



COLLECTIVE AGREEMENT

Between

THE CORPORATION OF THE TOWN OF LASALLE

(hereinafter called the "Corporation")

OF THE FIRST PART

- and -

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 701

(hereinafter called the "Union")

OF THE SECOND PART

Contract from January 1st, 2025 to December 31st, 2028

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PREAMBLE

The purpose of this Agreement is to provide orderly collective bargaining relations between the Employer and its Employees covered by this Agreement through the Union, to secure prompt disposition of grievances, to secure the efficient operations of the Employer's business without interruption or interference with work and to provide wages, hours, benefits and working conditions for the Employees. It is recognized by this agreement to be the duty of the Employer, the Union and the Employees to cooperate fully, individually and collectively for the advancement of the said conditions.

ARTICLE 1 – RECOGNITION

1.01 The Corporation recognizes the Union and its Local 701 as the sole bargaining agent for all employees of the Corporation, save and except:

- a) Chief Administrative Officer (CAO)
- b) Administrative Assistant to the CAO
- c) Director of Council Services/Clerk
- d) Administrative Assistant to the Director of Council Services/Clerk
- e) Town Engineer
- f) Development Engineer
- g) Superintendent of Roads
- h) Superintendent of Water
- i) Director of Planning & Development Services
- j) Supervisor of Building Services/Chief Building Official
- k) Director of Finance
- l) Supervisor of Accounting
- m) Supervisor of Revenue
- n) Director of Culture and Recreation
- o) Administrative Assistant to the Director of Culture & Recreation
- p) Manager of the Verner Recreation Complex
- q) Supervisor of Programming
- r) Marketing Coordinator
- s) Junior (Playground) Supervisors in the Parks and Arena
- t) Part Time Recreation Staff (Including: Front desk, Janitorial Assistant, Aquatic team leader, Program team leader, Fitness team leader, Lifeguard/Instructor, Program leader/Party attendant, Fitness centre attendant, Group exercise/Aquatic fitness instructor, Contract leadership instructor, Food Services Worker).

1.02 The Corporation shall discuss with the Union, through its accredited representatives all matters and grievances which may arise between them during the life of this Collective Agreement and arising hereto.

1.03 COUNCIL shall mean the Council of the Corporation of the Town of LaSalle.

1.04 EMPLOYEE shall mean any person in the employ of the Corporation under the supervision of the Council and eligible for membership in the Union in accordance with its local By-Laws.

1.05 EXECUTIVE COMMITTEE shall mean all officers of the Union duly elected by the

members of the said Union.

- 1.06 UNION shall mean Local 701, chartered under the Canadian Union of Public Employees affiliated with the Canadian Labour Congress.
- 1.07 CORPORATION shall mean the Corporation of The Town of LaSalle.
- 1.08 C.A.O. shall mean the Chief Administrative Officer for the Corporation of the Town of LaSalle
- 1.09 WORKING DAYS for the purpose of Articles 6, 7, 12 and 24 shall exclude Saturdays, Sundays and paid holidays.

ARTICLE 2 - UNION MEMBERSHIP

2.01 All employees of the Corporation, as a condition of continuing employment, shall become and remain members in good standing of the Union. All future employees of the Corporation shall, as a condition of continued employment, become members of the Union.

2.02 Temporary Employees

Temporary employees shall be defined as, within the scope of this agreement, as any job requiring the services of an employee for any of the following reasons: replace a regular employee during periods of absence by reason of illness, injury, disability, a leave of absence (as provided for under this collective agreement), short term projects.

a) The period of employment of such persons shall not exceed the absentee's leave or ninety (90) calendar days, whichever is shorter, except by mutual agreement between the Corporation and the Union, in writing.

Short term projects shall not exceed ninety (90) calendar days, except by mutual agreement between the Corporation and the Union, in writing.

b) Temporary employees shall only be entitled to the following:

- Article 2 – Union Membership
- Article 3 – Union Security
- Temporary full time employees shall receive all paid holidays specified in sub-article 8.01
- Temporary part time employees shall be entitled to receive all holidays specified in sub-article 8.01, however such holidays shall be paid in accordance with the Employment Standards Act
- Article 11 - Classifications of Employees and Wage
- Article 13 - Hours of Work and Overtime
- Article 14.02 - Mileage allowance
- Article 18.03 - Bereavement

c) Temporary employee shall not accumulate seniority.

- d) The employment of a temporary employee shall not result in the lay-off or reduction of hours of a regular employee or termination of a probationary employee nor shall a regular employee who is qualified and able to perform the required work be laid off while a temporary employee is employed by the Corporation to perform that work.
- e) In the event that the temporary position is for a period exceeding ninety (90) calendar days these temporary positions may be posted simultaneously externally and internally (as per Article 12), with preference granted to a qualified bargaining unit employee prior to an external candidate being hired.

2.03 Seasonal employees are not part of CUPE Local 701. A seasonal employee shall be defined as within the scope of CUPE Local 701.1 collective agreement

The employment of a seasonal employee shall not result in the layoff or reduction of regular hours of a regular employee of this bargaining unit or the termination of a probationary employee of this bargaining unit nor shall a regular employee of this bargaining unit who is qualified and able to perform the required work be laid off while a seasonal employee is employed by the Corporation to perform that work

2.04 Students shall mean a person attending school, college or university on a full time basis and who has indicated their intention to return to school or one who is engaged by the Corporation under a co-operative student employment program with a university or college or governmental service.

No student shall be hired if any member of the bargaining unit, who has achieved seniority, has been laid off and such laid off member has the necessary qualifications to fill the position, nor shall such students be hired to displace any member of the bargaining unit who has achieved seniority.

A student who is employed by the Corporation is employed during the summer vacation period, which is defined as being April 15th to Labour Day, Christmas Break and/or March Break with the exception of students working within the Culture and Recreation Department who may be employed anytime throughout the year.

These students will be provided with an orientation session and Health and Safety instruction.

2.05 The boat ramp attendant temporary position shall not exceed the period of operation of the boat ramp in a calendar year.

2.06 Part time Employees

- a) A part time employee shall be defined as an employee who is regularly scheduled to work twenty-four (24) hours or less per week.
- b) Part time employees may hold only one part time position within the Corporation.
- c) New employees shall be regarded as probationary employees for the first three hundred and fifty (350) hours.

- d) Once one thousand seven hundred and eight (1,708) hours have been accumulated this shall be defined to be one year of service/seniority and the employee will be eligible to advance to the next grid step in accordance with the hourly rates of pay provided in Schedule A or Schedule B.
- e) Part time seniority shall be based on hours worked.
- f) Part time employees shall receive vacation pay as per the Employment Standards Act.
- g) Part time employees shall be entitled to receive all holidays specified in sub-article 8.01, however such holidays shall be paid in accordance to the Employment Standards Act.
- h) Part time employees shall be entitled to overtime paid in accordance with Article 13 subject to the following;
 - For Schedule A part time employees in excess of eight (8) hours in a day or forty (40) hours in a week
 - For Schedule B part time employees in excess of seven (7) hours in a day or thirty-five (35) hours in a week

Part time employees shall only be called in for overtime after all full time (permanent and/or temporary) employees have first been offered the opportunity of overtime within the affected department and classification.
- i) Part time employees shall be entitled to fifty percent (50%) of the clothing allowance in accordance with Article 14.
- j) Part time employees shall be entitled to all rights under the collective agreement except Article 18.09, 19, 20 and notwithstanding the above.

2.07 In order that the general public shall be aware of the benefits of a unionized public service, the CUPE Union Label shall be displayed at a 50/50 cost share on municipal vehicles in a manner and size agreed upon by the parties.

ARTICLE 3 - UNION SECURITY

3.01 All employees, permanent, probationary or temporary covered by this Agreement, shall pay a monthly fee to the Union equal to the Union's monthly dues, such payment to be made by payroll deduction. This shall become effective on the first (1st) day of the month coincident with or next following the date of appointment, but the deduction shall be made only if the employee is still in the employ of the Corporation on the final day of the first pay period in that month. Deductions shall be made in respect of all subsequent months, provided the employee works any part of the month.

3.02 The Corporation's Treasurer shall deduct from the pay of every employee as more particularly set forth in Article 3.01 hereof, such sum as may legally constitute the monthly dues as adopted by the Union and shall remit them monthly to the Treasurer of the Union.

- 3.03 The Union shall indemnify and save the Employer harmless with respect to all claims and demands made against the Employer by an Employee as a result of the deduction and remittance of dues by the Employer pursuant to this Article.
- 3.04 A union representative from the union executive will be given opportunity of up to thirty (30) minutes to meet with new employees during regular working hours and without loss of pay and without overtime, within the first month of employment or at such other time as mutually agreed by the parties, for the purpose of acquainting the new employee with benefits and responsibilities of Union membership.

ARTICLE 4 - MANAGEMENT RIGHTS

- 4.01 The Union recognizes the rights of the Corporation to hire, promote, transfer, suspend or otherwise discipline and discharge any employee subject to such regulations and restrictions governing the exercise of these rights as are expressly provided in this Agreement and subject to the right of the employee concerned to lodge a grievance in the manner and to the extent herein provided.
- 4.02 The Union further recognizes the right of the Corporation to operate and manage its business in all respects in accordance with its responsibilities.
- 4.03 The Union also recognizes the right of the Corporation to make and alter, from time to time, the rules and regulations to be observed by the employees provided, however, that such rules and regulations will not be contrary to the provisions of this Agreement.

ARTICLE 5 - REPRESENTATION

- 5.01 It is agreed that the Union shall be notified by letter or otherwise, at least forty-eight (48) hours, or less in the case of an emergency, in advance of all meetings of Council when anything pertaining to the terms of this Agreement is scheduled to be determined. In such cases two (2) representatives of the Union may attend at the expense of the Corporation if such meetings are held during the normal work period.
- 5.02 (a) Negotiating Committee
- i) A bargaining committee shall be appointed and may consist of not more than five (5) representatives of the Corporation, and not more than five (5) members of the Union as appointees of the Union. All discussions during such negotiations are confidential and shall in no manner be discussed other than at negotiations meetings unless the parties mutually agree.
 - ii) In the event of either party wishing to call a meeting of the Committee, the Director of Human Resources or designate shall be notified. The said meeting shall be held at a time and a place as shall be fixed by mutual agreement. Such meeting, however, must be held not later than fourteen (14) days of such notice being given.
 - iii) It is agreed that the Committee shall be recompensed at their current hourly base rate for time spent in negotiating the Bargaining Agreement

during working hours up to and including Conciliation.

(b) Grievance Committee

- i) A Grievance Committee of not more than five (5) members shall be elected or appointed by the union. This Committee will deal with any matters properly arising from time to time under the terms of and during the continuation of this Agreement.
- ii) The Union recognizes and agrees that the Committee, as set out, have regular duties to perform in connection with their employment, and therefore the business of administering this Agreement will be attended to with the least possible interference with their regular duties. A steward or other union executive will obtain permission from their immediate supervisor before leaving their regular duties and, if requested, give reasonable explanation as to the length of time to be spent in the performance of their regular Union duties. Such permission shall not be unreasonably withheld.
- iii) Any representative of the Union of this Committee shall attend meetings with the Corporation, and/or its representatives held within normal working hours without loss of remuneration.

5.03 The Union agrees to supply the Corporation with the names of members of Committees and keep such list up to date at all times.

5.04 The Union shall have the right at any time to have the assistance of a representative of the Canadian Union of Public Employees or any other advisor when dealing or negotiating with the Corporation.

5.05 The Corporation shall provide electronic notification to the local President or designate of newly approved or revised rules and regulations (or policies and procedures) of the Corporation that affect the bargaining unit.

ARTICLE 6 – DISCIPLINARY POLICY

6.01 The parties agree with the value of progressive discipline except for serious offences, single instances of which can result in suspension or termination, discipline will be applied in a progressive manner:

- Verbal discipline
- Written discipline
- Progressively longer suspensions
- Discharge

All of which shall be documented in writing with a copy to the Union steward. A Union steward will be present during all steps of the disciplinary actions, which must take place within ten (10) working days of becoming aware of the situation.

All matters of reprimand shall be removed from an employee's personnel file and not

relied upon in future proceedings at the expiration of 18 months after the discipline was issued provided that no further discipline has taken place. This period may be extended for a further period of up to 18 months at the discretion of the CAO, which extension will be based upon the severity of the performance deficiency or the conduct infraction. The employee and the Union will be notified in the event the CAO decides to retain disciplinary letters on file beyond 18 months.

- 6.02 An Employee has the right to view their personnel file upon request to the Human Resources Department.

ARTICLE 7 – GRIEVANCE AND ARBITRATION PROCEDURE

- 7.01 It is the mutual desire of the Corporation and the Union that complaints of the employees shall be addressed as quickly as possible and it is understood that an employee has no grievance until he has given to their immediate superior an opportunity of resolving their complaint. In discussing such complaint the employee shall be accompanied by an authorized representative of the Union.
- 7.02 Should any misunderstanding or controversy arise between the Corporation and the Union as to the compliance of either party with any of its obligations herein, or should there be any grievance involving the terms of this Agreement by any employee, or group of employees, or the Union, the same shall be handled in the following manner provided, however, that no grievance shall be considered the alleged circumstances of which originated or occurred more than ten (10) working days prior to the presentation as a written grievance in accordance with the procedure set out herein.

STEP NO. 1

Any employee's complaint which is not settled by their immediate superior, the Union shall reduce the grievance to writing, detailing the article(s) which is alleged to have been violated, sign the grievance and submitted to the employees' Department Head or designate, who shall call a meeting with the grievor and the Union Representative to deal with the grievance and render their decision thereon in writing not later than five (5) working days following the day on which the Department Head or designate, receives the grievance. At any necessary discussions representing any grievance the employee shall be accompanied by an authorized representative of the Union.

STEP NO. 2

Should the written decision of the Department Head or designate, not be satisfactory to the employee concerned, the Union may submit the grievance to the Director of Human Resources, or designate, within five (5) working days of receipt of the Department Head's or designates' decision. The Director of Human Resources, or designate shall deal with the grievance at a meeting and render their written decision not later than the fifth (5th) working day following said meeting. At such meeting the grievor shall be accompanied by an authorized representative of the Union who may make a presentation to the Director of Human Resources, or designate.

STEP NO. 3

Should the written decision of the Director of Human Resources or designate, not be satisfactory to the employee concerned, the Union may submit the grievance to the C.A.O. within five (5) working days of receipt of the Director of Human Resources, or designates' decision. The C.A.O. or designate shall deal with the matter at a scheduled meeting and render their written decision not later than the fifth (5th) working day following said meeting. At such meeting the grievor shall be accompanied by an authorized representative of the Union who may make a presentation to C.A.O.

STEP NO. 4

After exhausting the grievance procedure herein provided, when either party request that a grievance be submitted to arbitration they shall make such request in writing within fifteen (15) working days after the grievance has been dealt with in Step No. 3, addressed to the other party to this agreement. Within 5 working days thereafter, or such longer period as mutually agreed upon by the parties, both parties shall agree upon a sole arbitrator. If an arbitrator is not agreed upon within such time limit, either party may request the Ministry of Labour for the Province of Ontario to appoint an arbitrator.

- 7.03 Any employee who has been unjustly discharged or suspended shall be reinstated and shall be reimbursed for all lost wages, salary and any other right, benefit, or privilege restored in full from the date of such discharge or discipline, subject to any decision made by a Board of Arbitration.
- 7.04 It is hereby provided and agreed that there will be no strikes or lockouts during the term of this Agreement.
- 7.05 Any of the times mentioned in the grievance or arbitration proceedings may be extended by mutual consent of both parties.

ARTICLE 8 - PAID HOLIDAYS

- 8.01 All employees within the scope of this Agreement shall be paid at the regular rate of pay for each of the following holidays:
 - a) New Year's Day, Family Day, Good Friday, Easter Monday (Facility Operators will receive Easter Sunday instead of Easter Monday), Victoria Day, Canada Day, Civic Holiday, Labour Day, Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day,
 - b)
 - i) Where an employee regularly works Monday to Friday and the alternate holidays fall on Saturday or Sunday, the following Monday shall be designated for observance of such holiday. The employer may, upon a minimum of two (2) weeks written notice, designate the previous Friday for observation of such holiday. Where feasible, the employer will post these alternate days as soon as possible in the new year.
 - ii) Where an employee regularly works a Sunday to Saturday schedule (or

other seven (7) day rotation) the employee shall observe the holiday on the day that the holiday occurs. If the holiday falls on a scheduled day of rest the employee shall receive a day off designated for the observance of such holiday, to be scheduled 28 days after the holiday by mutual agreement. In the event that mutual agreement is not achieved the employer will schedule the day off.

- c) Municipal offices, with the exception of Public Works and the Culture and Recreation Complexes, will be closed between Christmas Day (December 25) and New Year's Day (January 1). Employees may elect to account for the non-holiday dates with vacation, lieu time, or unpaid time.
- d) In relation to the closure of Municipal offices between Christmas Day (December 25) and New Year's Day (January 1) and the provision of payroll. The staff required to produce payroll may work during the holiday closure period for the purpose of producing payroll.

8.02 Employees who have completed probation shall be entitled to one (1) float holiday each year. The float holiday shall be paid at straight time pay and taken at a time mutually agreed upon between the Employee and the Supervisor, unless otherwise stated.

8.03 All employees covered by this Agreement shall be allowed one-half (1/2) day as a paid holiday on the last working day prior to Christmas Day and New Year's Day.

8.04 Schedule "B" employees shall couple the one (1) day paid floating holiday (per Article 8.02) and one-half (1/2) days paid holidays on the last working day prior to Christmas Day and New Year's Day (per Article 8.03) such that employees shall receive the last working day prior to Christmas Day and New Year's Day as paid holidays.

Public Works Clerks and Clerical Assistant/Culture & Rec. shall take the float holiday specified in 8.02 at a date mutually agreed upon between the employee and the Supervisor.

8.05 Where, for any cause, an employee within the scope of this Agreement is required to work during any of the above mentioned holidays or part thereof, such employee shall be paid the applicable overtime rate for all hours worked and have the option of being paid for the holiday or an alternate day off with pay.

ARTICLE 9 - VACATIONS

9.01 Employees hired prior to April 1, 1996 shall remain on the "accrual method" of vacation entitlement. The accrual method is defined as earning vacation in one vacation year and utilizing the earned vacation time in the following vacation year.

Employees hired on or after April 1, 1996 shall receive vacation in a "front end loading method". The front end loading method is defined as an employee earning and utilizing vacation in the same vacation year.

9.02 For the purposes of this Article, a vacation year shall be defined as January 1st to December 31st.

9.03 Vacation entitlement with pay:

- a) Beginning with the date of hire to December 31st of the same year, this shall be considered the first year of vacation. Vacation entitlement shall be as follows;

	Entitlement	Schedule A	Schedule B
Based on the month the employee was hired entitlement shall be as shown.	January	72 hours	63 hours
	February	64 hours	56 hours
	March	56 hours	49 hours
	April	48 hours	42 hours
	May	40 hours	35 hours
	June	32 hours	28 hours
	July	24 hours	21 hours
	August	16 hours	14 hours
	September	8 hours	7 hours
	October	paid 4%	paid 4%
	November	paid 4%	paid 4%
	December	paid 4%	paid 4%

- b) Vacation hours earned during the first year of employment must be utilized prior to December 31st of that year, unless otherwise specified.
- c) For those employees hired in October, November, and December vacation shall be paid as per the Employment Standards Act.
- d) Vacation entitlement for subsequent years of employment will be defined as:

Years of Service	Entitlement	Schedule A	Schedule B
In the second (2) through the third (3) year of employment	Two (2) weeks	80 hours	70 hours
In the fourth (4) through the eighth (8) year of employment	Three (3) weeks	120 hours	105 hours
In the ninth (9) through the fifteenth (15) year of employment	Four (4) weeks	160 hours	140 hours
In the sixteenth (16) year of Employment through the twenty-second (22) year of employment	Five (5) weeks	200 hours	175 hours
In the twenty-third (23) and all subsequent years of employment	Six (6) weeks	240 hours	210 hours

Note of clarity: When the date of hire increases vacation entitlement, that vacation increase will be front end loaded in the same year. Due to front end

loading method employees may be subject to repayment of vacation not fully earned upon separation.

- e) For new permanent full-time employees, hours worked in a previous position with the Town shall be recognized and credited towards vacation entitlement only provided the employee has continuous service with the Town and there is no severing of employment. For greater clarity, the most recent start date shall be used for full time and hours worked shall be prorated for part time to determine a vacation anniversary date, to be used in lieu of the Years of Service vacation entitlement.

9.04 Vacation selection of four (4) or more consecutive days shall be submitted to the immediate Supervisor no later than November 15 of each year for the following vacation year, and the Supervisor shall confirm such vacation requests, based on seniority, no later than December 15. Vacation requests of three (3) days or less must be submitted to the immediate Supervisor no later than twenty-one (21) days prior to the commencement of the requested vacation. Any changes to the approved vacation schedule must be submitted to the immediate Supervisor no later than twenty-one (21) days prior to the requested vacation day. The Supervisor has the authority to approve vacation changes with less notice based on operational requirements.

Should vacation requests not be submitted by November 15th vacation requests shall be considered on a first come first served basis.

9.05 Should any employee not schedule their remaining vacation time by September 1st of the current vacation year, the Supervisor shall schedule such time off for the employee. The Supervisor shall schedule the outstanding vacation time in full week increments, or individual days where less than one full week of vacation is available. The vacation time shall be scheduled in the current vacation year, and the employee shall not be permitted to reschedule such time.

9.06 No employee shall be permitted to forego their vacation so that they may be paid in lieu of time off for vacation, unless at the discretion of the Director of Human Resources particular circumstances arise that would warrant such a measure.

9.07 An employee may, upon request to the Director of Human Resources by specifying their reason in writing for desiring accumulation of vacation entitlement, such reasons to be satisfactory to the Director of Human Resources, forego one week's vacation each year so that the employee may add to their credit a period not exceeding six (6) week's vacation at one time and the Manager of Human Resources shall keep a complete record of such date.

9.08 Where an employee is laid off or granted a leave of absence without pay, excluding pregnancy or parental leave and absences without pay due to illness, for any period of one (1) month or more, such employee's vacation entitlement for the year in which the lay-off occurs or the leave is taken, will be reduced by one-twelfth (1/12th) for each full month's absence calculated to the nearest half day (as per the calculated vacation entitlement per month in sub-article 9.03) and if the reduction cannot be satisfied in the calendar year, such reduction shall be applied to the employee's next vacation, provided that the minimum four (4) percent under the Employment Standards Act shall apply.

ARTICLE 10 - SENIORITY

10.01 An employee shall serve a probationary period which shall be ninety (90) calendar days within twelve (12) consecutive months from date of hire. In case a Department Head is not prepared at the end of such ninety (90) days to recommend the new employee for permanent employment, the Department Head may, after an interview with the new employee, grant an extension of the probationary period for not more than a further ninety (90) calendar day period. Upon successful completion of their probationary period an employee shall have their names placed on the seniority list calculated from the first day of hire.

10.02 Seniority List

The Corporation shall maintain and provide to the Union electronically a seniority list annually by March 15 of each year showing the date upon which each employee's service commenced, classification and rates of pay all employees(s) within the bargaining unit of this agreement. Any employee may request information from the Corporation relative to their own seniority.

10.03 In the event that two (2) or more employees are hired on the same day after April 10, 2018, seniority shall be determined by the employee's last digit on their Social Insurance card to determine their seniority. Seniority shall be according to the last digit of their Social Insurance number arranged in ascending order, e.g. # 1, 2, 3, 4, 5,...9 and 0, number #1 shall have higher seniority than the person whose social insurance number ends with #9 or 0.

10.04 In determining the length of service for the purpose of seniority, continuity of service shall not be considered interrupted if,

- a) Absence from the Corporation's service for less than twelve (12) months is due to an illness and attested to by a physician's certificate; and in the case of persons confined at home, or in a medical institution, on the termination of their sick leave, leave of absence will become automatic and their seniority remain unbroken during such prolonged illness.
- b) Absence from the Corporation's service due to service in any of the armed forces.
- c) Absence from the Corporation's service is due to leave of absence granted by the Employer.
- d) Absence from the Corporation's service is caused by a lay-off due to re-organization or lack of work where the period in violation is less than twelve (12) months.

10.05 Seniority shall be broken only for the following reasons:

- a) If the employee resigns and/or retires.
- b) If the employee is discharged and is not reinstated through the grievance

procedure.

- c) If the employee is absent for five (5) continuous working days, without notification, it shall be considered they have quit, unless such notice is not reasonably possible.
- d) If an employee is laid off for a period of two (2) years.

ARTICLE 11 - CLASSIFICATIONS OF EMPLOYEES AND WAGE

11.01 Wages shall be paid in accordance with Schedule "A" and "B" attached hereto and forming part of this Collective Agreement.

11.02 The Corporation shall pay all employees on a weekly basis. In the event that the Corporation changes pay dates to be bi-weekly, the Corporation shall provide the Union and employees with sixty (60) working days' notice.

11.03 a) When a new position is created or changes are made to an existing position, the rate of pay shall be determined by a Joint Job Evaluation Committee (JJEC) consisting of equal representation of Management and Union. Determination of rates of pay by the Joint Job Evaluation Committee shall be binding without recourse to the grievance procedure. The Department Head or Union, on behalf of an employee, may initiate the request for re-evaluation.

b) Determination of rates of pay and reclassification shall be deferred until the JJEC has been constituted and trained.

11.04 a) When an employee is assigned by the Department Head or designate to perform a job at a higher classification within the bargaining unit, the employee shall be paid the rate of pay for the higher classification at the same pay step that the employee currently receives, except when performing work under a learning program which will be under the discretion of the applicable Department Head, or designate. The Department Head or designate shall assign such work to the senior qualified bargaining unit employee within that department.

b) If the job is that of a managerial position, a premium of 15% will be paid in addition to the employee's regular rate of pay. The Department Head, or designate, shall assign such work to a designated employee within that department, and seniority shall not be a governing factor. The assigned employee shall not have the authority to discipline or evaluate members of the bargaining unit.

11.05 Retroactivity

Increases in the wage rates shall be retroactive and paid from January 1, 2025 to all employees in the bargaining unit as of that date, or the start date if hired after January 1st, 2025.

ARTICLE 12 - JOB VACANCIES - POSTINGS

- 12.01 a) In the event that a new position is created or a vacancy occurs within the bargaining unit, the Employer shall post the job on the staff bulletin board for a period of five (5) working days so current bargaining unit employees may apply. The first working day will be the day following the initial posting of the vacancy. The new position or vacancy may be posted simultaneously externally and internally, with preference granted to a qualified bargaining unit employee prior to an external candidate being hired.
- b) The Employer shall notify the successful applicant within fourteen (14) working days after the posting closes and shall fill the vacancy or new position as soon as possible or within the next fourteen (14) working days, whichever is lesser. All other applicants will be notified of their refusal within fourteen (14) working days of the close of the posting and will be given the reasons therefore.
- c) The Employer shall notify the Secretary of the Union in writing of all new positions and vacancies before the above procedure may commence.
- d) When a new position or vacancy occurs, it shall be posted within 90 days. However, in the event the Town determines it appropriate to reconsider the position, the union will be notified within 30 days. The Town will update the Union on vacancies upon request to the Human Resources Department.
- 12.02 Job postings shall contain the following information: nature of position, knowledge, education, ability and skills required, and wage or salary rate and any other relevant information provided.
- 12.03 In determining the successful candidate in all moves, transfers, promotions and reinstatements, when qualifications are relatively equal between employees, the Employer shall choose the employee with the highest seniority.
- 12.04 The qualified bargaining unit applicant for any posting shall be given an opportunity to demonstrate their skill and ability to perform the duties of the position through a 30 day trial period providing such individual meets the minimum qualifications set out in the posting. An extension may be granted to a maximum of ninety (90) calendar days providing the employee has demonstrated sufficient potential to satisfactorily perform the duties of the position in the opinion of their immediate supervisor. The employee shall be given appropriate training during the trial period.
- If the employee fails to qualify during the trial period, they shall be returned to their former position without loss of seniority in such position.
- 12.05 No applicant outside the bargaining unit shall be considered before all qualified bargaining unit employees have been provided with an opportunity to be considered for job vacancies and new positions.
- 12.06 Notwithstanding this Article, the Corporation may, at its sole discretion, recognize the length of service of any new employee who has held a similar or comparable position and

allot vacation up to a maximum of three (3) weeks, commencing in the first year of employment. The new employee shall thereafter be entitled to additional vacation days only in accordance with the provisions of Article 9.01. In such circumstances, the Corporation shall notify the bargaining unit in writing within ten (10) days of the employees start date, providing the justification for such decision.

12.07 Applicants within the bargaining unit shall be considered in the following sequence;

- Full time bargaining unit employees
- Part time bargaining unit employees

Applicants outside the bargaining unit may be considered in the following sequence;

- CUPE Local 701.1 bargaining unit employees
- Temporary bargaining unit employees
- External applicants

12.08 No employee shall be transferred to a position outside the bargaining unit without their consent.

12.09 a) The selection or appointment of an employee to a supervisory position, or for any position that is not subject to terms and conditions of this Agreement, shall not be entitled to any rights and privileges of the collective agreement, unless otherwise stated. However, if any employee is or has been transferred or appointed to a supervisory position or any position not subject to this Agreement, then the seniority of such employee in the bargaining unit shall cease to accumulate as of the date of the promotion until such time that the employee returns to the bargaining unit. An employee shall be permitted to transfer out of the bargaining unit for an alternate position within the Town for a period of up to 2 years. Upon returning to the bargaining unit, the employee shall continue to accrue seniority and will be subject to the terms and conditions of this Agreement. In the event that the employee is transferred back in accordance with 12.09b), seniority shall be placed to their credit equal to their service attained as a member of the bargaining unit.

b) Should in the opinion of the employer, the employee prove to be unsatisfactory in the position not subject to this agreement within 90 calendar days, the employee shall be returned to their former position. Within ninety (90) days, the employee may request to return to their former position. Such a reversion shall not be the subject of a grievance.

c) An employee returning to the bargaining unit from a position not subject to this Agreement within ninety (90) days from the date of the transfer or appointment shall return to their previous position with no loss of seniority.

12.10 When an employee transfers to a position at either a higher or lower rate of pay, the employee will be placed on the new pay grid at the exact same step that they were previously at in their old position.

ARTICLE 13 - HOURS OF WORK AND OVERTIME

13.01 The following working conditions shall be operative during the term of this Agreement.

13.02 Employees shall not be required to work split shifts unless mutually agreed upon between the Union and the Corporation.

- 13.03 a) For Schedule A employees, with the exception of Parks Labourers and employees within a Culture and Recreation Complex, the normal week shall consist of five (5) days, Monday to Friday inclusive, a total of forty (40) paid hours. A normal work day shall consist of a day shift of eight and one-half (8 ½) consecutive hours, 6:00 a.m. to 4:30 p.m. with a one-half (½) hour unpaid lunch. Travel time to/from lunch is not paid, and any employee required travel time shall not be included in one-half (½) hour lunch period.
- b) For Schedule A Parks Labourer employees the normal work week shall consist of seven (7) days, Sunday to Saturday inclusive, a total of forty (40) paid hours. A normal work day will include shift work (days and afternoons) and shall consist of eight and one half (8 ½) consecutive hours, with one-half (1/2) hour unpaid lunch. Travel time to/from lunch is not paid, and any employer required travel time shall not be included in the one-half (1/2) hour lunch period.
- c) For Schedule A employees within a Culture and Recreation Complex the normal work week shall be Sunday to Saturday inclusive to a total of forty (40) paid hours. A normal work day will include shift work (days and afternoons) and shall consist of eight (8) consecutive hours, with half (½) hour paid lunch. Facility Operator employees (Class 1 or 2) will consist of eight (8) or ten (10) hour shifts. Lunch periods will be arranged such that services will be available to the public at all times.
- d) For Schedule B employees within a Culture and Recreation Complex a normal work week will consist of five (5) days, Sunday to Saturday inclusive, to a total of thirty-five (35) paid hours. A normal work day will include shift work (days/afternoons) and shall consist of eight (8) consecutive hours, during the time the Complex is open to the public, with a one (1) hour unpaid lunch. Lunch periods will be arranged such that services will be available to the public at all times.
- e) For Schedule B employees outside the Culture and Recreation Department, a normal work week shall consist of five (5) days, Monday to Friday inclusive, a total of thirty-five (35) hours from 8:30 a.m. to 4:30 p.m. with a lunch period consisting of one (1) hour. Part-time employees hours will be scheduled by the Employer. Lunch periods will be arranged such that services will be available to the public at all times and the time when the lunch break is taken may be varied as deemed necessary.

Notwithstanding the above, the Communications Coordinator shall have a normal work week consisting of five (5) days, Sunday to Saturday inclusive, a total of thirty-five (35) paid hours. A normal work day will include shift work (days/afternoons) and shall consist of eight (8) consecutive hours with a one (1) hour unpaid lunch. A shift may be split into less than eight (8) hours and across

two (2) different days (resulting in more than 5 work days in a week), if mutually agreed to between the employee and the manager. When a shift is required to be scheduled during an afternoon, evening, or weekend, the employee shall be given seven (7) days advance notice.

f) The Employer shall give consideration, upon written request from the Union, to preparing a variable hours of work schedule to apply to all members of the bargaining unit employed within a particular department or area. To receive consideration the proposed variable hours of work schedule shall guarantee the following:

- i) No reduction in the hours of service, either to the public or as a support function to the system;
- ii) That an adequate balance and number of staff at all hours is provided thereby without any increase in cost or number of employees.

A request for variable hours of work schedule may be denied in the sole discretion of the Employer, without any recourse on the part of the Union or any employee.

13.04 If the Employer needs to change a shift due to operational requirements, employees must be given a minimum of seven (7) days advance notice in writing to the employee.

13.05 Any time worked in excess of the member's normal work day shall be considered overtime and shall be paid for at one and one-half (1½) times the normal rate of pay.

13.06 In the case of a call-out with less than twelve (12) hours notice, employees shall be paid at the rate applicable for the period worked provided the minimum pay for such call-outs shall be three (3) hours at the applicable overtime rate.

In the event of more than one (1) call-out within the three (3) hour period employees shall be paid a total of three (3) hours at the applicable overtime rate, or in the event that the total hours worked for both call-outs exceeds three (3) hours, the employee shall be compensated for the total hours worked.

An employee will be paid forty dollars (\$40.00) for a call-out.

13.07 a) Overtime in the department for any work ordinarily performed by employees covered by this Agreement shall be distributed equitably among those normally performing such work in said department.

b) Upon notification by the Union, any employee who fails to be called; whereas the call-out order was not followed by individual(s) doing the calling out, shall be entitled to those hours of pay they would have otherwise worked had they been called unless the inequity can be rectified by a later call-out within fourteen (14) calendar days.

When missed overtime requires correction, the employee will be offered the total overtime hours missed in one consecutive shift per day missed. For example, if four (4) overtime hours were missed on one day, the employee will be entitled to work four (4) overtime hours in one continuous period on an alternate day. Such

hours will not be divided into two (2) or more periods of time.

- 13.08 In the event of an employee being required to work more than two (2) hours either before or after a regular scheduled shift, or a minimum of a six (6) hour call out as per Article 13.06, the employee will receive a seventeen (\$17.00) dollar meal allowance.
- 13.09 Any employee who works between 11:00pm and the beginning of their shift the next calendar day are to use these special provisions:
- a) If an employee works a minimum of four (4) hours but less than six (6) hours beyond 11:00pm the employee is entitled to a rest break of a minimum of four (4) hours before commencing the next shift without reduction in pay for that next regularly scheduled shift.
 - b) If an employee works six (6) to eight (8) hours beyond 11:00pm, the employee is entitled to a rest break of a minimum of eight (8) hours before commencing the next shift without reduction in pay for that next regularly scheduled shift.
 - c) If an employee who is able to work is called back in for an emergency during this rest period, the hours the employee works during the rest period that overlap their regular shift will be taken later in time off with mutual agreement between the Employer and the employee. These hours cannot be banked and shall be used up as soon as possible. All other hours worked will be compensated at the appropriate overtime rate according to the terms of this Agreement.
- 13.10 It is understood that only those employees whose names appear on the seniority list, in accordance with sub-article 13.07, shall be allowed to work overtime and/or statutory holidays. However, except that probationary, temporary, part-time and/or Schedule D employees, will be allowed to work additional hours and/or statutory holidays if a sufficient number of employees whose names appear on the applicable seniority list are not available or willing to work, or they are being trained as determined by the supervisor.
- 13.11 All employees shall be entitled to a ten (10) minute break period in the morning mid-shift and one in the afternoon mid-shift or mid shift before and mid-shift after lunch for those persons working other than day shifts.
- 13.12 All employees shall be paid a shift premium based on the following schedule:

AFTERNOONS	MIDNIGHTS	WEEKENDS
\$.80 per hour	\$.90 per hour	\$1.15 per hour

- 13.13 1) Overtime hours shall be posted and updated weekly.
- 2) During the year should two employees have the same amount of overtime and being the lowest within their Department, the employee with the most seniority shall be asked.
- 3) Any employee who is asked to work and refuses shall be charged for any overtime worked on that particular call, except for any employee who has worked overtime

within eight (8) hours of their regular starting time. If that employee works their regular eight hours (8) and is asked to continue working, they may do so on a voluntary basis and if the employee refuses such time will not be charged as a refusal.

- 4) An employee who is called by phone and there is no answer will not be charged.
- 5) Employees shall be called in while on vacation, intermittent sick days, family care time, and/or bereavement time in order of the overtime time list.
- 6) Employees shall not be called in while on a rest period unless there is a shortage of staff and/or the employee possesses a particular expertise.
- 7) For the purposes of overtime, bereavement, short term disability, long term disability, and/or WSIB shall be known as time off and the employee will not be called and/or charged during this time based on the following rules. Time off starts at the end of the regularly scheduled shift of the last day worked and ends at the start of the regularly scheduled shift of the next scheduled work day.
- 8) In the case of an employee who is off work for more than eight consecutive weeks, due to sickness or disability etc., upon his or her return to work, or when a seniority employee transfers into a new position, the overtime of all other employees within his or her department will be averaged and assigned to that employee.
- 9) It may not be required to utilize the overtime list in the event that an existing job extends beyond the regular work day. It is further understood the person or the crew on the job may be offered the overtime opportunity to maintain job continuity to complete a current task. In the event that additional staff are required the overtime list shall be utilized.
- 10) In the event that a shift becomes available at 05:30 for a Facility Operator, the Facility Operator who is scheduled to work the 08:00 shift, if applicable, will be the first person to be called in for the available overtime. If the 08:00 Facility Operator is not available, the overtime list shall be used.

13.14 The Corporation agrees to pay the fee associated with obtaining a specialized license or certification for employees, which must acquire, maintain or renew such qualifications as a condition of employment. Any time spent completing non-classroom work shall be the responsibility of the employee, and not eligible for payment or reimbursement by the Town.

13.15 Every employee may, with the approval of the applicable Supervisor, or the Manager in the absence of the Supervisor, be given "time off" in lieu of payment for overtime.

Such time off will be paid at the applicable rate of overtime with employees being allowed to accumulate:

- a) Schedule A Employees - eighty (80) hours straight time off in lieu of payment of overtime;

- b) Schedule B Employees - seventy (70) hours straight time off in lieu of payment of overtime.

All overtime lists and overtime banks will be reset to zero on the first Wednesday of December annually, and all unused overtime banks as of the first Wednesday of December will be paid out during the month of December.

ARTICLE 14 - ALLOWANCES AND CLOTHING

- 14.01 a) Schedule A employees, building inspectors, compliance officer, and CET shall be entitled to a clothing allowance in accordance with the attached points-based schedule. Each employee shall acquire and maintain all related safety clothing as required by the department.
- b) Safety Equipment will be provided to all employees as required.
- c) Town issued clothing must be worn at all times while on duty except with written authorization of a Supervisor to the contrary.

Clothing Item	Point	Point Allowance	
		<i>Schedule A Employees located at Public Works</i>	<i>Schedule A Employees located at the Vollmer Centre</i>
Coveralls	40	Allotment during the first year of employment: 900 points	Allotment during the first year of employment: 650 points
Coveralls-insulated	65		
Shirt (no collar) - Summer	10		
Shirt (no collar) - Winter	15		
Shirt (with collar) - Summer	40		
Shirt (with collar) - Winter	65		
Trouser - Summer	40		
Trouser - Winter	40		
Jacket - Lined	55		
Jacket - Unlined	30		
Cap - Summer	10	Annual allotment after the first year of employment: 700 points	Annual allotment after the first year of employment: 650 points
Cap - Winter (with flaps)	15		
Parka	80		
Safety Shoes	165		
Rubber Winter Boots	205		
Safety (Orange) - Coveralls	110		
Safety (Orange) - Coveralls Insulated	150		
Safety (Orange) - Shirt Summer	25		
Safety (Orange) - Shirt Winter	60		
Safety (Orange) - Jacket Unlined	95		
Safety (Orange) - Parka	175		
Non-Reversable Safety Vest	90		

Note – Unused point value of 200 or less may be carried over to the following year

Schedule "B" Employees located at Town Hall consisting of Building Inspector/Plans Examiner, Bylaw Compliance Officer, and CET:

Clothing Item	Point	Point Allowance
Work Pant	40	Allotment during the first year of employment: 650 points
Golf Shirt	40	
Fl. Zip Jacket/Sweater with Collar	40	
Spring Jacket	60	
Rain Jacket	30	
Lined Parka	80	
Safety Parka	175	
Safety Boots	165	Annual allotment after the first year of employment: 350 points
Winter Rubber Boots	205	
Rain Suit	110	
Cap or Toque	10	
Non-Reversible Safety Vest	90	

Note – Unused point value of 200 or less may be carried over to the following year

14.02 The mileage allowance will be the rate adopted by Canada Revenue Agency for income tax purposes for those employees who are required to use their personal vehicle to perform work of the Corporation.

14.03 Certified Mechanics will receive an annual allowance of \$1700 for tools required to perform their duties, payable during the month of December.

ARTICLE 15 - LAYOFF AND RECALL

15.01 Notice

- a) In the event of a proposed lay-off of a permanent or long-term nature or the elimination of a position within the bargaining unit, the employer shall:
 - i) provide the union with no less than 8 weeks' notice of the proposed lay-off or elimination of a position; and
 - ii) provide to the affected employee(s) no less than 8 weeks written notice of lay-off or pay in lieu thereof.

In the event of a proposed lay-off of a short-term nature, short-term being of two (2) weeks or less duration, the employer shall provide to the affected employee(s) no less than two (2) weeks written notice of lay-off or pay in lieu thereof. Copy of such notice shall be sent to the union.

- b) In the case of a major disruption that is beyond the employer's control the above clause will not take effect, but the Employment Standards Act provisions shall prevail.

15.02 Layoff and Recall

Layoff shall be defined as a redundancy in the work force or a reduction in the regular hours of work.

Employees shall be laid off in the reverse order of seniority in the same department, in the same classification. Employees who are facing layoff or are being bumped have the option of:

- a) accepting the layoff and being placed on the recall list or accepting the reduction in hours;
- b) bumping the least senior employee(s) in another department, or different classification to retain their job and/or hours providing, however, that the employee(s) have the qualifications to perform the job into which they are bumping.

An employee shall not displace another employee with a higher rate of pay. An employee shall not displace another employee with more hours than their own unless the combination of rate of pay and hours does not result in a higher gross pay.

- c) Employees who possess the required qualifications shall be given an opportunity to show that they are able to perform the required duties of the position throughout a thirty (30) calendar day trial period. Management retains the right to deem an employee not qualified subject to the grievance procedure.

15.03 Recall

In the event of lay-offs, the Corporation agrees that it will offer employment to employees who have been displaced from their position as a result of lay-off provided that the displaced employee possesses the required qualifications, prior to engaging any new employee.

- a) Qualified employees will be recalled in order of seniority.
- b) Employees on the recall list are required to keep the Corporation apprised of their current address. Notice of recall shall be by registered letter to the last address recorded with the Corporation or in a manner acceptable to both Parties. The employee will be required to report to work within one (1) calendar week of receipt of notice unless there is good reason for an alternate time period that is agreed between management and the Union.
- c) Employees shall retain their right to recall or to return to their former position in accordance with 10.04 d). Should an employee post to a new position during the time period specified within 10.04 d), the employee shall forego their right to

recall back to their former classification.

15.04 Redeployment Committee

a) A redeployment committee will be established not later than two (2) weeks after the notice of layoff is given to the union.

b) Redeployment Committee Mandate

The mandate of the redeployment committee is to;

- (i) identify and propose possible alternatives to the proposed lay-off(s) or elimination of positions(s);
- (ii) identify existing vacant positions or positions which are currently filled but which will become vacant within twelve (12) month period and which are either;
 - (a) within the bargaining unit; or
 - (b) within another CUPE bargaining unit; or
 - (c) not covered by a collective agreement
- (iii) identify retraining needs of workers and make recommendations to facilitate such training for workers who are, or would otherwise be laid-off.

c) Composition of the Redeployment Committee

The redeployment committee will be comprised of equal numbers of representatives of the employer and of the union. Meetings of the Redeployment Committee shall be held during normal working hours. Time spent attending such meetings shall be deemed to be work time for which the representative(s) shall be paid at their regular or premium rate as may be applicable.

The Local Union President or designate and the C.A.O. or designate shall act as co-chair for the Redeployment Committee. Co-chairs shall chair alternate meetings of the Committee meetings, preparing minutes and meetings of the Committee meetings, preparing minutes and writing such correspondence as the Committee may direct.

The employer shall provide to the Redeployment Committee all pertinent staffing and financial information.

ARTICLE 16 - JOB SECURITY

16.01 No Contracting Out

Employees of the Corporation, shall not be laid off or discharged, directly or indirectly, as a result of the Corporation contracting out work.

16.02 Work of the Bargaining Unit

Persons whose jobs (paid or unpaid) are not in the bargaining unit, shall not perform the duties of any jobs which are included in the bargaining unit, except in cases mutually agreed upon, in writing, by the Parties. It is recognized that non-union employees may do bargaining unit work only in the case of an emergency where the employer has been unable to find a union employee to perform the emergency work.

Notwithstanding Article 16.02, it is agreed that the Corporation has the right to hire a number of employees, the position titles of which are set out in Schedule "D" attached hereto, for the purpose of staffing the recreational facilities and carrying out the recreational programs within the Culture and Recreation Department of the Corporation. Article 7 respecting the grievance and arbitration procedure shall not apply to Recreation staff as listed in Schedule "D".

ARTICLE 17 - SAFETY

- 17.01 The Corporation shall observe all reasonable precautions for the safety of its employees and shall supply such safety equipment as is necessary. The Corporation and the Union shall abide by the prevailing Health & Safety legislation.
- 17.02 All members shall use the safety equipment provided and shall cooperate with the Corporation on the prevention of accidents and shall, from time to time, make recommendations to the Corporation as to the prevention of accidents.
- 17.03 A first aid kit shall be supplied by the Corporation to each mobile unit.
- 17.04 The Corporation and the Union shall abide by the Ontario Occupational Health and Safety Act.
- 17.05 The Employer and the Union do not condone nor will they tolerate harassment, discrimination or violence in the workplace. In the event that an allegation of harassment, discrimination or violence does occur, the aggrieved employee shall be entitled to file a complaint under the respective Corporation policies dealing with harassment, discrimination or violence.

ARTICLE 18 - LEAVE OF ABSENCE

18.01 Local Union Office

Leave of absence without loss of seniority or occupational classification will be granted to a Union member employee to attend business meetings, seminars, and conventions of the Union provided that the leave of absence shall be limited to three (3) persons at any one time and providing that the Corporation is notified in writing a minimum of three (3) weeks in advance. Employees on leave of absence while attending business meetings, seminars, conventions, will receive their regular pay and benefits for such period of absence and the Corporation shall bill the Treasurer of the Local for all wages and benefits received during such absence. The Union agrees to reimburse the Corporation within seven (7) calendar days of receipt of billing invoice.

18.02 Union Leave

Any employee who is elected or selected for a full time position with the Union shall be granted leave of absence without pay by the Corporation and, while on such leave of absence, shall enjoy uninterrupted seniority. The length of the leave shall not exceed twelve (12) consecutive months. Notice of desire for such leave shall be given to the Corporation in writing at least sixty (60) days before the commencement date of the leave. Such leave shall not be unreasonably withheld. While on such leave of absence the employee shall be entitled to be covered by the Corporation benefit plans subject to the employee paying or arranging for the payment of the premiums for the above mentioned benefit plans. The employee shall be provided with one opportunity at the commencement of the leave to opt in or out of receiving and paying the premiums for benefits.

18.03 Bereavement

- a) Leave of absence of five (5) days without loss of pay shall be granted to an employee attending the funeral of their family. Family defined as the employee's spouse, common-law spouse, son, daughter, step-child, father, father-in-law, mother, mother-in-law, step-parent, sister, step-sister, brother, step-brother, grandparents, brother-in-law and sister-in-law, grandchild. Bereavement days to be taken in the seven (7) day period following the date of the death. Such leave of absence may be extended in consideration of circumstances and location.
- b) Leave of absence of one (1) day without loss of pay shall be granted to an employee attending the funeral of the employee's grandparents-in-law, aunt, aunt-in-law, uncle and uncle-in-law.

18.04 Jury Duty

Employees who are called to serve as jurors or witnesses in criminal or civil courts shall be granted leave of absence for such purpose without loss of privileges. Normal pay shall continue to be paid on normal paydays. At the conclusion of their duties, the employee shall obtain from the Court a certificate showing the period of their jury or witness services and the amount of compensation received and shall deposit this certificate, together with the full amount of compensation but not including travelling allowance, with the Town's Treasurer.

18.05 When an employee is absent due to attendance at a military hospital for observation, examination or treatment in connection with any disability sustained by said employee as a result of military service, the Corporation shall make up the difference between the additional amount paid such employee by the Department of Veteran's Affairs over and above their normal pension, if any, other than for transportation and meals while attending such hospital and his/her normal wages for such period, with no charge against their accumulated sick leave credits.

18.06 Leave of Absence – Without pay

The Corporation may grant a personal leave of absence without pay and without loss of seniority to any employee requesting such leave for a good and sufficient reason as

determined by the Chief Administrative Officer. Prior to commencing such leave the employee shall be required to utilize any accrued banked and lieu time. Vacation and sick leave entitlement and benefits shall accumulate during the first thirty (30) days of the leave only.

18.07 Emergency Leave

Any employee covered by this Agreement will be granted an emergency leave in accordance with the Employment Standards Act 2000.

18.08 Pregnancy & Parental Leave

- a) Pregnancy and Parental Leave shall be granted in compliance with the Ontario Employment Standards Act as amended, except as amended herein.
- b) An employee who is pregnant and who has been employed for at least thirteen (13) weeks immediately preceding the estimated date of her delivery, shall be entitled to a pregnancy leave of up to seventeen (17) weeks in duration.

The employee shall give written notice at least two (2) weeks prior to the date upon which she intends to commence the pregnancy leave, and provide a certificate from a legally qualified medical practitioner stating the expected birth date. If special circumstances arise out of the pregnancy and it is not possible to meet the obligation for notice, such notice as referred to above must be provided within two (2) weeks of stopping work.

The pregnancy leave continues for seventeen (17) weeks after it began. The employee may end the leave by giving at least four (4) weeks written notice of the day she intends to return.

The Employer will pay a pregnancy leave top-up equal to the difference between the Standard Employment Insurance Benefits (regardless if the employee is in receipt of Extended Insurance Benefits) and 75% of the employee's regular pay for a period not exceeding seventeen (17) weeks.

The employee must provide employment insurance benefit stubs as proof that they have applied for and are in receipt of employment insurance benefits in order to receive payment under the S.U.B. Plan.

- c) An employee who has been employed for at least thirteen (13) weeks is eligible for parental leave, whether they become a parent through the birth of their child, through adoption, or if they are in, or enter into, a relationship of some permanence with a parent of a child, and they intend to treat the child as their own. Such leave must commence within seventy-eight (78) weeks of the day the child was born, or comes into custody, care and control of the employee for the first time.

Parental leave for an employee who has taken pregnancy leave must commence at the end of the pregnancy leave unless the child has not come into the care of the parent by that time. An employee must give at least two (2) weeks' notice of

the date that the parental leave is to begin. Where the child comes into the custody, care and control of the employee for the first time sooner than expected, the leave will begin on the day the employee stops working, and notice must be provided within two (2) weeks of stopping work.

Parental leave entitlement is sixty-one (61) weeks for birth mothers who take pregnancy leave. All other new parents are entitled to take up to sixty-three (63) weeks of leave. The employee must provide the Corporation at least four (4) weeks written notice of their intention to return to work.

The Employer will pay a top-up for parental leave equal to the difference between the Standard Employment Insurance Benefits (regardless if the employee is in receipt of Extended Insurance Benefits) and 75% of the employee's regular pay for a period not exceeding ten (10) weeks. This top-up cannot be combined with pregnancy leave top-up in paragraph (b).

- d) Where an employee has given written notice to begin either a pregnancy or parental leave, that notice may be changed to an earlier or later date by the giving of at least two (2) weeks' notice.

Where notice to end a leave has been given, that notice may be changed to either an earlier or later date if the employee gives at least four (4) weeks' notice.

- e) An employee will continue to accumulate seniority during pregnancy leave and/or parental leave.
- f) Upon return to work, the employee shall be reinstated to the position the employee held at the time the leave commenced, if it still exists, or to a comparable position, if it does not, the reinstated employee shall be entitled to be paid the wages the employee was earning at the time the leave commenced, or the wages the employee would be earning if the employee worked throughout the leave, whichever is greater. If the former position no longer exists, they shall be placed in a position of equal classification at the same rate of pay, in accordance with the lay-off and recall procedures of this agreement.

18.09 Family Care and Medical Appointment Leave

Leave of absence of up to a maximum of 24 hours per year (December - November), pro-rated upon an employee completing their probation period, without loss of pay and without loss of benefits or seniority shall be granted to seniority employees:

- a) To an employee who is required to care for an immediate family member (i.e. mother, father, step-parent, spouse, common-in-law spouse, child, step-child, brother, sister, step-brother, step-sister) due to illness or accident.
- b) For attendance at eye examinations, physician and dental appointments for either the employee or immediate family member (as defined above).

Employees wishing to utilize Family Care and Medical Appointment Leave shall notify their immediate supervisor no later than 24 hours prior to the start of the leave. If an employee exhausts their twenty-four (24) hour bank, any further leave required for purposes of a) or b) above shall be charged to the employee's sick leave bank at the discretion of the Employer.

Any Family Care and Medical Appointment Leave time remaining as of November 30 will be 100% paid to the employee during the month of December.

An employee who leaves the employment of the Corporation will have their Family Care and Medical Appointment Leave prorated. Any time used in excess of time earned shall be deducted from the employee's final pay upon separation.

ARTICLE 19 - SICK LEAVE

19.01 Sick leave shall mean the period of time an employee is absent from work with or without full pay by virtue of being sick or disabled or because of an accident for which compensation is not payable under the Workplace Safety and Insurance Board.

19.02 The sick leave payment shall commence on the first day that the employee is absent from work. For any period of sickness extending beyond three (3) working days, or if a pattern of absence become apparent, the Corporation may require validation of such absence by a certificate from a physician. Should the Employer require a medical certificate, the Employer shall pay \$40.00 towards the cost of such certificate provided a receipt is produced, but in no circumstances shall payment in excess of the actual cost of the certificate be paid.

19.03 All seniority employees will be granted paid sick leave, prorated upon an employee completing their probation period, on the following basis:

- i. 9 paid sick days per year (December 1 - November 30).

Sick days will be converted to hours for each employee as follows:

Employees who work a 35-hour work week will receive 63 hours per year.

Employees who work a 40-hour work week will receive 72 hours per year.

- ii. 100% payment of all unused sick time each December

- iii. An employee who leaves the employment of the Corporation will have their Sick Days entitlement prorated up to final day of employment. Any time used in excess of time earned shall be deducted from the employee's final pay upon separation.

ARTICLE 20 – BENEFITS – Extended Health Benefits

20.01 It is mutually agreed that benefits shall be provided in accordance with Schedule E. Such benefits shall be supplied by the Corporation following the completion of the employee(s) probationary period, for employees, their spouse and eligible dependents.

Annually a copy of the master policy or policies including appendices of the benefit plans as set out in Schedule E shall be provided to the Union upon request. Upon receipt of any modification or updates the Union shall be provided copies within a timely fashion.

The Employer agrees that, should insurance carriers be changed, the benefit coverage shall not be less than that provided under this agreement. In case of change in carrier, the Employer shall provide the Union with copies of all new insurance policies.

20.02 The Corporation shall pay the total premiums for benefits as outlined on Schedule E.

20.03 a) Employees hired after February 14, 2014, who retire from the employment of the Town at age 55 or older, and who have completed a minimum of fifteen (15) years of continuous service with the Corporation, shall be provided with benefits as outlined in Schedule E with the exception of Short Term Disability, Long Term Disability, Accidental Death and Dismemberment, and Life Insurance. The retired employees, spouse, and eligible dependents shall be entitled to such benefits until the former employee reaches their 65th birthday.

In the event of death of a current/retired employee, the Town shall continue to pay the associated cost of benefits as provided for the deceased employee's spouse, and eligible dependents until such time as the deceased employee would have reached age (65), or until such time that the former Employees spouse remarries, whichever comes first.

b) Employees hired between the dates of February 13, 2009 and February 14, 2014, who retire from the employment of the Town at age 55 or older, and who have completed a minimum of fifteen (15) years of continuous service with the corporation, shall be provided with benefits as outlined in Schedule E with the exception of Short Term Disability, Long Term Disability, Accidental Death and Dismemberment, and Life Insurance.

The retired employees, spouse, and eligible dependents shall be entitled to such benefits during the lifetime of the individuals. In the event of death of a current/retired employee, the Town shall continue to pay the associated cost of benefits as provided for the deceased employee's spouse, and eligible dependents until such time until such time that the former employees spouse remarries, or until death, whichever comes first.

c) Employees hired prior to the date of February 13, 2009 who retire from the employment of the Town at age 55 or older, shall be provided with benefits as outlined in Schedule E with the exception of Short Term Disability, Long Term Disability, Accidental Death and Dismemberment, and Life Insurance

The retired employees, spouse, and eligible dependents shall be entitled to such benefits during the lifetime of the individuals. In the event of death of a current/retired employee, the Town shall continue to pay the associated cost of benefits as provided for the deceased employee's spouse, and eligible dependents until such time until such time that the former employees spouse remarries, or until death, whichever comes first.

20.04 Life

The Corporation agrees to pay one hundred per cent (100%) of the premiums to provide life insurance in the amount of two times the members' salary, with a minimum of eighty thousand dollars (\$80,000) plus ten thousand (\$10,000.00) dollars for the members' spouse and three thousand dollars (\$3,000) for each child.

20.05 Disability

The Corporation agrees to pay one hundred (100) per cent for the cost of a Disability Income Plan. Any payments for partial or total disability under this Plan shall not be reduced by any amounts payable under the Canada Pension Plan.

Short Term Disability benefits shall be 75% of earnings to a maximum of \$800.00 per week, no loss in the continuity of pay, benefits shall take effect on the 1st day in case of accident/in-patient and hospitalized overnight/ or out-patient receiving a general anesthetic and the 7th day in the event of illness, and seniority shall still accumulate.

Long Term Disability shall be seventy-five (75) percent of monthly earnings, and seniority shall still accumulate, with a two (2) year "own occupation clause" (as defined by the municipal's benefits carrier).

The employer will apply for OMERS "waiver of premium" on behalf of any member on short term or long-term disability. The employer also agrees to pay 100% of the difference between the short term weekly and the long term monthly income, in order to assure a member 100% of normal take home pay for the first twelve (12) months of each short term or long term disability claim or a combination of both. The payment for premiums for the benefits (Life Insurance, Drug Plan, Dental Plan and Extended Health) will be paid by the Corporation for the employee while the employee is on short term or long term disability or a combination of both.

20.06 The Corporation will provide eligible employees with the OMERS Basic Pension Plan.

20.07 In the event an employee is absent from work, and receiving benefits from Workers' Compensation and or Short Term and Long Term Disability, and said absence follows the criteria of the "O.M.E.R.S." Pension Plan "Elimination Period" as may be amended from time to time, the Corporation shall pay the amount equal to the Employer's and employee's contribution that will be required to ultimately credit the employee with "time lost" during the said "Elimination Period".

20.08 In the event of layoff, the Corporation shall pay all premiums in connection with the above mentioned plans to the end of the month in which the employee is laid off and for the following two (2) months.

20.09 Employees, on termination of employment with the Corporation other than discharge for just cause or a voluntary resignation, shall be paid a severance pay equal to nine (9) days in each year of service, and calculated at the rate of pay at time of termination of employment, subject to the condition that the nine (9) days in each year shall be reduced by one-half day for each day such employee was absent from work other than

vacations, holidays, or other recognized leave of absence, unless the employee concerned is forthwith employed by the Corporation of the City of Windsor, Regional Government, or any other Governmental body. The maximum amount to be paid as severance pay shall not exceed two months' pay based on the employees' rate of pay on the date of termination.

- 20.10 If an employee is prevented from performing their regular work with the Corporation on account of an occupational accident that is recognized by the Workplace Safety and Insurance Board, the Corporation shall supplement the award made by the Compensation Board for loss of wages to the employee by such an amount that the award of the Compensation Board for loss of wages, together with supplementation of the Corporation, shall equal one hundred per cent (100%) of the employee's regular wages.
- 20.11 In the event of the death of an employee, the Corporation agrees with the Union that the employee's heirs or estate shall be entitled to receive (a) the total vacation pay as much as may stand to the employees credit and (b) all sick pay credits, not exceeding six (6) months, as may stand to the employees credit.

ARTICLE 21 - GENERAL CONDITIONS

- 21.01 In the event that any other employees of the Corporation engage in a legal strike or where employees elsewhere involved in an industrial dispute engage in a strike and maintain picket lines, the employees covered by this Agreement shall have the right to refuse to cross such picket lines. Exception to this is that in the case of an emergency, those employees who are required to turn off any water connections servicing the premises, which are subject to the strike, are required to do so. Failure to cross picket lines by the members of this Union shall not be considered a violation of this Agreement nor shall it be cause for disciplinary action.
- 21.02 It is agreed that a committee be formed consisting of Union and Management, to meet monthly or as otherwise mutually agreed upon to discuss mutual problems.
- 21.03 The Corporation agrees that no employee shall, in any manner, be discriminated against, coerced, restrained or influenced because of their or any relative's membership or non-membership in any labour organization or by reason of any activity or lack of activity in any labour organization and/or fraternal organization.
- 21.04 The parties agree that there shall be no discrimination exercised or practiced with respect to any employee by reason of the protected provision of The Ontario Human Rights Code, as amended from time to time. For the purposes of information, the current protected provisions of The Ontario Human Rights Code are: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, same sex partnership status, family status, or handicap.

The Employer recognizes that no employee shall be subject to harassment. Reference to harassment is as set out in the Ontario Human Rights Code and the Ontario Occupational Health and Safety Act, as amended from time to time.

ARTICLE 22 - LONG SERVICE PAY

22.01 In recognition of the principle that a long service employee is of increased value to the Employer through their acquired knowledge and experience, the Employer agrees to Long Service Pay in accordance with the following table:

After 5 years service	\$ 65.00 per year
After 10 years service	\$130.00 per year
After 15 years service	\$195.00 per year
After 20 years service	\$260.00 per year
After 25 years service	\$325.00 per year

22.02 This Long Service Pay shall be calculated pro rata from the dates of eligibility to November 30th, payable in December of each year. On retirement an employee shall be entitled to Long Service Pay calculated on a pro rata basis from November 30th to date of departure. In case of death, the Long Service Pay shall be paid to the employee's beneficiary.

ARTICLE 23 - MERGERS OR AMALGAMATIONS

23.01 Mergers or Amalgamations

In the event the employer merges or amalgamates with any other body, the employer undertakes to ensure its best effort that:

- 1) Unionized employees shall be credited with all seniority rights with the new employer.
- 2) All service credits relating to vacation with pay, sick leave credits, pensionable service, and other benefits shall be recognized by the new employer.
- 3) All work and services now performed by members of the Canadian Union of Public employees shall continue to be performed by CUPE members with the new employer.
- 4) Condition of employment and wage rates for the new employer shall be equal to the best provisions in effect with the merging employers.
- 5) No employee shall suffer a loss of employment as a result of merger.
- 6) Preference in location of employment in the merged municipality shall be on the basis of seniority.

23.02 Merger of Services

In the case of merger of service, the employer undertakes to ensure its best effort that the following procedure shall apply:

The employees working in the services subject to the merger shall be transferred in the same job title to the new service according to available jobs. In the event that the

number of jobs to be filled is less than the number of employees to be transferred, the jobs shall be filled by employees with the most seniority. Should they refuse, they shall be considered as registered on the recall list.

ARTICLE 24 - TERM OF AGREEMENT

24.01 This Agreement shall be binding and remain in effect from January 1st, 2025 to December 31st, 2028 and continue from year to year thereafter unless either party gives to the other party notice in writing at least two (2) months before the 31st day of December in any year that it desires the Agreement terminated.

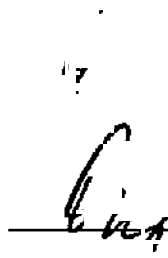
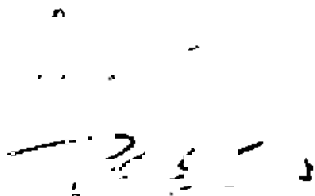
24.02 Any changes deemed necessary to this Agreement may be made by mutual agreement at any time during the existence of this Agreement. Either party desiring to propose changes or amendments to this Agreement shall not, more than sixty (60) days prior to the termination date, give notice in writing to the other party of the changes and amendments proposed. Within fifteen (15) working days of receipt of such notice, the parties shall commence negotiations with a view to renewal with or without modifications of this Agreement.

IN WITNESS WHEREOF the parties hereto have hereunto caused to be fixed their respective corporate seals attested by the hands of their respective officers in that behalf.

Dated this 17th day of June 2025.

**THE CORPORATION OF THE TOWN
OF LASALLE**

**THE CANADIAN UNION OF
PUBLIC EMPLOYEES & ITS
LOCAL 701**



SCHEDULE "A"

	Year 1 1 st day to 365 th day of employment 88% of yr 4	Year 2 366 th day 730 th day of employment 92% of yr 4	Year 3 731 st to 1,095 th day of employment 96% of yr 4	Year 4 1,096 th day of employment 100% of yr 4		
SCHEDULE A EMPLOYEES	Year	01-Jan-24	01-Jan-25 3.50%	01-Jan-26 3.25%	01-Jan-27 3.25%	01-Jan-28 3.50%
Asst Meter Repair (Class B Service Man)	4	37.03	38.32	39.57	40.86	42.29
	3	35.55	36.79	37.91	39.22	40.60
	2	34.07	35.26	36.41	37.59	38.91
	1	32.58	33.72	34.81	35.95	37.20
Back Hoe Operator	4	37.77	39.09	40.36	41.67	43.13
	3	36.25	37.52	38.74	40.00	41.40
	2	34.74	35.95	37.12	38.33	39.67
	1	33.22	34.39	35.50	36.66	37.94
Certified Mechanic	4	38.4	39.75	41.04	42.37	43.86
	3	36.81	38.15	39.39	40.68	42.10
	2	35.33	36.56	37.75	38.98	40.34
	1	33.79	34.97	36.11	37.28	38.58
Class B Service Water Person (Class B Service Man Water)	4	37.03	38.32	39.57	40.86	42.29
	3	35.55	36.79	37.99	39.22	40.60
	2	34.07	35.26	36.41	37.59	38.91
	1	32.58	33.72	34.81	35.95	37.20
Class C Service Water Person (Class C Service Man Water)	4	36.76	38.05	39.28	40.56	41.8
	3	35.29	36.53	37.71	38.94	40.30
	2	33.82	35.01	36.14	37.32	38.63
	1	32.35	33.49	34.58	35.70	36.95
Custodian	4	32.59	33.73	34.83	35.96	37.22
	3	31.29	32.38	33.43	34.52	35.73
	2	29.99	31.04	32.05	33.09	34.25
	1	28.68	29.68	30.65	31.64	32.75
Engineer	4	41.48	42.93	44.33	45.77	47.37
	3	39.82	41.22	42.56	43.94	45.48
	2	38.1	39.49	40.78	42.10	43.57
	1	36.49	37.77	38.99	40.26	41.67
Facility Operator - Class 1	4	42.21	43.69	45.11	46.57	48.20
	3	40.45	41.91	43.27	44.68	46.24
	2	38.81	40.17	41.48	42.83	44.33
	1	37.12	38.42	39.67	40.91	42.39
Facility Operator - Class 2	4	36.44	37.72	38.94	40.21	41.62
	3	34.97	36.20	37.37	38.55	39.94
	2	33.52	34.69	35.82	36.98	38.28
	1	32.05	33.17	34.25	35.36	36.60
Grader Operator	4	37.91	39.24	40.1	41.83	43.29
	3	36.38	37.66	38.88	40.14	41.55
	2	34.88	36.10	37.27	38.49	39.83
	1	33.38	34.54	35.67	36.83	38.12

SCHEDULE A EMPLOYEES	Year	01-Jan-24	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
			3.50%	3.25%	3.25%	3.50%
Grounds Keeper	4	32.39	33.52	34.61	35.74	36.99
	3	31.10	32.19	33.23	34.3	35.51
	2	29.81	30.85	31.85	32.89	34.04
	1	28.5	29.51	30.47	31.46	32.56
Heavy Equipment Operator	4	38.34	39.69	40.98	42.31	43.79
	3	35.82	38.11	39.34	40.62	42.05
	2	35.28	36.51	37.70	38.93	40.29
	1	33.75	34.93	36.07	37.24	38.54
Heavy Truck Driver (3 Ton & Over + Bulldozer)	4	36.79	38.08	39.32	40.60	42.02
	3	35.31	36.55	37.74	38.96	40.33
	2	33.85	35.03	36.17	37.34	38.65
	1	32.37	33.50	34.59	35.71	36.96
Labourer/First Class	4	34.89	36.11	37.29	38.50	39.85
	3	33.51	34.68	35.81	36.97	38.26
	2	32.12	33.24	34.32	35.44	36.68
	1	30.71	31.79	32.82	33.89	35.07
Labourer/Second Class	4	34.63	35.85	37.01	38.21	39.55
	3	33.24	34.40	35.52	36.67	37.95
	2	31.86	32.98	34.05	35.16	36.39
	1	30.46	31.53	32.56	33.6	34.79
Labourer/Truck Driver	4	36.58	37.86	39.09	40.36	41.78
	3	35.11	36.34	37.52	38.74	40.10
	2	33.65	34.82	35.96	37.12	38.42
	1	32.19	33.32	34.40	35.52	36.76
Leader Drainage and Roads (Road/Water/Leisure Leader) *see note below	4	38.34	39.69	40.98	42.31	43.79
	3	36.82	38.11	39.34	40.62	42.05
	2	35.28	36.51	37.70	38.93	40.29
	1	33.75	34.93	36.07	37.24	38.54
Leader Horticulturalist (Road/Water/Leisure Leader)	4	42.21	43.69	45.11	46.57	48.20
	3	40.49	41.91	43.27	44.68	46.24
	2	38.81	40.17	41.48	42.83	44.33
	1	37.12	38.42	39.67	40.96	42.39
Leader Maintenance (Road/Water/Leisure Leader)	4	42.21	43.69	45.11	46.57	48.20
	3	40.49	41.91	43.27	44.68	46.24
	2	38.81	40.17	41.48	42.83	44.33
	1	37.12	38.42	39.67	40.96	42.39
Leader Roads and Drainage (Road/Water/Leisure Leader) *see note below	4	38.34	39.69	40.98	42.31	43.79
	3	36.82	38.11	39.34	40.62	42.05
	2	35.28	36.51	37.70	38.93	40.29
	1	33.75	34.93	36.07	37.24	38.54
Leader Wastewater and Water (Road/Water/Leisure Leader)	4	42.21	43.69	45.11	46.57	48.20
	3	40.49	41.91	43.27	44.68	46.24
	2	38.81	40.17	41.48	42.83	44.33
	1	37.12	38.42	39.67	40.96	42.39
Leader Water and Wastewater (Road/Water/Leisure Leader)	4	42.21	43.69	45.11	46.57	48.20
	3	40.49	41.91	43.27	44.68	46.24
	2	38.81	40.17	41.48	42.83	44.33
	1	37.12	38.42	39.67	40.96	42.39

SCHEDULE A EMPLOYEES	Year	01-Jan-24	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
			3.50%	3.25%	3.25%	3.50%
Maintenance (Maintenance Man)	4	36.81	38.09	39.33	40.61	42.03
	3	35.33	36.56	37.75	38.98	40.34
	2	33.86	35.04	36.18	37.36	38.57
		32.39	33.52	34.61	35.74	36.99
Maintenance Custodian	4	34.89	36	37.29	38.50	39.85
	3	33.51	34.68	35.81	36.97	38.26
	2	32.17	33.24	34.32	35.44	36.68
	1	30.71	31.79	32.82	33.89	35.07
Maintenance Repair (Maintenance Repairman)	4	38.34	39.69	40.98	42.31	43.79
	3	36.82	38.11	39.34	40.62	42.05
	2	35.28	36.51	37.70	38.93	40.29
	1	33.75	34.93	36.07	37.24	38.54
Med Equipment Operator (Hydraulic Back Hoe Operator)	4	37.63	38.94	40.21	41.52	42.97
	3	36.12	37.39	38.60	39.86	41.25
	2	34.63	35.85	37.01	38.21	39.55
	1	33.12	34.28	35.39	36.54	37.82
Meter Repair & Stock Control (Meter Repairman & Stock Control)	4	37.43	38.74	40.00	41.30	42.74
	3	35.94	37.19	38.40	39.65	41.04
	2	34.43	35.64	36.80	37.99	39.32
	1	32	34.08	35.19	36.33	37.61
Parks Labourer	4	34.89	36.11	37.29	38.50	39.85
	3	33.51	34.68	35.81	36.97	38.21
	2	32.12	33.24	34.32	35.44	36.68
	1	30.71	31.79	32.82	33.89	35.07
Parks Lead Hand/Parks Labourer	4	36.91	38.20	39.44	40.72	42.15
	3	35.42	36.66	37.85	39.08	40.45
	2	33.94	35.13	36.27	37.45	38.76
	1	32.47	33.61	34.70	35.83	37.08
Public Works Stock Controller	4	38.20	39.54	40.83	42.15	43.63
	3	36.68	37.96	39.19	40.47	41.88
	2	35.14	36.37	37.55	38.77	40.13
	1	33.62	34.80	35.93	37.10	38.40
Recreation Attendant - Intermediate	4	32.44	33.57	34.66	35.79	37.04
	3	31.12	32.21	33.26	34.34	35.54
	2	29.83	30.87	31.88	32.91	34.07
		28.54	29.54	30.50	31.49	32.55
Recreation Attendant-Junior	4	31.06	32.15	33.20	34.27	35.47
	3	29.83	30.87	31.88	32.91	34.07
	2	28.58	29.59	30.55	31.54	32.64
	1	27.34	28.30	29.22	30.17	31.22
Recreation Attendant-Ticket	4	36.44	37.72	38.94	40.21	41.62
	3	34.97	36.20	37.37	38.55	39.94
	2	33.52	34.69	35.82	36.98	38.28
	1	32.05	33.17	34.25	35.36	36.60
Roads and Drainage Labourer	4	35.67	36.92	38.12	39.36	40.73
	3	34.24	35.44	36.59	37.78	39.10
	2	32.82	33.96	35.07	36.21	37.48
	1	31.39	32.49	33.54	34.63	35.85

SCHEDULE A EMPLOYEES		Year	01-Jan-24	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
				3.50%	3.25%	3.25%	3.50%
Road and Drainage Operator	4	36.44	37.72	38.94	40.21	41.62	
*see note below	3	34.97	36.20	37.37	38.59	39.14	
	2	33.52	34.69	35.82	36.98	38.28	
	1	32.05	33.17	34.25	35.36	36.60	
Sign Maintenance	4	37.45	38.74	40.00	41.30	42.74	
	3	35.94	37.19	38.40	39.65	41.04	
	2	34.43	35.64	36.80	37.91	39.32	
	1	32.93	34.08	35.19	36.33	37.61	
Water and Wastewater Operator	4	38.34	39.69	40.98	42.31	43.79	
(Class A Service Water Person)	3	36.82	38.11	39.34	40.62	42.05	
(Class A Service Man Water)	2	35.28	36.51	37.70	38.93	40.29	
	1	33.75	34.93	36.07	37.24	38.54	

* Note: The rates of pay for the following classifications are effective June 5, 2017 for all new employees hired, except those employees identified in the Letter of Understanding:
Grandparenting of Positions:

1. Leader Drainage and Roads
2. Leader Roads and Drainage
3. Roads and Drainage Operator

Retroactive payments for wages will be issued to all current, former and retired employees employed during the term of this collective agreement will be paid within 90 days of both parties ratifying the agreement (2025 – 2028).

SCHEDULE "B"

SCHEDULE B EMPLOYEES	Year	01-Jan-24	01-Jan-25 3.50%	01-Jan-26 3.25%	01-Jan-27 3.25%	01-Jan-28 3.50
Accessibility Clerk	4	34.65	35.86	37.03	38.23	39.57
	3	33.26	34.42	35.54	36.70	37.98
	2	31.87	32.99	34.06	35.17	36.41
	1	30.49	31.55	32.58	33.64	34.82
Acc'ts Payable/Rec Clerk	4	38.38	39.72	41.01	42.35	43.83
	3	36.85	38	39.38	40.66	42.01
	2	35.31	36.55	37.74	38.96	40.33
	1	33.78	34.96	36.09	37.27	38.57
Ass't Tax Collector	4	41.79	43.25	44.65	46.10	47.72
	3	40.09	41.50	42.85	44.24	45.79
	2	38.43	39.77	41.06	42.40	43.88
	1	36.76	38.05	39.28	40.56	41.98
Building Clerk (Bldg Dept Clerks)	4	33.78	34.96	36.09	37.27	38.57
	3	32.43	33.56	34.65	35.78	37.03
	2	31.07	32.16	33.21	34.29	35.49
	1	29.74	30.78	31.78	32.81	33.96
Building Director	4	46.25	47.87	49.42	51.03	52.81
	3	44.39	45.95	47.44	48.98	50.70
	2	42.56	44.05	45.48	46.96	48.60
	1	40.70	42.13	43.50	44.91	46.48
Building Inspector/Plans Examiner	4	47.60	49.26	50.87	52.52	54.36
	3	45.70	47.30	48.83	50.42	52.18
	2	43.79	45.33	46.80	48.32	50.01
	1	41.89	43.36	44.77	46.22	47.84
Building Plans Examiner	4	46.25	47.87	49.42	51.03	52.81
	3	44.39	45.95	47.44	48.98	50.70
	2	42.56	44.05	45.48	46.96	48.60
	1	40.70	42.13	43.50	44.91	46.48
Building Technician	4	38.38	39.72	41.01	42.35	43.83
	3	36.85	38.14	39.38	40.66	42.09
	2	35.31	36.55	37.74	38.96	40.33
	1	33.78	34.96	36.09	37.27	38.57
By-Law Enforcement Officer (Compliance Officer)	4	46.25	47.87	49.42	51.03	52.81
	3	44.39	45.95	47.44	48.98	50.70
	2	42.56	44.05	45.48	46.96	48.60
	1	40.70	42.13	43.50	44.91	46.48
Cartographer/GIS Technician	4	46.25	47.87	49.42	51.03	52.81
	3	44.39	45.95	47.44	48.98	50.70
	2	42.56	44.05	45.48	46.96	48.60
	1	40.70	42.13	43.50	44.91	46.48
Civil Engineering Technologist	4	39	40.35	41.67	43.02	44.53
	3	37.43	38.74	40.00	41.30	42.74
	2	35.85	37.11	38.32	39.56	40.95
	1	34.30	35.50	36.66	37.85	39.18

SCHEDULE B EMPLOYEES	Year	01-Jan-24	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
			3.50%	3.25%	3.25%	3.50%
Clerical Assistant	4	32.91	34.06	35.17	36.31	37.58
	3	31.59	32.70	33.76	34.81	36.08
	2	30.29	31.35	32.37	33.42	34.59
	1	28.95	29.96	30.94	31.94	33.06
Clerical Assistant/Culture & Rec	4	36.74	38.02	39.26	40.53	41.95
	3	35.27	36.50	37.69	38.91	40.27
	2	33.79	34.97	36.11	37.28	38.58
	1	32.33	33.46	34.55	35.67	36.92
Communications Coordinator	4	35.67	36.92	38.12	39.36	40.73
	3	34.24	35.44	36.59	37.78	39.10
	2	32.82	33.96	35.07	36.21	37.48
	1	31.39	32.49	33.54	34.63	35.85
Customer Service Representative	4	38.99	40.35	41.67	43.02	44.53
	3	37.43	38.74	40.01	41.30	42.74
	2	35.85	37.11	38.32	39.56	40.95
	1	34.30	35.50	36.66	37.85	39.18
Financial Analyst	4	38.38	39.72	41.01	42.35	43.83
	3	36.85	38.14	39.38	40.66	42.09
	2	35.31	36.55	37.74	38.96	40.33
	1	33.78	34.96	36.09	37.21	38.57
IT Administrator (MIS Administrator)	4	47.61	49.26	50.87	52.52	54.36
	3	45.70	47.30	48.83	50.42	52.18
	2	43.79	45.33	46.80	48.32	50.01
	1	41.89	43.36	44.77	46.22	47.84
Payroll and Accounting Administrator	4	40.52	41.94	43.30	44.71	46.27
	3	38.90	40.26	41.57	42.92	44.42
	2	37.28	38.58	39.83	41.13	42.51
	1	35.65	36.90	38.10	39.34	40.72
Planning Dept Clerk	4	36.44	37.72	38.94	40.21	41.62
	3	34.97	36.20	37.37	38.59	39.94
	2	33.52	34.69	35.82	36.98	38.28
	1	32.05	33.17	34.25	35.36	36.60
Planning Technician	4	46.25	47.87	49.42	51.03	52.81
	3	44.39	45.95	47.44	48.98	50.70
	2	42.56	44.05	45.48	46.96	48.60
	1	40.70	42.13	43.50	44.91	46.48
Procurement Officer	4	38.38	39.72	41.01	42.35	43.83
	3	36.85	38.14	39.38	40.66	42.09
	2	35.31	36.55	37.74	38.96	40.33
	1	33.78	34.96	36.09	37.27	38.57
Plumbing Inspector	4	47.60	49.26	50.87	52.52	54.36
	3	45.70	47.30	48.83	50.42	52.18
	2	43.79	45.33	46.80	48.32	50.01
	1	41.89	43.36	44.77	46.22	47.84
Public Works Clerk	4	34.89	36.11	37.29	38.50	39.85
	3	33.51	34.68	35.81	36.97	38.26
	2	32.12	33.24	34.32	35.44	36.68
	1	30.71	31.79	32.82	33.89	35.07

SCHEDULE B EMPLOYEES	Year	01-Jan-24	01-Jan-25	01-Jan-26	01-Jan-27	01-Jan-28
			3.50%	3.25%	3.25%	3.50%
Receptionist	4	32.59	33.73	34.83	35.96	37.22
(Receptionist/Typist)	3	29	32.38	33.43	34.52	35.73
	2	29.99	31.04	32.05	33.0	34.25
	1	28.68	29.68	30.65	31.64	32.75
Records Management Clerk	4	34.89	36.11	37.25	38.50	39.85
	3	33.51	34.68	35.81	36.97	38.26
	2	32.12	33.24	34.32	35.44	36.68
	1	30.71	31.79	32.82	33.89	35.07
Secretary Treasurer of the Comm of Adjnt/Admin Assistant	4	38.5	40.35	41.67	43.02	44.53
	3	37.43	38.74	40	41.30	42.74
	2	35.85	37.11	38.32	39.56	40.95
	1	34.30	35.50	36.66	37.85	39.18
Senior Tax Clerk	4	38.38	39.72	41.01	42.35	43.83
	3	36.85	38.14	39.38	40.56	42.09
	2	35.31	36.55	37.74	38.96	40.33
	1	33.78	34.96	36.09	37.27	38.57
Tax Clerk	4	33.78	34.96	36.09	37.27	38.57
	3	32.45	33.6	34.65	35.78	37.03
	2	31.07	32.16	33.21	34.29	35.49
	1	29.74	30.78	31.78	32.81	33.96

SCHEDULE "C" – HOURS OF WORK – PARKS LEAD HAND/PARKS LABOURER

Letter of Understanding

Between

Town of LaSalle

And

The Canadian Union of Public Employees and its Local 701

RE: Hours of Work - Parks Lead Hand/Parks Labourer

The parties agree that the hours of work for the position of Parks Lead Hand/Parks Labourer shall consist of the following:

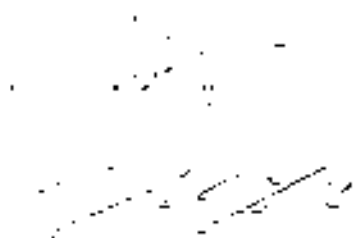
The normal work week shall consist of five (5) days, a total of forty (40) paid hours. A normal work day shall consist of eight and one-half (8½) consecutive hours with a one-half (½) hour unpaid lunch.

For the period of May through September, shifts shall be Wednesday – Sunday from 12:30 p.m. – 9:00 p.m.

For the period of October through April, shifts shall be scheduled Monday – Friday between 06:00 a.m. – 4:30 p.m.

Dated this 5 day of May 2025.

For the Employer:



For the Union:



SCHEDULE "D" - RECREATION STAFF

JOB TITLE	HOURS OF WORK/WEEK
Front Desk Staff	24
Judicial Assistant	24
Aerobics Team Leader 1	44
Aquatics Team Leader 2	44
Program Team Leader 1	44
Program Team Leader 1	44
Fitness Team Leader 1	44
Lifeguard/Instructor	44
Program Leader, Party Attendant	44
Fitness Centre Attendant	44
Group Exercise/Aquatics Fitness Instructor	44
Contract Leadership Instructor (First Aid, etc.)	44
Food Service Worker	44

SCHEDULE "E" - TO ARTICLE 20 – BENEFITS – EXTENDED HEALTH BENEFITS

Delivery of applicable services pursuant to the following Green Shield Plan:

- 1) Drug Plan
 - \$4.00 per prescription co-pay
 - Maximum dispensing fee \$12.00
 - No coverage for over the counter (OTC) drugs
- 2) Extended Health Service
 - Deductible \$10/\$20.
 - No deductible for: Physiotherapist, Psychologist, Chiropractor, Registered Massage Therapist, Osteopath or Podiatrist/Chiropodist, Speech Therapist, or Naturopath
 - EHS maximum \$15,000/3 years
 - Private Duty Nursing includes part-time shifts, \$20,000 fetime
 - Massage Therapy - \$700.00 maximum per year
 - Counselling services (mental health) \$1600/year will be made retroactive to July 1, 2022 upon providing the benefit provider with the appropriate information for reimbursement.
 - Chiropractor - \$700/year
 - Naturopath - \$500.00 maximum per year
- 3) Vision Plan \$500.00/24 months. Elective laser vision correction procedures to be covered to a maximum of \$500/24 months. Vision coverage may also be used for prescription safety glasses. This benefit is to remain eligible for resubmission every 24 months in accordance with benefit carrier procedures until the full cost of surgery has been paid in full, provided that the member is in receipt of the corresponding benefit coverage. The member will be responsible for resubmitting applicable receipts every 24 months in order to receive such coverage.
- 4) Dental Plan (over current ODA, \$3,000 maximum orthodontics)
 - recall frequency every 9 months
- 5) Semi-private Plan
 - \$275 maximum per day
- 6) Audio Plan
- 7) Eye Exam - usual and customary amount every 24 months subject to the Extended Health Services deductible.
- 8) PSA Test

Letter of Understanding

Between

Town of LaSalle

And

The Canadian Union of Public Employees and its Local 701

Re: Article 10.03 – Seniority

The parties agree to the ranking of seniority for all employees as follows:

CUPE Local 701 Seniority List as of March 20, 2025

Union	Name	Hire Date	Years of Experience
CUPE 701	Reinhart, Jeremy	5/29/1995	29.81
CUPE 701	Percy, Darlene	11/19/1996	28.34
CUPE 701	Waffle, Susan	11/5/2001	23.38
CUPE 701	Brush, Steve	3/22/2002	22.99
CUPE 701	McRae, Ken	9/3/2003	21.55
CUPE 701	Donlon, Shawn	9/3/2003	21.55
CUPE 701	Koval, Gregg	10/18/2004	20.42
CUPE 701	Renaud, Roxanne	10/18/2004	20.42
CUPE 701	O'Neil, Tammy	6/20/2005	19.75
CUPE 701	Robinson, Leroy	8/15/2005	19.60
CUPE 701	Murphy, John	10/3/2005	19.46
CUPE 701	Juracic, Amanda	5/29/2006	18.81
CUPE 701	Goerzen, Gerald	7/3/2007	17.71
CUPE 701	Bondy, Joseph	2/19/2008	17.09
CUPE 701	Robinet, Kelly	2/19/2008	17.09
CUPE 701	Reid, Jason	7/24/2008	16.66
CUPE 701	Arsenault, Daphne	7/28/2008	16.64
CUPE 701	Loosemore, James	3/23/2009	15.99
CUPE 701	Mansel, Todd	7/4/2011	13.71
CUPE 701	Perrone, Jason	4/23/2012	12.91
CUPE 701	Gallant, Tyler	10/29/2012	12.39
CUPE 702	Sagaert, Lauren	11/25/2013	11.32
CUPE 701	Bekic, Catherine	12/2/2013	11.30
CUPE 701	Davison, Michael	6/30/2014	10.72

CUPE 701	Rogers, Allen	6/30/2014	10.72
CUPE 701	Tufts, Ryan	11/17/2014	10.34
CUPE 701	Armstrong, Adam	5/1/2015	9.89
CUPE 701	Carriero-Fiac, Nina	9/14/2015	9.52
CUPE 701	Maleyko, Genevieve	1/18/2016	9.17
CUPE 701	Santos, Susana	1/18/2016	9.17
CUPE 701	Nelson, Chris	1/9/2017	8.20
CUPE 701	Bomben, Sera	6/24/2017	7.73
CUPE 701	Pillon, Jeremy	9/25/2017	7.49
CUPE 701	Colautti, Diane	11/20/2017	7.33
CUPE 701	Lussier, John	4/9/2018	6.95
CUPE 701	Fillor, Mackenzie	5/22/2018	6.83
CUPE 701	Mastrogiacomo, Joesph	8/27/2018	6.56
CUPE 701	Meloche, Melissa	9/10/2018	6.53
CUPE 701	Davisor, Mark	9/24/2019	5.49
CUPE 701	Cheswick, Jason	12/16/2019	5.26
CUPE 701	D'Ambrosio, Tony	7/6/2020	4.71
CUPE 701	Girard, Edmund	9/21/2020	4.50
CUPE 701	Ma, Vivian	9/28/2020	4.48
CUPE 701	Bekic, Michael	10/13/2020	4.44
CUPE 701	Ingles, Giselle	6/1/2021	3.80
CUPE 701	Hutter, Matthew	12/20/2021	3.25
CUPE 701	Nevajda, Scott	04/11/2022	2.94
CUPE 701	Judson, Spencer	05/02/2022	2.88
CUPE 701	Rogers, Cody	10/11/2022	2.44
CUPE 701	Mero, Nathalie	10/31/2022	2.39
CUPE 701	Zakko, Fadi	04/03/2023	1.96
CUPE 701	Thiessen, Natalie	06/19/2023	1.75
CUPE 701	Smith, Sara	07/04/2023	1.71
CUPE 701	Fox, Jennifer	10/30/2023	1.39
CUPE 701	Vallee, Pascal	12/18/2023	1.26
CUPE 701	Strong, Ryland	12/18/2023	1.26
CUPE 701	Bleyendaal, Gabriela	01/02/2024	1.22
CUPE 701	Hussain, Adnan	01/22/2024	1.16
CUPE 701	Atkinson, Aaron	04/02/2024	0.97

CUPE 31
CUPE 31
CUPE 31

Leavitt, Jonathan	04/22/2024
Jacobs, Aron	12/02/2024
H. Ethar	12/02/2024

0.01
0.30
0.30

Date: this _____ day of _____, 2025.

For the Employer:

For the Union:

[Faint signature]

[Faint signature]

Letter of Understanding

Between

Town of LaSalle

And

The Canadian Union of Public Employees and its Local 701

Re: Article 19 Transition

The parties agree to implement the change in sick leave as follows;

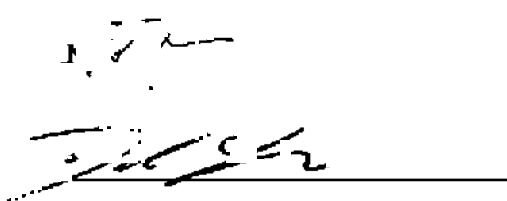
As of November 30, 2013 the sick bank entitlement shall be frozen.

For those employees who plan on retiring during the term of this agreement those employees may use the remaining sick bank to extend their date of retirement as per the Town's current practice.

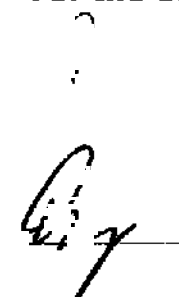
Effective December 1, 2013 any remaining sick banks will be utilized until exhausted, prior to the utilization of sick days as per sub-article 19.03.

Dated this 15th day of MAY 2025.

For the Employer:



For the Union:



Letter of Understanding

Between

Town of LaSalle

And

The Canadian Union of Public Employees and its Local 701

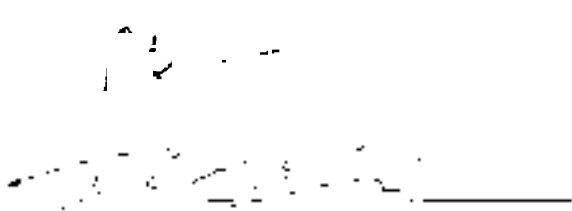
Re: Part Time Staff at the Vollmer Complex

This Letter of Understanding will confirm an agreement between the two parties in relation to the hours worked by part-time staff at the Vollmer Culture and Recreation Complex.

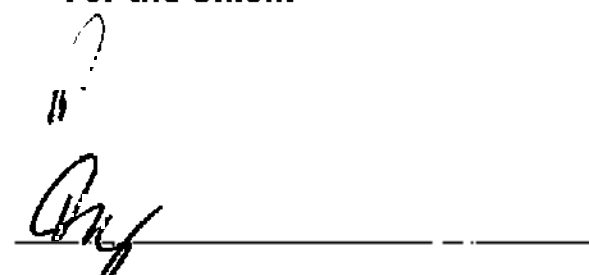
The Town and the Union agrees that there will be a transparent process in regard to hours worked by the part-time staff at the Vollmer Culture and Recreation Complex and agree to meet bi-monthly for this purpose at which time weekly statistics on the hours worked by part time staff will be shared.

Dated this 11th day of April, 2025.

For the Employer:



For the Union:



Letter of Understanding

Between

Town of LaSalle

And

The Canadian Union of Public Employees and its Local 701

Re: Roads and Water Reorganization

Effective June 5, 2017.

1. The following employees will have their classification and job duties changed from Heavy Equipment Operator to Roads and Drainage Operator:

<u>Date of Hire</u>	<u>Name</u>	<u>New Classification</u>
May 29, 1995	Jeremy Reinhart	Roads and Drainage Operator
June 6, 2005	Bradley O'Neil	Roads and Drainage Operator
July 3, 2007	Gerry Goerzen	Roads and Drainage Operator
March 23, 2009	James Loosemore	Roads and Drainage Operator
April 23, 2012	Jason Perrone	Roads and Drainage Operator
October 29, 2012	Tyler Gallant	Roads and Drainage Operator
June 27, 2016	Craig Hall	Roads and Drainage Operator

Each of the employees will maintain wage parity with the classification of Water and Wastewater Operator (formerly classified as Class A Water Person). Wage parity will remain in effect for as long as the employee remains in the Roads and Drainage Operator classification.

Should any of the employees post into the Roads and Drainage Leader or Drainage and Roads Leader classification, the employee will be entitled to receive wage parity with the Water and Wastewater Leader or Wastewater and Water Leader classification (formerly classified as Water Leader). Wage parity will remain in effect for as long as the employee remains in either the Roads and Drainage Leader or Drainage and Roads Leader classification.

2. The following employees will have their classification and job duties changed from Roads Leader to their new classification of:

<u>Date of Hire</u>	<u>Name</u>	<u>New Classification</u>
October 4, 1999	Joe Paolatto	Drainage and Roads Leader
March 22, 2002	Steve Brush	Roads and Drainage Leader

The employees will maintain wage parity with the classification of Water and Wastewater Leader or Wastewater and Water Leader (formerly classified as Water Leader). Wage parity will remain in effect for as long as the employee remains in either the Roads and Drainage Leader or Drainage and Roads Leader classification.

Should either of the employees post into the Roads and Drainage Operator classification, the employee will be entitled to receive wage parity with the Water and Wastewater Operator classification (formerly classified as Class A Water Person). Wage parity will remain in effect for as long as the employee remains in the Roads and Drainage Operator classification.

3. The following employees will have their classification and job duties changed from Class A Water Person to Water and Wastewater Operator:

<u>Date of Hire</u>	<u>Name</u>	<u>New Classification</u>
September 3, 2003	Ken McRae	Water and Wastewater Operator
June 20, 2005	Chris Ruthven	Water and Wastewater Operator
July 4, 2011	Todd Manse	Water and Wastewater Operator
November 5, 2012	Doug Matlack	Water and Wastewater Operator
June 30, 2014	Michael Davison	Water and Wastewater Operator
June 30, 2014	Allen Rogers	Water and Wastewater Operator
May 1, 2015	Adam Armstrong	Water and Wastewater Operator

Should any of the employees post into the classification of Roads and Drainage Operator, the employee will be entitled to receive wage parity with the Water and Wastewater Operator classification (formerly classified as Class A Water Person). Wage parity will remain in effect for as long as the employee remains in the Roads and Drainage Operator classification.

Should any of the employees post into the Roads and Drainage Leader or Drainage and Roads Leader classification, the employee will be entitled to receive wage parity with the Water and Wastewater Leader or Wastewater and Water Leader classification (formerly classified as Water Leader). Wage parity will remain in effect for as long as the employee remains in either the Roads and Drainage Leader or Drainage and Roads Leader classification.

4. The following employees will have their classification and job duties changed from Water Leader to their new classification of:

<u>Date of Hire</u>	<u>Name</u>	<u>New Classification</u>
December 11, 1995	Jay Wigle	Water and Wastewater Leader
September 3, 2003	Shawn Donlon	Wastewater and Water Leader

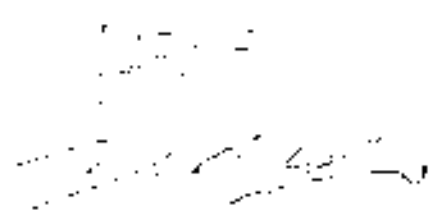
Should either of the employees post into the classification of Roads and Drainage Leader or Drainage and Roads Leader (formerly classified as Roads Leader) the employee will be entitled to receive wage parity with the Water and Wastewater Leader or Wastewater and Water Leader classification (formerly classified as Water Leader). Wage parity will remain in effect for as long as the employee remains in the Roads and Drainage Leader or Drainage and Roads Leader classification.

Should either of the employees post into the Roads and Drainage Operator classification, the employee will be entitled to receive wage parity with the Water and Wastewater Operator classification (formerly classified as Class A Water Person). Wage parity will remain in effect for as long as the employee remains in the Roads and Drainage Operator classification.

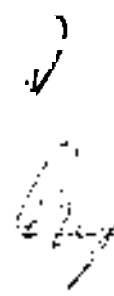
5. All employees grandfathered into the classifications of Roads and Drainage Operator, Roads and Drainage Leader, and Drainage and Roads Leader are not required to maintain a Water certificate or Wastewater license in order to receive wage parity.
6. Should any employee contained within this agreement transfer from a Water and Wastewater Operator, Water and Wastewater Leader, and/or Wastewater and Water Leader classification into a Roads and Drainage Operator, Roads and Drainage Leader, and/or Drainage and Roads Leader classification, the employee will be provided with one opportunity to acquire/maintain appropriate certification/licensing which is current Water Distribution Certificate Level 1 and Wastewater License Level 2.
7. Bargaining unit employees possessing both an AZ license and related experience, along with the required heavy equipment operator experience will have with the first opportunity to apply for posted Water and Wastewater vacancies. Upon an employee transferring with the required qualifications, the employee will then obtain the prescribed Water and Wastewater certification/licensing.

Dated this 14th day of April, 2025.

For the Employer:



For the Union:



Letter of Understanding

Between

Town of LaSalle

And

The Canadian Union of Public Employees and its Local 701

Re: Overtime Premium

The parties agree that the Town will provide all members of the bargaining unit with a premium of \$3.00 for each overtime hour worked.

Dated this _____ day of _____, 2025.

For the Employer:

For the Union:

LETTER OF UNDERSTANDING :

Setwe in

THE CORPORATION OF THE TOWN OF LASALLE
(hereinafter called the "Corporation")

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 701
(hereinafter called the "Union")

WHEREAS the Corporation and the Union reached a tentative collective agreement on March 17, 2025, for the term of January 1, 2025 – December 31, 2028;

AND WHEREAS the agreement was ratified by each party on March 25, 2025;

AND WHEREAS the parties met on April 7 and 10, 2025 to discuss the point values assigned to clothing items listed in Article 4.01;

THEREFORE the parties agree to the following:

- The clothing item chart currently referenced in Article 14.01 for Schedule A Employees located at Public Works and Schedule A Employees at the Vollmer Centre will be replaced with the following chart:

<u>Clothing Item:</u>	<u>Points</u>	<u>Point Allowance</u>	
		<i>Schedule A Employees located at Public Works</i>	<i>Schedule A Employees located at the Vollmer Centre</i>
Work Wear			
Shirt - Summer	10 pts	Allotment during the first	Allotment during the first
Shirt - Winter	25 pts	year of employment: 900	year of employment: 650
Shirt – With Collar	25 pts	points	points
Pants – AGO	40 pts		
Pants	40 pts		
Jacket – Lined	80 pts		
Jacket – Unlined	30 pts		
Cap	1 pts		
Safety Wear			
Safety Shirt - Summer	25 pts	Annual allotment after	Annual allotment after
Safety Shirt - Winter	60 pts	the first year of	the first year of
Safety Coverall - Unlined	110 pts	employment: 600 points	employment: 650 points
Safety Coverall – Lined	150 pts		
Safety Jacket – Unlined	95 pts		
Safety Jacket – Lined	140 pts		
Safety Pants	175 pts		
Safety Boots	165 pts		

Safety Winter Rubber Boots	205 pts
NIH-R Versable Safety Vest	90 pts
Safety Rain Suit	110 pts

Note - (Inusual) items of 200 or less may be carried over to the following year

The clothing listed in paragraph 1 above will be incorporated into the collective agreement.

Dated this _____ day of _____, 2015 in LaSalle, Ontario

For the Corporation

For the Union

