

**COLLECTIVE AGREEMENT**

**BETWEEN**

**Prince Rupert Golf Club Society**

**AND**

**CANADIAN UNION OF PUBLIC**

**EMPLOYEES**

**LOCAL 105-05**

**April 1, 2020 – March 31, 2023**

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# COLLECTIVE AGREEMENT

between

## PRINCE RUPERT GOLF CLUB SOCIETY

(hereinafter called the "Employer")

and

## THE CANADIAN UNION OF PUBLIC EMPLOYEES

### LOCAL 105-05

(hereinafter called the "Union")

## ARTICLE 1 PREAMBLE

### 1.01 Preamble

- (a) To maintain the existing harmonious relations and settled conditions of employment between the Prince Rupert Golf Club (hereinafter called the "Employer") and the Union;
- (b) To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, hours of work and scale of wages;
- (c) To encourage efficiency in operation;
- (d) To promote the morale, well being and security of all the employees in the bargaining unit of the Union;
- (e) To secure prompt and equitable disposition of grievances.

### 1.02 Term Superintendent

Wherever the term Superintendent is used it shall mean the Employer.

## ARTICLE 2 EMPLOYEE DEFINITIONS

There shall be only four (4) recognized employee classifications: full time, regular, part time and student employees. Each classification is subject to the probationary period as set out in article 12.02.

**Full time:** shall mean any employee hired on an ongoing basis and working full time hours at least nine (9) months of the year. There shall be one (1) of these positions within the bargaining unit.

**Regular:** shall mean an employee hired on an ongoing basis for a minimum of thirty-two (32) weeks per calendar year. There shall be a minimum of one (1) of these positions within the bargaining unit.

**Part time:** shall be an employee hired on an ongoing basis but cannot be foreseen to work more than thirty-two (32) weeks per calendar year. This does not preclude the Employer from offering longer employment if it is available due to weather conditions or special projects. There shall be a minimum of five (5) of these positions within the bargaining unit, a maximum of two (2) of which may be students.

**Student:** shall be an employee hired that is actively in high school or post-secondary education and is employed during the regular golf season only.

## **ARTICLE 3 RIGHTS OF MANAGEMENT**

### **3.01 Rights of Management**

The Union agrees that the management and control of the employers' business and the direction and control of the Employer's work force are vested exclusively in the Employer, subject only to the limitations imposed upon the Employer by the provisions of this Agreement. The Union further recognizes and agrees that the Employer retains all the customary rights, responsibilities, functions and prerogatives of management, except as expressly modified or restricted by a specific provision of this Agreement.

## **ARTICLE 4 UNION RECOGNITION AND BARGAINING UNIT**

### **4.01 Bargaining Unit**

(a) The Employer recognizes the Union as the sole and exclusive bargaining agent for all of its Golf Course Maintenance employees covered by Schedule "A" of this Agreement and hereby consents and agrees to confer and/or negotiate with the Union, or any of its authorized committees, concerning all matters affecting the relationship between the Employer and the Union.

(b) **No Other Agreement**

No employees shall be required or permitted to make any written or verbal agreement with the Employer without permission of the Union.

### **4.02 Work of the Bargaining Unit**

Persons whose jobs are not in the bargaining unit shall not work on any jobs that are included in the bargaining unit, except in mutually agreed cases.

The Parties agree that the Superintendent may perform work as required and with notification to the Union. The intent of this agreement is not to reduce employee positions or regular hours of work, or to delay the recall of any laid off employee(s).

Special project and off-season work may be performed by members of the club on a volunteer basis, provided there has been approval from the Union in writing or by email and so long as employee positions or regular hours of work are not reduced as a result.

It is agreed that when club members are to perform work, the Union will be advised at least two (2) weeks in advance by email, including the nature of the work to be performed.

For the purposes of this agreement, the following definitions shall apply:

- "Off Season" shall mean from November 1<sup>st</sup> to March 31<sup>st</sup>.
- "Regular Hours" shall mean scheduled hours of employees and shall not include overtime.
- "Employee positions" shall mean one (1) full time, one (1) regular and five (5) part time, two (2) of which may be Students. "Full Time", "Part Time", and "Student" shall be as defined in Article 2 of this Collective Agreement.

## **ARTICLE 5 NO DISCRIMINATION**

### **5.01 No Discrimination**

There shall be no discrimination, interference, restriction or coercion with respect to any employee in the matter of wage rates, training, upgrading, promotion, transfer, layoff, recall, discipline, discharge or otherwise by reason of race, creed, age, sex, colour, marital status, national origin, political or religious affiliation, or place of residence, nor by reason of his membership or activity in the Union.

### **5.02 Plural or Feminine Terms May Apply**

Wherever the singular or the masculine is used in this Agreement, it shall be considered as if the plural or the feminine has been used where the context of the party or parties hereto so require.

### **5.03 Harassment**

All personnel have the right to work without personal or sexual harassment. Any complaint alleging personal or sexual harassment will be dealt with in the Grievance Procedure and will commence at Step 2.

## **ARTICLE 6 UNION SECURITY**

### **6.01 Maintenance of Membership**

Every employee shall join and maintain his membership in the Union as a condition of his employment.

## **ARTICLE 7 CHECKOFF OF UNION DUES**

### **7.01 Checkoff**

As a condition of employment, every employee to who the terms and conditions of this Agreement apply shall have the Employer deduct from his earnings and pay to the Union an amount equal to the current monthly union dues and assessments as established by the Union in accordance with its Constitution and/or By-Laws.

### **7.02 Initiation Fee**

The Employer shall deduct from his earnings an initiation fee in the amount established by the Union in accordance with its Constitution and/or By-Laws and shall forward such deduction to the Union.

### **7.03 Deductions**

- (a) Deductions shall be made from the payroll on a bi-weekly basis and shall be forwarded to the Secretary-Treasurer of the Union not later than the 15<sup>th</sup> day of the month following, accompanied by a list of names of all employees from whose wages the deductions have been made. The list shall include in addition to the names of employees, the amount of dues deducted and the number of hours worked.
- (b) The Employer shall also provide to the Union a list of all employees (and new employees as they are hired), whether they are regular, part time or student, the employees' addresses and the date of hire.

## **ARTICLE 8 LABOUR MANAGEMENT RELATIONS**

### **8.01 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, union stewards and authorized committee members.

### **8.02 Labour-Management Relations Committee**

A Labour-Management Relations Committee shall be established to consider items of mutual concern between the two (2) parties. There shall be up to two (2) people appointed from each party to serve on this Committee. The meetings of this Committee shall be held at least once every two (2) months if there are items that either party wishes to discuss. The meetings shall be during work hours and the Union participant shall suffer no loss in pay for attending the meetings.

### **8.03 Representative of Canadian Union of Public Employees**

The Union shall have the right at any time to have assistance of representatives of the Canadian Union of Public Employees when dealing with the Employer or negotiating with the Employer.

## **ARTICLE 9 GRIEVANCE PROCEDURE**

### **9.01 Permission to Leave Work**

The local representative shall be permitted time off to handle grievances without loss of pay, provided he/she has first sought and obtained permission from the Superintendent to absent him/herself from their regular duties for that purpose, which permission shall not unreasonably withheld.

### **9.02 Grievance Definition**

“Grievance” means any difference between the persons bound by this Agreement concerning its interpretation, application, operation, or any alleged violation thereof, including any questions as to whether any matter is arbitrable, and shall also mean any difference arising from disciplinary action or relating to employment where it is alleged that the Employer has acted unjustly. All grievances shall be finally and conclusively settled in the manner set out in this Article without slowdown or stoppage of work.

### **9.03 Settling of Grievances**

Step 1: The Employee concerned, in person, with his Union Steward in attendance, shall first seek to settle the grievance with the Course Superintendent within fourteen (14) days from the time the grievance became known to the grievor or the Union in the case of a policy grievance.

Step 2: If a satisfactory settlement is not reached within seven (7) days under Step 1, the Grievance Committee may submit the grievance in writing to the Labour-Management Committee and they shall meet with a view to settling the grievance.

Step 3: If a satisfactory settlement is not reached within seven (7) days after the grievance was submitted under Step 2, the Union may refer the grievance to Arbitration as set out in Article 9.

### **9.04 Policy Grievance**

Where a dispute involving a question of general application or interpretation occurs, or where a group of employees or the Union has grievance, Step 1 of this Article may be bypassed.

### **9.05 Replies in Writing**

Replies to grievances shall be in writing at all stages with a copy to the Secretary of CUPE Local 105.

### **9.06 Amending of Time Limits**

Time limits mentioned in Article 8 refer to clear calendar days and may only be extended by mutual agreement of the parties in writing.

## **ARTICLE 10 ARBITRATION**

### **10.01 Arbitrators**

If a satisfactory settlement is not reached after the grievance was submitted to the final step of the grievance procedure, the Union shall notify the Employer within thirty (30) days of its intention to proceed to Arbitration. Vince Ready, Irene Holden, Mark Brown, James Dorsey or Christofer Sullivan, will act as single arbitrators and the parties agree to share the costs equally.

### **10.02 Witnesses**

At any stage of the grievance or arbitration procedure, the parties may have the assistance of the employee concerned as witness and any other witnesses, and all reasonable arrangements will be made to permit the conferring parties or the Arbitrator to have access to the Employer's premises to view any working conditions which may be relevant to the settlement of the grievance.

## **ARTICLE 11 DISCHARGE, SUSPENSION AND DISCIPLINE**

### **11.01 Warnings**

Whenever the Employer deems it necessary to discipline an employee either in oral or written form, then the presence of a Shop Steward is required. All associated documentation shall be signed by the Employer and the affected employee, which does not preclude the employee's right to grieve said discipline. Copies of all warnings shall be provided to the Union within five (5) days.

### **11.02 Discipline of an Employee**

Discipline of an employee shall be for proper cause.

### **11.03 Unjust Suspension or Discharge**

A claim by an employee that he has been discharged or suspended for other than proper cause shall be treated as a special grievance and may be submitted directly under Step 2 of Article 9.

#### **11.04 Adverse Reports**

The record of an employee shall not be used against him at any time in the following instances:

- (a) When twelve (12) months have elapsed since the discipline, provided there has been no recurrence of a similar and/or other infraction.
- (b) No adverse information shall be added to an employee's personnel file without written notification to the employee and the Union.

### **ARTICLE 12 SENIORITY**

#### **12.01 Seniority defined**

- (a) Regular Seniority is defined as the length of service in the bargaining unit.
- (b) All full time and regular and part time employees shall upon completion of the probationary period, have seniority from date of hire.
- (c) Part-time employees shall accumulate seniority based on days worked upon completing their probationary period of sixty (60) days. At this time part-time employees shall be given "Recall Seniority", which will entitle them to be recalled to work the following golf season. Recall shall be done in order of seniority dates amongst the part-time employees.
- (d) Part-time employees shall, upon obtaining regular employee status (thirty-two (32) weeks plus), have their seniority date prorated based on total time worked.

#### **12.02 Probationary Employees**

Newly hired employees shall be on probation for sixty (60) working days. During the probationary period employees shall be entitled to all rights and privileges of this Agreement unless otherwise provided, except for discharge. The standard of discharge for probationary employees shall be lack of general suitability for continued employment.

#### **12.03 Seniority Lists**

The Employer shall prepare and keep up to date a seniority list of all employees who have qualified for seniority, and a copy of such list, including date of hire, as it may be revised from time to time, shall at all times be kept posted on the union designated bulletin board.

#### **12.04 Loss of Seniority**

An employee shall lose his seniority in the event:

- (a) He is discharged for proper cause;
- (b) He resigns;
- (c) He is laid off for a period longer than one (1) year.

## **ARTICLE 13 PROMOTIONS AND TRANSFERS**

### **13.01 Seniority to Apply**

Promotions, demotions and transfers shall be made on the basis of seniority, provided the employee concerned possesses the necessary qualifications, skill, knowledge and ability to fulfill the job requirements.

### **13.02 Job Postings**

If a job vacancy occurs or a new position is created which comes within the scope of this Agreement, notice of such vacancy or new position shall be posted in a manner that gives all employees covered by the Agreement adequate access to the information contained in such notice. Such notice shall contain the following information: Nature of position, required knowledge and education, ability and skills, shift and wage rate. Copy of the notice shall also be sent to the shop steward.

### **13.03 Trial Period**

When a job vacancy or new position is filled on a permanent basis, the employee concerned shall be on trial for thirty (30) days. During, or at the conclusion of this period, either the Employer, or the employee may elect to return the employee to their former position.

### **13.04 Training Opportunities**

Training opportunities will be made available on an equitable basis amongst the employees.

## **ARTICLE 14 LAYOFFS AND RECALLS**

### **14.01 Layoffs**

The Employer shall notify employees with seniority rights who are to be laid off, five (5) working days before layoff is to be effective. The provisions of this clause shall not apply because of a temporary suspension of work due to inclement weather or emergency conditions beyond the control of the Employer.

Employees who have been laid off shall receive their final pay cheques within forty-eight (48) hours of their last shift.

### **14.02 Layoff by Seniority**

In the event of a layoff, employees shall be laid off in reverse order of seniority by classification. Students will be laid off first.

### **14.03 Notification of Change of Address**

It shall be the responsibility of a laid off employee to keep the Employer informed of his current address and telephone number at which he may be contacted.

### **14.04 Recall Rights**

Employees shall be entitled to recall for employment at the beginning of the golf season in order of their seniority, provided they are qualified to do the work available.

### **14.05 Return to Work after Recall**

Such employees shall return to work within five (5) working days (or such longer period as may be mutually agreed upon) after recall notice has been received by phone. If contact cannot be made by phone, a recall notice will be sent by registered mail to the provided contact information as available.

## **ARTICLE 15 HOURS OF WORK**

### **15.01 Hours**

Regular employees will work a forty (40) hour week consisting of five (5) consecutive days of work followed by two (2) consecutive days off.

### **15.02 Work Day**

The normal work day will consist of 8 hours work inclusive of two (2) fifteen (15) minute coffee breaks and exclusive of a one-half (½) hour lunch break.

### **15.03 Part-time Employee**

Part-time employees may be called to work less than full days and less than full weeks. In no case will an employee be scheduled or paid less than four (4) hours at straight time per day.

### **15.04 Shift Times**

Shift start times will be established to reflect golf course conditions and time of year. Shift times may be adjusted throughout the year, with seventy-two (72) hours' written notice provided to the affected employee(s).

### **15.05 Overtime**

Overtime will be paid at the rate of time and one half (1½) for all hours beyond eight (8) hours in a day and for working one (1) day of days off. Double time will be paid for all daily hours over ten (10) and for working on the second day of rest if work was performed at time and one half (1½) on the first day of rest. Overtime may be banked at the employees' option.

### **15.06 Overtime Meal Allowance**

Any employee required to work in excess of two (2) hours of overtime work beyond their scheduled working hours shall be entitled to a meal allowance of twenty dollars (\$20.00).

### **15.07 Assignment of Hours to Part-time and Students**

The assignment of hours to part time and student employees shall be done on an equitable basis.

## **ARTICLE 16 STATUTORY HOLIDAYS FOR FULL-TIME EMPLOYEES (32 WEEKS PLUS)**

### **16.01 Statutory Holidays**

The Employer will observe the following as paid statutory holidays:

New Year's Day	British Columbia Day
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
National Day for Truth and Reconciliation	

And any other day declared or proclaimed a statutory or public holiday by the Employer or by the Province of British Columbia or the Government of Canada.

### **16.02 Statutory or Public Holiday on a Non-working Day**

Should a statutory or public holiday be observed on a day that is a non-working day for an employee, such employee shall be given a holiday with pay equal to the employee's regular shift length not exceeding eight (8) hours, at some other mutually agreed time.

### **16.03 Employee Required to Work on a Statutory or Public Holiday**

If an employee is required to work on a statutory or public holiday he shall, in addition to his holiday pay, be paid at one and one-half times (1½) his regular or equivalent hourly rate for all hours worked by him.

#### **16.04 Employee Who has Worked Less than Fifteen Days**

An employee who has worked less than fifteen (15) of the last thirty (30) days before a statutory holiday, shall be entitled to statutory holiday pay as follows:

total wage for 30-day period = statutory holiday pay

15

#### **16.05 Holiday Occurring During Annual Vacation**

Should a statutory or public holiday occur during an employee's annual vacation period, the employee shall be given an extra day's vacation with pay in lieu of payment of such holiday.

#### **16.06 Statutory Pay While on Layoff**

No employee is entitled to Statutory Pay for any such holiday that occurs while the employee is on layoff.

### **ARTICLE 17 ANNUAL VACATIONS FOR REGULAR EMPLOYEES (32 WEEKS PLUS)**

#### **17.01 Anniversary Date**

Each employee's anniversary date shall be determined by the date the employment commenced.

#### **17.02 Options for Payment for Vacation Pay**

At the employee's option, payment for vacation pay shall be calculated biweekly on each cheque or shall be paid out at the end of the season.

#### **17.03 Vacation Entitlement will be as Follows:**

- (a) From date of hire up to the completion of three (3) years of employment the worker shall receive four percent (4%) of gross regular pay.
- (b) Full time employees who have completed three (3) years of employment shall receive six percent (6%) of gross regular pay.
- (c) Full time employees who have completed six (6) years of employment shall receive eight percent (8%) of regular gross pay.
- (d) Full time employees who have completed eleven (11) years of employment shall receive 10 percent (10%) of regular gross pay.

## **ARTICLE 18 LEAVE OF ABSENCE**

### **18.01 Leave of Absence Without Pay**

The Employer shall consider granting a leave of absence without pay and without loss of seniority to an employee requesting such leave for good and sufficient reason, provided the employee's request is in writing.

### **18.02 Leave for Union and Other Purposes**

An employee who is elected to a full-time position with the Canadian Union of Public Employees or any trade union body with which the Union is affiliated, or who is elected to public office, shall, if he so requests in writing, be granted a leave of absence without pay and without loss of seniority for a period not exceeding two (2) years. Such leave may be renewed by mutual agreement between the parties.

### **18.03 For Union Business**

(a) At the request of the Union, and by mutual agreement between the parties, leave of absence without pay will be granted to employees to attend conventions or other bon-fide meetings of the Canadian Union of Public Employees or other trade-union body with which the Union is affiliated.

(b) Leave of Absence for Union Business

The Parties agree that should any employee be booked off to attend any form of unpaid Union business, the Employer shall continue their regular pay for any scheduled hours and the Union shall reimburse the Employer within ten (10) days of receipt of an accounting of such pay.

Employees participating in collective bargaining shall do so without loss of pay.

### **18.04 Bereavement Leave**

In the event of a death in the immediate family of an employee, the Employer shall grant him five (5) days of absence with pay. Additional leave of absence with pay for travel, may be granted by the Superintendent or Manager. "Immediate family" shall mean: wife, husband, (including common law and same sex partner) son, daughter, mother, father, sister, brother, mother-in-law, father-in-law, sister-in-law, and brother-in-law, grandparent and grandchildren.

## 18.05 Maternity Leave

- 1) A female employee who requests leave under this section is entitled to up to seventeen (17) weeks of unpaid leave:
  - (a) beginning:
    - (i) no earlier than thirteen (13) weeks before the expected birth date, and
    - (ii) no later than the actual birth date, and
  - (b) ending:
    - (i) no earlier than six (6) weeks after the actual birth date, unless the employee requests a shorter period, and
    - (ii) no later than seventeen (17) weeks after the actual birth date.
- 2) An employee who requests leave under this section after the birth of a child or the termination of a pregnancy is entitled to up to six (6) consecutive weeks of unpaid leave beginning on the date of the birth or of the termination of the pregnancy.
- 3) An employee is entitled to up to six (6) additional consecutive weeks of unpaid leave if, for reasons related to the birth or the termination of the pregnancy, she is unable to return to work when her leave ends under subsection (1) or (2).
- 4) A request for leave must:
  - (a) be given in writing to the employer,
  - (b) if the request is made during the pregnancy, be given to the employer at least four (4) weeks before the day the employee proposes to begin leave, and
  - (c) if required by the employer, be accompanied by a medical practitioner's certificate stating the expected or actual birth date or the date the pregnancy terminated or stating the reasons for requesting additional leave under subsection (3).
- 5) A request for a shorter period under subsection 1) (b) (i) must:
  - (a) be given in writing to the employer at least one (1) week before the date the employee proposes to return to work, and
  - (b) if required by the employer, be accompanied by a medical practitioner's certificate stating the employee is able to resume work.

## PARENTAL LEAVE

- 1) An employee who requests parental leave under this section is entitled to,
  - (a) for a parent who takes leave in relation to the birth of the child or children with respect to whom the parental leave is to be taken, up to sixty-one (61) consecutive weeks of unpaid leave beginning immediately after the end of the leave taken unless the Employer and employee agree otherwise;
  - (b) for a parent who does not take leave in relation to the birth of the child or children with respect to whom the parental leave is to be taken, up to sixty-two (62) consecutive weeks of unpaid leave beginning after the child's birth and within seventy-eight (78) weeks after that event;
  - (c) for a birth father, up to sixty-two (62) consecutive weeks of unpaid leave beginning after the child's birth and within seventy-eight (78) weeks after that event, and
  - (d) for an adopting parent, up to sixty-two (62) consecutive weeks beginning within seventy-eight (78) 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.
- (4) An employee's combined entitlement to leave under and this section is limited to seventy-eight (78) weeks plus any additional leave the employee is entitled to under this section.

## **ARTICLE 19 BENEFITS**

### **19.01 In Lieu of Benefit Program**

In lieu of a benefit program employees shall be paid a graduated wage allowance based on their years of service with the Employer. This allowance shall be paid in the following increments and shall be calculated and paid out on each payday.

1 <sup>st</sup> Year of Service	0.50¢ Per Hour Worked
2 <sup>nd</sup> Year of Service	0.60¢ Per Hour Worked
3 <sup>rd</sup> Year of Service	0.70¢ Per Hour Worked
4 <sup>th</sup> Year of Service	0.80¢ Per Hour Worked
5 <sup>th</sup> Year of Service	0.90¢ Per Hour Worked

## **ARTICLE 20 BULLETIN BOARDS**

### **20.01 Union Notices**

Union notices may be posted on designated bulletin boards.

## **ARTICLE 21 GENERAL CONDITIONS**

### **21.01 (a) Golf Privileges**

Golf privileges are available to employees currently employed as well to the members of the employee's immediate family (spouse and dependent children) when they are playing with the employee.

### **(b) Work Gear**

The Golf Club shall reimburse all employees who have had continuous employment with the Golf Club for a minimum of two (2) months with up to two hundred and fifty dollars (\$250.00) annually for work gear, without receipts.

**ARTICLE 22 SAFETY COMMITTEE**

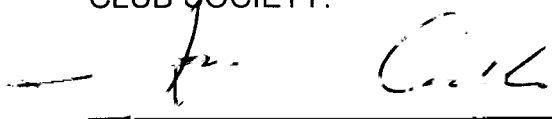
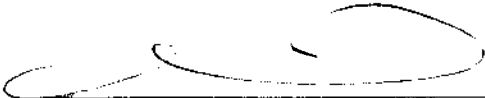
The Safety Committee shall meet once a month during the Season. The safety committee shall be made up of no less than two (2) representatives of the employee group and two (2) representatives of the employer. Minutes of the meeting shall be sent to the Union.

**ARTICLE 23 TERM OF AGREEMENT**

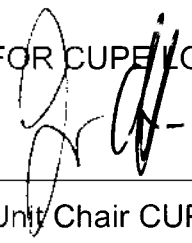
This Agreement shall take effect from April 1, 2017~~20~~ to March 31, 2020~~23~~ and thereafter from year to year unless written notice of intent to terminate or amend the Agreement the expiration of any yearly period is given by either party to the other party in accordance with the provisions of the Labour Relations Code. Within ten (10) days after receipt of any notice given pursuant to this Article shall commence negotiations. During the period of negotiations, this Agreement shall continue in full force and effect.

Signed this 16<sup>th</sup> day of August, 2021.

FOR THE PRINCE RUPERT GOLF CLUB SOCIETY:

  
\_\_\_\_\_  
  
\_\_\_\_\_

FOR CUPE LOCAL 105-05:

  
\_\_\_\_\_  
Unit Chair CUPE Local 105-05  
  
\_\_\_\_\_  
President CUPE Local 105

**SCHEDULE A**

There shall be a one-time wage adjustment for the Equipment Technician to thirty dollars (\$30.00) per hour, effective April 1, 2020 which shall be subject to yearly increases as bargained into the new Collective Agreement between the parties.

<b>CLASSIFICATION</b>	<b>April 1, 2019</b>	<b>April 1, 2020 (\$1.91)</b>	<b>April 1, 2021 (2.5%)</b>	<b>April 1, 2022 (2.5%)</b>
Equipment Technician	\$28.09	\$30.00	\$30.75	\$31.52
	<b>April 1, 2019</b>	<b>April 1, 2020 (2.5%)</b>	<b>April 1, 2021 (2.5%)</b>	<b>April 1, 2022 (2.5%)</b>
Lead Head	\$19.77	\$20.26	\$20.77	\$21.29
Greenskeeper II	\$16.13	\$16.53	\$16.94	\$17.36
Greenskeeper I	\$15.08	\$15.46	\$15.85	\$16.25
Labourer (Entry Level Employee)	\$14.05	\$14.60*	\$15.20**	\$15.58
		<b>April 1, 2020</b>	<b>April 1, 2021</b>	<b>April 1, 2022</b>
Student – Year 4 (+\$0.25 above Student – Year 3)		\$15.35	\$15.95**	\$16.33
Student – Year 3 (+ \$0.25 above Student – Year 2)		\$15.10*	\$15.70**	\$16.08

Student – Year 2 (+ \$0.25 above Student – Year 1)		\$14.85*	\$15.45**	\$15.83
		<b>April 1, 2020</b>	<b>April 1, 2021</b>	<b>April 1, 2022</b>
Student – Year 1		\$14.60*	\$15.20**	\$15.58

\*No classifications will ever be paid less than minimum wage, if minimum wage increases above the classification rate of pay then the rate of pay will automatically be raised accordingly.

\*\*Minimum Wage adjustment.

### WAGE PREMIUMS

The following hourly premiums shall be paid to the employees, based on recognized certifications and time employed at the Prince Rupert Golf Course. Items 2, 3, and 4 apply only to the Equipment Technician:

1. For each completed season worked at the Prince Rupert Golf Course the employee shall be paid twenty-five cents (0.25¢) per hour worked, up to a maximum of one dollar and twenty-five cents (\$1.25).
2. Turf Equipment Technician certification one dollar and twenty-five cents (\$1.25) per hour worked.
3. For provincial certification as a heavy-duty mechanic the employee shall receive one dollar (\$1.00) per hour worked or for provincial certification as an automotive mechanic the employee shall receive seventy-five cents (0.75¢) per hour worked.
4. For certification in small engine repair the employee shall receive twenty-five cents (0.25¢) per hour worked.
5. Lead hand premium of one dollar (\$1.00) shall be applied to the wage rate of the employee who the employer designates to take on the duty of supervising other crew members.
6. For possessing a valid Pesticide Permit and Employees other than the Lead Hand will be paid a premium of one dollar (\$1.00) per hour worked.