

AGREEMENT

Between:

GREENSTONE PUBLIC LIBRARY BOARD

– AND –

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 3045-1**

TERM: January 1, 2023 to December 31, 2026

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ARTICLE 1 - PURPOSE

- 1.01 The purpose of this Agreement is to maintain a harmonious relationship between the Employer and its employees; to provide an amicable method of fairly and peacefully adjusting any disputes which may arise between the Employer and its employees; and to recognize the value of joint discussion, in an effort to provide the best possible library service.
- 1.02 It is now desirable that methods of bargaining and matters pertaining to the working conditions of the employees covered by this Agreement be drawn up in a collective agreement.

ARTICLE 2 - DEFINITIONS

In this document:

- 2.01 "Employer" shall mean the Greenstone Public Library Board.
- 2.02 "Board" shall mean the Greenstone Public Library Board.
- 2.03 "CEO" shall mean the Chief Executive Officer of the Greenstone Public Library.
- 2.04 "Permanent Staff" shall mean all employees who have successfully completed the probationary period.
- 2.05 "CUPE" shall mean the Canadian Union of Public Employees
- 2.06 "Unit Chairperson" shall mean the person selected by CUPE Local 3045-01 members to chair the library bargaining unit.
- 2.07 "LRC" shall mean the Labour Relations Committee of the Board.
- 2.08 "Co-op Student" shall mean a student who is earning a credit toward the Ontario Secondary School diploma.
- 2.09 "High School Community Service Student" shall mean a student completing their forty (40) hours of community volunteer service as described in the Ontario Ministry of Education curriculum guidelines.
- 2.10 "CAP Youth Worker" shall mean a youth worker funded through Industry Canada to provide technological training and service to the community.
- 2.11 "Volunteer(s)" shall mean person(s) used within the Library system to enrich library services. Volunteers shall not be used to replace paid employees.

- 2.12 "Public Holiday" shall mean Part X of the Employment Standards Act.
- 2.13 All references to "he" shall imply "he/she".
- 2.14 "Casual Staff" are permanent employees who work on an irregular basis for occasional replacement of permanent staff.
- 2.15 "Temporary Staff" are employees hired for a specific position for a defined period of time.

ARTICLE 3 - IMPLEMENTATION

- 3.01 It is understood and agreed that the salaries and allowances agreed upon in any contract made between the Board and the Union concerning any employee shall only be the salaries, benefits and allowances as set out in the appropriate Articles of this agreement.
- 3.02 No employee shall conduct Union activities on the Employer's premises except as specifically permitted by this agreement.
- 3.03 The Union agrees that it will not cause, direct or consent to any strike or other collective action on the part of the employees represented by the Union during the term of this agreement and that if such action should be taken by the employees, the Union will instruct the said employees to return to work and perform their usual duties and to resort to the Grievance Procedure established herein for the settlement of any complaint or grievance.
- Nothing in this provision shall affect the Employer's right to pursue any remedies available under the Labour Relations Act or at common law.
- 3.04 The Employer and his officers agree they will not engage in any lockout during the term of this agreement.

ARTICLE 4 - MANAGEMENT RIGHTS

- 4.01 It is the sole and exclusive right and obligation of the Board to:
- (a) exercise its management functions, as defined in the Public Libraries Act, Revised Statutes of Ontario, 1990, chapter P.44, and Trustee responsibilities, as described in the Ontario Public Libraries Act and,

- (b) to hire, transfer, promote, demote, lay off, recall, assign duties, and to suspend, discipline, or discharge any employee for just and reasonable cause, provided that a claim by any employee who feels he has been unjustly dealt with on any of the foregoing items, may be subject of a grievance and dealt with under Article 30 - Grievance Procedure.

4.02 To only exercise these rights in a manner consistent with the terms of this agreement.

ARTICLE 5 - RECOGNITION AND NEGOTIATION

5.01 Bargaining Unit

The Employer recognizes the Canadian Union of Public Employees and its Local 3045-1 as the sole and exclusive collective bargaining agent for all of its employees, save and except the Chief Executive Officer.

5.02 Work of the Bargaining Unit

Employees and volunteers whose jobs (paid or unpaid) are not in the bargaining unit shall not normally work on any jobs which are included in the bargaining unit except in cases of emergency, for purposes of training or where bargaining unit employees are not readily available or when mutually agreed upon in writing by the parties.

5.03 No Other Agreement

No employee shall be required or permitted to make a written or verbal agreement with the Employer or his representative which may conflict with the terms of this Collective Agreement.

5.04 Contracting Out

In order to provide job security for the members of the bargaining unit, the Employer agrees that all work or services performed by bargaining unit employees shall not be sub-contracted, transferred, leased, assigned, conveyed or privatised, in whole or in part to any other plant, person, company or non-bargaining unit employee.

Notwithstanding (5.04) above, the parties agree that the Board may purchase books and non-book materials catalogued by a supplier.

- 5.05 The Board acknowledges the benefit to our libraries in maintaining the staffing model in place at the time of ratification. The Union acknowledges that the Board is subject to a variety of factors such as municipal funding and changes within the communities it serves. Consequently, the Board agrees that, prior to implementing any changes to the current staffing model, it will meet with the Union to discuss any such proposed changes and the reasons therefore. The Board shall offer the Union an opportunity for input with respect to the changes and how any negative impact can be minimized or avoided.

ARTICLE 6 - HUMAN RIGHTS AND RESPECTFUL WORKPLACE

- 6.01 The Employer agrees that there shall be no discrimination exercised or practiced with respect to any employee in the matter of hiring, assigning wage rate, training, up-grading, promotion, transfer, lay off, recall, discipline, classification, discharge, or any other action by reason of race, creed, colour, ancestry, national origin, religion, political affiliation or activity, sex, marital or parental status, nor by reason of his membership or activity in the Union, physical or mental disability.

6.02 Discrimination

The Board and the Union jointly affirm that every employee, union and management, shall be entitled to a respectful workplace. The environment must be free of behaviours such as discrimination, harassment, disruptive workplace conflict and disrespectful behaviour. The principle of fair treatment is a fundamental one and both the Board and the Union will not condone any improper behaviour on the part of any person which would jeopardize an employee's dignity and well being or undermine work relationships and productivity. In addition, the parties agree that a respectful workplace includes a safe and healthy workplace.

6.03 Definitions

Although disrespectful behaviour, disruptive workplace conflict and harassment can be defined, in practice they overlap. The following definitions, although not all inclusive, have been designed to accommodate the different types of concerns that may arise.

- (a) Disrespectful behaviour is improper behaviour that is unwelcome and inappropriate in the workplace. It may happen once or continue over time. It can include: - rude comments and swearing as well as

spreading unfounded or misinformed rumours that damage people's reputations; actions that invade privacy or personal property or unwelcome gestures; and – display or distribution of printed or electronic material that offends.

- (b) A disruptive workplace conflict is defined as an ongoing dispute or communication breakdown between two or more individuals that impacts their ability to work productively and cooperatively in the workplace.
- (c) Harassment is any behaviour that demeans, humiliates or embarrasses a person, and that a reasonable person should have known would be unwelcome. It includes: - verbal abuse; - actions such as touching or pushing; - comments such as jokes and name calling; - displays such as posters and cartoons; or – abuses of power such as threats or coercion. It may be a single incident or continue over time.
- (d) The Ontario Human Rights Code prohibits harassment in the workplace because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, same-sex partnership status, family status or handicap. The parties agree that there shall be no discrimination or harassment as defined by the Ontario Human Rights Code. The parties further agree that there shall be no discrimination or harassment on the basis of place of residence and membership or activity in the Union.

6.04 Respectful Workplace

1. INTRODUCTION Keeping in mind the principles of a respectful workplace as outlined in Article 6 issues shall be addressed quickly and thoroughly. At any time, all individuals shall have the right to Union representation. Individuals have the right at any time to file a grievance under Article 31 or to file an Ontario Human Rights Commission complaint.
2. PROCESS If Article 6.02 – Discrimination has been violated, the following will apply: Management or the Union has the right to proceed directly to Step 3 depending on the nature of the incident. All matter involving violence will proceed directly to Step 3. Most other situations will begin at Step 1.

Step 1 – Resolving the Problem on Your Own - Keeping in mind the principles of a respectful workplace, attempt to resolve the problem directly with the other party by:

- a) Raising the issue with the other party in a timely manner.
- b) Discussing the problem with them in an attempt to resolve the issue.
- c) Asking them to stop the offending behaviour.

If you want support or assistance in approaching the person, you may consult your supervisor, Union Steward, co-worker or CEO. If the issue involves your immediate Supervisor, you may contact the CEO or your Union Representative. Discussions or resolutions in this Step are considered to be "without prejudice" to either party and will not be used by the parties at subsequent stages of this process or at other proceedings under Article 31 – Grievance Procedure. If for any reason you are unable to approach the other person, or after approaching them you do not feel the problem has been resolved, proceed to Step 2.

Step 2 – Problem Solving - Report the issue to your immediate Supervisor. You may request the help of a Union Representative if you wish. As soon as possible, the Supervisor will conduct an assessment and attempt to resolve the issue in a problem solving and educational manner. If unresolved, proceed to Step 3.

Step 3 – Resolution of Issue - The immediate Supervisor or the Union Representative or the employee shall report the issue to the CEO or designate. The CEO, or designate, shall attempt to resolve the issue. If unresolved, proceed to Step 4.

Step 4 – Resolution of Issue - The CEO or the Union Representative or the employee shall report the issue to the LRC. The LRC shall attempt to resolve the issue. Failing satisfactory resolution at this stage, individuals may exercise their rights under Article 31 – Grievance Procedure.

3. **COMMUNICATION AND FOLLOW-UP** - Management will inform all parties of the progress of the issue during the course of its resolution. When the matter is resolved, Management will notify the parties of its resolution as soon as possible and will quickly follow up with action required to restore and maintain a respectful workplace.
4. **MALICIOUS OR VEXATIOUS COMPLAINT** Anyone filing a malicious or vexatious complaint under Article 6 may be subject to disciplinary action.

6.05 Employees With Disabilities

The Board and the Union recognize their shared obligation under the Ontario Human Rights Act and the Accessibility for Ontarians with Disabilities Act with the respect to the accommodation of employees with disabilities.

ARTICLE 7 - OCCUPATIONAL HEALTH AND SAFETY

7.01 The parties agree to abide by the Occupational Health and Safety Act and to post copies of the Act in each library.

7.02 At least one employee during working hours at each work location shall hold a current First Aid Certificate. All costs associated with obtaining and maintaining said certificate shall rest with the Employer. It is further agreed that if the training is not during normal working hours, the employee shall be paid at the applicable rate of pay.

Notwithstanding the above, newly hired employees shall be given the opportunity to obtain their First Aid Certificate. In this instance, the requirement for one employee with the certificate will be waived.

7.03 Health and Safety Committee

The parties agree to establish a Joint Occupational Health and Safety Committee.

ARTICLE 8 - CHECK-OFF OF UNION DUES

8.01 Check-off Payments

The Employer shall deduct from every employee any dues, initiation fees or assessments levied by the Union or its members.

The Union shall hold the Employer harmless with respect to all dues or the equivalent thereof so deducted as per Article 8 of the Collective Agreement and remitted with respect to any liability that the Employer might incur as a result of such deductions.

8.02 Deductions

Deductions shall be forwarded in one cheque to the National Secretary-Treasurer of the Union not later than the fifteenth (15th) day of the following month for which the dues were levied. The cheque shall be accompanied by a list of the names, addresses and classifications of employees from whose wages the deductions have been made.

8.03 Dues Receipts

At the same time that Income Tax (T-4) slips are made available, the Employer shall type in the amount of union dues paid by each Union member in the taxation year.

ARTICLE 9 - LABOUR MANAGEMENT BARGAINING RELATIONS

9.01 Representative

The Employer shall not bargain with or enter into any agreement with an employee or group of employees in the bargaining unit. No employee or group of employees shall undertake to represent the Union at meetings with the Employer without the proper authorization of the Union. In representing an employee or group of employees, an elected or appointed representative

of the Union shall be the spokesperson. Such representation shall be during regular working hours. An employee shall not lose regular earnings as a result of attendance. Management will pay for scheduled hours only.

In order that this may be carried out, the Union will supply the Employer with the names of its officers. Likewise, the Employer shall supply the Union with a list of its supervisory personnel with whom the Union may be required to transact business.

9.02 Representative of Canadian Union

The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees when dealing or negotiating with the Employer. Such representative(s) shall have access to the Employer's premises in order to assist in the settlement of a grievance.

9.03 The Union recognizes the right of the Board to have any advisory agent, counsel, solicitor or duly authorized representative assist, advise or represent

the Board in all matters pertaining to the negotiation and administration of this Collective Agreement.

9.04 Union Negotiating Committee

The Board recognizes the negotiating committee of the Union. The Union will advise the Employer of the Union members of the Committee.

9.05 Function of the Negotiating Committee

All matters pertaining to collective bargaining shall be referred by the Union Negotiating Committee to the Employer for discussion and settlement.

9.06 Meeting of Committee

In the event either party wishes to call a bargaining meeting, the meeting shall be held at a time and place fixed by mutual agreement. All meetings are to be scheduled during regular working hours where practical. Any employee representative attending such meetings shall not lose regular earnings as a result of such attendance. No time or overtime shall be paid if meetings are held at times other than regular working hours.

- 9.07 (a) An Employee, upon giving 24 hours notice, shall have the right at any time to have access to and review their personnel record in the presence of the CEO or designate.
- (b) An Employee shall have the right to date and initial each page in their file.
- (c) An Employee shall have the right to make copies of any material contained in their personnel record. The Employer may bill the Employee for the cost of making copies.
- (d) The record of an employee shall not be used against them at any time later than twelve (12) months following the incident giving rise to the record, provided that no similar offence was committed.

ARTICLE 10 - LABOUR-MANAGEMENT RELATIONS

10.01 Copies of Resolutions and Reports

The Board shall permit the Union to inspect and make copies of adopted minutes of all public meetings of the Board and its committees. The Union shall have the right to make representation to the Employer, subject to the Board's rules of practice which apply to other persons or groups making presentations, at the next regular scheduled meeting of the Employer on any matters contained therein.

10.02 The Board shall provide all new hires with a copy of the current Collective Agreement and the name of the Unit Chairperson.

10.03 The Board shall notify the Unit Chairperson, in writing, of all new hires within ten (10) working days of hire by the Board. This notification shall include the employee's name, classification and location of the position within the Board.

10.04 On commencing employment, the CEO, or designate, shall inform the new employee of the name of their Union Steward.

ARTICLE 11 - SENIORITY

11.01 Seniority Defined (Type of Seniority Unit)

Seniority is defined as the length of service in the bargaining unit and shall include service with the Employer prior to the certification or recognition of the Union measured in years, month and days (where date of hire is the same, time of application received, then last name alphabetical order applies), and in hours for casual employees. Seniority shall be used as a factor in determining preference or priority for promotion, transfer, demotion, lay off, permanent reduction of the workforce, and recall, as set out in other provisions of the agreement. Seniority is calculated by calendar years i.e. January 1st to December 31st equaling one (1) year of seniority. It is understood for vacation purposes years of service is based on date of hire.

- a) Casual employees will accumulate seniority on the basis of one (1) year's seniority for each 1820 hours worked in the bargaining unit from the last date of hire, except as otherwise provided herein.

- b) Casual employees cannot accrue more than one (1) year's seniority as defined in the calendar year above in article 11.01 (a).

11.02 Seniority Lists

The Employer shall maintain a seniority list showing each employee's name, the date upon which each employee's service commenced, current classification and place of work. An up to date seniority list shall be sent to the Union and posted on all bulletin boards in January of each year.

11.03 Probation for Newly Hired Employees

A newly hired employee shall be on probation only for the first three (3) months of their employment. During the probationary period, the employee shall be entitled to all working conditions, wages and fringe benefits of the agreement. After completion of the probationary period, seniority shall be effective from the original date of employment.

In the discharge of a probationary employee, the parties shall take into account whether the standards expected were reasonable and whether the employee was notified of them. Dismissal of any probationary employee shall not be considered to be a grievable item unless the Employer is in violation of his human rights.

11.04 An employee shall not lose seniority if he is absent from work because of sickness, disability, accident, lay off, maternity/parental leave or leave with pay approved by the Employer. An employee shall only lose his seniority and cease to be an employee in the event:

- (a) the employee is discharged for just cause and is not reinstated;
- (b) the employee resigns
- (c) the employee fails to return to work within ten (10) working days following a recall and after receiving notice by registered mail to do so, unless through sickness or other just cause; or
- (d) the employee is laid off for a period in excess of 24 months.

11.05 Transfer and Seniority Outside Bargaining Unit

No employee shall be transferred to a position outside the bargaining unit without his consent. If an employee is transferred to a position outside of the bargaining unit, he shall retain his seniority accumulated up to the date of leaving the unit, but will not accumulate any further seniority. Such employee shall have the right to return to a position in the bargaining unit during his trial period, which shall be a maximum of three (3) months. If an employee returns to the bargaining unit within the three (3) months, he shall be placed in a job consistent with his seniority. If an employee returns to the bargaining unit after three (3) months, he will be deemed to have no seniority in the unit. Such return shall not result in the lay off or bumping of an employee holding greater seniority.

ARTICLE 12 - PROMOTION AND STAFF CHANGES

12.01 Job Postings

Where the Employer decides to fill a vacancy or create a new position within the bargaining unit, the Employer will post the position for 5 full working days. In the case of a laid off employee, a copy of the posting shall be sent to such employee by registered mail at the same time as it is posted.

12.02 Information in Postings

Such notice shall contain the following information:

Nature of position, qualifications, required knowledge and education, skills, hours of work, wage or salary rate or range. Such qualifications and requirements shall be those necessary to perform the job function and may not be established in an arbitrary or discriminatory manner.

12.03 No Outside Advertising

No outside advertisement for any vacancy within the bargaining unit shall be placed until the applications of present Union members have been processed unless written approval to do so has been received from the Union. Such approval shall not be unreasonably denied.

12.04 Role of Seniority in Promotions, Transfers and Staff Changes

Both parties recognize:

- (a) the principle of promotion within the service of the Employer; and
- (b) that job opportunity should increase in proportion to length of service.

Therefore, in making staff changes, transfers or promotions, appointment shall be made of the applicant having the required qualifications and with the greatest seniority in accordance with Articles above.

12.05 If no employee applies for the position, the Employer may choose the most suitable candidate from amongst the bargaining unit members or may advertise the position as per Article 12.03.

12.06 Unless their employment is terminated, an employee's job shall not be considered vacant by reason of their absence from work because of sickness, injury or authorized leaves of absence, including vacation.

12.07 Trial Period

The successful applicant shall be notified as soon as possible following the end of the posting period. He shall be given a trial period of, ninety calendar (90) days during which time he will receive training for the position. The Employer shall not curtail the trial period without just cause, before it has run its full course unless mutually agreed upon. Conditional on satisfactory service, the employee shall be declared permanent in that position or classification after the period of, ninety calendar (90) days. In the event the successful applicant proves unsatisfactory in the position during the trial period, or if the employee is unable or unwilling to continue to perform the duties of the new job classification, he shall be returned to his 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 his former position, wage or salary rate, without loss of seniority.

12.08 Notification to Employee and Union

The Union shall be notified of all appointments, hirings, layoffs, recalls and terminations of employment. Notices of such appointments shall also be posted. The Union will be supplied a copy of each posting.

12.09 On the Job Training

Permanent employees will be provided with training opportunities to become qualified for higher or equal positions during regular working hours provided that training staff are available and approval is obtained from the CEO whose approval shall be conditional upon the scheduled work load.

Subsequent to training, permanent employees, upon proving possession of the necessary qualifications, shall be entitled to receive the remuneration of the next level on the salary grid, within the job class as per Appendix "A".

12.10 Training Courses

The Employer shall post any information on Training Courses including those offered by the Municipality and with the consent of the Municipality and Experimental Programs for which employees may be selected. The bulletin shall contain the following information:

- type of course (subjects and material covered);
- time, duration and location of the course; and
- minimum qualifications required for applicant.

This bulletin shall be posted for a period of two (2) weeks where feasible on all designated bulletin boards to afford all interested employees an opportunity to apply for such training.

Employees will only be paid at straight time for any time outside of regular working hours for traveling to and from attendance at any course, workshop or training whether attendance at such sessions is requested by the employee and approved by the CEO or directed by the Employer.

Every reasonable attempt will be made for the employee to travel during their regular working hours.

Employees will be paid for such time unless otherwise set out in this Agreement.

ARTICLE 13 - LAYOFFS AND RECALLS

13.01 Role of Seniority in Layoffs

An employee who is laid off or displaced or whose hours of work are reduced because of lack of work shall have the right to either:

- (a) accept the lay-off; or
- (b) displace any employee who has lesser bargaining unit seniority provided that the employee exercising the right has the necessary skill, ability and qualification to perform the duties of the position. He

shall be given a familiarization period of two (2) weeks during which time he will be provided with orientation.

An employee who is laid off shall not accrue seniority during such period of lay-off.

When a layoff is required, the junior employee in the classification will be laid off.

In accordance with the above, employees shall have the right to bump provided the employee has the skill, ability and qualifications necessary to perform the work.

13.02 Recall Procedure

An employee shall have opportunity of recall from a lay off to an available opening in order of seniority, provided the employee has the skill, ability and qualification necessary to perform the work, before such opening is filled on a regular basis under the posting procedure. The posting procedure in the Collective Agreement shall not apply until the recall process has been completed.

An employee recalled to work in a different position from which he was laid off shall have the privilege of returning to the position he held prior to lay off, should it become vacant within one (1) month of being recalled if the employee so chooses.

13.03 No New Employees

New employees shall not be hired until those laid off employees who have the skill, ability and qualifications necessary for the position have been given an opportunity of recall.

13.04 Advance Notice of Layoff

Unless legislation is more favourable to the employees, the Employer shall notify employees who are to be laid off one (1) calendar month prior to the effective date of layoff where feasible.

ARTICLE 14 – HOURS OF WORK

14.01 Paid Rest Period

Based on the current situation of part time hours in the library, an employee shall be permitted a rest period of fifteen (15) consecutive minutes. Such time shall reflect the current practice of not affecting the operation of the library.

14.02 No employee will have their hours of work changed without at least forty-eight (48) hours of notice.

ARTICLE 15 – SCHEDULING

15.01 Where additional shifts become available they shall be offered to qualified staff by order of seniority.

ARTICLE 16 – OVERTIME

16.01 Compensable overtime for the purposes of this agreement shall be defined as authorized time in excess of seven (7) hours per day or more than thirty-five (35) hours per week. All overtime shall be on a voluntary basis.

16.02 Employees shall be paid one and a half (1 ½) times their rate of pay for overtime hours.

16.03 All authorized overtime work performed on Sundays and Public Holidays shall be paid at the rate of double (2x) time.

16.04 No employee shall be required by the Employer to a lay-off during regular hours of work to equalize any overtime worked.

16.05 No overtime during lay-offs.

16.06 Employees required to work more than two (2) hours overtime continuous of their regular day or shift shall be provided with a paid meal period not to exceed thirty minutes.

ARTICLE 17 – TEMPORARY PROMOTION

17.01 When an employee is temporarily assigned by the CEO to relieve in or perform the duties of a higher paying position, for one (1) working day or more, they shall receive the rate for the job based on their qualifications.

17.02 When an employee is off work for a period of fifteen (15) or more working days, the CEO will ensure the employee's position is covered/filled unless the employee is off on authorized vacation.

ARTICLE 18 – PROMOTIONS

18.01 When an employee is promoted, previous experience with the Employer will be considered for placement on the Grid. Placement will be based on the qualifications as set out in Appendix "A".

ARTICLE 19 - TERMINATIONS

19.01 Notice of termination of employment by the Employer shall be in accordance with the requirement of the Employment Standards Act.

ARTICLE 20 – WAGES, SALARY AND SALARY GRID

20.01 Wages and Salary

All employees shall be paid on the fifteenth (15th) day of the month and the last day of the month as per Appendix "A" attached hereto and forming part of this agreement.

ARTICLE 21 – EMPLOYEE BENEFITS

21.01 Pay In Lieu of Benefits

All employees shall receive six percent (6%) additional pay in lieu of all benefits, except as provided in this agreement.
Effective January 1, 2019 increase to 11%

21.02 Pension Plan

In addition to the Canada Pension Plan, every employee shall join the Ontario Municipal Employee’s Retirement Scheme (OMERS). The Employer and employees shall make contributions in accordance with the provisions of the plan. Effective on ratification the Employer will comply with provisions of the OMERS Act when hiring new temporary employees.

ARTICLE 22 – PUBLIC HOLIDAYS

22.01 The following days will be recognized as Public Holidays, with pay, to all staff:

1. New Year's Day	7. Labour Day
2. Family Day	8. Thanksgiving Day
3. Good Friday	9. Remembrance Day
4. Canada Day	10. Christmas Day
5. Victoria Day	11. Boxing Day
6. Civic Holiday	

Any other day declared as a Civic or Public Holiday by the Employer or the Provincial or Federal government.

22.02 Where any of the days listed in Article 22.01 falls on other than a regular working day, then the Public Holiday shall be observed on the employee's next regular working day where feasible, or within one (1) week of the Public Holiday.

22.03 All employees must be in attendance at work on a regular work day immediately preceding and following a Public Holiday as a condition for eligibility for payment for a Public Holiday if not worked, unless an employee is ill, on authorized vacation or leave-of-absence.

22.04 Where for any cause an employee within the scope of this agreement is required to work during any of the above-described holidays, or part thereof,

such employee shall be paid time and one half (1-1/2) for the hours so worked in addition to the normal pay for the day as set out in the Employment Standards Act. An employee may opt for a day off in lieu of the holiday at a later mutually agreed date rather than the additional normal pay for the day.

22.05 When employees are paid in lieu of a recognized holiday, they will be paid at their rate of pay, and for all hours they would have normally worked on that day.

ARTICLE 23 – VACATIONS

23.01 Employees shall be granted vacation pay on each pay cheque in accordance with the following schedule:

- Up to 3 years service 4%
- 3 years up to 6 years service 6%
- 7 years up to 11 years service 8%
- 12 years up to 17 years service 10%
- 18 years up to 23 years service 12%
- 24+ years of service 14%

The employee will have the right to choose whether she will receive vacation pay on each pay cheque or to use as paid vacation days. The employer must be notified annually of this choice by January 15 of the current year. In the case of a new hire, this must be decided within 2 weeks of hire.

23.02 Vacation time off shall be scheduled by the CEO after considering requests from employees provided the requests are submitted no later than March 1st for the current working year. After the deadline, requests will be approved on a first come, first served basis, regardless of seniority.

In the event two (2) or more employees at the same branch request the same time off, the most senior employee (s), who submitted their request on time, shall be granted their request.

The Employer further agrees that Vacation Request forms shall be distributed to the employees no later than the fifteenth (15th) of January of the current working year.

ARTICLE 24 – SICK LEAVE

24.01 Effective January 1st each year, each employee will be credited with:

1 – 8	regularly scheduled hours per week	3 sick days/year
+ 8 – 16	regularly scheduled hours per week	7 sick days/year
+16 - 24	regularly scheduled hours per week	11 sick days/year
+24 –32	regularly scheduled hours per week	15 sick days/year
+ 32	regularly scheduled hours per week	18 sick days/year

24.02 Sick leave days received in Article 24.01 may be accumulated for sick leave use but shall not be paid out on retirement or termination of employment.

24.03 One hundred (100%) per cent of the unused days credited to each employee on January 1st shall be credited to the employee's sick leave bank, to a maximum of sixty (60) sick leave days, for future use.

At the end of each month, the number of sick leave days utilized by the employee shall be deducted from the employee's accumulated total number of sick leave days.

24.04 Employees off sick for more than three (3) consecutive work days may be required to submit to the CEO, upon their return to work, a written statement from their doctor as to the nature of their illness. Any costs associated with obtaining such statement shall be paid by the Employer.

24.05 Utilization of Sick Leave Days

Sick leave days may be used for the period of time an employee is absent from work by virtue of being sick or disabled, while attending examination or treatment, or to provide care for an employee's spouse, parent and/or child, or because of an accident for which compensation is not payable under the Workplace Safety and Insurance Act.

24.06 Illness during vacation: When an employee's scheduled vacation is interrupted due to a serious illness, requiring the employee to be an in-patient in a hospital, the period of such hospitalization shall be considered sick leave and such time shall be re-credited to the employee's vacation time.

**ARTICLE 25 - LEAVE-OF-ABSENCE WITHOUT PAY, TIME-OFF WITH PAY,
VOTING, BEREAVEMENT, JURY DUTY, ETC.**

25.01 Leave-of-Absence Without Pay

- (a) The CEO may grant a leave-of-absence up to a maximum of five (5) days or for an extended amount of time for reasons considered adequate and sufficient. A leave-of-absence request must be made in writing and filed with the CEO for approval. Upon written request, the Employer may grant a permanent employee a leave-of-absence for up to six (6) consecutive months.
- (b) Before returning from a leave of absence of more than five (5) days, the employee shall, upon the request of the Employer, provide two (2) weeks written notice to the CEO of their intent to return to work.

25.02 Time-Off With Pay

Notwithstanding any of the provisions of this agreement, the Board reserves the right to grant any employee time-off with pay, upon application of the employee to the Board.

25.03 Voting

Employees will be allowed to vote in accordance with the appropriate statutes relating to Municipal, Provincial or Federal elections, as the case may be.

25.04 Bereavement

For death in the immediate family, the employee is permitted to be absent without loss of salary, sick leave credits, benefits or seniority for a period of up to, but not exceeding five (5) working days. When used herein, immediate family includes father, mother, father-in-law, mother-in-law, spouse (spouse shall include common-law and same-sex partners), son, daughter, sister, brother, grandparents, grandchildren, legal guardian, sister-in-law, brother-in-law, son-in-law, and daughter-in-law, niece and nephew, aunt and uncle. Employees may split their bereavement days for initial grieving purposes and/or to use any remaining days for the celebration of life. Verification of attendance may be required upon return to work, providing there is just cause.

25.05 Jury Duty

Employees who are called to serve as jurors or are subpoenaed as witnesses in legal proceedings:

- (a) Shall be granted leave-of-absence for such purposes, provided that on completion of their jury or witness services, such employee shall present to the CEO, a satisfactory certificate showing the period of such service.
- (b) Shall be paid their full salary or wage for the period of such jury or witness service, provided that they shall pay over to the Employer, the full amount of compensation received for such service and obtain an official receipt thereof, it being understood that the full amount does not include monies received on days other than the regularly scheduled work day with the Employer or any monies received for meal allowance or traveling expenses.

25.06 Maternity Leave/Parental Leave/Adoption Leave

Maternity, Parental or Adoption Leave shall be granted in accordance with the Employment Standards Act. An employee on such leave shall continue to accumulate seniority during such leave. It is further agreed that employees on such leave shall be entitled to all the provisions of this agreement.

25.07 Adverse Weather Conditions

If the library is closed prior to the employee's scheduled shift as a result of a snowstorm, ice storm, tornado, flood or other unforeseen act of nature or should there be a power failure or loss of heat or similar circumstances for a prolonged period or period of unknown duration resulting in a loss of hours, the affected employee(s) shall be entitled to make up such lost time within the next two (2) pay periods provided the building reopens within a week. An employee who is prevented from reporting to work due to the foregoing circumstances shall notify the CEO or designate as soon as possible. Part-time employees may attempt to trade shifts.

If an employee has already begun his/her scheduled shift and is sent home due to the above circumstances, they shall be paid for the remainder of their shift.

ARTICLE 26 - LEAVE-OF-ABSENCE FOR UNION FUNCTIONS

- 26.01 Upon request to the Employer at least two (2) weeks in advance, an employee elected or appointed to attend Union conventions, Union conferences or Union educational sessions shall be allowed leave-of-absence with pay and the Union will reimburse the Employer all wages and benefits.

ARTICLE 27 – GENERAL

27.01 Bulletin Boards

The Employer shall provide bulletin boards which shall be placed so that all employees will have access to them and upon which the Union shall have the right to post notices of meetings and such other notices as may be of interest to the employees.

27.02 Notification of Change of Address

It is the responsibility of the employee to notify the Employer of any change to their current address.

ARTICLE 28 – PRESENT CONDITIONS AND BENEFITS

- 28.01 All rights, benefits, privileges, customs, practices and working conditions which employees now enjoy, receive or possess shall continue, insofar as they are consistent with this agreement, unless modified by mutual agreement between the Employer and the Union.

28.02 Amalgamation, Regionalization and Merger

In the event the Employer merges or amalgamates with any other body, the Employer shall endeavor to ensure that:

- (a) Employees shall be credited with all seniority rights with the new employer.
- (b) All service credits relating to vacations with pay, sick leave credits and all other benefits shall be recognized by the new employer.

- (c) All work and services presently performed by members of the Canadian Union of Public Employees shall continue to be performed by CUPE members with the new employer.
- (d) Conditions of employment and wage rates for the new employer shall be equal to the best provisions in effect with the merging employers.
- (e) No employee shall suffer a loss of employment as a result of merger.
- (f) Preference in location of employment shall be on the basis of seniority.

ARTICLE 29 - TECHNOLOGICAL CHANGE

29.01 Technological change shall be defined as any change in:

- (a) the introduction of equipment, material or processes different in nature, type or quantity from that previously utilized.
- (b) work methods, organization, operation or process, affecting one or more employees.

29.02 Where new or greater skills are required than are already possessed by affected employees under present methods of operation, such employee shall, at the expense of the Employer, be given six (6) months to acquire the skills necessitated by the new method of operation.

29.03 The Employer agrees to pay tuition costs upon successful completion of any courses required outside of normal working hours. The employee will be allowed up to one year to successfully complete such course(s), unless mutually agreed to a longer period.

ARTICLE 30 – GRIEVANCE PROCEDURE

30.01 Grievance

It is the mutual desire of the parties hereto that employee grievances will be adjusted as quickly as possible.

In order to provide an orderly and speedy procedure for the settling of grievances, the Employer acknowledges the rights and duties of the Union Grievance Committee and the Union Stewards. The Steward may assist any

employee which the Steward represents, in preparing and presenting his grievance in accordance with the Grievance Procedure.

30.02 Names of Stewards

The Union shall notify the Employer in writing of the name of each Steward before the Employer shall be required to recognize them.

30.03 Grievance Committee

The Grievance Committee shall be composed of the Local President, the Unit Chairperson and a Steward of the Union and any other member of the Union so designated.

30.04 Permission to Leave Work

The Union acknowledges that the Stewards will be required to efficiently perform their regular duties on behalf of the Employer and that Stewards will not leave their regular duties without first obtaining permission to leave from the CEO and will report back to the CEO upon resuming their regular duties. Stewards shall attempt to conduct Union business outside of working hours. Any Steward granted time off during his regular work period to adjust a grievance or possible grievance shall be paid for such time at his regular rate, the combined total of which shall not exceed his regular daily hours of work.

30.05 Definition of Grievance

A grievance shall be defined as any difference arising out of the interpretation, application, administration, or alleged violation of the Collective Agreement or a case where the Employer or union employee has acted unjustly, improperly or unreasonably.

30.06 Settling of Grievances

An earnest effort shall be made to settle the grievances fairly and promptly in the following manner:

Step 1

If the Union Steward and/or Union Officer considers the grievance to be justified, he will first seek to settle the dispute with the CEO within five (5) working days of the event.

Step 2

Failing satisfactory settlement within five (5) working days after the dispute was submitted under Step 1, the Union Officer and the CEO will submit to the Board a written statement of the particulars of the grievance and the redress sought. The Board will meet with the Union regarding the grievance and will render its decision within twenty-five (25) working days after receipt of such notice.

Step 3

Failing satisfactory settlement being reached in Step 2, the Union may refer the dispute to arbitration.

30.07 Grievance Mediation

Notwithstanding the above, upon mutual agreement of the parties, a grievance may be submitted for grievance mediation. At this time, the time limits would be frozen in order to facilitate the grievance mediation process. This process may not replace the Arbitration process. It is an attempt to resolve the issue prior to the arbitration hearing. The parties will equally share the total cost of the Grievance mediator.

30.08 Where the Employer intends to interview an employee for disciplinary purposes, the Employer shall so notify the employee in advance of the purpose of the interview in order that the employee may contact their Steward to be present at the interview. A Steward or Local Union Officer may consult with a CUPE National Representative and may have them present at any discussions with the Employer that might be the basis for disciplinary action.

ARTICLE 31 – ARBITRATION

31.01 Composition of Board of Arbitration

When either party requests that a grievance be submitted to arbitration, the request shall be made by registered mail addressed to the other party of the agreement, indicating the name of its nominee on an Arbitration Board within five (5) working days thereafter, and the other party shall answer by registered mail indicating the name and address of its appointee to the arbitration board. The two appointees shall select an impartial Chairperson.

31.02 Failure to Appoint

If the party receiving the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a Chairperson within seven (7) days of their appointment, the appointment shall be made by the Minister of Labour upon request of either party. The parties will equally share the total cost of the Chairperson and will bear their own costs for their nominees to the Arbitration Board.

31.03 Decision of the Arbitration Board

The decision of the majority shall be the decision of the Arbitration Board. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Arbitration Board. The decision of the Board of Arbitration shall be final, binding and enforceable on all parties and may not be changed. The Board of Arbitration shall not have the power to change this agreement or to alter, modify or amend any of its provisions or make any decision contrary to the provisions of this agreement. The Board's powers are governed by the Ontario Labour Relations Act.

ARTICLE 32 - TERM OF AGREEMENT

32.01 This agreement shall be binding and remain in force from January 1, 2023 to December 31st, 2026 and shall continue from year to year thereafter unless either party gives to the other party notice in writing during the last ninety (90) days of its operation in any year that it desires its termination or amendment.

32.02 Amendments

This agreement may be amended by mutual consent, in writing, during the lifetime of the Agreement and any amendments thereto shall form part of this agreement and be subject to the grievance and arbitration procedure.

32.03 Increases to the salary schedule shall be retroactive to January 1, 2023. Where employees either have left the employment of the Employer and/or have entered into the employment of the Employer between January 1, 2023 and December 31, 2026, they shall be entitled to the pro-rated amount of such payments.

The Employer will endeavour to provide all retroactivity within thirty (30) days of the Interest Arbitration Award and/or receiving written notice of ratification.

If the retro is not paid within forty-five (45) days then thereafter interest will be paid.

All retroactivity will be paid to employees on a separate cheque or itemized on an employee's regular cheque.


All former employees shall be sent notice by the Employer at their last known address and will have thirty (30) calendar days from the date notice is sent to claim retroactive payments. The Union shall receive a copy of all notices sent to former employees.

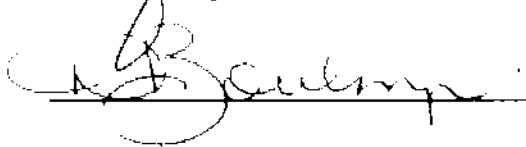
AGREEMENT

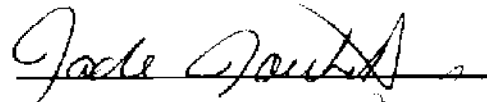
IN WITNESS WHEREOF the parties have caused this agreement to be signed by their duly authorized representatives at Greenstone, this 6 day of March, 2024.

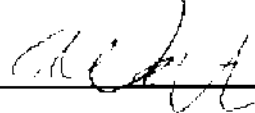
**GREENSTONE PUBLIC LIBRARY
BOARD**

**CANADIAN UNION OF PUBLIC
EMPLOYEES and its Local 3045-1**









APPENDIX "A"

TO THE AGREEMENT BETWEEN THE GREENSTONE PUBLIC LIBRARY BOARD AND THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 3045-1

Wage Rates - Effective January 1, 2023

	Start	After 6 months	After 12 months
LIBRARIAN I			
LEVEL I	25.23	27.65	30.07
LEVEL II	27.65	30.07	32.47
ASSISTANT LIBRARIAN			
LEVEL I	20.47	22.28	24.09
LEVEL II	22.28	24.09	25.90
LIBRARY CLERK (January 1, 2023)	16.07	16.69	17.33
(October 1, 2023)	16.70	17.31	17.91
LIBRARY CLERK-CASUAL (January 1, 2023)	15.93	16.16	16.39
(October 1, 2023)	16.55	16.75	16.98
CLEANER (January 1, 2023)	15.93	16.16	16.66
(October 1, 2023)	16.55	16.85	17.05

2.8 % wage Increase

For the purposes of promotion, an employee shall receive the start rate of the new, higher position or, the 6-month rate when their current rate exceeds the start rate. When an employee posts into the 6-month rate, they shall receive the 12-month rate after an additional 6 months.

Librarian

LEVEL I – EXCEL Certificate and 2 to 5 years library or related experience

LEVEL II – EXCEL Certificate and 5+ years library experience or Library Technician Diploma.

Assistant Librarian

LEVEL I – 1 to 2 years library or related experience. Experience with automated circ/cat system desirable.

LEVEL II – 2+ years library experience and a minimum of 4 EXCEL courses completed. Experience with automated circ/cat system desirable.

LIBRARY CLERK (scheduled hours)

LIBRARY CLERK CASUAL (relief position with no scheduled hours)

CLEANER

APPENDIX "A"

TO THE AGREEMENT BETWEEN THE GREENSTONE PUBLIC LIBRARY BOARD AND THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 3045-1

Wage Rates - Effective January 1, 2024

	Start	After 6 months	After 12 months
LIBRARIAN I			
LEVEL I	26.03	28.45	30.87
LEVEL II	28.45	30.87	33.27
ASSISTANT LIBRARIAN			
LEVEL I	20.82	22.93	24.74
LEVEL II	22.93	24.74	26.55
LIBRARY CLERK	17.12	17.74	18.36
LIBRARY CLERK-CASUAL	16.96	17.17	17.40
CLEANER	16.96	17.27	17.48

2.5% wage increase

For the purposes of promotion, an employee shall receive the start rate of the new, higher position or, the 6-month rate when their current rate exceeds the start rate. When an employee posts into the 6-month rate, they shall receive the 12-month rate after an additional 6 months.

Librarian

LEVEL I – EXCEL Certificate and 2 to 5 years library or related experience

LEVEL II – EXCEL Certificate and 5+ years library experience or Library Technician Diploma.

Assistant Librarian

LEVEL I – 1 to 2 years library or related experience. Experience with automated circ/cat system desirable.

LEVEL II – 2+ years library experience and a minimum of 4 EXCEL courses completed. Experience with automated circ/cat system desirable.

LIBRARY CLERK (scheduled hours)

LIBRARY CLERK CASUAL (relief position with no scheduled hours)

CLEANER

APPENDIX "A"

TO THE AGREEMENT BETWEEN THE GREENSTONE PUBLIC LIBRARY BOARD AND THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 3045-1

Wage Rates - Effective January 1, 2025			
	Start	After 6 months	After 12 months
LIBRARIAN I			
LEVEL I	26.65	29.45	31.61
LEVEL II	29.13	31.61	34.07
ASSISTANT LIBRARIAN			
LEVEL I	21.32	23.48	25.33
LEVEL II	23.48	25.33	27.19
LIBRARY CLERK	17.53	18.17	18.80
LIBRARY CLERK-CASUAL	17.37	17.58	17.82
CLEANER	17.37	17.69	17.90

2.4% increase

For the purposes of promotion, an employee shall receive the start rate of the new, higher position or, the 6-month rate when their current rate exceeds the start rate. When an employee posts into the 6-month rate, they shall receive the 12-month rate after an additional 6 months.

Librarian

LEVEL I – EXCEL Certificate and 2 to 5 years library or related experience

LEVEL II – EXCEL Certificate and 5+ years library experience or Library Technician Diploma.

Assistant Librarian

LEVEL I – 1 to 2 years library or related experience. Experience with automated circ/cat system desirable.

LEVEL II – 2+ years library experience and a minimum of 4 EXCEL courses completed. Experience with automated circ/cat system desirable.

LIBRARY CLERK (scheduled hours)

LIBRARY CLERK CASUAL (relief position with no scheduled hours)

CLEANER

APPENDIX "A"

TO THE AGREEMENT BETWEEN THE GREENSTONE PUBLIC LIBRARY BOARD AND THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 3045-1

Wage Rates - Effective January 1, 2026

	Start	After 6 months	After 12 months
LIBRARIAN I			
LEVEL I	27.42	30.30	32.53
LEVEL II	29.97	32.53	35.06
ASSISTANT LIBRARIAN			
LEVEL I	21.94	24.16	26.06
LEVEL II	24.16	26.06	27.98
LIBRARY CLERK	18.04	18.70	19.34
LIBRARY CLERK-CASUAL	17.87	18.09	18.34
CLEANER	17.87	18.20	18.41

2.9% increase

For the purposes of promotion, an employee shall receive the start rate of the new, higher position or, the 6-month rate when their current rate exceeds the start rate. When an employee posts into the 6-month rate, they shall receive the 12-month rate after an additional 6 months.

Librarian

LEVEL I – EXCEL Certificate and 2 to 5 years library or related experience

LEVEL II – EXCEL Certificate and 5+ years library experience or Library Technician Diploma.

Assistant Librarian

LEVEL I – 1 to 2 years library or related experience. Experience with automated circ/cat system desirable.

LEVEL II – 2+ years library experience and a minimum of 4 EXCEL courses completed. Experience with automated circ/cat system desirable.

LIBRARY CLERK (scheduled hours)

LIBRARY CLERK CASUAL (relief position with no scheduled hours)

CLEANER

LETTER OF UNDERSTANDING

Between

GREENSTONE PUBLIC LIBRARY BOARD

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES and its LOCAL 3045-1

RE: COMBINING OF CLEANER AND LIBRARY POSITIONS

The Parties agree to allow the combination of Cleaner and any other library position to be held by one bargaining unit employee. Determination shall be done by seniority. Such employee shall be paid the rate of pay for the amount of time they spend in each classification.


Originally signed September 23, 2009

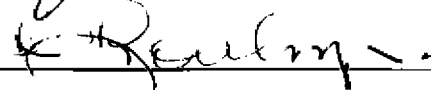
Renewed (May 7, 2019)

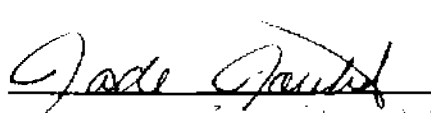
Dated this 6 day of March, 2024

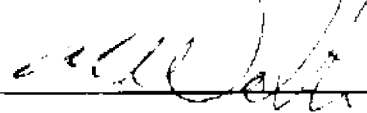
GREENSTONE PUBLIC LIBRARY BOARD

CANADIAN UNION OF PUBLIC EMPLOYEES and its Local 3045-1









LETTER OF UNDERSTANDING

Between

GREENSTONE PUBLIC LIBRARY BOARD

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES and its LOCAL 3045-1

RE: CAP YOUTH WORKERS

The Parties agree that the Board may use CAP Youth Workers from time to time provided that the Board receive the written approval of the Union. Such approval shall not be unreasonably denied.

It is further agreed that the use of CAP Youth Workers shall not result in reduction of hours of Library employees.


Originally signed February 15th, 2003

Renewed (May 7, 2019)

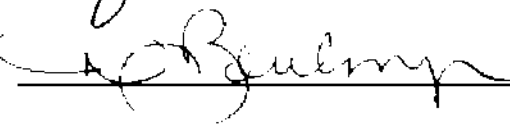
Dated this 6 day of March, 2024


**GREENSTONE PUBLIC LIBRARY
BOARD**

**CANADIAN UNION OF PUBLIC
EMPLOYEES and its Local 3045-1**









LETTER OF UNDERSTANDING

BETWEEN

GREENSTONE PUBLIC LIBRARY BOARD

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES and its LOCAL 3045-1

RE: CO-OP STUDENTS

The Parties agree that the Board may use Co-op Students from time to time provided that the Board receive the written approval of the Union. Such approval shall not be unreasonably denied.

It is further agreed that the use of Co-op Students shall not result in reduction of hours of Library employees.


Originally signed February 15th, 2003

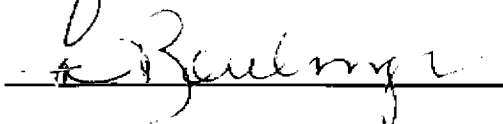
Renewed (May 7, 2019)

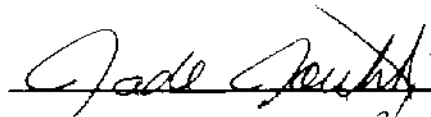
Dated this 6 day of March, 2024

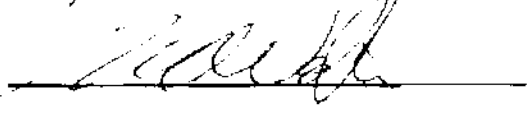
**GREENSTONE PUBLIC LIBRARY
BOARD**

**CANADIAN UNION OF PUBLIC
EMPLOYEES and its Local 3045-1**









LETTER OF UNDERSTANDING

Between

GREENSTONE PUBLIC LIBRARY BOARD

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES and its LOCAL 3045-1

RE: HIGH SCHOOL COMMUNITY SERVICE STUDENTS

The Parties agree that the Board may use High School Community Service students from time to time provided that the Board receive the written approval of the Union. Such approval shall not be unreasonably denied.

It is further agreed that the use of High School Community Service Students shall not result in reduction of hours of Library employees.

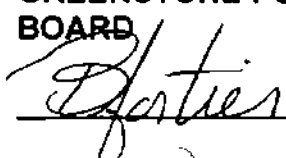
Originally signed February 15th, 2003

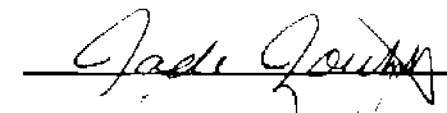
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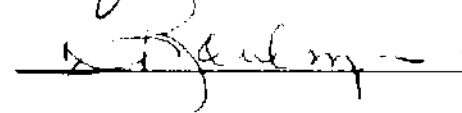
Dated this 6 day of March, 2024

**GREENSTONE PUBLIC LIBRARY
BOARD**

**CANADIAN UNION OF PUBLIC
EMPLOYEES and its Local 3045-1**









LETTER OF UNDERSTANDING

Between

GREENSTONE PUBLIC LIBRARY BOARD

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES and its LOCAL 3045-1

RE: VOLUNTEERS

The Parties agree that the Board may use Volunteers from time to time provided that the Board receive the written approval of the Union. Such approval shall not be unreasonably denied.

It is further agreed that the use of Volunteers shall not result in reduction of hours of Library employees.

Originally signed February 15th, 2003

Renewed (May 7, 2019)

Dated this 6 day of March, 2024

**GREENSTONE PUBLIC LIBRARY
BOARD**

**CANADIAN UNION OF PUBLIC
EMPLOYEES and its Local 3045-1**

