental leave is to be taken, up to thirty-five (35) consecutive weeks of unpaid leave beginning immediately after the end of the pregnancy leave taken unless the Employer and employee agree otherwise,
 - b) For a birth mother who does not take pregnancy leave in relation to the birth of the child or children with respect to whom the parental leave is to be taken, up to thirty-seven (37) consecutive weeks of unpaid leave beginning after the child's birth and within fifty-two (52) weeks after that event,
 - c) For a birth father, up to thirty-seven (37) consecutive weeks of unpaid leave beginning after the child's birth and within fifty-two (52) weeks after that event, and
 - d) For an adopting parent, up to thirty-seven (37) consecutive weeks beginning within fifty-two (52) weeks after the child is placed with the parent.
2. If the child has a physical, psychological, or emotional condition requiring an additional period of parental care, the employee is entitled to up to five (5) additional weeks of unpaid leave, beginning immediately after the end of the leave taken under Subsection 1.
3. A request for leave must:
 - a) Be given in writing to the Employer,
 - b) If the request is for leave under Subsection 1 a) or b), be given to the Employer at least four (4) weeks before the employee proposes to begin leave, and
 - c) If required by the Employer, be accompanied by a medical practitioner's certificate or other evidence of the employee's entitlement to leave.
 - d) An employee's combined entitlement to leave under this Section and Pregnancy Leave Section is limited to fifty-two (52) weeks plus any additional leave the employee is entitled to under the Employment Standards Act, Section 50(3) or Subsection (2) of this Section.

In the event that the provisions of Article 24.05 (b) – Parental Leave are in contravention of the parental leave requirements of the BC Employment Standards Act, the provisions of the Employment Standards Act will apply.

24.06 UNPAID LEAVE

Leave of absence without pay may be granted to employees for good and sufficient cause upon written application to the Employer. Leave of absence without pay requests must be received by the Employer at least twenty-four (24) hours in advance of the leave, if possible. If approved, unpaid leave will be granted in no less than four (4) hour increments, unless operational requirements allow otherwise or unless the Employer is not required to pay a replacement worker a four (4) hour minimum.

24.07 DEPENDENT ILLNESS

In the case of illness of a dependent child, spouse, or parent under the care of a permanent employee, when no one at the employee's home can provide for the needs of the ill dependent, an employee after notifying their manager, shall be entitled to use a maximum of five (5) accumulated sick leave days per annum to care for their dependent child, spouse or parent and/or to make alternate arrangements for care.

Employees who have sick time hours accrued from years prior to the existing year may access that accrual for an additional five (5) days per annum for dependent illness provided there is a portion of the accrued sick time reserved for personal use. The accrued sick time that must be reserved for personal use is one (1) day per month of employment to a maximum of seventy-five (75) days.

Notwithstanding this clause or the Memorandum of Agreement RE: Sick Leave Bank Criteria, an employee's entitlement for Dependent Illness shall not exceed fifteen (15) days in any calendar year.

The parties agree that should this clause affect the Employment Insurance Premium Reduction, they will meet to discuss how to correct this.

25. PAYMENT OF WAGES

25.01 PAY CHEQUES/DIRECT DEPOSIT

Until December 31, 1996, employees shall be paid every second Friday; however, where an employee:

- a) Will be absent on Friday;
- b) Works an afternoon shift on the Thursday preceding regular pay day; or
- c) Works a graveyard shift preceding.

The Employer will, to the degree practicable, attempt to make the employee's pay cheque available the preceding day. All new employees shall be paid every second Friday and shall have the option to be paid by a direct deposit payroll system.

All current employees shall be paid every second Friday and may, at the employee's option, be paid by a direct deposit payroll system no later than 7:00 a.m. on the payday. Employees shall be provided with a complete statement on the same day. Employees shall be entitled to deposit into one or two accounts at one or two banks or Credit Unions of their choice.

25.02 PAY STATEMENTS

The hours of work and rates of pay for all hourly paid employees during a pay period shall be shown on a pay statement at the completion of that pay period.

25.03 DUTIES OUTSIDE CLASSIFICATION

When any employee is sent to perform duties contracted for by the Employer, the employee shall be paid the Union wage in classification.

25.04 WAGE SCHEDULE

The hourly wage rates set out in Schedule 'C' attached hereto and forming part of this Agreement are basic rates. The Employer may, solely at its own discretion, when making a new appointment or a promotion make allowances for special ability or previous experience by fixing the starting salary at any step of the particular classification in which the appointment is being made.

The Employer may also make such increases to hourly wage rates as it deems necessary without affecting basic rates, to reward special merit, fitness, or ability.

25.05 JURY OR WITNESS PAY

Employees serving as a juror or court witness shall sign over their jury or court witness pay to the Employer and shall receive from the Employer in lieu thereof, pay at their regular rate for the time for which the jury or court witness pay applies.

25.06 UNION LEAVE REIMBURSEMENT

Where the Union reimburses the Employer for wages paid to an employee away on Union business, the Union shall also pay an amount equal to twenty-eight (28%) of the employee's rate of pay in lieu of the actual cost of health and welfare benefits.

25.07 NEW EMPLOYEE RATE

New employees being awarded to permanent positions shall receive ninety-five percent (95%) of the classified hourly rate during the probationary period.

Casual/temporary employees shall receive ninety-five (95%) of the classified hourly rate for positions identified in Schedules 'A' and 'B' during the first four (4) calendar months of employment with the Regional District of Nanaimo.

Classifications listed under Recreation and Parks Schedule 'C' are excluded from this article.

26. HARASSMENT AND DISCRIMINATION

All employees have the right to work in an atmosphere which promotes equal opportunity and prohibits discriminatory practices. To that end the Parties agree to follow the Regional District of Nanaimo Respectful Workplace Policy dated November 1, 2013. In order to ensure enforcement of the policy throughout the workforce the Union will be provided with a copy of the policy and the policy will be posted throughout the Regional District facilities.

In addition to the provisions of the policy, the following shall apply:

1. The Employer shall ensure that the Union is informed regarding the complaint and the progress and conclusion of the investigation.
2. In the event the complainant is not comfortable reporting the alleged complaint to the Department Manager or Director of Corporate Services, he/she may report the allegation to an alternate member of management or a Union representative.
3. The parties shall ensure that complainants are not subject to reprisals due to filing a complaint.

27. JOB CLASSIFICATION AND RECLASSIFICATION

27.01 JOB DESCRIPTIONS

- a) The Employer will prepare and submit to the Union a job description for all present classifications and for any new classification developed during the term of this Agreement.
- b) The Employer will also prepare and submit to the Union a report showing members' names, job titles, seniority dates and rates of pay.

27.02 CHANGES IN CLASSIFICATION

When the duties or volume of work in any classification are changed or increased, or where the employee feels that they are unfairly or incorrectly classified, or when any position not covered by Schedules "A" or "B" is established during the term of this Agreement, the rate of pay shall be subject to negotiations between the Employer and the Union. If the Parties are unable to agree on the rate of pay of the job in question, such dispute shall be submitted to grievance and arbitration. The new rate shall become retroactive to the time the position was first filled by an employee.

28. EMPLOYEE BENEFIT PLANS

28.01 MUNICIPAL PENSION PLAN

The monthly contributions to the Municipal Pension Plan shall be shared by the Employer and the employees covered in compliance with the provisions of the "Pension (Municipal) Act." The Pension Plan will apply only from the time that the Plan is instituted and will not be retroactive.

28.02 PENSION BENEFIT

Upon an employee's retirement, the Employer shall continue Employee Benefit Plans pursuant to Article 28 at the applicable cost share from the date of retirement to the commencement of Pension Benefits for a maximum of two (2) months, provided the employee can provide proof that an application has been submitted to the Pension Corporation for retirement benefits thirty (30) days prior to retirement.

28.03 BASIC MEDICAL COVERAGE

Permanent employees and their eligible dependents (including spouses) shall be covered under the Medical Services Plan of B.C. (MSP). The Employer shall pay one hundred percent (100%) of the monthly premium. Enrollment in the plan is mandatory for all permanent employees who are not members, or dependents of members, of another approved medical plan.

28.04 EXTENDED HEALTH CARE COVERAGE

The Employer shall maintain an Extended Health Care (EHC) Plan. Monthly premium payments to the plan shall be one hundred percent (100%) Employer paid. The Plan shall include Pharmacy Cards, coverage for oral contraceptives and a "Vision Care" package which shall provide \$600.00 towards the purchase of glasses or to put towards the cost of Corrective Eye Surgery per twenty-four (24) month period per family member. The Employer shall retain the Employment Insurance Premium Reduction Rebate.

Enrollment in the plan is mandatory for all permanent employees who are not members, or dependents of members, of another approved extended health care plan.

The Plan will reimburse drug expenses based on mandatory generic pricing; except in cases where the employee's physician provides confirmation that there is no generic substitution for the prescribed medication.

The coverage provided by the current plan will be revised as follows:

Vision care - \$600/2 years
Eye examinations - \$125/2 years
Chiropractor, Massage Therapist, Physiotherapist, Psychologist - \$650
Orthodontic coverage – up to \$5000

28.05 DENTAL PLAN

The Employer shall maintain a Dental Plan. Monthly premium payments to the plan shall be paid one hundred percent (100%) by the Employer. The Plan shall include white fillings for all teeth.

Enrollment in the plan is mandatory for all permanent employees who are not members, or dependents of members, of another approved dental plan.

28.06 BASIC LIFE AND AD&D INSURANCE COVERAGE

The Employer and the Union shall maintain a Basic Life Insurance Plan and Basic Accidental Death and Dismemberment (AD&D) Insurance Plan:

- a) The coverage of the Basic Life Insurance Plan for permanent employees shall be equal to \$100,000.00. The Employer shall pay one hundred percent (100%) of the monthly premium.
- b) The coverage of the Basic AD&D Insurance Plan for permanent employees shall be equal to \$100,000.00. The Employer shall pay one hundred percent (100%) of the monthly premium.
- c) Within a period of thirty-one (31) calendar days following termination of employment (including retirement), permanent employees may exercise the conversion privilege as offered by the insurance carrier without medical evidence of insurability.

28.07 OPTIONAL LIFE AND AD&D COVERAGE

Eligible employees may elect to purchase additional benefits under the Optional Life Plan and/or Optional AD&D Insurance Plan in amounts as established by the Employer and as provided for under these Plans. The employee shall pay one hundred percent (100%) of the monthly premium to these Plans.

28.08 LONG TERM DISABILITY

The Employer shall maintain a Long Term Disability (LTD) Plan. The terms and conditions of the Plan shall be mutually agreed between the Parties. Monthly premium payments to the Plan shall be paid through payroll deduction and shared 50% by the Employer and the employee.

Enrollment in the Plan shall be mandatory for all permanent employees. Employees on Long Term Disability will have the option of having their benefits continue at the current cost sharing arrangement for a period of up to two years.

The Employer shall increase the gross pay received by permanent employees by the amount of their 50% share of the LTD premium, after which the Employer shall deduct 100% of the cost of LTD premiums from Employees' pay.

If Revenue Canada does not permit this approach, the standard formula shall apply.

28.09 EMPLOYEE ASSISTANCE PROGRAM

The cost of the Employee Assistance Program (EAP) shall be shared seventy percent (70%) by the Employer and thirty percent (30%) by the Union. Further, any changes to the plan shall be by mutual agreement of the Parties. It is understood that all RDN employees will have access to the EAP.

29. SAFETY, HEALTH, AND SPECIAL PROVISIONS

29.01 HEALTH AND SAFETY COMMITTEE

The "Occupational Health and Safety Regulations" as prescribed by WorkSafeBC shall apply and a Safety Committee shall be established and maintained in accordance with the said regulations. The Committee shall meet as required.

29.02 HARDEX LENSES

The additional cost of hardex lenses will be borne by the Employer in the case of any employee required to wear hardex lenses by WorkSafeBC.

29.03 TRANSIT SERVICE DEPARTMENT GRAVEYARD SHIFTS

There shall be not less than two (2) employees on duty on all graveyard shop shifts for the Transit Service Department.

29.04 DRIVER MEDICAL EXAMINATIONS

The Regional District will pay for driver medical examinations as required provided, however, that such examinations cannot be covered under the employees Medical Plan.

29.05 UNIFORMS

The Employer will supply suitable uniforms to Bus Drivers which may be replaced at the discretion of the Transit Manager.

29.06 METRIC TOOLS

When required, the Employer will supply metric tools to replace normal shop tools only.

29.07 BUS PASSES

The Employer will provide to employees and their immediate family members only, bus passes.

29.08 COST OF LEGAL PROCEEDINGS

If legal proceedings are taken against an employee while engaged in the scope of their employment with the Employer, the employee will be covered under the RDN Indemnification Bylaw.

29.09 TRAINING DEVELOPMENT ASSISTANCE

- a) All employees working in sewage treatment plants are to have an opportunity to receive on the job training for operator's ticket qualification.
- b) When an employee is selected by the Employer to attend a specific course, the Employer shall pay all expenses including the employee's normal salary.
- c) An employee wishing to take job related courses which do not require time off from work must apply for reimbursement approval in advance. Upon successful completion and presentation of receipts, the Employer shall reimburse the employee for the cost of tuition and required texts.
- d) The Employer will provide an opportunity for employees to attend education courses, schools, seminars, or training when the Employer determines such training as being beneficial to the Employer and employee in the advancement of required skills and knowledge pertaining to the business of the Employer. The Employer will make such determination and in doing so will consider employee past performance and seniority when selecting an employee for attendance at such programs.

29.10 PERSONAL VEHICLE MILEAGE

Any employee required by the Employer to drive a private vehicle in the performance of their duties shall be reimbursed at the rate not less than that prescribed by Board policy for Board members and management personnel.

29.11 IDENTIFICATION CREDENTIALS

All employees who are required in the performance of their duties in the field to deal directly with the public, shall be provided with the appropriate credentials of identification.

29.12 SAFETY FOOTWEAR

When an employee is required to wear safety footwear, the Employer will, upon proof of purchase, reimburse the employee up to four hundred dollars (\$400.00) per twenty-four (24) month period for the cost of CSA approved steel-toed or safety boots.

29.13 MEAL ALLOWANCE

An employee required to work more than two (2) hours overtime contiguous with a regular shift shall be provided with a meal allowance of twenty dollars (\$20.00) by the Employer.

An employee required to work during an emergency call out shall be entitled to a meal allowance of twenty dollars (\$20.00) for each continuous four (4) hour period of work.

29.14 TOOL ALLOWANCE

The Employer will pay seventy-five cents (\$0.75) per hour to Mechanics or Mechanic Helpers who are required to provide tools as a condition of employment.

29.15 HEPATITIS INOCULATION

The Employer will provide and maintain a program, at no cost to the employees, of Hepatitis B inoculations for employees employed at the Landfill and Treatment Plants, Transit and for any other employees deemed to be at risk through contact with the public.

29.16 SWIMWEAR ALLOWANCE

When a permanent part-time or full-time employee is required to wear swimwear, the Employer will, upon proof of purchase, reimburse the employee up to one hundred fifty dollars (\$150.00) per annum for appropriate swimwear.

When a temporary/casual/auxiliary employee is required to wear swimwear, the Employer will, upon proof of purchase, reimburse the employee up to seventy-five dollars (\$75.00) per annum.

29.17 FIRST AID ATTENDANT

- a) Employees who are required by the Employer to hold a First Aid Certificate required by WorkSafeBC will be paid a premium at the following rates:
 - (i) Level 1 First Aid Attendant – twenty-five cents (\$0.25) per hour
 - (ii) Level 2 First Aid Attendant – fifty cents (\$0.50) per hour
- b) This premium will only be paid when the employee is designated to be the site First Aid Attendant and responsible for first aid duties for employees of the Regional District in addition to their normal duties.
- c) The Employer agrees to pay the cost including wages of required courses in order that an employee may maintain any Employer required first aid certification.

29.18 CERTIFICATIONS, MEMBERSHIPS, LICENSES, AND TICKETS

The parties acknowledge that there are certain job classifications which require the employee, as a condition of employment, to have and maintain one or more certifications, memberships, licenses, or tickets to remain qualified to work in their position.

The tuition, fees or dues for the memberships, certificates, licenses, and tickets required to maintain their qualification shall be paid by the Employer, provided the employee successfully completes the requirements for obtaining/maintaining the certificate, membership, or license, as applicable.

29.19 CELL PHONES AND MOBILE COMMUNICATIONS DEVICES

Where the Employer requires an employee to have and use a cell phone or a mobile communications device for work related purposes, the Employer will provide the employee with a cell phone or mobile communications device as required.

30. TECHNOLOGICAL CHANGE

The Board will discuss proposed technological changes with the Union and will give as much notice as possible to employees affected to give them an opportunity to train to operate the new machinery or seek other employment. No regular or probationary employee shall be displaced because of technological changes without having received one week's notice, pay included, for each year of service, with a minimum of four (4) weeks, during which time the employee will be allowed up to five (5) hours a week with pay for the purpose of job interviews.

31. JOB SECURITY

31.01 CONTRACTING OUT

The Employer agrees that all work or services performed by the employees shall not be contracted, sub-contracted, transferred, leased, assigned, or conveyed, in whole or in part, to any other plant, person, company or non-unit employee if it would cause or prolong the lay off of any permanent employee.

31.02 USE OF TAXIS FOR HANDYDART

The Employer shall not utilize taxis for HandyDART Services unless:

- a) No HandyDART vehicle is available (including the spare vehicle), or
- b) No driver is available, or
- c) Sufficient work is not available to provide a four (4) hour minimum, if a permanent employee is available to work, or sufficient work is not available to provide a two (2) hour minimum if a temporary/casual employee is utilized.

31.03 USE OF TAXIS FOR HANDYDART

Notwithstanding the provisions set out in 31.02 above, the Employer may utilize taxi service to supplement the Regional District's interests in providing HandyDART service in accordance with the following:

- a) When HandyDART service is requested and cannot be accommodated using a HandyDART bus, a taxi will be dispatched.

- b) When HandyDART service is requested, and it is deemed by the Dispatcher to be more efficient to dispatch a taxi, a taxi will be dispatched.

It is understood that in the application of this clause, taxi service utilized in any one month period will not exceed ten (10%) of the total HandyDART ridership. This level of ridership will be based on the previous year's total HandyDART ridership.

The Employer agrees to provide the Union with monthly statistical data to support the level of actual HandyDART ridership and taxi utilization.

In the application of this clause, no permanent employee will lose any hours of work they normally receive as a result of the utilization of taxi service. In the case of part-time employees, no employee will receive less than the minimum number of hours of work for which they were hired to perform.

32. VIDEO SURVEILLANCE/GPS

Employees will be made aware of all video surveillance. Employees will be made aware of all Employer vehicles with GPS. The primary purpose of video surveillance monitoring is for the protection of persons and property.

33. N/A

34. N/A

35. PRESENT CONDITIONS AND BENEFITS

35.01 PRESENT CONDITIONS TO CONTINUE

- a) Benefits, privileges and working conditions which employees now enjoy, receive or possess as employees of the Employer, shall continue to be enjoyed and possessed by present and future employees of the Employer and shall continue to be enjoyed and possessed so long as the benefit, privilege and/or working condition is not abused, but may be modified by mutual agreement between the Employer and the Union.
- b) Any new benefits, privileges and working conditions which are beyond the scope of the Collective Agreement and are enjoyed, received, or possessed by employees commencing May 26, 1998, or later, but not enjoyed, received or possessed prior to such date, shall not be subject to Article 35.01(a) above.

35.02 AMALGAMATION

In the event of some form of amalgamation between the Regional District and any other Employer, the Employer agrees that:

- a) The seniority rights of the Regional District employees shall be protected at all times;
- b) Work shall be allocated strictly according to seniority and that new employees' seniority shall be established from the date the employee commences work.

36. N/A

37. GENERAL

WHEREVER the singular or masculine is used in this Agreement it shall be considered as if the plural or feminine has been used where the context of the part or Parties hereto so require.

38. TERM OF AGREEMENT

38.01 This Agreement shall be binding and remain in full force and effect from the 1st day of January, 2021 to the 31st day of December, 2024 and shall continue from year to year thereafter, unless either Party exercises its rights to commence collective bargaining as provided for in the Statutes of the Province of British Columbia.

38.02 All revisions to the Collective Agreement mutually agreed upon shall, unless otherwise specified, apply retroactively to the aforesaid anniversary date.

38.03 If negotiations extend beyond the anniversary date of the Agreement, both Parties shall adhere fully to the provisions of this Agreement during the period of bona fide collective bargaining.

IN WITNESS WHEREOF the Parties hereto have caused this Agreement to be executed as of the day and year first above written.


SIGNED for the
Regional District of Nanaimo

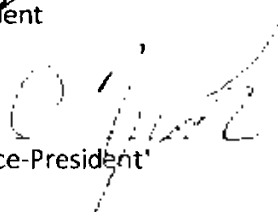

Chair


General Manager, Corporate Services

September 6, 2022
Date

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


2nd Vice-President

September 6, 2022
Date

cf

MEMORANDUM OF AGREEMENT #1

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

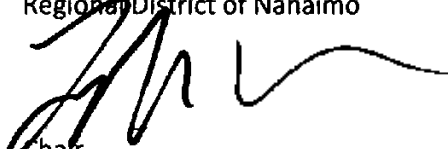
CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

RE: SUNDAY TRANSIT WORK

The Parties agree that the Collective Agreement provides in Article 19.07 b) that Sundays can be scheduled as part of the normal working week. Further, the Employer intends to schedule Sundays as part of the regular schedule commencing on the next expansion of Sunday service. Therefore, the Employer commits to the following:

1. Full discussion of the new schedules with the Transit Scheduling Committee;
2. Serious consideration of the negative aspects of Sunday work and a commitment to minimize any adverse impact where operationally possible;
3. Creation of additional regular full-time positions where possible and operationally required to service the business;
4. The number of shifts of less than eight (8) hours will be minimized. No shifts less than eight (8) hours will be scheduled if they reduce the total number of eight (8) hour shifts to less than nineteen (19) shifts within the system;
5. Effective on the next expansion of Sunday service, the Employer commits that a minimum of six (6) Sunday shifts will be available for sign-up; the remainder may be scheduled.

SIGNED for the
Regional District of Nanaimo

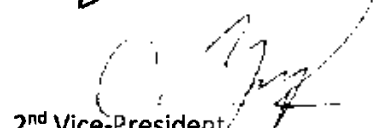

Chair


General Manager, Corporate Services

September 6, 2022
Date

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


2nd Vice-President

September 6, 2022
Date

MEMORANDUM OF AGREEMENT #2**BETWEEN THE****REGIONAL DISTRICT OF NANAIMO****AND THE****CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401****RE: TRANSIT SCHEDULING COMMITTEE**

Notwithstanding Article 18.01 c) i., the Parties agree to the following in order to improve transit service:

1. a) The Committee will consist of:
 - (i) Two (2) Transit Job Stewards;
 - (ii) Driver Representative (elected by the Drivers);
 - (iii) Manager of Transportation Services;
 - (iv) Transportation Supervisor/Coordinator; and
 - (v) Superintendent of Transit Operations.
 - b) The Committee's responsibilities will be to:
 - (i) Examine blueline for connections, timings, and public convenience.
 - (ii) Check for adherence to the existing provisions of the Collective Agreement
 - (iii) The Committee will discuss the application respecting the use of Regional Transit buses for special events.
 - c) Prior to a new Transit sign up a meeting with the 2nd Vice President will be held to determine the number of temporary positions that should be posted to fill those positions vacant due to Long Term Disability leave.
 - d) The Committee will review proposed transit schedules and drivers' paddles prior to final approval in an attempt to maximize eight (8) hour shifts and minimize split shifts. Whenever possible, proposed transit schedules shall be provided to the Committee six (6) weeks in advance of any changes taking place.
 - e) The Committee will make recommendations to the Manager of Transportation Services.
 - f) The Committee shall operate by consensus.
2. The Committee may make recommendations to the Employer for shifts less than eight (8) hours, or other matters. The Union must provide concurrence prior to the implementation of any recommendations which do not conform with the Collective Agreement.

- 3. Providing the Employer maximizes the number of eight (8) hour shifts, up to ten (10) new shifts of less than eight (8) hours may be implemented.
- 4. No employees on staff as of May 26, 1996 shall be required to work the shorter shifts.
- 5. Any changes to the schedule shall come into effect at the next sign-up.
- 6. All Transit Scheduling Committee work will be conducted during work time and will be compensated as stipulated in the Collective Agreement.

SIGNED for the
Regional District of Nanaimo



Chair

Mervin Kent
General Manager, Corporate Services

September 6, 2022
Date

SIGNED for
the Canadian Union of Public Employees,
Local 401



President

C. Fry
2nd Vice-President

September 6, 2022
Date

MEMORANDUM OF AGREEMENT #3

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

RE: **ARTICLE 19.03 – UPGRADING**

It is hereby agreed by the Parties that the upgrading provisions contained in Article 19.03 of the Collective Agreement shall not apply when permanent Transit employees classified at a higher pay rate sign up for servicing shifts. Instead, the following provision shall apply:

1. Any permanent employees classified as "Serviceperson Drivers" signing up for a scheduled "Servicing" shift shall be paid at the applicable "Serviceperson" classification pay rate.
2. Any driving duties included in the "Servicing" shift of less than four (4) hours duration shall be paid at the applicable "Serviceperson Driver" rate for a minimum of four (4) hours duration.
3. Any driving duties included in the "Servicing" shift of more than four (4) hours duration shall be paid at the applicable "Serviceperson Driver" rate for the entire eight (8) hour shift.

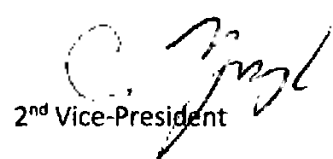
SIGNED for the
Regional District of Nanaimo


Chair

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


General Manager, Corporate Services


2nd Vice-President

September 6, 2022
Date

September 6, 2022
Date

MEMORANDUM OF AGREEMENT #4

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

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RE: SICK LEAVE BANK CRITERIA

As noted in Article 23.05 of the Collective Agreement, the Regional District of Nanaimo and the Canadian Union of Public Employees, Local 401, agreed to establish a sick leave bank. Each permanent Union employee contributes time from their sick leave entitlement until a maximum of two hundred (200) days has been accumulated. When the maximum accumulation has been achieved, further contributions to replenish the bank will be initiated on an annual basis.

The purpose of the sick leave bank is to provide an alternate source of income for permanent employees who are absent from work due to illness or non-compensable injury and who do not have enough personal sick time to cover the absences.

The sick leave bank is considered to be a resource for covering short-term absences only and/or to assist with bridging the waiting period for other benefits they may be eligible for such as LTD or Employment Insurance Sickness Benefits.

a) Requests for Time

In order for a request to be considered by the Sick Leave Bank Committee, the following criteria must be met:

- 1) Applicants must have permanent status as defined in the Collective Agreement.
- 2) If the applicant is a newly hired employee, he/she must have successfully completed their probationary period before being considered for time from the Sick Leave Bank.
- 3) Applicants must submit their requests to the Sick Leave Bank Committee in writing with a doctor's note attached.

b) Review of Requests

When reviewing requests for time from the sick leave bank, the Sick Leave Bank Committee will make decisions on whether or not time will be awarded to an employee based on, but not limited to, the following criteria:

- 1) The steps the employee is taking to assist with his/her recovery and return to work following the physician's direction.
- 2) The employee's usage of personal sick time.
- 3) Previous usage of the sick leave bank by the employee.

c) Number of days to be awarded

For each illness or injury, the number of days an employee may be awarded from the sick leave bank will be based on the following:

- 1) Days will be awarded to permanent part-time employees to cover the days they are normally scheduled to work and will be based on the average number of hours they have worked per day over the twelve months prior to the date they applied for time from the sick leave bank.
- 2) Days awarded to permanent full-time employees will cover regular scheduled workdays and will be based on the hours the employee is scheduled to work per shift.
- 3) Days will be awarded to cover absences from work that occur after the employee's personal sick time and banked time have been exhausted.
- 4) The Committee may consider additional requests for time from the sick leave bank for an illness or injury in situations where an employee is either not eligible for other benefits or where an employee has exhausted all benefits currently available to them and will continue to be off from work. Such requests will not be unreasonably denied.
- 5) Notwithstanding the purpose of the Sick Leave Bank, the Committee will also consider additional requests for up to five (5) days annually from the sick leave bank for employees required to be absent from work to care for a dependent child, spouse or parent who is ill or injured when all other benefits have been exhausted.

SIGNED for the
Regional District of Nanaimo

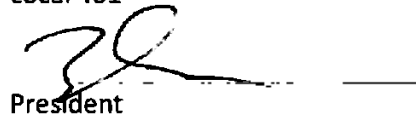


Chair

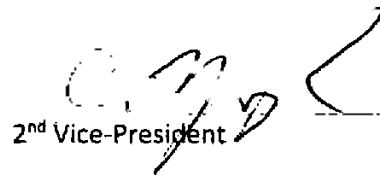

General Manager, Corporate Services

Date September 6, 2022

SIGNED for
the Canadian Union of Public Employees,
Local 401



President


2nd Vice-President

Date September 6, 2022

MEMORANDUM OF AGREEMENT #5

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

RE: 8.03 VARIATIONS IN HOURS OF WORK

The Employer agrees to seriously consider any proposal regarding variations in work schedules providing the following criteria is met:

- (1) The proposal is made on behalf of a specific department.
- (2) The proposal is mutually beneficial.
- (3) Specific work schedules are contained in the proposal.
- (4) Terms and conditions contained in the Collective Agreement which may be affected shall be addressed in the proposal.
- (5) Either party may opt out of any agreement with reasonable notice, the length of which shall be agreed prior to implementation of the proposal.
- (6) If the Employer denies a request for a variation in the hours of work, the Employer will provide the reasons for the denial.

SIGNED for the
Regional District of Nanaimo

Chair

[Signature]
General Manager, Corporate Services

September 6, 2022
Date

SIGNED for
the Canadian Union of Public Employees,
Local 401

President

2nd Vice-President

[Signature]
September 6, 2022
Date

MEMORANDUM OF AGREEMENT #6

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

RE: RECREATION AND PARKS

The parties agree to the following for Recreation and Parks Department positions identified below:

1. Progression from Lifeguard/Instructor I to II as follows:
 - (i) Water Safety Instructor, CPR Basic Rescue, National Lifeguard Certification (pool option);
 - (ii) 1000 hours at Ravensong Aquatic Centre, Pool Operator (Level 1), and any one of the following: Lifesaving Instructor, Aquafit Certification (BCRPA Aquafit, CALA Aquafit Instructor), National Lifeguard Service Instructor, Water Safety Instructor Trainer, or First Aid Instructor;
 - (iii) There shall be no loss of accumulated hours unless there is a break in service of greater than four months;
 - (iv) Team Leaders shall be appointed from those lifeguards on duty pursuant to (ii) above.

2. Casual Lifeguard/Instructors must report to work for all shifts they have accepted, based on their availability, unless they can substantiate their absence due to an approved leave, illness, or injury.

3. A two-hour minimum shall apply to the following positions:
 - Head Concessionaire;
 - Concession Worker;
 - Skate Attendant.

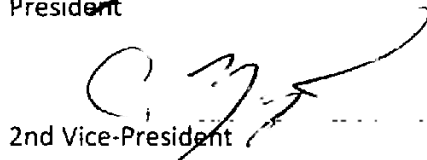
SIGNED for the
Regional District of Nanaimo


Chair

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


AT General Manager, Corporate Services


2nd Vice-President

Date September 6, 2022

Date September 6, 2022

MEMORANDUM OF AGREEMENT #7

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

ARTICLE 18 - HOURS OF WORK

RE: TRANSIT SCHEDULE BLENDING OF SIX (6) AND EIGHT (8) HOUR SHIFTS

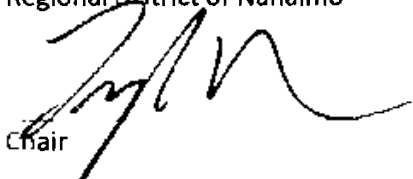
It is acknowledged by the Parties that Article 18.01(c)(i) of the Collective Agreement states the Transit Department employees, other than Schedule B employees, shall have eight (8) hours guaranteed wages subject to the "Memorandum of Agreement RE: Scheduling Review Committee."

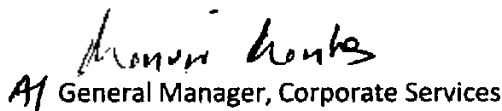
The Parties further acknowledge that the "Memorandum of Agreement RE: Transit Scheduling Committee" requires the Employer to maximize the number of eight (8) hour shifts, and permits that up to ten (10) new shifts of less than eight (8) hours may be implemented.

The Parties agree that in order to incorporate a rotating day off for up to ten (10) shifts of less than eight (8) hours, two (2) relief shifts of less than eight (8) hours will be required, and the Employer is permitted to blend six (6) hour shifts with eight (8) hour Saturday shifts within a single block.

Unless the total service hours are decreased, the scheduling of shifts of less than eight (8) hours will not reduce the total number of eight hour shifts to fewer than forty-seven (47) shifts from Monday to Friday, and thirty- five (35) shifts on Saturday.

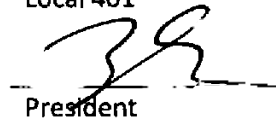
SIGNED for the
Regional District of Nanaimo

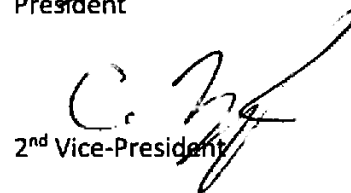

Chair


General Manager, Corporate Services

Date September 6, 2022

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


2nd Vice-President

Date September 6, 2022

MEMORANDUM OF AGREEMENT #8
BETWEEN THE
REGIONAL DISTRICT OF NANAIMO
AND THE
CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

RE: JOINT TRANSPORTATION SERVICES POOL

Whereas the Transportation Services Department has had issues related to retaining staff due to periods of insufficient hours of work; and

Whereas under the current system employees are promoted to positions based on skills, knowledge, ability and total hours worked; and

Whereas the Employer has been unable to grant some staff leave requests due to insufficient staff to cover open shifts;

Therefore, the Employer and the Union agrees that having a jointly trained staff will more favorably allocate hours to staff and makes the system more sustainable.

The following terms will form the basis for a collaboratively developed transportation services staff pool:

1. All casual staff, except those in Article 7 below, shall form a part of this pool.
2. All casual staff hired prior to January 1, 2006 shall have a casual start date assigned and will have all rights and privileges of the Collective Agreement but for the benefits contained in Article 28 of the Collective Agreement.
3. Casual employees hired after January 1, 2006 and any new employee hired under the terms of this Memorandum of Agreement that have completed his/her probationary period of 1040 hours or one year, whichever comes first, under Article 15.03, shall have a casual start date assigned and will have all rights and privileges of the Collective Agreement except for the benefits contained in Article 28 of the Collective Agreement. The probationary period may be extended at the mutual agreement of the Employer and the Union.
4. A casual start date shall be defined as:
 - a. The date that a new casual employee satisfactorily completes their probationary period,
 - b. The date that will be used in determining the distribution of work subject to this agreement, and
 - c. The date used for selection of permanent positions.

- 5. New staff will be issued casual start dates, though existing staff, that were hired prior to January 1, 2006 will not be "required" to work in the pool, i.e., casual employees hired prior to January 1, 2006 may choose to remain in one department. All other employees are required to work in either department as needed.
- 6. Staff working within the pool will be called in order of their casual start date for additional shifts.
- 7. Existing transit casual staff that wish to work in this pool will be trained based upon their casual start date, and based upon skills and ability for HandyDART, at no cost to the employee.
- 8. Existing HandyDART casual staff that wish to work in this staff pool will be provided with training to enable them to acquire their class two license, at no cost to the employee.
- 9. It is understood that the Employer has a right to schedule employees and all employees' hours of work shall be set as per Article 18 of the Collective Agreement.
- 10. It is not the intent of this Memorandum of Agreement to withhold or delay the posting or filling of those positions which would normally be considered permanent part-time or permanent full-time positions.
- 11. It is understood that casual employees by definition must be available to work when needed by either department.
- 12. It is understood that any shift worked over six (6) hours will be considered an eight (8) hour shift for the calculation of total hours worked when determining a seniority date for casual employees that are subsequently appointed to a permanent position.
- 13. Either party may opt out of this agreement with three (3) months' notice.

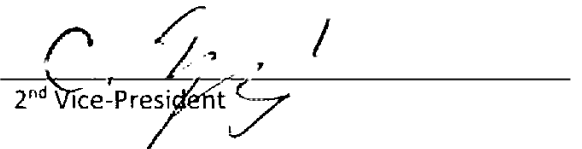
SIGNED for the
Regional District of Nanaimo


Chair

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


General Manager, Corporate Services


2nd Vice-President

Date September 6, 2022

Date September 6, 2022

MEMORANDUM OF AGREEMENT #9

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

RE: EARNED DAYS OFF (EDO) POLICY

The Employer has committed to develop a Variation in Hours of Work Policy that will apply to Schedule 'B' permanent full-time employees whose normal working day consists of seven (7) hours, exclusive of the lunch period, between the hours of 7:30 am and 5:30 pm, Monday to Friday inclusive.

The policy will endeavour to provide greater work/life balance for employees while enhancing service to the public.

An accumulated flex day will be taken on the day scheduled in their approved work schedule and within the three week work period. Participating employees are not permitted to carry over a flex day to another three week period or accumulate multiple flex days. The normal business day for Schedule 'B' full-time employees working in RDN facilities is between 7:30 am and 5:30 pm.

An eligible Employee wishing to participate in the program must submit an application form/agreement with a proposed tri-weekly schedule which must be approved by a General Manager at least 2 weeks prior to the start of the schedule.

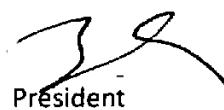
It is understood that the Variation in Hours of Work schedule will not result in additional cost to the Employer.

Either party may opt out of this agreement and the Variation in Hours of Work Policy with 30 days notice.

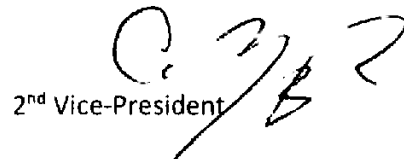
SIGNED for the
Regional District of Nanaimo


Chair

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


General Manager, Corporate Services


2nd Vice-President

Date September 6, 2022

Date September 6, 2022

MEMORANDUM OF AGREEMENT #10

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

RE: PARKS OPERATIONS COORDINATOR POSITION

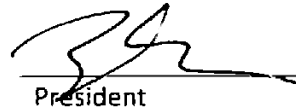
This classification will be moved from Schedule B to Schedule A.

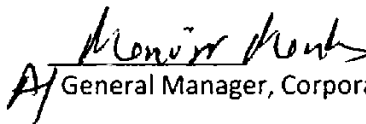
On a without prejudice basis, the Parties agree that, the one (1) employee who wishes to continue at thirty-five (35) hours per week will be permitted to do so until such time that they no longer occupy their current position. This applies specifically to Jonathan Lobb who currently holds the position of Parks Operations Coordinator. It is understood that Jonathan Lobb will be scheduled with the same start time as his crew.

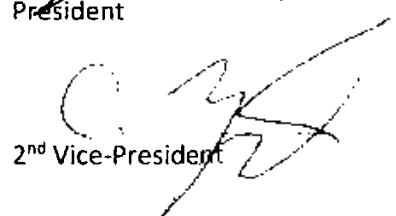
SIGNED for the
Regional District of Nanaimo


Chair

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


A/ General Manager, Corporate Services


2nd Vice-President

Date September 6, 2022

Date September 6, 2022

MEMORANDUM OF AGREEMENT #11

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

RE: APPROPRIATE FOOTWEAR REIMBURSEMENT

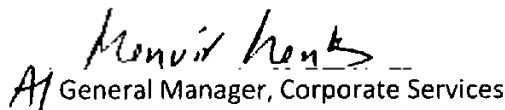
The Employer and the Union agree to the following with respect to Appropriate Footwear Reimbursement.

The Regional District agrees to reimburse up to \$100 per twenty-four (24) month period the following employees for appropriate footwear:

- Recreation Programmer – Aquatics Aquatic Team Leader
- Life Guard/Instructor I Life Guard/Instructor IIGIS Coordinator
- GIS Technician
- Parks and Trails Coordinator Parks Assistant
- Parks Operations Coordinator Parks Planner
- Parks Technician Planner
- Planning Technician Senior Planner

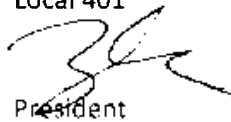
SIGNED for the
Regional District of Nanaimo

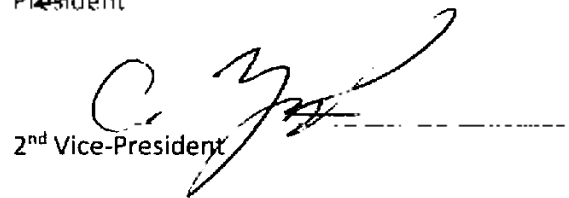

Chair


General Manager, Corporate Services

Date September 6, 2022

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


2nd Vice-President

Date September 6, 2022

MEMORANDUM OF AGREEMENT #12

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

RE: CLASSIFICATIONS NO LONGER UTILIZED

The Employer no longer utilizes the following classifications:

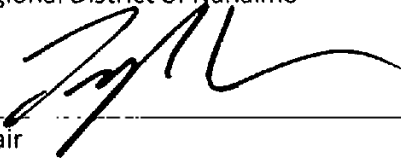
CLASSIFICATION	PAY BAND
Building/Bylaw Compliance Officer	14
Custom Transit Coordinator	11
Sustainability Coordinator	17
Transportation Supervisor	12
Wastewater Supervisor	17

Given that the Employer no longer utilizes the above-noted classifications, the Employer and the Union agree to remove them from the Collective Agreement.

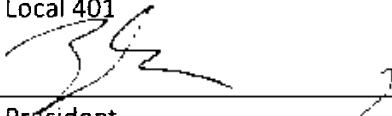
In the event that these classifications are utilized in the future, the Regional District agrees to discuss the matter with the Union prior to implementation.

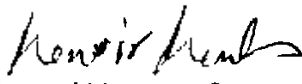
Any issues that arise shall be resolved pursuant to the Collective Agreement.

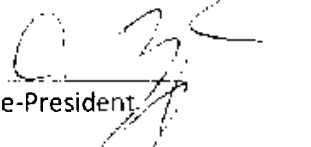
SIGNED for the
Regional District of Nanaimo


Chair

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


General Manager, Corporate Services


2nd Vice-President

September 6, 2022
Date

September 6, 2022
Date

MEMORANDUM OF AGREEMENT #13

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401


RE: WASTEWATER/WATER SERVICES EOCP PREMIUM

The parties agree that in recognizing the importance of career progression for all Schedule 'A' Wastewater and Water employees, an additional premium of \$0.75/hour shall be paid to employees who hold a relevant EOCP certification that exceeds their current job qualification requirement. The following table outlines the respective certification qualification per position that would enable an employee to be eligible for the premium specific to Water Distribution (WD), Water Treatment (WT), Wastewater Collection (WWC) and/or Wastewater Treatment (WWT). An employee would not be eligible for the premium if he or she posts into a new position and does not exceed the certification requirement as outlined below.

POSITION	CERTIFICATION QUALIFICATION
Water - Utility Technician 2	WD3, WT2 or WWC2
Water - Utility Technician 3	WD4, WT3 or WWC2
Water - Chief Operator	WD4, WT3 or WWC2
WW - Operator 2	WWT 3 or WWC 1
WW - Operator 3	WWT 4 or WWC 1
WW - Senior Operator	WWC 1
WW - Chief Operator	WWC 1
WW - Senior Laboratory Technician	WWT OIT or WWT 1,2,3,4
WW - Laboratory Technician	WWT OIT or WWT 1,2,3,4
WW - Senior Maintenance Operator	WWT OIT or WWT 1,2,3,4
WW - Maintenance Operator	WWT OIT or WWT 1,2,3,4
WW - Senior Instrument Technician	WWT OIT or WWT 1,2,3,4
WW - Instrument Technician	WWT OIT or WWT 1,2,3,4

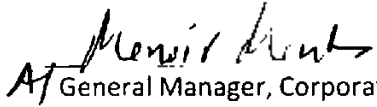
Only one \$0.75 premium applies. There shall be no pyramiding of this premium.

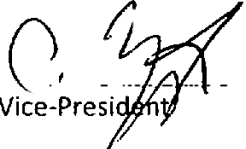
SIGNED for the
Regional District of Nanaimo


Chair

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


General Manager, Corporate Services


2nd Vice-President

Date September 6, 2022

Date September 6, 2022

MEMORANDUM OF AGREEMENT #14

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

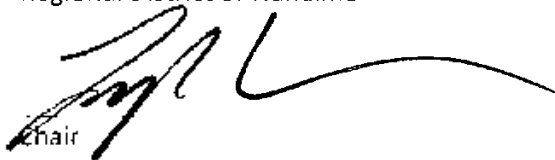
AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

RE: CASUAL EMPLOYEES

The Parties shall meet in September each year to review the work performed by the casual/temporary/Aux employees to discuss whether additional permanent positions (either part-time or full-time) should be considered.

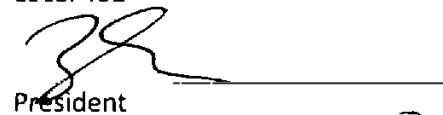
SIGNED for the
Regional District of Nanaimo

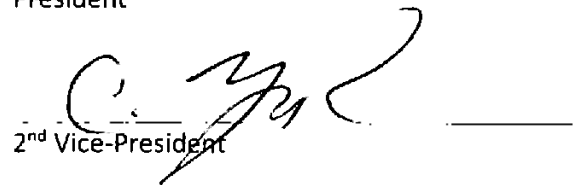

Chair


General Manager, Corporate Services

September 4, 2022
Date

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


2nd Vice-President

September 6, 2022
Date

LETTER OF UNDERSTANDING #1

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

ARTICLE 18 - HOURS OF WORK

RE: BYLAW SERVICES

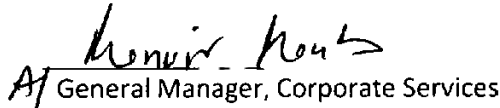
In recognition of the unique characteristics and needs, of Bylaw Enforcement Services, within the Regional District of Nanaimo, the Parties agree to establish one Weekend Bylaw Enforcement Officer position to be filled as a 'Permanent Employee.' For clarity, this position will be classified as a 'Permanent Employee' per the Collective Agreement. This agreement represents the hours of work for this position as follows:

1. Normal working days shall be:
 - a) Seven (7) hour shifts, scheduled between 7:00 am – 9:00 pm
 - b) With two (2) consecutive days off from work per week

2. This position will also provide relief for the permanent, full-time Bylaw Enforcement Officers during the week as assigned. Should that occur, the following applies:
 - a) Two (2) days off consecutively and scheduled no more than five (5) consecutive days.
 - b) Follow the regular hours of work contained in the Collective Agreement for Bylaw Officers, namely 18.01 b. except for 'Monday to Friday inclusive' under 18.01 (b) (i.) to allow the Employer to maintain the weekend coverage.

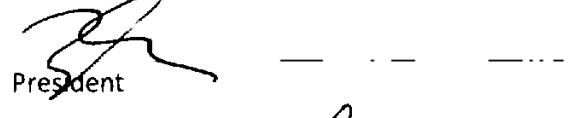
SIGNED for the
Regional District of Nanaimo

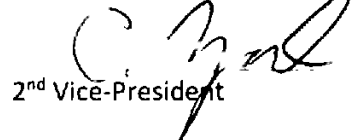

Chair


General Manager, Corporate Services

Date September 6, 2022

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


2nd Vice-President

Date September 6, 2022

LETTER OF UNDERSTANDING #2

BETWEEN THE

REGIONAL DISTRICT OF NANAIMO

AND THE

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 401

ARTICLE 18 - HOURS OF WORK**RE: SOLIDWASTE**

It is hereby agreed by the parties to modify the hours of work for SOLID WASTE employees located at the Regional Landfill in the positions of Heavy Equipment Operators (Operators) on a temporary basis.

1. This trial shift schedule for the Operators shall commence on October 1, 2021 and continue for the term of the Collective Agreement. Each of the three (3) available permanent sign-up shifts will be 10 hours/day to a maximum of 40 hours per week. Shifts shall be reviewed by the Manager and Employees on a quarterly basis. Changes to the shifts below shall be by mutual agreement.

The work schedule for Operators will be 7:00 AM to 5:30 PM daily as follows:

Operator	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
PFT	OP1	OP1	OP1				OP1
PFT	OP2				OP2	OP2	OP2
PFT			OP3	OP3	OP3	OP3	
PFT		OP4	OP4	OP4	OP4	OP4	

2. Daily overtime rates will be paid as follows:
 - a. Full-time employees will be paid at the rate of time and one half (1.5x) for the first hour worked beyond 10 hours and double time (2x) for hours worked in excess of 11 hours in a workday.
 - b. Casual/temporary employees working as Operators shall be paid in the same manner for daily overtime as permanent employees. More specifically, they will be paid at the rate of time and one half (1.5x) for the first hour worked beyond 10 hours in a workday and double time (2x) for hours worked in excess of 11 hours in a workday.
 - c. Weekly overtime rates for employees working as Operators shall be paid time and one half (1.5x) for the first three hours in excess of forty (40) hours per week and double time (2x) for hours in excess of three overtime hours worked beyond a 40-hour work week. Only regular hours will be counted for the purposes of this calculation. There will be no compounding of daily and weekly overtime.

- d. An employee required to work more than two (2) hours overtime continuous with a regular shift shall be provided with a meal allowance of twenty dollars (\$20.00) by the Employer.
- 3. In addition, the workday shall include the equivalent of one unpaid half hour (1/2) meal break and two paid ten (10) minute rest periods. The employer will make best efforts to provide the breaks specified. However, the timing of breaks may vary to respond to operational needs. Employees must be available for work during paid breaks.
- 4. Vacation leave, sick leave, and all other leaves of absence (excluding bereavement leave) shall be granted based on working hours rather than working days.

Example for clarity: under the Collective Agreement an employee entitled to 3 weeks-vacation would receive fifteen (15) days at eight (8) hours/day pay for a total of 120 paid vacation hours. The ten (10) hour shift means that the employee will get twelve (12) days at ten (10) hours per day for the same number of paid vacation hours or 120 paid vacation hours over the three week period.

- 5. Statutory holiday entitlement shall be granted based on a ten (10) hour day if the employee is scheduled to work. If the employee is not scheduled to work, they will be paid eight (8) hours.
- 6. Bereavement leave shall be a maximum of five (5), eight (8) hour days or 40 hours paid time.
- 7. The parties agree that one incumbent employee will continue to have a work week of Monday to Friday, eight (8) hours per day.

This Letter of Understanding guarantees that all elements of the Collective Agreement relating to hours of work are met and incurs no extra cost to the Employer. This LOU may be cancelled with 60 days notice by either party.

SIGNED for the
Regional District of Nanaimo

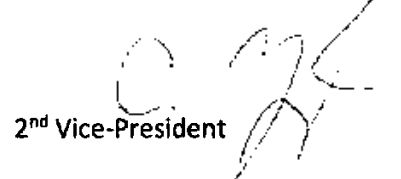

Chair


AT General Manager, Corporate Services

Date September 6, 2022

SIGNED for
the Canadian Union of Public Employees,
Local 401


President


2nd Vice-President

Date September 6, 2022

SCHEDULE 'A'

40 HOURS PER WEEK CLASSIFICATIONS:

TRANSPORTATION SERVICES

Bodyshop Person
 Chief Mechanic
 HandyDART Driver
 Mechanic Helper
 Road Support Agent
 Serviceperson
 Serviceperson Driver
 Shop Serviceperson
 Shop Chargehand
 Transit Dispatcher Assistant
 Transit Driver
 Transit/HandyDART Dispatcher
 Transit/HandyDART Trainer
 Transportation Services Mechanic

SOLID WASTE SERVICES

Chief Equipment Operator
 Chief Operator – Equipment and Maintenance
 Environmental Technician
 Equipment Operator
 Facilities Clerk (Cedar)
 Landfill Attendant
 Landfill Gas Maintenance Worker
 Landfill Operations Maintenance Worker
 Landfill Services Supervisor
 Scale Attendant
 Scale Clerk
 Solid Waste Mechanic
 Transfer Station Supervisor

RECREATION and PARKS

Aquatic Maintenance Worker
 Aquatic Team Leader
 Arena Maintenance Worker
 Chief Facilities Operator
 Concession Worker
 Head Concessionaire
 Lifeguard/Instructor I
 Lifeguard/Instructor II
 Parks Operations Coordinator
 Parks Technician
 Recreation Receptionist
 Skate Attendant
 Skate Shop Attendant

REGIONAL and COMMUNITY UTILITIES

Chief Operator – Water Services
 Chief Operator – Wastewater
 Laboratory Technician
 Operator Trainee
 Operator 1
 Operator 2
 Operator 3
 Senior Operator
 Utilities Technician Trainee
 Utilities Technician 1
 Utilities Technician 2
 Utilities Technician 3
 Wastewater Maintenance Operator
 Regional Landfill Maintenance Worker
 Senior Instrumentation Technician
 Senior Laboratory Technician
 Transfer Station Maintenance Worker
 Instrumentation Technician

ADMINISTRATION

Labourer

SCHEDULE 'B'**35 HOURS PER WEEK CLASSIFICATIONS:****ADMINISTRATION/FINANCE**

Accountant
 Accounting Clerk (A/R and A/P)
 Accounting Clerk Assistant
 Administrative Assistant
 Administrative Associate
 Business Analyst, Information Technology
 Database Systems Coordinator
 Financial Analyst
 GIS Coordinator
 GIS Technician
 Information Systems Technologist
 Information Systems Coordinator
 Information Systems Technician
 Infrastructure Analyst and Team Lead
 Payroll Clerk
 Payroll Coordinator
 Receptionist Clerk
 Special Projects Assistant

TRANSPORTATION SERVICES

Emergency Planning Coordinator
 Transportation Services Clerk

SOLID WASTE SERVICES

Solid Waste Planner
 Zero Waste Compliance Officer
 Zero Waste Coordinator

BUILDING INSPECTION and ENFORCEMENT

Building Inspection Clerk 1
 Building Inspection Clerk 2
 Building Inspection Supervisor
 Building Official, Training Position
 Building Official, Level 1
 Building Official, Level 2
 Building Official, Level 3
 Bylaw Enforcement Officer

RECREATION and PARKS

Parks and Trails Coordinator
 Parks Assistant
 Parks Planner Program Secretary
 Recreation Program Assistant
 Recreation Programmer
 Senior Program Secretary

REGIONAL and COMMUNITY UTILITIES

Drinking Water/Watershed Protect. Coord.
 Drinking Water Watershed Outreach Coord.
 Drinking Water Watershed Stewardship Coord.
 Engineering Technician
 Engineering Technologist
 Monitoring Network Coordinator
 Special Projects Coordinator
 Wastewater Coordinator

PLANNING

Climate Change and Resilience Coordinator
 Board of Variance Secretary
 Planner
 Planning Technician
 Senior Planner

SCHEDULE 'C'

Pay Band	Classification	Jan. 1, 2021	Jan. 1, 2022	Jan. 1, 2023	Jan. 1, 2024
		2%	2%	2%	2%
17	Building Official Supervisor Climate Change and Resilience Coordinator Senior Planner	\$47.71	\$48.66	\$49.63	\$50.62
	Building Official, Level 3 Infrastructure Analyst and Team Lead Solid Waste Planner Chief Operator – Wastewater Chief Operator – Water Services Zero Waste Coordinator	\$45.56	\$46.47	\$47.40	\$48.35
	Accountant Building Official, Level 2 Business Analyst, Information Technology Drinking Water/Watershed Protect Coordinator Information Systems Coordinator Parks Planner Parks and Trails Coordinator Planner Wastewater Coordinator	\$43.54	\$44.41	\$45.30	\$46.21
14	Building Official, Level 1 Engineering Technologist Financial Analyst Parks Operations Coordinator	\$42.03	\$42.87	\$43.73	\$44.60
	Building Official, Training Position Database Systems Coordinator GIS Coordinator Information Systems Technologist Senior Instrumentation Technician Senior Laboratory Technician	\$40.58	\$41.39	\$42.22	\$43.06
	Chief Facilities Operator Chief Mechanic Chief Operator – Equip. and Maintenance Landfill Services Supervisor Payroll Coordinator Senior Operator Transfer Station Supervisor	\$39.15	\$39.93	\$40.73	\$41.54

SCHEDULE 'C'

Pay Band	Classification	Jan. 1, 2021	Jan. 1, 2022	Jan. 1, 2023	Jan. 1, 2024
		2%	2%	2%	2%
11	Bodyshop Person				
	Bylaw Enforcement Officer				
	Drinking Water Watershed Outreach Coordinator				
	Drinking Water Watershed Stewardship Coordinator				
	Engineering Technician				
	Environmental Technician				
	GIS Technician				
	Information Systems Technician				
	Instrumentation Technician	\$37.86	\$38.62	\$39.39	\$40.18
	Laboratory Technician				
	Monitoring Network Coordinator				
	Operator 3				
	Parks Technician				
	Planning Technician				
	Recreation Programmer				
	Shop Chargehand				
	Solid Waste Mechanic				
	Special Projects Coordinator				
	Transportation Services Mechanic				
	Utilities Technician 3				
Wastewater Maintenance Operator					
Zero Waste Compliance Officer					
10	Emergency Planning Coordinator				
	Payroll Clerk				
	Road Support Agent	\$35.98	\$36.70	\$37.43	\$38.18
	Senior Program Secretary				
Transportation Services Dispatcher					
9	Accounting Clerk				
	Operator 2	\$34.69	\$35.38	\$36.09	\$36.81
	Utilities Technician 2				
8	Administrative Associate				
	Chief Equipment Operator				
	Program Secretary	\$33.51	\$34.18	\$34.86	\$35.56
	Transit Dispatcher Assistant				
	Transit/HandyDART Trainer				

SCHEDULE 'C'

Pay Band	Classification	Jan. 1, 2021 2%	Jan. 1, 2022 2%	Jan. 1, 2023 2%	Jan. 1, 2024 2%
7	Administrative Assistant Arena Maintenance Worker Board of Variance Secretary Building Inspections Clerk 2 HandyDART Driver Serviceperson Driver Transit Driver	\$32.67	\$33.32	\$33.99	\$34.67
6	Aquatic Team Leader Equipment Operator Operator 1 Regional Landfill Maintenance Worker Utilities Technician 1	\$31.84	\$32.48	\$33.13	\$33.79
5	Aquatic Maintenance Worker Facilities Clerk Landfill Gas Maintenance Worker Mechanic Helper Receptionist/Clerk Scale Clerk Serviceperson Shop Serviceperson Transfer Station Maintenance Worker Transportation Services Clerk Landfill Operations Maintenance Worker	\$31.00	\$31.62	\$32.25	\$32.90
4	Accounting Clerk Assistant Building Inspections Clerk 1 Recreation Receptionist	\$30.20	\$30.80	\$31.42	\$32.05
3	Operator Trainee Parks Assistant Recreation Program Assistant Scale-Attendant Special Projects Assistant Utilities Technician Trainee	\$29.36	\$29.95	\$30.55	\$31.16
2	Labourer Landfill Attendant	\$28.53	\$29.10	\$29.68	\$30.27
1		\$27.70	\$28.25	\$28.82	\$29.40

RECREATION AND PARKS**RATES OF PAY**

Classification	Jan. 1, 2021	Jan. 1, 2022	Jan. 1, 2023	Jan. 1, 2024
	2%	2%	2%	2%
Lifeguard/Instructor II	\$26.10	\$26.62	\$27.16	\$27.70
Head Concessionaire	\$23.33	\$23.79	\$24.27	\$24.76
Lifeguard/Instructor I	\$21.32	\$21.74	\$22.18	\$22.62
Skate Attendant	\$19.87	\$20.27	\$20.67	\$21.09
Concession Worker	\$18.17	\$18.53	\$18.90	\$19.28

SUBJECT INDEX

This index is published for the convenience of those referring to provisions of the Collective Agreement. The Parties do not intend the index itself to have any significance in the interpretation of the Collective Agreement.

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