

COLLECTIVE AGREEMENT

between:

THE CORPORATION OF THE TOWNSHIP OF RAMARA

(the “Employer”)

and

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 2380.06**

(the “Union”)

**TERM OF AGREEMENT:
January 1, 2023 to December 31, 2026**

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ARTICLE 1 - COVERAGE AND PURPOSE OF THIS AGREEMENT

- 1.01 This Agreement shall apply to all employees employed by the Corporation of the Township of Ramara save and except forepersons and any person above the rank of foreperson, office and clerical employees and water and waste water employees.
- 1.02 Job Classifications covered by this Collective Agreement are set out in Schedule "A" of this Agreement.
- 1.03 Both parties to this agreement agree that:
- (i) It is beneficial to maintain and improve the harmonious relations between the Employer and the Union;
 - (ii) There is mutual value in joint discussions and negotiations in matters pertaining to working conditions and employment;
 - (iii) It is beneficial to encourage efficiency in municipal operations;
 - (iv) It is beneficial to promote the morale and well-being of employees in the bargaining unit;
 - (v) There is benefit in the provision of an amicable method of settling any differences which might possibly arise under this Agreement.

ARTICLE 2 - UNION RECOGNITION

- 2.01 The Employer hereby recognizes the Union as the sole collective bargaining agent for all employees covered by Article 1 in respect to hours of work, wages, benefits and working conditions. Such persons shall be referred to hereinafter as employees and the word employees shall take on that meaning in this Agreement.
- 2.02 All employees of the Employer who are members of the Union shall remain members of the Union according to the Constitution and by-laws of the Union. All future bargaining unit employees of the Employer shall, as a condition of continued employment, become and remain members in good standing of the Union.
- 2.03 **WORK OF THE BARGAINING UNIT**

Except in cases of emergency, employees whose jobs (paid or unpaid) are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit to the extent that it directly results in the layoff of a member of the bargaining unit.

2.04 CONTRACTING OUT

Except in cases of emergency, the employer shall not contract out any jobs which are included in the bargaining unit to the extent that doing so directly results in the layoff or reduction of hours of work of a member of the bargaining unit.

- 2.05 The Employer and the Union acknowledge and agree that they will not enter into written or verbal agreements which conflict with the terms of this Collective Agreement.

ARTICLE 3 - EMPLOYER RIGHTS

- 3.01 The Union recognizes that the management of its operations and the direction of the working force are fixed exclusively in the Employer and shall remain solely with the Employer. Without restricting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Employer to:

- (a) maintain order, discipline and efficiency;
- (b) hire, discharge, direct, classify, transfer, promote, demote, layoff, recall and suspend or otherwise discipline employees for cause, provided that a claim of discriminatory promotion or demotion, or claim that an employee who has completed his probationary period has been unjustly discharged or disciplined may be the subject of a grievance and dealt with in accordance with the Grievance Procedure;
- (c) establish, alter from time-to-time and enforce reasonable rules and regulations to be observed by employees;
- (d) to set qualifications and establish and administer tests for the purpose of assisting the Employer in determining employees' qualifications in relation to job postings for promotion and transfers;
- (e) generally to manage and operate the Employer's operation in all respects in accordance with its obligations and without restricting the generality of the foregoing, including the right to manage the jobs, to assign and reassign work, to determine the kinds and locations of machines, tools and equipment to be used, the allocation and number of employees required from time to time, the standards of performance for all employees; the work schedules, the start and stop times of shifts over the course of a year, and all other matters concerning the Employer's operations.

These rights will not be applied in a manner that is inconsistent with any of the terms of this Agreement.

- 3.02 The Union will be advised within thirty (30) days before implementation of any major changes that result in the layoff or reduction in regular hours of bargaining unit employees except in emergency situations or unforeseen circumstances. Any major changes shall not conflict with the terms of this Agreement.

ARTICLE 4 - UNION DUES

- 4.01 The Employer shall deduct from each pay of each employee covered by this agreement whether a member or non-member, a sum equivalent to the current monthly dues of the Union and remit same to a duly authorized officer of the Union. Upon successful completion of the probationary period, the Township will deduct a one-time initiation fee. The treasurer of the Local 2380 shall advise the Township the amount of the initiation fee and the monthly dues to be deducted, such amounts shall not be changed more than once in a calendar year.
- 4.02 The Employer agrees to remit the sums so deducted no later than the fifteenth (15th) day of the month following, accompanied by a list of the names of all employees from whose wages the deductions have been made.
- 4.03 In consideration of the deduction and forwarding service by the Employer, the Union agrees to indemnify and save the Employer harmless for any claim or liability arising out of or resulting from the collection and forwarding of these dues.
- 4.04 At the same time that Income Tax (T-4) slips are made available, the Employer shall indicate the amount of union dues paid by each Union member in the previous year.

ARTICLE 5 - LABOUR EMPLOYER RELATIONS

5.01 REPRESENTATION

No individual employee or group of employees shall undertake to represent the Union at meetings with the Employer without proper authorization of the Union.

In order that this may be carried out, the Union will supply the Employer with the names of its officers, and Steward. Similarly, the Employer will, if requested, supply the Union with a list of its supervisory or other personnel with whom the Union may be required to transact business.

5.02 BARGAINING COMMITTEE

A bargaining committee shall be appointed and include not more than two (2) members of the Employer as appointees of the Employer, and not more than two (2) members of the Union as appointees of the Union. The Union will advise the Employer of the Union appointees. The Employer and the Union shall have the right to have additional resource persons in attendance if required up to a maximum of (2) per group. Employees shall suffer no loss of pay for regularly

scheduled hours missed as a result of attendance at negotiating meetings with the Employer.

5.03 LABOUR MANAGEMENT COMMITTEE

There shall be a Labour Management Committee consisting of two (2) Employer Representatives and two (2) Union Representatives. The function of this Committee shall be to discuss matters of mutual concern that are not grievances or negotiations. The Committee may make recommendations for consideration of both parties. The Committee will meet upon request by either party.

5.04 OUTSIDE REPRESENTATIVES

Either party shall have the right at any time to have the assistance of an outside representative. The party using the outside representative shall inform the other party in advance of any meeting at which representative is in attendance.

5.05 TIME OFF FOR MEETINGS

The parties acknowledge and agree that Labour Management Committee meetings will be scheduled within the regularly scheduled hours of the two (2) Union Representatives on the Committee. If the Employer requires an employee to attend a Labour Management Committee meeting during his regularly scheduled hours, that employee shall attend the Committee meeting without loss of pay for regularly scheduled hours missed as a result of such attendance, provided there are no additional costs to the Employer.

This clause shall apply up to and including Conciliation and Mediation.

5.06 HEALTH AND SAFETY REPRESENTATIVES

The Union shall have to right to appoint a representative to the Occupational Health & Safety Committee.

ARTICLE 6 - UNION REPRESENTATION

6.01 ELECTION OF STEWARDS

- a) In order to provide an orderly and speedy procedure for the settling of grievances, the Employer acknowledges the right of the Union to appoint or elect a maximum of two (2) Stewards, whose duties shall be to assist any employee whom the Steward represents, in preparing and in presenting their grievance in accordance with the grievance procedure.
- b) The Union shall notify the Employer, in writing, of the names of the stewards before the Employer shall be required to recognize them.

- c) In circumstances where a Steward or the Unit Chair is not readily available, the Employer may contact the Union President of Local 2380 who will make his best efforts to represent the employee or designate another representative to do so in a timely manner.

6.02 GRIEVANCE COMMITTEE

The Stewards and Unit Chair so elected shall constitute the Grievance Committee so long as they remain employees or until their successors are chosen.

6.03 PERMISSION TO LEAVE WORK

The Union understands and agrees that each Union Representative is employed to perform work for the employer. A Union Representative shall not leave their work without obtaining the permissions of their supervisor. Such permission shall not be unreasonably withheld. When resuming their regular work, they shall again report to their supervisor.

Time away from the job by a Union Representative shall be with pay if during normal working hours and if such time has been granted

ARTICLE 7 - NO STRIKES - NO LOCKOUTS

- 7.01 In view of the orderly procedure established by this Agreement for settling of disputes and handling of grievances, the Union agrees that during the life of this Agreement there will be no strikes. The Employer agrees that there will be no lockouts. Lockouts and strikes are as defined in the Ontario *Labour Relations Act*, 1995.

ARTICLE 8 - GRIEVANCE PROCEDURE

- 8.01 A grievance is a difference between the parties relating to the interpretation, application, administration or alleged violation of the Collective Agreement.
- 8.02 The parties agree that it is of utmost importance that grievances be addressed as quickly as possible.
- 8.03 At the time of the imposition of formal discipline or discharge which will become part of the employee's record, the employee shall have right to the presence of his Steward and/or Union Representative, if possible and if so, requested by the employee.

8.04 Complaints and grievances shall be dealt with in the following manner. All grievances must be in writing and filed within fourteen (14) working days of the date the employee became aware or ought to have become aware of the events giving rise to alleged grievance.

Step 1: The employee, accompanied by a Steward if the employee wishes, shall take the matter up with their immediate supervisor; failing settlement at this stage, within five (5) working days, the employee may immediately proceed to Step 2.

Step 2: The employee, accompanied by a Steward and/or Representative of the Union may take the matter up with the Chief Administrative Officer or their designate. The Employer shall provide a written decision to the Union within five (5) calendar days of such meeting.

- (a) Where a dispute involving a question of general application or interpretation occurs or where a group of employees or the Union or the Employer has a grievance, Step 1 of this Article may be bypassed and such grievance submitted at Step 2 within ten (10) working days of the occurrence giving rise to the grievance.
- (b) A claim by an employee who has completed their probation that they have been suspended or discharged without just cause shall be treated as a grievance if a written statement of such grievance is lodged with the Chief Administrative Officer or his designate within five (5) working days after notice by management to the Union Steward of the suspension or discharge.
- (c) Such special grievances may be settled by confirming the Employer's action, or by reinstating the employee with full seniority and compensation for time lost, or by any other arrangement which is just and equitable in the opinion of the conferring parties or arbitrator if the matter is submitted to arbitration.
- (d) Time limits in this Article may be extended by a mutual agreement in writing between the Union and the Employer.

8.05 The Employer shall supply the necessary facilities for the grievance meetings, which usually shall be heard during normal business hours. Employees shall not suffer loss of pay from regularly scheduled hours missed as a result of attending a grievance meeting.

8.06 The Employer agrees with the principle of progressive discipline.

ARTICLE 9 - ARBITRATION PROCEDURE

- 9.01 Should no settlement of the grievance be reached under the foregoing procedure, the grievance may be referred to arbitration at any time within thirty (30) days of the date upon which the Employer provides its decision referred to in Article 8.04(a) above, but not thereafter.
- 9.02 Where a grievance is referred to Arbitration pursuant to Article 9.01, the following procedure shall apply:
- (a) The Union or the Employer may refer the grievance to Arbitration before a single arbitrator.
 - (b) The party referring the grievance to arbitration shall propose three arbitrators with its arbitration referral.
 - (c) Within ten (10) working days of the arbitration referral, the opposite party shall notify the other of its agreement to a suggested arbitrator or provide three suggested arbitrators to hear the grievance.
 - (d) Following the opposite party's response pursuant to Article 9.02(c) above, the parties shall have five (5) working days to agree upon an arbitrator to hear the grievance failing which either party may request the appointment of an arbitrator by the Minister of Labour.
- 9.03 The decision of the arbitrator shall be final and binding on the Union, the Employer and the affected employee(s).
- 9.04 The arbitrator shall not have the power to alter, change or amend any of the provisions of this Collective Agreement or to substitute any new provisions for any existing provisions nor to give any decision inconsistent with the terms and provisions of this Collective Agreement.
- 9.05 The parties to this Collective Agreement shall equally share the expense of the arbitrator.

ARTICLE 10 - DISCIPLINE AND DISCHARGE

- 10.01 No employee shall be disciplined or discharged without just cause.
- 10.02 Prior to the imposition of discipline or discharge, an employee shall be given the reason(s) in the presence of their Steward or Union Representative, if so, requested by the employee. Such employee shall be advised within five (5) working days in writing by Human Resources or their Foreperson, or the CAO, of the reason for such discipline or discharge.

ARTICLE 11 - PERSONNEL RECORDS

11.01 PERSONNEL RECORDS

An employee shall have the right to access and review their personnel record in the presence of an employer representative. The employee has the right to respond in writing to any document contained therein. This response shall become part of the personnel record.

An employee shall have the right to be provided copies of any material contained in their personnel file.

11.02 Where an employee receives a formal disciplinary notation, that disciplinary notation will be removed from the employee's file if the employee receives no further discipline for a period of twenty-four (24) months from the date of the original disciplinary notation.

ARTICLE 12 - SENIORITY

12.01

(a) Seniority for employees is defined as length of continuous service with the Employer since the employee's most recent date of hire. Seniority shall be used in determining preference, as set out elsewhere in the collective agreement, for holidays, layoff, recall and promotions, providing the employee has the skills, ability, licenses and qualifications to do the job in question, and as set out in this agreement.

A seniority list will be maintained and recognized by the Employer as follows:

- (i) All bargaining unit employees employed by the Employer at the inception of this collective agreement shall be placed on the seniority list recognizing their past service with the Employer since the date of last hire, subject to Article 12:01 (b)
- (ii) All new employees shall, after the completion of their probationary period, have their start date of employment as their seniority date, subject to 12:01 (b).
- (iii) An up to date seniority list shall be posted on the bulletin board, with a copy sent to the Union, in January of each year.

(b) EFFECT OF ABSENCE

- (i) It is understood that during an approved unpaid absence not exceeding thirty (30) continuous days or any approved absence paid by the Employer, both seniority and service will accrue.

- (ii) During an unpaid absence exceeding thirty (30) continuous calendar days, credit for seniority and service for purposes of salary increment, vacation, sick leave, or any other benefits under any provisions of the Collective Agreement or elsewhere, shall be suspended for the period of the absence in excess of thirty (30) continuous calendar days, the benefits concerned appropriately reduced on a pro rata basis and the employee's anniversary date adjusted accordingly. In addition, the employee will become responsible for full payment of any subsidized employee benefits in which they are participating for the period of absence, except that the Employer will continue to pay the premiums while an employee is in receipt of WSIB benefits. Such payment shall also continue while an employee is on paid sick leave (including Employment Insurance Period), or where otherwise required by law.
 - (iii) It is further understood that during such unpaid absence, credit for seniority for purposes of promotion, demotion, transfer or lay-off shall be suspended and not accrue during the period of absence. Notwithstanding this provision seniority shall accrue for the duration of the absence, if an employee's absence is due to a disability resulting in WSIB benefits, or while an employee is on paid sick leave (including the Employment Insurance Period), or where otherwise required by law.
- (c) Seasonal employees who are successful in being awarded a permanent position within the bargaining unit shall have their seniority adjusted to reflect their temporary accumulated hours on a prorated basis. Their seniority shall be adjusted subjected to completing the probation period in accordance with Article 12.02

12.02 PROBATIONARY PERIOD

The employment of a newly hired employee shall be on a probationary basis until the employee has actually actively worked six (6) months from the date of last hire.

During the probationary period the employee shall be entitled to all the rights and privileges of this collective agreement, as specifically set out elsewhere in the Agreement, except with respect to seniority and discharge.

It is expressly acknowledged that the Employer may, at its own discretion, terminate a probationary employee without cause if the Employer has no need for the employee or considers the employee to be in any way unsuitable for or unacceptable in the position. The employment of a probationary period may be terminated at any time during the probationary period without recourse to the grievance procedure, unless the Union can identify the termination was an act of discrimination.

It is understood that the probationary employee's performance will be evaluated regularly during the probationary period.

12.03 LOSS OF SENIORITY

An employee shall lose seniority and their employment shall terminate in the event:

- 1) they are discharged and not reinstated through the grievance procedure.
- 2) they retire or resigns and does not rescind their decision within seventy-two (72) hours.
- 3) they are absent from work without permission in excess of three (3) working days without notifying the Employer, unless it was not reasonably possible to do so.
- 4) they are laid off for a period in excess of twelve (12) months.
- 5) they fail to indicate to the Employer, within five (5) days of receiving notification of recall, that they will return to work within seven (7) calendar days of the receipt of such notice, unless such failure is for good reason. It is the responsibility of an employee on layoff to keep the Employer advised, in writing, of his current address. The Employer shall be deemed to have given an individual on layoff notice of recall by sending notice of recall by registered mail to the last address supplied to the Employer by the individual. Such notice shall state the date and time that the individual is required to report to work. Such notice shall be deemed to have been received on the third (3rd) working day after it has been sent by the Employer.

ARTICLE 13 - PROMOTIONS AND STAFF CHANGES

13.01 Where a new full-time position is created by the Employer within the bargaining unit, or where the Employer determines that a vacancy exists, a notice of vacancy will be posted for a period of five (5) calendar days on the bulletin board. A copy of such notice shall be given to the Union.

13.02 Outside applicants will not be considered before bargaining unit members are considered for the posting.

13.03 METHOD OF MAKING APPOINTMENTS

In cases of promotion to vacant bargaining unit positions and/or appointments to new bargaining unit positions, the following factors shall be considered:

- (a) skill, ability, knowledge and qualifications;
- (b) seniority.

Where the criteria referred to in factor (a) are relatively equal, factor (b) will govern.

13.04 TRIAL PERIOD

A successful internal applicant for a job posting will be placed on a trial period for four (4) months or less if mutually agreed. If the Employer is satisfied with the successful applicant's performance in the position during the trial period, the employee shall be declared to be in the position after the trial period.

In the event the Employer is not satisfied with the successful applicant's performance in the position during the trial period, or if the employee is unable to perform the duties of the new job classification, the employee shall be returned to the employee's former position, wage or salary rate, without loss of seniority. Any other employee promoted or transferred because of the re-arrangement of positions shall also be returned to the employee's former position, wage or salary rate, without loss of seniority. The return of those employees to their former positions, etc. as aforesaid, shall not be the subject of a grievance.

If there is more than one candidate for the original position, it will be offered to the next candidate as per the criteria set out in Article 13.03 above.

When a non-supervisory person is appointed by the Employer to fill in for a Supervisory Position, the employee filling in the supervisory position shall be paid a premium of three (\$3.00) dollars retroactive to the first day of absence, and shall continue to receive the premium until the Supervisor returns or is otherwise replaced.

ARTICLE 14 - LAY-OFFS AND RECALLS

14.01 LAY-OFF AND REHIRING PROCEDURE

Both parties recognize that job security should increase in proportion with length of service. Therefore, in the event of a lay-off, employees shall be laid off in the reverse order of their seniority, within their Classification, and provided that the employees remaining have the required skills, qualifications, ability and licenses to perform the work required.

Employees shall be recalled in the order of their seniority providing they have the required skills, qualifications, ability and licenses to perform the work.

For clarity, the “skills, qualifications, ability and licenses” requirements referred to in Article 14.01 are intended to be threshold provisions rather than “relatively equal” clauses.

14.02 NO NEW EMPLOYEES

Subject to Article 12.03, the Employer will not hire new employees into the bargaining unit where a bargaining unit employee is on layoff, provided such employee on layoff is willing, able, licensed and qualified to do the work required.

14.03 NOTICE OF LAY-OFF

- (a) The Employer shall notify employees, via a meeting with the CAO or his designate, who are to be laid off thirty (30) calendar days before the lay-off is to be effective.

If, due to the Employer’s failure to provide the thirty (30) days’ notice provided for above, the employee laid off has not had the opportunity to work his scheduled shifts that would fall during the notice period, they shall be paid in lieu of work for that number of days during which work was not made available.

- (b) In the event the Corporation merges or amalgamates with any other body, the Corporation undertakes to make every reasonable effort to ensure that:
- i. Employees are credited with all seniority rights with the new Employer.
 - ii. All Service related benefits, such as vacations with pay, sick days, and other service related benefits are recognized by the new Employer and,
 - iii. Employees will not suffer a reduction in wages.

The foregoing is subject to the applicable provisions of any Labour contract in effect with the new Employer, and any Provincial legislation.

14.04 BENEFITS ON LAYOFF

The right of laid off full time employees to benefits for Medical, Dental, Life Insurance under this agreement, if they otherwise qualify, therefore, shall continue to the last day of month following the month of the layoff. This provision does not relate to or apply to employees who do not otherwise qualify for benefits.

14.05 BUMPING

- (a) An employee who is laid off from their job may elect to be laid off (subject to applicable notice requirements) or to bump into another bargaining unit classification as set out below in (b).

- (b) An employee who is unwilling to be laid off may bump into any job classification with an equal or lower rate of pay, that is occupied by an employee with less seniority subject to the following:
- (i) The employee exercising the right to bump must have the skills, qualifications, licenses and ability to perform the job without training other than orientation.
 - (ii) The employee exercising the right to bump must have more seniority than the employee being bumped.
 - (iii) If there is more than one employee in the job classification, it shall be the least senior employee with the same hours who is bumped.
 - (iv) Subject to Article 12.03, no new employees will be hired in the bargaining unit until those on lay-off have been recalled, providing the recalled employee has the skills, qualifications and ability to perform the work required.
- (c) **RECALL**

- (i) Recall may be to the same classification, if available, or any other classification in the bargaining unit, providing the employee has the skills, qualifications, licenses and ability to perform the work required without training other than orientation.
- (ii) In the event the recall is of temporary nature, with a specific and known end date, no further notice of lay-off need be given when the work to which the employee is recalled comes to an end. Employees are not required to accept any recall to a temporary position.
- (iii) Employees recalled must give written notice of acceptance or refusal within five (5) calendar days of receiving notice of recall. It is the responsibility of an employee on layoff to keep the Employer advised, in writing, of his current address. The Employer shall be deemed to have given an individual on layoff notice of recall by sending notice of recall by registered mail to the last address supplied to the Employer by the individual. Such notice shall state the date and time that the individual is required to report to work. Such notice shall be deemed to have been received on the third (3rd) working day after it has been sent by the Employer.

ARTICLE 15 - HOURS OF WORK

15.01 The following is intended to define the normal hours of work for employees and shall not be construed as a guarantee of hours of work per day or per week, or of days of work per week.

“Summer Hours” shall be in effect from the first Sunday in May through to the last Saturday in October;

Summer hours may be extended depending on weather and projected workload at the discretion of the employer.

Immediately followed by “Regular Hours” until the “Winter Hours” commence;

“Winter Hours” shall be in effect from the first Sunday in December through to the last Saturday in March;

Followed by “Regular Hours” until “Summer Hours” commence.

15.02 During Summer Hours, the normal work week for the Job Classifications set out in Schedule “A” shall be 6:30 am to 5:00 pm, Monday to Thursday.

During Winter Hours, the normal work week for the Job Classifications set out in Schedule “A” shall consist of forty (40) hours per week, to be worked in four (4) nine (9) hour shifts per week and one (1) six (6) hour shift per week.

During Regular Hours, the normal work week for the Job Classifications set out in Schedule “A” shall be 7:00 am to 4:00 pm Monday to Thursday, and Fridays 7:00 am to 1:00 pm.

The above hours of work include a half-hour unpaid lunch break, except for the six (6) hour shifts which do not include a lunch break.

15.03 The schedule for Winter Hours shall be posted by November 1st of the preceding year.

15.04 The Employer shall post the work schedules so that employees can schedule their personal lives to meet the needs of the employer’s operations.

15.05 All non-union infrastructure staff, as well as the mechanic and apprentice mechanic shall not be included on the posted work schedules applicable to bargaining unit employees.

ARTICLE 16 - OVERTIME

16.01 OVERTIME DEFINED

Overtime rates shall apply for all hours worked outside of the normal work weeks as described in Article 15.02 above.

16.02 OVERTIME PRE-APPROVED

All overtime work performed must be pre-approved by Management.

16.03 Overtime rates shall be one and a half times the employee's regular rate unless otherwise provided in this Collective Agreement.

16.04 Overtime shall be compulsory when requested during emergencies.

16.05 Overtime shall be paid at the end of the pay period in which the overtime was actually worked.

16.06 Whenever an employee is actually called in to perform work, they shall receive a minimum of three (3) hours' pay at the applicable rate. If such work is overtime work as defined in Article 16.01, the aforementioned three (3) hours' pay shall be at the applicable overtime rate.

16.07 ACCUMULATED LIEU TIME

Notwithstanding 16.06 Employees may bank up to one hundred (100) hours of overtime credit earned commencing at the beginning of the calendar year and shall be able to draw on the bank over the calendar year. Any credits in excess of one hundred (100) hours shall be paid.

"Overtime credit earned" is defined as the hours worked multiplied by the applicable overtime rate. For example, 5.4 hours of overtime multiplied by the rate of 1.5 times equals 8.1 hours of overtime credit.

Time off in lieu may be taken upon the approval of the Employer. The time off shall be debited against the person's bank and shall not exceed the amount credited.

An employee will receive payment at their normal rate for any accumulation of overtime hours remaining in their normal bank on the last pay of the payroll year.

16.08 Employees will not gain or lose hours as a result of the time changes in the fall and in the spring.

ARTICLE 17 - STANDBY PAY

17.01 Standby Entitlement shall be the following for the Collective Agreement period:

Effective January 1st, 2023, "Standby Pay" will increase to \$2,650.00 per year and effective January 1, 2024, it will increase to \$2,700.00 per year and effective January 1st, 2025, it will increase to \$2,750.00 per year and effective January 1st, 2026, it will increase to \$2,800.00 per year.

17.02 Employees who miss more than one (1) standby callout per pay period shall forfeit their right to the prorated allowance for the applicable pay period. Loss of standby shall not apply to employees on a paid personal leave or vacation.

ARTICLE 18 - PAID HOLIDAYS

18.01 STATUTORY HOLIDAYS

The following shall be recognized as paid holidays for bargaining unit employees:

New Year's Day
Family Day
Good Friday
Easter Monday
Victoria Day
Canada Day
Civic Holiday
Labour Day
Thanksgiving Day
Christmas Day
Boxing Day
Christmas Eve (1/2 day)
New Year's Eve (1/2 day)
Remembrance Day

18.02 HOLIDAY FALLING ON AN EMPLOYEE'S DAY OFF

When any of the holidays specified in Article 18.01 above fall on an Employee's scheduled day off, the holiday will be observed on the employee's next regular day of work or such other day as designated by the Employer in accordance with the Ontario *Employment Standards Act, 2000*.

18.03 HOLIDAY DURING VACATION

If a holiday listed above falls during an employee's vacation, the employee shall be paid statutory holiday pay for that day, and the employee will not be considered to have used that day as a vacation day.

18.04 ELIGIBILITY FOR HOLIDAY PAY

An employee shall not be eligible for holiday pay unless they work his last regularly scheduled shift before the holiday and his first regularly scheduled shift after the holiday. This provision shall not apply, however, if the employee is absent from work on either or both of the aforementioned days with the permission of the Employer or due to illness which is subsequently verified to the satisfaction of the Employer.

18.05 PREMIUM HOLIDAY PAY

Where an employee is required to work on any of the holidays specified in Article 18.01 above, they shall be paid at the rate of one and a half (1.5) times their regular rate for every hour worked and given a day in lieu to be taken at a time mutually agreed upon.

ARTICLE 19 - VACATION

19.01 All Employees shall be granted vacation time during each calendar year. The amount of vacation is dependent on the full-time years of service with the Township. Years of service shall be calculated as of January 1st of each year.

On commencing employment an employee shall be credited with pro-rata vacation for the balance of the calendar year but shall not be permitted to take vacation until they have completed three (3) months of continuous service.

After one year of employment, vacation entitlement shall be as follows:

After one year	three weeks with normal pay
After ten years	four weeks with normal pay
After fifteen years	four weeks and three days with normal pay
After twenty years	five weeks with normal pay
After twenty-five years	five weeks and three days with normal pay

19.02 VACATION ENTITLEMENT

An Employee shall be credited with their vacation for a calendar year at the commencement of each calendar year.

When an employee leaves the employ of the Employer, their vacation entitlement for that year shall be pro-rated to the date of termination and any adjustments for

vacation owing to the Employee or to the Employer shall be made on the final pay for the Employee.

19.03 CARRYOVER VACATION

Employees may carry over up to one week (five working days) of vacation to the following calendar year without approval.

19.04 OCCASIONAL DAYS OFF

Whenever possible, vacation entitlement should be taken in blocks of at least one week. Employees may however request occasional days off as vacation. All vacation day requests must receive prior approval from the Employer taking into account operational needs.

All requests for occasional days off should be made at least two working days prior to the date the Employee wishes to be off. This will provide time for the Employer to review the work schedule and determine whether the request will be approved.

19.05 VACATION PAY ON TERMINATION

An employee severing their employment at any time in the vacation year, prior to using their vacation shall be entitled to a prorated payment of wages in lieu of such vacation.

In any vacation year, employees shall be permitted to take their annual vacation prior to having earned it. Should an employee leave their employment before earning the vacation time taken, the employee is responsible for payment of unearned vacation credits taken and the Employer will withhold or make deduction from the employee's final pay.

ARTICLE 20 - LEAVES OF ABSENCES

20.01 BEREAVEMENT LEAVE

- (a) An Employee shall be granted five (5) days leave of absence with pay, to attend funeral services, for scheduled days missed during the leave in the event of the death of the employee's:

Spouse, Child (immediate or step), Parent (immediate or step), Child for whom they are a legal guardian, Sibling, legal guardian or past legal guardian, Parent-in-law, Son/Daughter-in-law, Niece or Nephew (immediate), Brother/Sister-in-law, Grandchild, Grandparent (immediate or step)

- (b) An Employee shall be granted one (1) day leave of absence with pay to attend the funeral of:

Aunts/Uncles (immediate), Nephew/Niece (in-law), Cousins (immediate)
Grandparents (in-law), Friend.

If the distance to be travelled to attend the funeral exceeds 250 kilometers one way, the employee shall be granted one (1) extra days' travelling time; or, if the distance exceeds 450 kilometers one way to attend, the employee shall be granted two (2) days' travelling time, if required.

20.02 PREGNANCY OR PARENTAL LEAVE

The provisions of the *Employment Standards Act* shall apply to the granting of Pregnancy or Parental Leave. During such leave seniority, service and benefits shall continue to accrue.

20.03 JURY AND WITNESS LEAVE

An Employee called for jury duty or subpoenaed as a witness in a case in which the Crown is a party shall receive their regular pay for the day(s) of required attendance and shall remit the jury or witness fees to the Employer.

20.04 UNION LEAVE

Upon written application to the Employer submitted at least fourteen (14) days in advance, leave of absence without pay and without loss of seniority may be granted by the Employer, to employees elected or appointed to represent the Union at Union Conventions or seminars. Such request shall not unreasonably be denied. The total of such time off for all causes and for all employees in this unit combined shall not exceed twenty (20) days in any calendar year.

No more than two (2) employees may be absent on such leave at any one time.

During such leave the Employer shall keep the employee's pay whole and the Union shall reimburse the employer for same.

ARTICLE 21 - EMPLOYEE BENEFITS

21.01 BENEFIT PLAN

- (a) The Employer shall continue to pay premiums associated with the Sun Life Financial Benefit Plan which currently covers bargaining unit employees.

In this regard, the Employer shall pay 50% of the premiums associated with the Dental Plan and 100% of the premiums associated with all other aspects of the Benefit Plan, including the Life Insurance Plan.

- (b) The parties recognize that in order to achieve more favourable premiums and/or in order to take advantage of group rates, the Employer may change insurers or benefits plans from time to time, however such changes shall

not result in a net reduction in the level of benefits currently provided to bargaining unit employees and shall not be made without the mutual consent of the Union. Such consent shall not be unreasonably withheld by the Union.

- (c) For clarity, the parties acknowledge that the current Benefit Plan includes a Life Insurance Plan under which full-time employees who have completed the qualifying period set out by the Carrier are, subject to the terms of the Plan, eligible for an amount of life insurance equal to twice the employee's annual salary.
- (d) For clarity, the parties acknowledge that any disputes regarding whether an employee is eligible for coverage in the Benefit Plan and/or any disputes regarding whether an employee is eligible for certain benefits provided by the Benefit Plan are not arbitrable and shall not be made the subject of any grievance. Any and all such disputes must be resolved between the employee and the Carrier. For clarity, it is acknowledged and agreed that this article does not apply to those benefits which are self-insured by the Employer.

21.02 ACCIDENTAL DEATH & DISMEMBERMENT PLAN

- (a) All employees, after completion of their qualifying period, are eligible for an amount of A.D. and D. equal to twice the employee's annual salary (hourly rate times 2080 hours) to the maximum as set by, and in accordance with the terms of, the Carrier. The Employer shall contribute 100% of the premiums.
- (b) For clarity, the parties acknowledge that any disputes regarding whether an employee is eligible for coverage in the A.D. and D. Plan and/or any disputes regarding whether an employee is eligible for benefits provided by the A.D. and D. Plan are not arbitrable and shall not be made the subject of any grievance. Any and all such disputes must be resolved between the employee and the Carrier. For clarity, it is acknowledged and agreed that this article does not apply to those benefits which are self-insured by the Employer.

21.03 SHORT TERM DISABILITY PLAN

Bargaining unit employees shall be provided with a Weekly Indemnity (Short-Term Disability) Plan. It is the purpose of the benefit to provide coverage should an employee become disabled as a result of injury or sickness, require the attendance of a specialist, and be unable to perform the usual and customary duties of his occupation, providing they meet the following criteria.

Benefits

All employees shall be entitled to income for a maximum of seventeen (17) consecutive weeks at a rate of 75% of their current salary.

Top up options

Employees who are on STD will have the option to use their available PTO to top up their STD payments to a maximum of 100%

Waiting Period

Each employee, who is absent for a period of more than three (3) consecutive working days due to illness or injury, shall file with the Treasurer, a Physician's Statement in the form prescribed by the Treasurer, from a qualified medical practitioner, within seven (7) working days from the first day of absenteeism or as soon as reasonably possible. Benefits will commence on the fourth day of disability unless hospitalized, in which case his benefits will commence on the first day of disability.

Reinstatement Period

Successive periods of disability arising from the same or related cause and separated by less than two (2) weeks will be treated as one period of continuous total disability.

If the same disability recurs more than two (2) weeks after cessation of benefit payments, such disability will be considered a separate disability.

Two (2) disabilities which are due to unrelated causes are considered separate disabilities if they are separated by a return to work of at least one day.

Exclusions/Limitation to the Payment of Benefits

Benefits will not be paid beyond:

- the end of the 17th week from the date of first payment for any one period of disability, or
- retirement, or the date an employee withdraws or elects to receive pension funds, or
- the date an employee fails to furnish satisfactory evidence of total disability or refuses to submit to a medical examination by a physician mutually agreed to by the parties, or
- the date the employee refuses to participate in a rehabilitation program considered appropriate by the Township, or
- the withdrawal of the Township's approval for the employee's rehabilitation benefit, or

- the employee's date of death, whichever first occurs.

No benefits will be payable for:

- (a) any disability resulting from or caused by:
- intentionally self-inflicted injury, while sane or insane;
 - insurrection, war or hostilities of any kind, whether declared or not;
 - participating in a riot or civil commotion;
 - injury occurring while committing or attempting to commit a criminal offense;
 - medical or surgical care which is cosmetic in nature or medical care or surgery that is not medically necessary, however, periods of disability due to the donation of an organ, tissue or for a tubal ligation or vasectomy will be covered;
 - use of addictive substances, including drugs or alcohol, unless the employee is being actively supervised by and receiving continuous treatment from a rehabilitation centre or an institution provincially recognized for that treatment.
- (b) any disability if:
- as a result of injury or sickness for which a third party is liable;
 - the employee is not under the continuous care and treatment of a physician who is certified for the Royal College of Physicians and Surgeons in a speciality appropriate to the employee's sickness or injury;
 - the employee is imprisoned;
 - the employee is on maternity leave, parental leave or any other leave of absence.

Benefit Adjustment

At the time of a claim, the employee's weekly indemnity benefit will be reduced by any disability benefits they are in receipt of pursuant to the Workplace, Safety and Insurance Act, Canada Pension Plan, any criminal injuries compensation legislation and any automobile insurance act that is an acceptable limitation of the Employment Insurance Act.

The employer will bridge the gap between the payment for a liable third party with STD payments as per the Township of Ramara's Short Term Disability Policy. Once the employee receives their payment from the third party, they shall remit the amount they receive up to the maximum of their regular STD payment.

Rehabilitation Program

No further benefits will be payable from the date the employee refuses to participate in a rehabilitation program which is considered appropriate by the Township. Following a period for which benefits have been payable, the employee may be able to return to work on a part-time basis. The Township will pay the applicable benefit less 50% of the amount earned by the employee's rehabilitation

program, or the benefit will be reduced to the extent that the employee is not receiving in excess of 100% of the employee's pre-disability salary.

Continuation of Benefits

Health and Welfare benefits will continue during the period of illness benefits provided above.

21.04 The Employer reserves the right to request medical clearance prior to an employee returning to work from an accident or illness, including modified work duties.

21.05 CONTINUATION OF BENEFITS

Premiums for the Extended Health Care Plan and the Dental Benefit Plan single (but not family) coverage shall continue to be paid for employees who meet the Ontario Municipal Employees Retirement System criteria for early retirement to a maximum of five years, up to the date the employee reaches his 65th birthday:

5 years of service	1-year paid benefits
10 years of service	2 years paid benefits
15 years of service	3 years paid benefits
20 years of service	4 years paid benefits
25 years of service	5 years paid benefits

Employees who meet the Ontario Municipal Employees Retirement System criteria for early retirement may, at their discretion and cost, extend their family coverage for the Extended Health Care Plan and the Dental Benefit Plan to a maximum of five years, up to the date the employee reaches his 65th birthday:

5 years of service	1-year paid benefits
10 years of service	2 years paid benefits
15 years of service	3 years paid benefits
20 years of service	4 years paid benefits
25 years of service	5 years paid benefits

21.06 A surviving spouse and/or dependents of a deceased Township employee, may, at their discretion and their cost, extend either single or family extended health and/or dental care for two years following the employee's death, plus one year for every five years of service that the employee had attained.

ARTICLE 22 – PERSONAL LEAVE

22.01 The Employer will pay 100% of salary for up to eight (8) personal days in a calendar year. An employee shall be paid out at a rate of 50% for any unused personal days at the end of the calendar year, but such personal days may not be carried over from year to year and shall have no cash value upon termination of employment. Should an employee require any additional personal time during a calendar year in which they have already used their eight (8) personal days, they may use any of their available PTO (paid time off), to cover an absence due to

illness. Where an employee becomes full-time after January 1 in any year shall have their personal entitlement under this section prorated (rounded to nearest half-day).

22.02 Personal Days shall not be used more than 3 days consecutively, unless mutually agreed upon by the Director and the Employee.

ARTICLE 23 - EMPLOYER POLICIES

23.01 Any Employer Policy, which is currently in effect, shall continue in full force and effect, provided it is not inconsistent with the provisions of the Collective Agreement and subject to Article 3.

ARTICLE 24 - ATTENDANCE AT WORK

24.01 The parties acknowledge and agree that the Employer is entitled to regular attendance at work on the part of its employees.

24.02 If an employee is unable to attend at work as scheduled, they are required to notify his immediate supervisor or designate, reasonably in advance of the employee's scheduled starting time, providing the reasons for his absence from work and of the expected duration of the absence.

ARTICLE 25 - GENERAL

25.01 NO DISCRIMINATION

- (a) The Employer and the Union agree there shall not be any discrimination or harassment practiced with respect to any employee by reason of Union activity on Employer time or property.
- (b) The Employer and the Union agree that there will be no discrimination because of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, same-sex partnership status, family status or disability.

25.02 BULLETIN BOARD

The Employer shall provide a bulletin board which shall be placed so that all employees will have access to it and upon which the Union shall have the right to post work related notices of meetings and such other work related notices as may be of interest to the employees. The Employer shall be provided with copies of posted notices. The Employer may also use the space for notices affecting employees.

25.03 All correspondence between the parties arising out of this Agreement, or incidental thereto, shall pass to and from the Chief Administrator Officer or designate and the Secretary of the Local Union.

25.04 CURRENT ADDRESS

It shall be the responsibility of each employee to keep the Employer informed of his current address.

25.05 MERGER AND AMALGAMATION

The Employer agrees that in the event the Employer merges, amalgamates or combines any of its operations or functions with any other Municipality or organization, that it shall use its best efforts, to the extent that it is within the control of the Corporation, to obtain an agreement that will preserve the following rights of its employees:

- a) Credit for all accumulated seniority rights to be carried into employment with a new Employer;
- b) Full-service credits with respect to vacations with pay and all other negotiated benefits;
- c) That the work and services performed by members of the Canadian Union of Public Employees Local 2380-06 shall continue to be performed by such members in the employ of the new Employer;
- d) That employees shall receive the better of their conditions of employment and wage rates under this agreement or the conditions of employment and wage rates obtained or in effect with the new Employer;
- e) That no employee shall suffer loss of employment as a result of such merger, amalgamation or combination of any of its operations or functions with any other Municipality or organization.

ARTICLE 26 - PENSION PLAN

26.01 PENSION PLAN O.M.E.R.S

All full-time employees of the bargaining unit shall be enrolled in the OMERS Pension Plan as a condition of employment and in accordance with the terms of the plan.

26.02 All other eligible employees of the bargaining unit shall have the option to enroll in the OMERS Pension plan in accordance with the terms of the plan.

ARTICLE 27 - PAYMENT OF WAGES AND ALLOWANCES

27.01 PAYMENT OF WAGES

Bargaining unit employees shall be paid in accordance with Schedule "A" which is attached hereto and forms a part of this Collective Agreement.

27.02 CREW LEADERS

The Employer may, at its sole discretion, appoint bargaining unit employees to, and remove bargaining unit employees from, the Crew Leader position. The Crew Leader wage rates shall be paid in accordance with Schedule "A."

27.03 PAY DAYS

The Employer shall pay salaries and wages every two weeks on Thursdays, or sooner, depending on Bank Holidays.

On each payday, each employee shall be provided with an itemized statement of his wages, deductions, overtime pay, and sick time earned or used during the applicable pay period.

27.04 PAY EQUITY AND JOB EVALUATION

The Employer is committed to maintaining Pay Equity and to maintaining compliance in accordance with law.

27.05 MILEAGE ALLOWANCE

The Employer may require employees to use their personal vehicle in the performance of their work. However, in such circumstances the employee shall be paid an amount per kilometer used at the rate determined by the Canadian Revenue Agency (CRA).

27.06 SHIFT PREMIUMS

Shift premiums shall apply during Winter Hours only - with the exception of the shift premium for employees performing the duties that require an AZ license, this premium shall apply year round.

If an employee works a weekday shift with a start time of earlier than 7:00 am, they shall receive a shift premium of two dollars (\$2.00) per hour, in addition to his regular hourly rate, for all hours in the shift.

If an employee works a weekend shift, they shall receive a shift premium of two dollars and fifty cents (\$2.50) per hour, in addition to his regular hourly rate, for all hours in the shift.

There shall be no pyramiding of premium pay. Shift premiums shall not apply to any overtime work.

Employees who hold an AZ License and are performing duties requiring the AZ License, shall be paid a \$2.00 premium per hour. This premium shall be paid for hours while performing those duties.

27.07 MEAL ALLOWANCES

Employees shall receive a meal allowance where meal expenses are incurred, plus reimbursement for the cost of accommodation when accommodation is required, when outside the Municipality to attend work-related training courses or conferences.

In order to receive reimbursement for the meal allowance the employee must provide proof of payment of all expenses allegedly incurred. The meal allowance shall be for \$100.00 per day up to the following maximums:

\$100.00/day	Breakfast	\$20.00
	Lunch	\$20.00
	Dinner	\$60.00

The meal allowance referred to in this Article shall not cover the purchase of any alcohol.

27.08 RETIREMENT ALLOWANCE AND FUNCTIONS

Retirement gifts and functions shall be paid for in accordance with the Township of Ramara Retirement gift Policy. Such entitlements shall not diminish from the current, 2022 level.

27.09 A-Z and D-Z LICENCE DESIGNATION PAYMENT

For those bargaining unit employees who hold their A-Z and D-Z license designation as required by the Employer for the performance of their jobs, the Employer will reimburse the employees for the cost of any medical exam associated with the annual renewal of the certificate, up to a maximum of ninety dollars (\$90.00). In order for the employee to receive such reimbursement, the employee must provide proof of payment of all expenses incurred.

27.10 TEMPORARY ASSIGNMENT

When employees are performing the temporary duties in a higher rated position they shall receive:

- i) the next higher rate of pay for that position that would result in an increase of a minimum of **6%**.
- ii) If the employee is temporarily assigned to a lower rated position, their rate of pay shall not change.

ARTICLE 28 - UNIFORMS AND BOOT ALLOWANCE

28.01 The Employer shall provide bargaining unit employees with clothing to be worn as a uniform as per the Employer's existing practices (as of the first day of the term of this Collective Agreement), as follows:

Clothing Provided Annually:

- Four (4) shirts, any combination of short and long sleeve;
 - high visibility orange
 - long sleeves can be blue (provided it is worn with orange coat)
- Three (3) pair blue work pants or jeans
- Two (2) orange reflective t-shirts (summer weight)
 - provided to all employees including summer students
- Coveralls as required (provided by contracted suppliers)
- Spring/Fall high reflective jacket
- One (1) pair of linesperson gloves per year to be provided by the Employer

Clothing Provided Every Two (2) years:

- High visibility orange sweatshirts/hoodie or High visibility orange bib coverall
- Winter high visibility orange coat

28.02 The Employer shall pay to all bargaining unit employees, with proof of purchase, a boot Allowance of:

Effective January 1st, 2023, "Boot Allowance" \$160.00 per year and effective January 1st, 2024, it will increase to \$170.00 per year and effective January 1st, 2025, it will increase to \$180.00 per year and effective January 1st, 2026, it will increase to \$190.00 per year.

ARTICLE 29 - RETROACTIVITY

29.01 If the signing of this agreement takes place after the termination of the previous Collective Agreement, all those employees employed by the Corporation on the date of signing of this agreement shall receive full retroactive increase in pay and benefits, unless otherwise agreed to by the parties. Any employee who retired between the termination of the previous Collective Agreement and the ratification of this Agreement, shall receive full retroactive increase in pay.

ARTICLE 30 - DURATION & TERM OF AGREEMENT

30.01 TERM

This agreement shall be binding and remain in effect from January 1, 2023 to December 31, 2026, from year to year thereafter unless either party gives to the other party notice in writing within ninety (90) days of the termination date to the other party of their desire to amend or terminate this Agreement.

30.02 RENEWAL

Upon receipt of the notice referenced in 30.01, both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to negotiate a revised or new Collective Agreement.

Dated this _____ day of _____, 2023.

**THE CORPORATION OF THE
TOWNSHIP OF RAMARA**

**CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 2380.06**

Brittany Wilson
Brittany Wilson (Feb 27, 2023 08:43 EST)

Mike Fountain
Mike Fountain (Feb 28, 2023 16:32 EST)

Manon Higgins
Manon Higgins (Feb 27, 2023 08:47 EST)

Scott Blackhall
Scott Blackhall (Mar 1, 2023 11:33 EST)

SCHEDULE A

2023 CUPE Chart (2.5%)

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Mechanic	31.88	33.29	34.70	36.10	37.49
Crew Leader	29.15	30.39	31.67	32.97	34.26
Heavy Equip. Operator	26.73	27.92	29.15	30.32	31.50
Labourer	19.80	20.59	21.43	22.28	23.16
Apprentice Classifications	Regd. Probationary	Registered	Level 1	Level 2	Level 3
Apprentice Mechanic	20.72	22.31	23.91	25.50	27.10

2024 CUPE Chart (2.25%)

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Mechanic	32.60	34.04	35.48	36.91	38.33
Crew Leader	29.81	31.07	32.38	33.71	35.03
Heavy Equip. Operator	27.33	28.55	29.81	31.00	32.21
Labourer	20.25	21.05	21.91	22.78	23.68
Apprentice Classifications	Regd. Probationary	Registered	Level 1	Level 2	Level 3
Apprentice Mechanic	21.19	22.81	24.45	26.07	27.71

2025 CUPE Chart (2%)

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Mechanic	33.25	34.72	36.19	37.65	39.10
Crew Leader	30.41	31.69	33.03	34.38	35.73
Heavy Equip. Operator	27.88	29.12	30.41	31.62	32.85
Labourer	20.66	21.47	22.35	23.24	24.15
Apprentice Classifications	Regd. Probationary	Registered	Level 1	Level 2	Level 3
Apprentice Mechanic	21.61	23.27	24.94	26.59	28.26

2026 CUPE Chart (2%)

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Mechanic	33.92	35.41	36.91	38.40	39.88
Crew Leader	31.02	32.32	33.69	35.07	36.44
Heavy Equip. Operator	28.44	29.70	31.02	32.25	33.51
Labourer	21.07	21.90	22.80	23.71	24.63
Apprentice Classifications	Regd. Probationary	Registered	Level 1	Level 2	Level 3
Apprentice Mechanic	22.04	23.74	25.44	27.12	28.83

LETTER OF UNDERSTANDING

Between:

The Corporation of the Township of Ramara
("Employer")

-and-

The Canadian Union of Public Employees and its Local 2380.06
("Union")

RE: Benefits – Sun Life Financial

Policy No. – 100915

The parties agree to identify the current benefit policy number in LOU that states that in the event the Employer elects to change insurance carriers, the letter will be updated identifying the most current and master benefit number.

On behalf of the Corporation

On behalf of the Union

Brittany Wilson

Brittany Wilson (Feb 27, 2023 08:43 EST)

Mike Fountain

Mike Fountain (Feb 28, 2023 16:32 EST)

Manon Higgins

Manon Higgins (Feb 27, 2023 08:47 EST)

Scott Blackhall

Scott Blackhall (Mar 1, 2023 11:33 EST)

Signed this _____ day of _____, 2023.

DAK/COPE491