

AGREEMENT

between the

City of Meadow Lake

and

**The Canadian Union of Public Employees
Local No. 2235**

January 1, 2024 to December 31, 2027

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THIS AGREEMENT MADE THIS 8th DAY OF November, 2024,

BETWEEN:

**The City of Meadow Lake, in the Province Of
Saskatchewan
(hereinafter referred to as the “Employer”)**

AND

**The Canadian Union Of Public Employees, Local No. 2235
(hereinafter referred to as the “Union”)**

ARTICLE 1 - RECOGNITION AND DEFINITIONS

In this agreement the expression:

- a) “City” means the corporation of the City of Meadow Lake.
- b) “Employee” means any person who is employed by the City, except those mentioned under Article 3.
- c) “Permanent Full Time Employee” means an Employee who has been assigned to a job which is recognized as a permanent position and has served their probationary period.
- d) “Permanent Part-Time Employee” means an Employee who works less than the normal hours of work on a regularly scheduled basis.
- e) “Seasonal Employee” means an Employee hired to work full-time (FT) on a seasonal basis in a position which is not continuous throughout the year but **reoccurs** in successive years **and is subject to layoff and recall**.
- f) “Temporary Employee” means a non-permanent Employee hired for a specific limited term or project in a specific job within a work unit on a full-time **or part-time** basis.
- g) “Casual Employee” means an Employee who is called to work from time to time on an intermittent basis.
- h) “Council or City Council” means the Council of the City.
- i) “Member” means a member of the Canadian Union of Public Employees, Local Union No. 2235 who is an Employee of the City.

ARTICLE 2 - PREAMBLE

WHEREAS it is the desire of both parties of the Agreement to maintain the harmonious relations of employment between the City and the Union, to promote co-operation and understanding between the City and its Staff, to recognize the mutual value of joint discussion and negotiations in matters pertaining to working conditions, hours of operation, and to recognize the desirability of adequate morale, well-being, and security of all Employees in the bargaining unit of the Union;

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

NOW THEREFORE, this Agreement witnesseth that the parties hereto in consideration of the mutual covenants hereinafter contained agree each with the other as follows:

ARTICLE 3 - SCOPE

This Agreement shall cover all of the Employees employed by the City of Meadow Lake in the Province of Saskatchewan except the:

- a) City Manager
- b) City Clerk
- c) City Treasurer
- d) Bylaw Officer
- e) Community Safety Officer
- f) Parks and Recreation Manager
- g) Parks and Recreation Foreman
- h) City Engineer
- i) Public Works Manager
- j) Public Works Foreman
- k) Aquatic Centre Manager
- l) Executive Assistant
- m) Fire Chief
- n) Planning and Development Manager

ARTICLE 4 - RECOGNITION

The City recognizes the Union as the sole collective bargaining agency for its Employees covered by this Agreement and hereby consents and agrees to negotiate with the Union or its representatives in all matters affecting wages and working conditions of its Employees. The City also agrees that the Union may have the assistance of representatives of the Canadian Union of Public Employees in any negotiations or discussions between representatives of the parties hereto.

ARTICLE 5 - UNION SECURITY

Every Employee who is now or hereafter becomes a member of the Union shall maintain their membership in the Union as a condition of their employment, and every new Employee whose employment commences hereafter shall, within thirty (30) days after the commencement in their employment, apply for and maintain membership in the Union, and maintain membership in the Union as a condition of their employment, provided that any Employee in the appropriate bargaining unit who is not required to maintain their membership or apply for and maintain their membership in the Union shall, as a condition of their employment, tender to the Union the periodic dues uniformly required to be paid by the members of the Union. The City agrees to make available to each new Employee a copy of the Collective Agreement in effect.

ARTICLE 6 - MANAGEMENT RIGHTS

Subject to the terms and conditions of this Agreement the Union recognizes that it is the right of the City to:

- 6.1 Conduct its business in all respects in accordance with its commitments and responsibilities, including the right to manage the work operations, locations, extend, curtail or cease operations, to determine the number of Employees required for any and all operations, to determine the kinds and locations of machines, tools, and equipment to be used and the schedules of jobs, to judge the qualifications of the Employees and to maintain order, discipline and efficiency;
- 6.2 To hire, discharge, classify, transfer, promote, demote, lay-off, suspend or otherwise discipline Employees, provided that a claim by an Employee that they have been unjustly treated under this Clause shall be subject to the provisions of the Grievance Procedure;
- 6.3 To make, alter from time to time, and enforce all reasonable rules of conduct and procedure to be observed by the Employees.

ARTICLE 7 - CHECK-OFF

- 7.1 The City agrees upon receipt of written request from any Employee of the Union to deduct from the pay of all Employees, the amount of Union dues so authorized. The total sum so deducted is to be remitted by cheque to the Secretary-Treasurer of the Union not later than ten days following the date the deductions were made, together with a list of names of all Employees for and on behalf of whom such deductions have been made.
- 7.2 The City agrees to record all Union dues paid in the previous year on the Employee's income tax (T4) slips.

ARTICLE 8 - NOTICE BOARDS

The City agrees to install notice boards for the use of the Union in the City Shop and City Office for the purpose of posting notices of interest to the Union membership. Notices of a nature that might be construed as controversial shall not be posted until after having been approved by the City.

ARTICLE 9 - LEAVES OF ABSENCE

9.1 To Conduct Union Business

The City agrees that, on at least forty-eight (48) hours' notice in writing to the City Manager, Leave of Absence without pay, but with seniority and superannuation rights shall be given to any designated Employee or Employees, not to exceed one (1) Employee at any one time for the purpose of conducting Union business, providing that such leave of absence will not impair the efficiency of the Department. Duration of leave under this section shall not exceed five (5) working days.

9.2 Leave of Absence Without Pay

The City agrees that leave of absence without pay to a maximum of six (6) months, but with maintenance of seniority rights, may be granted to Employees for good and sufficient reason.

9.3 Pressing Emergency

Special leave of absence with pay shall be granted by the City Manager in cases of pressing emergency.

- a) Employees requesting Pressing Emergency leave must make written application identifying the circumstances to the City Manager in advance where possible or immediately upon returning to work.
- b) The following are the circumstances which warrant such leave:
 - i. An accident resulting in bodily injury or an emergency sickness of a member of the Employee's immediate family where the Employee is required to make immediate arrangements for medical care and/or the operation of the Employee's household.

- ii. Sudden emergency circumstances such as a fire, flood, break-in, etc. in an Employee's home where the Employee is required to make immediate arrangements for the repair and/or operation of the Employee's home. Immediate arrangements are defined as arrangements required to be undertaken the same day of the occurrence of the circumstance.
- iii. Sudden critical illness or imminent death of an immediate family member where the Employee's presence is necessary and/or desirable.

9.4 Maternity, Parental and Adoption Leave

Maternity, Parental and Adoption leave shall be granted in accordance with *The Saskatchewan Employment Act*.

9.5 Education Leave

The City may, providing the efficiency of the Department is not impaired, grant Leave of Absence without pay but with maintenance of seniority rights to any Employee wishing to attend any recognized university, technical institute, trade school or short course.

9.6 Bereavement Leave

An Employee shall be entitled to leave of absence with pay not exceeding five (5) working days for a death within the immediate family. Immediate family shall be defined as father, mother, brother, sister, spouse (including common-law), child, grandchild and grandparent. All the relationships listed above shall include current in-laws **and step family**. Said leave shall be taken within a reasonable period of the above mentioned death.

An Employee shall be entitled to leave of absence with pay not exceeding three (3) working days for a death within the extended family. Extended family shall be defined as aunt, uncle, niece, nephew or the common-law equivalent **and step family** of the relations previously mentioned.

Notwithstanding the above, an employee may utilize up to two (2) days of bereavement leave to be taken within six (6) months following the initial leave, for deferred ceremonies at the approval of the City Manager.

9.7 Jury Duty Leave

The City shall grant leave of absence without loss of seniority to an Employee who serves as a Juror **or is subpoenaed as a Witness** in any court or **for any matter arising out of employment which would be considered as time worked at regular rate of pay**. The City shall pay such an Employee the difference between their normal earnings and the payment they receive for jury services or court witness, excluding payment for travelling, meals or other expenses. The Employee will present proof of service and the amount of pay received.

9.8 Sundry

Union Officials, members of the Grievance Committee and other Employees shall report to and obtain permissions from their immediate supervisor when it becomes necessary for them to leave their work for the purpose of attending any meeting connected with City-Employee relations or Union affairs, and they shall make known their destination and report to their immediate supervisor upon their return.

ARTICLE 10 - TERMINATION OF EMPLOYMENT

10.1 The City shall give Employees who are terminated or laid off notice as provided by *The Saskatchewan Employment Act*. "After thirteen (13) weeks of continuous employment no employer shall discharge or lay off an Employee except for just cause other than shortage of work without giving the Employee written notice. The notice varies by length of employment; one week if less than one year, two weeks if one year but less than three, four weeks if three years but less than five, six weeks if five years but less than 10 and eight weeks for employment of 10 years or more."

10.2 In the event of any Employee leaving the employment of the City, every permanent Employee shall give two (2) weeks written notice to the Department Head concerned and all other Employees shall give one (1) week's written notice to the Department Head concerned.

ARTICLE 11 - GRIEVANCE PROCEDURE

11.1 A grievance shall be defined as a dispute between the City and any Employee(s) or the Union regarding the interpretation, meaning, operation or application of this Agreement, or a case where an Employee, other than a probationary Employee as defined in Article 13, is alleged to have been unjustly or improperly dismissed. Employees shall be advised of their right to have the assistance of a Union representative during discussions related to grievances.

No grievance shall be considered which is not presented in writing within fourteen (14) calendar days after the event or circumstances giving rise to the complaint came to the attention of, or should have come to the attention of, the Employee or

Employees concerned or the Union. Any grievance submitted must specify the Article(s) and Section(s) of the Agreement alleged to have been violated, the circumstances and occurrence leading to the alleged violation and the redress or adjustment requested. Where a grievance does arise, the parties to this Agreement shall make an earnest effort to resolve such differences through the following procedure; however, a dispute involving a dismissal shall bypass Step 1.

11.2 Union Grievance Committee

- a) To provide an orderly process for settling grievances, the Union shall select the Stewards and a Grievance Committee.
- b) The Union shall notify the City in writing of the elected Stewards and Grievance Committee and of any changes made therein.
- c) Subject to operational needs and prior written approval of the City Manager or designate, a Steward or a Grievance Committee representative shall have access to identified areas of the Employer's premises in order to investigate and assist in the settlement of a grievance.

11.3 Permission to Leave Work

The City agrees that subject to supervisor approval, a Steward or elected officer of the Union may leave assigned duties temporarily in order to discuss matters covered by the grievance provisions with the City and shall not suffer any loss in pay for the time so spent. The Steward or elected officer and the Department head must make suitable arrangements for an appropriate time and location for such discussions.

- a) Step 1
It is the desire of the parties that grievances of Employees be adjusted as quickly as possible and that Employees or the Union may refer such difference or dispute to the immediate/direct Supervisor or Manager concerned within fourteen (14) calendar days of discovery of cause for complaint. The Employee may be accompanied by a Steward. The immediate Supervisor or Manager shall give a decision in writing within seven (7) calendar days.
- b) Step 2
If the decision of the immediate Supervisor or Manager is not satisfactory, the difference or dispute shall proceed in accordance with the following grievance procedure.

The Union Steward shall immediately refer the grievance to the Union Grievance Committee. The Union Grievance Committee may within seven (7) calendar days refer the grievance in writing to the

City Manager. The City Manager shall discuss the grievance with the Union Grievance Committee within seven (7) calendar days of receipt of the grievance, and shall render a written decision within seven (7) calendar days of the discussions. The written grievance shall specify the Article(s) and Section(s) of this Agreement alleged to have been violated, the circumstances leading to the event and the redress or adjustment requested.

c) Step 3

If the decision of the City Manager is not satisfactory, the Grievance Committee may then refer the Grievance to the City Council, or a Committee thereof, within seven (7) calendar days of receipt of the City Manager's decision.

The City Council in Committee, or a committee thereof, shall meet with representatives of the Union, subsequent to which they shall render a written decision within seven (7) calendar days following the next regular meeting of the City Council or Committee thereof.

d) Step 4

Failing satisfactory settlement of the Grievance by the City Council, or a Committee thereof, the matter may be referred to Arbitration by the Grievance Committee within fourteen (14) calendar days.

If the grievance is not referred to Arbitration within fourteen (14) calendar days, the grievance shall be deemed to have been settled.

e) Time Limits

Failure on the part of the Immediate Supervisor, Manager, City Manager or the City Council, or a Committee thereof, to reply within the prescribed time limits shall give the Union the right to proceed to the next step. If the Union does not take the grievance to the next step within the prescribed time limit, the grievance shall be deemed to have been settled, subject to Article 11.13.

The time limits set out above may only be extended by the written consent of both parties.

ARTICLE 12 - ARBITRATION

12.1 Grievances not settled through the Grievance Procedure as set out above may be referred to Arbitration in accordance with *The Saskatchewan Employment Act*.

12.2 The decision of the Arbitration Board shall be final and binding on the parties, and there shall be no stoppage of work because of the grievance.

- 12.3 By mutual agreement a meeting may be initiated for the purpose of resolving the grievance prior to or during the arbitration proceedings. The Union and the Employer may also agree to mediation or any other dispute resolution mechanism with a view to resolving the dispute, either before or after a grievance has been filed, or prior to or during arbitration proceedings.
- 12.4 The Board of Arbitration shall not have jurisdiction to alter, add to or subtract from this agreement or to give any decision inconsistent with the terms of this agreement.
- 12.5 Each party shall pay its own costs and expenses in connection with the Board and shall share equally the costs and expenses of the Chairperson.

ARTICLE 13 - SENIORITY

13.1 Seniority Defined

Seniority is defined as the continuous length of service in the bargained unit without a loss of seniority as provided in 13.4 below. Seniority shall operate on a bargaining-unit-wide basis.

When compiling a seniority list, the City shall calculate the seniority of Employees as follows:

- a) For full-time permanent Employees, seniority will be on the basis of an Employee's service with the City calculated from the date upon which the Employee commenced full-time employment with the City. (Police Steno's hired prior to January 1, 2022, 1820 hours worked will equal one year of service.)
- b) For part-time, seasonal and **casual** Employees, seniority will be on the basis of an Employee's service with the City calculated as straight-time hours worked.
- c) It is understood that for the purpose of calculating seniority for part-time, seasonal and casual Employees, one year of service is calculated as follows:
 - i. 2080 hours worked will equal one year of service; except for
 - ii. Employees working a reduced schedule due to a workplace accommodation, one year of service will be based on the equivalent full-time hours for their schedule for the duration of the accommodation.

- d) A full-time permanent Employee who becomes a part-time, seasonal or casual Employee will have their accumulated seniority converted to hours and thereafter seniority will be calculated as per Section 2.
- e) A part-time, seasonal, or casual Employee who becomes a full-time permanent Employee will maintain their accumulated hours of seniority, calculated as years of service, and after commencing full-time employment will thereafter accrue seniority as outlined in section 1.

13.2 Seniority List

The City shall maintain a seniority list showing the date upon which each Employee's service commenced. An up-to-date seniority list shall be sent to the Union and posted on all bulletin boards by January 31 of each year.

13.3 Probation for Newly Hired Employees

Newly hired Employee(s) shall be on a probationary basis for a period of six (6) months **of service** from the date of hiring. During the probationary period Employees shall be entitled to all rights and benefits of this agreement, except with respect to discharge. The employment of such Employees may be terminated at any time during the probation period, without recourse to the Grievance Procedure. The Union will consider requests with reasons by the City to extend the probationary period on a one-time basis only for a further three (3) month period. After completion of the probationary period, seniority shall be effective from the original date of employment.

13.4 Loss of Seniority

An Employee shall lose seniority and all rights shall be forfeited in the event:

- a) they are discharged for just cause and is not reinstated,
- b) they resign,
- c) they are absent from work in excess of five (5) working days without sufficient cause or without notifying the City, unless such notice was not reasonably possible,
- d) they fail to return to work within seven (7) calendar days following a layoff and after being notified by registered mail to do so, unless through sickness or other just cause. It shall be the responsibility of the Employee to keep the City informed of their current address,
- e) they are laid off for a period longer than **fifteen (15)** months or for a period of time equal to their accumulated seniority, whichever is the lesser.

ARTICLE 14 - VACANCIES AND NEW POSITIONS

- 14.1 When vacancies occur, or new positions are to be established notice shall be posted, containing an outline of the position and the rate of pay. The notices shall be posted in places accessible to all Employees and copies of such posting shall be supplied immediately to the Union. All such notices shall be posted for a period of at least ten (10) days. The notice may be posted externally at the same time with preference given to qualified internal candidates.
- 14.2 Employees shall be entitled to bid on open positions by means of written applications which shall be submitted to the office concerned. No applications shall be considered if received later than the closing date prescribed on the posting. Vacancies within the scope of this Agreement, shall be filled on the basis of seniority, merit, qualifications, and ability being sufficient for the position to be filled.
- 14.3 In respect of an open position being beyond the scope of this Agreement, notice of such position will be bulletined and posted in order to provide an opportunity for Employees to apply for such position.
- 14.4 An Employee **having passed their probationary period and** promoted under the provisions of this Article shall be on **trial** in the new position for a period of three (3) months **of continuous service**. During that **trial** period, if the Employee proves unsatisfactory in the new position in the opinion of the City, or if the Employee so requests, the Employee shall be returned to their former position without loss of seniority or salary. Any other Employee promoted or transferred because of the rearrangement of positions shall be returned to their former position without loss of seniority or salary.
- 14.5 In the event that the City is considering the abolition of classified positions covered by this Agreement, thirty (30) days' notice of such intention shall be communicated to the Union.
- 14.6 All Employees assigned to fill another position with a higher rate of pay shall be paid at such increment step in the position being filled as provides that Employee with an increase in pay. If required to perform the duties of a job paying a lower rate, their regular rate of pay shall not be changed.
- 14.7 With regard to any newly classified position that may be created the rates of pay shall be subject to negotiation and agreement between the City and the Union, and the provision of this Article (2) with respect to filling of such positions shall apply. A supplementary agreement shall be executed in respect of any such position.
- 14.8 The City may classify any new Employee as to rate of pay depending on qualifications and experience.

14.9 **Within seven (7) days of a position being filled the City shall supply the Union with the name or names of the person or persons selected to fill the vacancies concerned.**

ARTICLE 15 - SICK LEAVE

15.1 Sick Leave Defined

Sick leave benefits shall apply to permanent full-time Employees. Sick Leave means the period an Employee is permitted to be absent from work with full pay by virtue of being sick or disabled.

15.2 Proof of Illness

If requested, the Employee shall produce a duly signed medical certificate to the effect that they were unable to perform their duties due to illness after three (3) days. The cost of the certificate, if any, shall be borne by the City. For any abuse of the provisions for sick leave any Employee may be suspended peremptorily, notwithstanding the foregoing, an Employee suspended shall have all the rights of appeal provided in this Agreement. An Employee who becomes incapacitated for work through illness or injury shall promptly notify their immediate Supervisor to this effect. The Supervisor must also be notified of the intended return as early as possible to permit staffing arrangements.

15.3 Amount of Sick Leave

Sick Leave shall be cumulative for full-time Employees at the rate of one and one half (1 ½) working days from time of commencement of employment for each complete calendar month of full-time service. Sick leave shall be available to Employees after three (3) months of employment. Partial month entitlement will be calculated to the nearest one-quarter (¼) day.

15.4 Notwithstanding Clause (15.3) of this Article, no Employee shall accumulate, effective January 1, 2016, more than one hundred and twenty (120) working days Sick Leave.

15.5 Benefits

It is agreed that **effective January 1, 2025**, the City will provide to eligible Employees, having completed their probationary period, the SUMA extended Health Plan A, SUMA Dental Plan B and the SUMA Employee Assistance Program for the term of this agreement with the premiums to be shared **70%-30%** between the City and Employee.

15.6 Family Sick Leave

Employees are permitted to use a maximum of five (5) days per year of their accumulated sick leave, to attend to family illness. Family is defined as spouse (including common law), children (including stepchildren) or parent.

15.7 Sick Leave During Leave of Absence

When an Employee is given Leave of Absence without pay for any reason or is laid off on account of lack of work and returns to work upon expiration of such Leave of Absence, etc., they shall not receive sick leave credit for the period of such absence, but shall retain their cumulative credit, if any existing at the time of such leave or layoff.

15.8 Immediately after the close of each calendar year, each Employee shall review the sick leave records of the City and verify that their accumulated sick leave is correct. Any Employee is to be advised, on application, of the amount of sick leave accrued to their credit.

15.9 Effective January 1, 2025, the Employer will provide a Health Care Spending Account through SUMA for all permanent full-time employees having completed their probationary period in the amount of three hundred dollars (\$300.00) per year with the premiums to be shared 70% - 30% between the City and employee.

ARTICLE 16 - RETIREMENT ALLOWANCE

Effective January 1, 2017, an eligible Employee is one who has been in the employ of the City of Meadow Lake for a minimum of fifteen (15) uninterrupted years immediately prior to their retirement from City employment, in accordance with MEPP criteria.

In the event that an Employee has been on an approved leave from their duties with the City of Meadow Lake, for the purposes of this Article, the period of such leave shall not be included in the calculation of years of service with the City. Such approved leaves will not constitute a break in service.

Service is calculated by total hours worked divided by the appropriate total annual hours for their classification (i.e. 2080 hours for Employees working 40 hours per week).

The amount of Retirement Allowance shall equal **one** hundred and fifty dollars (\$150.00) times the number of complete years of service with the City of Meadow Lake.

Part-time Employees shall have their benefit prorated equal to their percentage of service time.

Upon receipt of an eligible Employee's notice to retire, the City Manager shall accept the notice in writing and will approve payment of the retirement allowance. The retirement allowance shall be the eligible amount less statutory deductions and shall be included with the Employee's last payroll payment.

ARTICLE 17 - SAFETY AND HEALTH

17.1 The City, the Employees and the Union agree to comply with the requirements of the current provisions of Part III of *The Saskatchewan Employment Act* and *The Occupational Health and Safety Regulations*.

17.2 All Employees shall wear protective clothing as required and supplied and maintained by the City. Failure to wear protective clothing supplied by the City shall, in the event of an accident, result in the injured Employee receiving only the payments from the Worker's Compensation Board, Article 15.5 notwithstanding.

ARTICLE 18 - STATUTORY HOLIDAYS

18.1 The following shall be observed as holidays:

New Year's Day	National Day for Truth and Reconciliation
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	First Monday in August
Labour Day	Floating Day (to be mutually agreed to with each Employee)

When a statutory holiday falls within an employee's annual vacation, the employee shall not be deducted a day of vacation for said statutory holiday. When the statutory holiday falls on a Saturday or Sunday, the preceding Friday or following Monday shall be designated as the holiday. Employees required to be on duty on any of the aforementioned holidays shall be paid at the rate of time and one half (1½ x) their regular rate of pay plus time off with pay equal to the regular hours worked, or if this is not possible, payment in lieu of their regular rate. If an Employee is required to work in excess of the regular hours of work on the day of a statutory holiday, such overtime shall be paid at double (2 x) the regular rate of pay.

ARTICLE 19 - ANNUAL VACATION

19.1 Definition of Vacation Year

The term "vacation year" shall mean the twelve (12) month period running from May 1st to April 30th.

19.2 All Employees shall receive, without loss of pay, an annual vacation **after the completion of each vacation year and shall utilize their full annual vacation entitlements in the subsequent year to that in which it was earned.** Any Employee who has not worked a full year to earn their vacation entitlement shall have their vacation pro-rated accordingly.

In the second year of employment and thereafter,
- three (3) weeks vacation

In the seventh year of employment and thereafter,
- four (4) weeks vacation

In the twelfth year of employment and thereafter,
- five (5) weeks vacation

In the seventeenth year of employment and thereafter,
- six (6) weeks vacation

19.3 **Notwithstanding the above, employees may, upon written request and approval, use their accrued annual vacation during the year the vacation is earned.**

19.4 **Employees, other than full-time employees, shall be paid vacation leave every pay period.**

19.5 When an Employee needs to access bereavement leave during their vacation or is hospitalized due to illness, there shall be no deduction from vacation credits for such absence. The period of vacation so displaced shall, by mutual agreement between the employer and the Employee be, either added to the vacation period or reinstated for use at a later date. Substantiation of all claims for deferred vacation must be provided immediately unless medically unable to do so.

19.6 An Employee who leaves the service of the City shall be paid in lieu of earned vacation leave which has not been used.

19.7 In the event of the death of an Employee, any amount due under this Article shall be paid to the Employees' estate.

ARTICLE 20 - PAYMENT OF WAGES

20.1 The City shall pay salaries and wages in accordance with the schedule attached hereto and forming part of this Agreement.

20.2 Employees shall be paid every two weeks by twelve noon on the Friday for the period ending with the previous Saturday **by direct deposit to a Canadian financial institution.**

20.3 Temporary Pay for Work in a Higher Classification

The temporary performance of higher position duties shall be defined as the assignment of an Employee, by management, to perform duties of a position within a classification having a higher hourly rate of pay.

- a) When the City assigns an Employee to temporarily work in a higher classification, the Employee shall be paid at the appropriate rate for the equal amount of time.

- b) When the City assigns an Employee to work in an out-of-scope classification, the Employee shall be paid an hourly rate which provides for an increase of eight (8%) percent over the Employee's current hourly rate. If the increase of eight (8%) percent produces an hourly rate below the minimum of the range for the higher paid position, the salary shall be adjusted to the minimum of the range. In no case shall the hourly rate be more than the maximum hourly rate for the higher classification.

When an Employee is assigned, by management, to perform duties of an out-of-scope position, the Employee continues to pay union dues, accrue seniority and retain all rights of this Collective Agreement.

ARTICLE 21 - STANDBY

That a Standby Pay provision be paid to City Employees on the following basis:

When an Employee is on Standby Service with the City, they will be compensated as follows:

Monday to Friday inclusive	\$30.00 per day
Saturday, Sunday & Statutory Holidays	\$40.00 per day

Employees on standby will be readily available and in a fit condition to return to duty immediately upon request.

Standby service will be done on a voluntary basis. A list of senior qualified Employees who agree to work standby will be established for areas requiring standby services by

January 31st of each year. The list will be operated on a rotational basis and will ensure that there is at least one (1) Employee available for standby service at all times.

Standby pay shall be paid in addition to regular or overtime rates shall not form part of an Employee's basic wage and shall not be subject to overtime rates.

Employees are not eligible to receive standby while on any leave unless in an emergency as authorized by their Department Manager. Employees required to be on standby within a leave period shall receive \$40.00 for each day on standby within the leave period.

ARTICLE 22 - HOURS OF WORK AND OVERTIME

- 22.1 For Employees coming under the category of public works, forty (40) hours shall constitute a basic week's work; the normal hours being eight (8) hours per day. These hours will normally be scheduled from 7:00 a.m. to 4:00 p.m. Monday through Friday **or for snow removal from 5:00 am to 2:00 pm Monday to Friday.**
- 22.2 For Employees coming under the category of office staff, forty (40) hours shall constitute a basic week's work; the normal hours being eight (8) hours per day. These hours will normally be scheduled from 8:00 a.m. to 5:00 p.m. Monday through Friday.
- 22.3 For Employees hired prior to January 1, 2022, working in the classification of Police Steno, thirty-five (35) hours shall constitute a basic week's work and the normal hours being seven (7) hours per day. Subsequent to January 1, 2022 Employees hired to work in the classification of Police Steno may be scheduled up to forty (40) hours a week and eight (8) hours per day.
- 22.4 For Employees coming under the category of Parks and Recreation, a variable shift not to exceed eighty (80) hours in a two (2) week pay period, **and** eight (8) hours per day. These hours will normally be scheduled as dayshift 8:00 a.m. to 5:00 p.m. **or 6:00 a.m. to 3:00 p.m.**, afternoon shift 11:30 a.m. to 8:30 p.m. or nightshift **of** 4:00 p.m. to 12:00 a.m.
- 22.5 For Employees working in the Aquatic Centre, forty (40) hours shall constitute a basic week's work. These hours will normally be scheduled as: 7:30 a.m. to 3:30 p.m., 8:00 a.m. to 4:00 p.m., 1:00 p.m. to 9:00 p.m. **or between 4:00 p.m. to 9:00 p.m. based on operational needs.**
- 22.6 In the event that the City wishes to revise a shift schedule it will provide the affected Employee(s) with no less than 1 week's notice.

22.7 All overtime must be approved by the immediate Supervisor or Manager prior to being worked except in cases of emergency or to meet uncontrolled customer service needs. In such cases, the time worked shall be immediately reported to the Supervisor or Manager with a reason why the work had to be completed outside of scheduled hours. Overtime shall be offered in order of seniority to qualified Employees: **however, if it is determined by the out-of-scope manager or designate that overtime must be worked as a continuation of the work the work crew is performing, those employees currently working on that job will be given first opportunity to work that overtime.**

- a) All time worked by Employees in excess of the hours specified above shall be treated as overtime and paid for at the rate of time and one half (1½). If an Employee is required to work more than two (2) hours overtime after having completed a day's work, double time (2x) will be paid for those overtime hours worked in excess of two (2) hours.

On an Employee's day of rest payment for overtime shall be based on time and one half (1½) for the first six (6) hours, then double (2x) time thereafter.

- b) Part-time Employees working less than eight (8) hours per day (7 hours for clerical staff) when required longer than their regular working day shall be paid at the rate of straight time for the hours worked up to and including eight (8) hours in one day (7 hours for clerical staff). Regular overtime rates shall apply after eight (8) hours (7 hours for clerical staff).

22.8 An Employee notified or called back to perform work not continuous with before or after the regular day work period, shall be paid for a minimum of three (3) hours at a rate of time and one half (1½).

22.9 By mutual consent between the City and the Employee, the Employee may take time off, calculated at the appropriate overtime rate, in lieu of overtime pay. Employees will not be allowed to accumulate more than forty (40) hours of time off entitlements at any time under these provisions.

22.10 An Employee reporting for work on their regular scheduled shift, and no work is available, shall be paid their regular rate of pay for three (3) hours.

22.11 An Employee, in the absence of their supervisor, who is requested to carry a department cell phone while off duty and not on standby shall be paid one (1) hour at two (2X) times their hourly rate per day.

22.12 Rest Periods

Employees will be provided two (2) rest periods, at their work site, of not more than fifteen (15) minutes each during their basic work day of seven (7) or eight (8) hours.

The timing of an Employee's rest periods is flexible in order to maintain adequate customer service and meet operational requirements.

ARTICLE 23 - LAY-OFFS AND RECALLS

23.1 Staff Reduction

When reducing the staff, senior Employees shall be retained, providing they are qualified to do the work.

23.2 Recall

Employees laid off in accordance with Article 10 shall be returned to work in positions for which they are qualified in order of seniority.

23.3 Notice of Layoff

The City shall give Employees who are laid off notice as provided in Article 10 of this agreement.

23.4 Bumping Privileges

Permanent Employees as defined in paragraph (c), Article 1 - Interpretation, may exercise bumping privileges upon being notified in writing by the City Manager or Department Head that they will be laid off from their permanent position as follows:

- a) May bump a temporary Employee, as defined in paragraph (d), Article 1 of the current Agreement, in any department providing they have the seniority and skills necessary to fill the position and will be remunerated at the rate for the assumed position as set out in Schedule "A" of the Agreement.
- b) May bump a temporary or permanent Employee in the same department they are permanently employed in who is occupying a position which requires less skills and will be remunerated in accordance with the rate set out in Schedule "A" of the Agreement for the assumed position.
- c) A permanent Employee may apply for and be granted transfer to a temporary position as heretofore set out at the time the position comes open and until their permanent duties are restored.

ARTICLE 24 - JOB CLASSIFICATION

Job classifications and rates of pay shall be as set out in Schedule "A" attached to and forming part of this Agreement.

The Employer agrees to pay all Employees covered by this Agreement not less than the wages set out in Schedules A attached hereto and forming part of this agreement.

ARTICLE 25 - DISCHARGE AND SUSPENSION

25.1 Discharge Procedure

An Employee who has completed their six (6) month probationary period may be dismissed, but only for just cause, and only upon the authority of the City. When an Employee is discharged or suspended, they shall be given the reason. Such Employee and the Union shall be advised promptly in writing by the City of the reason for such discharge or suspension.

25.2 It is understood and agreed that no record or report shall be placed in an Employee's file until it has been fully disclosed to and discussed with that Employee. The Employee's reply, if any, to such report or record shall also become part of the file.

ARTICLE 26 - GENERAL

26.1 Essential Services

In the event of a legal strike, the Union agrees to negotiate with the Employer a minimum amount of service where such service is essential to the safety of the residents of the City.

26.2 Personnel Records

Through arrangements made with the immediate supervisor, Employees shall have the right to review their personnel records maintained in the Administration Office.

26.3 Correspondence

All correspondence between the parties hereto shall pass to and from the City Manager and the designated Secretary of the Union in writing.

ARTICLE 27 - CLOTHING & SAFETY EQUIPMENT

- 27.1 One (1) set of coveralls will be supplied to Employees on written request. Such coveralls will remain the property of the City. The wearing of coveralls is not a requirement of the City and is exclusive from Article 17.2 Laundering and maintenance of coveralls will be the responsibility of the City.
- 27.2 In lieu of the above, arena workers will be supplied a jacket which will indicate that they are "Arena Staff".
- 27.3 As a condition of employment all Employees, except office workers and Aquatic Centre Employees, shall wear CSA approved safety shoes or boots. During extremely cold weather or wet weather or when working conditions warrant, exceptions may be made. Temporary Employees who do not have CSA approved shoes or boots when hired will be required to purchase them immediately following receipt of their first full pay cheque.
- 27.4 Upon completion of the probationary period. Employees required to wear CSA approved safety shoes or safety boots will be reimbursed or have payment remitted to a local approved vendor (by the City) upon proof of purchase of CSA approved footwear of up to two hundred and fifty (\$250.00) dollars every two (2) years.
- 27.5 Upon hire, lifeguards shall be provided one (1) swimsuit which shall be **replaced** annually on their anniversary of hire.
- 27.6 Any Employee who wears prescription glasses and works in an area which is deemed to be an environment in which safety glasses are required, is eligible to purchase or repair prescription safety glasses. The safety glasses or cost of repair will be paid for by the Employee and the city will reimburse the Employee the cost of CSA or ANSI approved safety glasses or repair up to a maximum of two hundred (\$200.00) dollars every two (2) years.
- 27.7 Employees are eligible for a vaccine against hepatitis A and hepatitis B (such as the Twin-Rix Vaccinations) and the City will reimburse the Employee for such expense on presentation of payment.

ARTICLE 28 - DIFFERENTIAL PAY

- 28.1 Employees, excluding Aquatic Centre Employees, scheduled to work any portion of their schedule shift between the hours of 6:00 p.m. and 6:00 a.m. of the following morning shall be paid a shift premium of one dollar and twenty-five (\$1.25) cents per hour.
- 28.2 Where assigned by Co-ordinator or Manager, a Lifeguard acting as Head Guard shall be paid a pay differential of one dollar and twenty-five (\$1.25) cents per hour.

ARTICLE 29 - CERTIFICATION AND RECERTIFICATION COSTS

- 29.1 After one (1) year of employment, the City shall pay for all fees for recertification for Employees and all lifeguards, including national lifeguard certificate, lifeguard instructor certificate, fireman's certificate, refrigeration certificate, wastewater collection & wastewater treatment certificates and water distribution & water treatment certificates. Certification and recertification that is required by law will be paid by the City.
- 29.2 **The City will pay for the initial Lifesaving Instructor (LSI) certification for any Lifeguard interested in taking said course and all Lifeguards who take advantage of the above offer will pay the City back for this investment in their training with one (1) year of service from successful completion of said course. If an Employee terminates employment before the one (1) year of service is complete the terms of repayment will mirror those of the City's Education and Training Policy (how much that would need to be paid back will depend on how close the Employee is to completing the one (1) year).**

ARTICLE 30 - LICENSES AND INSURANCE

- 30.1 All Employees who are required to operate motorized equipment shall be required to possess and maintain a valid Saskatchewan operator's license with any endorsements required by law. Such Employees shall be responsible for immediately advising the City of any restrictions placed on their operator's license and failure to do so may result in disciplinary action.
- 30.2 Should the City incur any additional insurance costs due to the driving record of any Employee who is required to operate a City vehicle, such additional costs shall be recovered from the Employee by payroll deduction.

ARTICLE 31 - NO DISCRIMINATION

The City, the Union and the Employees agree that there shall be no discrimination by reason of religion, creed, marital status, family status, sex, sexual orientation, disability, age, colour, ancestry, nationality, place of origin, race or perceived race, receipt of public assistance, gender identity, or by reason of membership or activity in a trade union (as defined by The Saskatchewan Human Rights Code).

ARTICLE 32 - DURATION OF AGREEMENT

This Agreement shall be effective on and from the 1st day of January, **2024**, and shall remain in force for a period of **four (4)** years until December 31st, **2027**, and thereafter from year to year provided that either party may, not less than sixty (60) days nor more than one hundred and twenty (120) days before the expiry date thereof, give notice in writing to the other party to terminate this Agreement or to negotiate a revision thereof.

SCHEDULE "A" - 2024 HOURLY RATES

Hourly Rates for 2024								
CLASSIFICATION	1st Year	2nd Year	3rd Year	Long Service Recognition				
				5 Years	10 Years	15 Years	20 Years	25 Years
Clerk I	23.78	24.53	25.25	25.45	25.65	25.85	26.05	26.25
Police Steno	24.42	25.25	26.07	26.27	26.47	26.67	26.87	27.07
Maintenance Mechanic	29.04	30.07	31.16	31.36	31.56	31.76	31.96	32.16
Equipment Operator	26.54	27.41	28.37	28.57	28.77	28.97	29.17	29.37
Public Works Labourer 3	24.01	24.69	25.30	25.50	25.70	25.90	26.10	26.30
Public Works Labourer 2	21.89	22.59	23.18	23.38	23.58	23.78	23.98	24.18
Public Works Labourer 1	19.89	20.56	21.24	21.44	21.64	21.84	22.04	22.24
Parks & Facilities Maintenance	21.89	22.59	23.18	23.38	23.58	23.78	23.98	24.18
Asset Management Coordinator	35.14	36.19	37.29	37.49	37.69	37.89	38.09	38.29
Full Time Supervisor (Level 4, Pool Op. 1)	19.73	20.40	21.10	21.30	21.50	21.70	21.90	22.10
Guard Level 4 (3 of 3 optional courses)	18.38	19.10	19.78	19.98	20.18	20.38	20.58	20.78
Guard Level 3 (2 of 3 optional courses)	17.72	18.42	19.12	19.32	19.52	19.72	19.92	20.12
Guard Level 2 (1 of 3 optional courses)	17.06	17.76	18.44	18.64	18.84	19.04	19.24	19.44
Guard Level 1 (Bronze Cross & First Aid)	16.40	17.08	17.77	17.97	18.17	18.37	18.57	18.77
Head Cashier	16.58	17.11	17.67	17.87	18.07	18.27	18.47	18.67
Cashier (January to September)	14.28	14.82	15.36	15.56	15.76	15.96	16.16	16.36
Cashier (October to December)	15.00	15.57	16.13	16.33	16.53	16.73	16.93	17.13
Water & Sewer Operator - Class IV	33.98			34.18	34.38	34.58	34.78	34.98
Water & Sewer Operator - LEVEL A - Class III	30.71			30.91	31.11	31.31	31.51	31.71
Water & Sewer Operator - LEVEL B - Class II	29.75			29.95	30.15	30.35	30.55	30.75
Water & Sewer Operator - LEVEL C - Class I	27.64			27.84	28.04	28.24	28.44	28.64
Water & Sewer Operator - LEVEL D - Entry Level	26.20			26.40	26.60	26.80	27.00	27.20
Senior Operator (Additional Rate per Hour as designated by the City)	0.75							

2% economic increase for 2024 on the existing wage schedule as amended above.

A .20 cent per hour long service increment provided to employees who have provided five (5) cumulative years of service and every 5th year of cumulative service thereafter to a maximum of 25 years of service. (e.g. 40 cents after 10 years of cumulative service, 60 cents after 15 years of cumulative service, 80 cents after 20 years of cumulative service and 1.00 after 25 years of cumulative service)

Wages shall be retroactive to January 1, 2024, for current active employees on staff at the date of signing of the new collective agreement. All premiums and benefits shall be effective on the day following the signing of the new collective agreement unless otherwise stated. All other amendments to the Collective Agreement, unless otherwise stated, will become effective the date of signing the new collective agreement.

SCHEDULE "B" - 2025 HOURLY RATES

Hourly Rates for 2025								
CLASSIFICATION	1st Year	2nd Year	3rd Year	Long Service Recognition				
				5 Years	10 Years	15 Years	20 Years	25 Years
Clerk I	24.37	25.14	25.88	26.08	26.28	26.48	26.68	26.88
Police Steno	25.03	25.88	26.72	26.92	27.12	27.32	27.52	27.72
Maintenance Mechanic	29.77	30.82	31.94	32.14	32.34	32.54	32.74	32.94
Equipment Operator	27.21	28.10	29.07	29.27	29.47	29.67	29.87	30.07
Public Works Labourer 3	24.62	25.31	25.93	26.13	26.33	26.53	26.73	26.93
Public Works Labourer 2	22.44	23.15	23.76	23.96	24.16	24.36	24.56	24.76
Public Works Labourer 1	20.39	21.08	21.77	21.97	22.17	22.37	22.57	22.77
Parks & Facilities Maintenance	22.44	23.15	23.76	23.96	24.16	24.36	24.56	24.76
Asset Management Coordinator	36.02	37.10	38.22	38.42	38.62	38.82	39.02	39.22
Full Time Supervisor (Level 4, Pool Op. 1)	20.22	20.91	21.63	21.83	22.03	22.23	22.43	22.63
Guard Level 4 (3 of 3 optional courses)	18.84	19.57	20.28	20.48	20.68	20.88	21.08	21.28
Guard Level 3 (2 of 3 optional courses)	18.17	18.88	19.60	19.80	20.00	20.20	20.40	20.60
Guard Level 2 (1 of 3 optional courses)	17.49	18.20	18.90	19.10	19.30	19.50	19.70	19.90
Guard Level 1 (Bronze Cross & First Aid)	16.81	17.51	18.21	18.41	18.61	18.81	19.01	19.21
Head Cashier	16.99	17.54	18.11	18.31	18.51	18.71	18.91	19.11
Cashier	15.38	15.96	16.54	16.74	16.94	17.14	17.34	17.54
Water & Sewer Operator - Class IV	34.83			35.03	35.23	35.43	35.63	35.83
Water & Sewer Operator - LEVEL A - Class III	31.48			31.68	31.88	32.08	32.28	32.48
Water & Sewer Operator - LEVEL B - Class II	30.49			30.69	30.89	31.09	31.29	31.49
Water & Sewer Operator - LEVEL C - Class I	28.33			28.53	28.73	28.93	29.13	29.33
Water & Sewer Operator - LEVEL D - Entry Level	26.86			27.06	27.26	27.46	27.66	27.86
Senior Operator (Additional Rate per Hour as designated by the City)	0.77							

2.5% economic increase for 2025 on the existing wage schedule as amended above.

A .20 cent per hour long service increment provided to employees who have provided five (5) cumulative years of service and every 5th year of cumulative service thereafter to a maximum of 25 years of service. (e.g. 40 cents after 10 years of cumulative service, 60 cents after 15 years of cumulative service, 80 cents after 20 years of cumulative service and 1.00 after 25 years of cumulative service)

SCHEDULE "C" - 2026 HOURLY RATES

Hourly Rates for 2026								
CLASSIFICATION	1st Year	2nd Year	3rd Year	Long Service Recognition				
				5 Years	10 Years	15 Years	20 Years	25 Years
Clerk I	24.98	25.77	26.53	26.73	26.93	27.13	27.33	27.53
Police Steno	25.66	26.53	27.39	27.59	27.79	27.99	28.19	28.39
Maintenance Mechanic	30.51	31.59	32.74	32.94	33.14	33.34	33.54	33.74
Equipment Operator	27.89	28.80	29.80	30.00	30.20	30.40	30.60	30.80
Public Works Labourer 3	25.23	25.94	26.58	26.78	26.98	27.18	27.38	27.58
Public Works Labourer 2	23.00	23.73	24.35	24.55	24.75	24.95	25.15	25.35
Public Works Labourer 1	20.90	21.61	22.31	22.51	22.71	22.91	23.11	23.31
Parks & Facilities Maintenance	23.00	23.73	24.35	24.55	24.75	24.95	25.15	25.35
Asset Management Coordinator	36.92	38.03	39.17	39.37	39.57	39.77	39.97	40.17
Full Time Supervisor (Level 4, Pool Op. 1)	20.73	21.44	22.17	22.37	22.57	22.77	22.97	23.17
Guard Level 4 (3 of 3 optional courses)	19.31	20.06	20.78	20.98	21.18	21.38	21.58	21.78
Guard Level 3 (2 of 3 optional courses)	18.62	19.35	20.09	20.29	20.49	20.69	20.89	21.09
Guard Level 2 (1 of 3 optional courses)	17.92	18.66	19.38	19.58	19.78	19.98	20.18	20.38
Guard Level 1 (Bronze Cross & First Aid)	17.23	17.95	18.67	18.87	19.07	19.27	19.47	19.67
Head Cashier	17.42	17.98	18.57	18.77	18.97	19.17	19.37	19.57
Cashier	15.76	16.36	16.95	17.15	17.35	17.55	17.75	17.95
Water & Sewer Operator - Class IV	35.70			35.90	36.10	36.30	36.50	36.70
Water & Sewer Operator - LEVEL A - Class III	32.27			32.47	32.67	32.87	33.07	33.27
Water & Sewer Operator - LEVEL B - Class II	31.25			31.45	31.65	31.85	32.05	32.25
Water & Sewer Operator - LEVEL C - Class I	29.04			29.24	29.44	29.64	29.84	30.04
Water & Sewer Operator - LEVEL D - Entry Level	27.53			27.73	27.93	28.13	28.33	28.53
Senior Operator (Additional Rate per Hour as designated by the City)	0.79							

2.5% economic increase for 2026 on the existing wage schedule as amended above.

A .20 cent per hour long service increment provided to employees who have provided five (5) cumulative years of service and every 5th year of cumulative service thereafter to a maximum of 25 years of service. (e.g. 40 cents after 10 years of cumulative service, 60 cents after 15 years of cumulative service, 80 cents after 20 years of cumulative service and 1.00 after 25 years of cumulative service)

SCHEDULE "D" - 2027 HOURLY RATES

Hourly Rates for 2027								
CLASSIFICATION	1st Year	2nd Year	3rd Year	Long Service Recognition				
				5 Years	10 Years	15 Years	20 Years	25 Years
Clerk I	25.73	26.54	27.32	27.52	27.72	27.92	28.12	28.32
Police Steno	26.43	27.32	28.21	28.41	28.61	28.81	29.01	29.21
Maintenance Mechanic	31.43	32.54	33.72	33.92	34.12	34.32	34.52	34.72
Equipment Operator	28.72	29.66	30.70	30.90	31.10	31.30	31.50	31.70
Public Works Labourer 3	25.99	26.72	27.38	27.58	27.78	27.98	28.18	28.38
Public Works Labourer 2	23.69	24.45	25.08	25.28	25.48	25.68	25.88	26.08
Public Works Labourer 1	21.52	22.25	22.98	23.18	23.38	23.58	23.78	23.98
Parks & Facilities Maintenance	23.69	24.45	25.08	25.28	25.48	25.68	25.88	26.08
Asset Management Coordinator	38.03	39.17	40.35	40.55	40.75	40.95	41.15	41.35
Full Time Supervisor (Level 4, Pool Op. 1)	21.35	22.08	22.83	23.03	23.23	23.43	23.63	23.83
Guard Level 4 (3 of 3 optional courses)	19.89	20.66	21.41	21.61	21.81	22.01	22.21	22.41
Guard Level 3 (2 of 3 optional courses)	19.18	19.93	20.69	20.89	21.09	21.29	21.49	21.69
Guard Level 2 (1 of 3 optional courses)	18.46	19.22	19.96	20.16	20.36	20.56	20.76	20.96
Guard Level 1 (Bronze Cross & First Aid)	17.74	18.48	19.23	19.43	19.63	19.83	20.03	20.23
Head Cashier	17.94	18.52	19.12	19.32	19.52	19.72	19.92	20.12
Cashier	16.23	16.85	17.46	17.66	17.86	18.06	18.26	18.46
Water & Sewer Operator - Class IV	36.77			36.97	37.17	37.37	37.57	37.77
Water & Sewer Operator - LEVEL A - Class III	33.24			33.44	33.64	33.84	34.04	34.24
Water & Sewer Operator - LEVEL B - Class II	32.19			32.39	32.59	32.79	32.99	33.19
Water & Sewer Operator - LEVEL C - Class I	29.91			30.11	30.31	30.51	30.71	30.91
Water & Sewer Operator - LEVEL D - Entry Level	28.35			28.55	28.75	28.95	29.15	29.35
Senior Operator (Additional Rate per Hour as designated by the City)	0.81							

3% economic increase for 2027 on the existing wage schedule as amended above.

A .20 cent per hour long service increment provided to employees who have provided five (5) cumulative years of service and every 5th year of cumulative service thereafter to a maximum of 25 years of service. (e.g. 40 cents after 10 years of cumulative service, 60 cents after 15 years of cumulative service, 80 cents after 20 years of cumulative service and 1.00 after 25 years of cumulative service)

IN WITNESS WHEREOF each of the parties hereto have entered into this Agreement and caused it to be signed by its duly authorized representatives as of the day and year first above written.

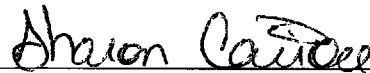
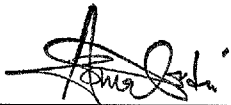
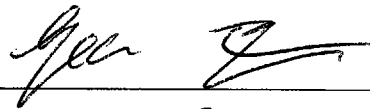
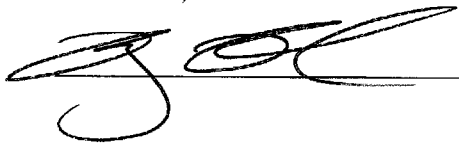
Dated this 8 day of November, 2024 at Meadow Lake, Saskatchewan.

ON BEHALF OF THE:

ON BEHALF OF THE:

CITY OF MEADOW LAKE

CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL NO. 2235



**LETTER OF UNDERSTANDING #2024-01
BETWEEN
CITY OF MEADOW LAKE
AND
THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL NO. 2235
RE: OUT OF SCOPE POSITION CLASSIFICATIONS**

Notwithstanding other Articles of the Collective Agreement between the parties, the City and the Union agree as follows:

Whereas the City is undertaking a reorganization and opening a new recreation complex in 2025,

And Whereas the City and requires additional in-scope and out-of-scope staff to meet operational needs;

Therefore, the parties agree that the following additions and amendments shall be incorporated into Article 3 Scope of the current collective agreement:

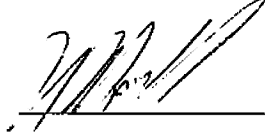
- 1) City Treasurer renamed to **Director of Corporate Services**
- 2) Public Works Manager renamed to **Director of Public Works**
- 3) **Program Manager** (new)
- 4) **Corporate Services Manager** (new);

And, the parties agree to review the two new out-of-scope positions (listed as 3 and 4 above), in two years from the date of signing to determine whether their status as out-of-scope remains justified.

This agreement shall be effective on the date of signing, and stands from the date signed until the next round of bargaining.

Dated this 14 day of November, 2024

On behalf of the City of Meadow Lake



On behalf of the Canadian Union
Of Public Employees Local 2235

