

COLLECTIVE AGREEMENT

BETWEEN

THE CITY OF ARMSTRONG



City of Armstrong

AND

CANADIAN UNION OF PUBLIC EMPLOYEES

LOCAL NO 2709

CUPE

JANUARY 1, 2025 – DECEMBER 31, 2027

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AGREEMENT BETWEEN:

THE CITY OF ARMSTRONG,

a Municipality duly Incorporated under the Statutes of the Province of British Columbia
(hereinafter called the "Employer")

AND:

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 2709,

Chartered by the Canadian Union of Public Employees and affiliated with the Canadian Labour
Congress
(hereinafter called the "Union")

PREAMBLE

WHEREAS it is the desire of both parties to this Agreement:

- 1) To maintain the existing harmonious relations and settled conditions of employment between the City of Armstrong (hereinafter called the "Employer") and the Union;
- 2) To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, hours of work, and scale of wages;
- 3) To encourage efficiency in operation;
- 4) To promote the morale, well being, and security of all the employees in the bargaining unit of the Union;

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

NOW THEREFORE the parties hereto agree as follows:

ARTICLE 1 BARGAINING AGENCY

1.01 Sole Collective Bargaining Agency

The Employer or anyone authorized to act on its behalf recognizes the Canadian Union of Public Employees, Local No. 2709, as the sole collective bargaining agency for its employees classified and covered by this Agreement and hereby consents and agrees to negotiate with the Union or any authorized committee thereof, in any and all matters affecting the relationship between the parties to this Agreement.

1.02 Work of the Bargaining Unit

It is further agreed that except for incidental or emergent situations and except employees of a bona fide contractor who are not in the bargaining unit for which the Union is certified, any person whose classification is not covered by the Agreement shall not perform work that is normally done by those employees who are deemed to be within the bargaining unit for which the Union is certified.

ARTICLE 2 MANAGEMENT RIGHTS

2.01 Management Rights

Except as otherwise provided in the Agreement, the management, supervision, and control of the Employer's operation and the direction of the working force remain the exclusive function of management.

ARTICLE 3 UNION SECURITY

3.01 Union Membership

Every employee who is now or hereafter becomes a member of the Union shall maintain their membership in the Union as a condition of their employment, and every new employee whose employment commences hereafter shall within thirty (30) days after the commencement of their employment, apply for and maintain their membership in the Union as a condition of their employment.

3.02 Checkoff of Union Dues

At the time of employment, the Employer shall require an employee to sign a checkoff form authorizing the Employer to deduct from their earnings and to pay to the Union an amount equal to the current monthly union dues or assessments as established by the Union in accordance with its Constitution and/or By-laws.

3.03 Due Deductions

Deductions shall be made from the payroll on a bi-weekly and/or monthly basis for all employees and shall be forwarded to the Secretary-Treasurer of the Union not later than the tenth (10th) day of the month following, accompanied by a list of the names of all employees from whose wages the deductions have been made.

ARTICLE 4 THE EMPLOYER AND UNION SHALL ACQUAINT NEW EMPLOYEES

4.01 New Employees

The Employer agrees to supply a copy of the current agreement and acquaint new employees with the fact that a Union agreement is in effect, and with the conditions of employment set out in the Article dealing with the Union Security and Dues Checkoff.

4.02 Copies of The Collective Agreement

The Employer shall supply the Union with revised copies of the Collective Agreement up to a maximum of fifteen (15) copies.

4.03 Correspondence

Correspondence between the Employer and the Union arising out of this Agreement or incidental thereto shall pass to and from the Chief Administrative Officer, or person holding an equivalent position, and the Secretary of the

Union. However, this shall not restrict representatives of the Employer or the Union to exchange correspondence provided such correspondence is copied to the Chief Administrative Officer or the Union Secretary as applicable.

ARTICLE 5 NO DISCRIMINATION

5.01 No Discrimination

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

5.02 Harassment – Free Work Environment

- a) Employees have the right to work in a harassment-free work environment.
- b) The Bullying and Harassment provisions of applicable legislation are included in and form part of this Agreement.

ARTICLE 6 LABOUR MANAGEMENT RELATIONS

6.01 Representation

No individual employee or group of employees shall undertake to represent the Union at meetings with the Employer without proper authorization of the Union. In order that this may be carried out, the Union will supply the Employer with the names of its officers. Similarly, the Employer will, if requested, supply the Union with a list of its supervisory or other personnel with whom the Union may be required to transact business.

6.02 Bargaining Committee

A Bargaining Committee shall be appointed and consist of not more than three (3) members of the Employer, as appointees of the Employer, and not more than three (3) members of the Union, as appointees of the Union. The Union will advise the Employer of the Union nominees to the Committee.

6.03 Function of Bargaining Committee

All matters of mutual concern pertaining to performance of work, operational problems, rates of pay, hours of work, collective bargaining, and other working conditions shall be referred to the Bargaining Committee for discussion and settlement.

6.04 Union Representation

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

6.05 Meeting of Committee

In the event either party wishes to call a meeting of the Committee, the meeting shall be held at a time and place fixed by mutual agreement. However, such a meeting must be held no later than six (6) calendar days after the request has been given.

6.06 Time Off for Meetings

Any representative of the Union on the Bargaining Committee, who is in the employ of the Employer, shall have the privilege of attending Committee meetings held within working hours without loss of remuneration to deal with matters referenced in Article 6.03 and provided approval of the Employer has been obtained.

6.07 Labour-Management Committee

A joint Labour-Management Committee shall be established. The purpose of this Committee shall be to attempt to resolve items of concern of either party, prior to these items becoming a dispute. The Committee shall meet on an ad hoc basis with a meeting occurring within thirty (30) days after being notified by either party.

ARTICLE 7 SENIORITY

7.01 Definition of Employees

- a) Regular Full-Time Employee: An employee who is scheduled to work the full number of hours per week as defined in Article 13 on a regular and ongoing basis.
- b) Regular Part-Time Employee: An employee who works fewer hours than a regular full-time employee, as defined in Article 13, on a regular and ongoing basis.
- c) Temporary/ Term Employee: An employee who is hired to work either full-time or part-time hours, as defined in Article 13, for a specific assignment with a defined start and end date. Temporary employees may be hired to perform work related to a temporary project or to cover leaves of absence that are known to exceed three (3) months. Temporary assignments in excess of three (3) months will be posted in accordance with Article 9.
- d) Casual Employee: An employee who works on an as-needed basis with no regular schedule or guaranteed hours. Casual employees provide coverage for vacation, sick leave, approved leaves of absence, or to assist during periods of increased workload.
- e) Student: An employee who may be employed on a full-time or part-time basis for a specific period of time, and is enrolled in a secondary or post-

secondary educational institution, with the intention of returning to school in the subsequent academic year.

7.02 Seniority Defined

Seniority for full and part-time employees shall be measured by the length of service in the employ of the Employer and shall prevail on a bargaining unit-wide basis.

Casual employees shall not accumulate any seniority until such time as they attain a posted position.

7.03 Seniority List

The Employer shall maintain a seniority list showing the date upon which each employee's service commenced. Where two (2) or more employees commenced work on the same day, preference shall be in accordance with the date of application for employment. An up-to-date seniority list shall be sent to the Union and posted on all bulletin boards in January of each year.

7.04 Newly Hired Employees

Newly hired employees shall be on a probationary basis for a period of ninety (90) calendar days from the date of employment commencement. Part-time and casual inside employees will complete probation upon completion of four hundred and forty-eight (448) hours of work or to a maximum of six (6) months, part-time and casual outside employees will complete probation upon completion of five hundred and twelve (512) hours or to a maximum of six (6) months. During the probationary period, employees shall be entitled to all rights and privileges of this Agreement. After completion of the probationary period, seniority shall be effective from the original date of employment commencement.

7.05 Seniority during Absence

- a) Except as provided in Sub-Section (b), an employee shall not lose their seniority if they are absent from work because of sickness, accident, lay-off, or leave of absence approved by the Employer.
- b) An employee shall lose their seniority in the event:
 - i) They are discharged for just and reasonable cause;
 - ii) They resign;
 - iii) They are absent from work in excess of three (3) working days without approval, unless it was not reasonably possible to contact the Employer to request such approval;
 - iv) After a lay-off they fail to return to work within five (5) working days after being notified of a recall; unless through sickness or other just cause it was not reasonably possible to contact the Employer. It shall be the responsibility of the employee to keep the Employer informed of their current address;
 - v) They are terminated and not recalled or reinstated;

- vi) They are laid off for a period longer than twelve (12) consecutive months.

7.06 Seniority During Transfer to Management Positions

If an employee is transferred to any other position not covered by this Agreement, they shall retain their seniority in the position from which they were transferred, for a period of three (3) months.

ARTICLE 8 LAY-OFFS AND RECALLS

8.01 Layoff Defined

A layoff shall be defined as a reduction in the workforce or a reduction in the regular hours of work as defined in this Agreement.

8.02 Role of Seniority in Layoffs

In event of a layoff, probationary employees shall be laid off first (1st), and thereafter employees shall be laid off in reverse order of seniority, provided that there are available employees with seniority who are qualified and willing to do the work of employees laid off. An employee about to be laid off may bump any employee with less seniority, provided the employee exercising the right is qualified and competent to perform the work of the less senior employee. The laid-off employee shall have five (5) days to determine where the bump shall take place. The right to bump shall include the right to bump up.

8.03 Recall Procedure

In the case of employees who have completed the probationary period and are laid off due to lack of work, such employees shall be entitled to recall for employment in order of seniority, provided they are qualified to do the work available.

8.04 No New Employees

New employees shall not be hired until those laid off have been given an opportunity of recall.

8.05 Advance Notice of Layoffs

Unless legislation is more favourable to the employees, the employer shall notify employees who are to be laid off one (1) week prior to the effective date of layoff. If the employee has not had the opportunity to work the days as provided in this Article, they shall be paid for the days for which work was not made available.

Casual employees shall be called into work for the purposes of replacing regular employees or for emergency work. These employees shall work full shifts when called to work.

8.06 Grievance on Layoffs and Recalls

Grievances concerning layoffs and recalls shall be initiated at Step 3 of the Grievance Procedure.

8.07 Layoff Due to Return to Work of Senior Employee

In the event an employee who is off work due to sickness or accident returns to work, and that such return will result in the layoff of an employee with less seniority, the returning employee should give as much notice of their intended return to the employer as soon as the return date becomes known to the employee.

In the event of a return to work by an employee who is off work due to sickness or accident, results in the layoff of a junior employee, the notice of layoff to the junior employee will be pursuant to Article 8.05.

ARTICLE 9 PROMOTIONS AND STAFF CHANGES

9.01 Posting

Prior to filling any staff change or promotion covered by the terms of this Agreement, the Employer shall send a copy of the notice to Local 2709 and post notice of the position in the Employer's offices, shops, and on all bulletin boards for a minimum of five (5) working days in order that all members of the Union will know about the position and be able to make written application therefor. Such notice shall contain the following information: nature of the position, required knowledge and education, ability and skills, shift, and wage and salary rate or range. Internal and external postings may be done concurrently to save time. Internal applications will be examined first and shall be provided first opportunity.

9.02 Filling of Vacancies on a Temporary Basis

Notwithstanding any other provisions of this Agreement, whenever a new or vacant position(s) requires immediate filling, the Employer will select an employee(s) taking seniority, qualifications, and employee preference to such opening(s) into account. The Employer agrees such filling of position(s) shall be deemed to be "pending posting" and said position shall be posted within thirty (30) days.

This article does not apply to temporary positions, however, any temporary vacancies exceeding thirty (30) days shall be posted as a temporary vacancy.

9.03 Method of Making Appointments

- a) Both parties recognize that job opportunity should increase in proportion to length of service. Therefore, in making staff changes, appointment shall be made to the applicant senior in the service who has the required competence and qualifications. The successful applicant shall be placed on probation for a period of up to one (1) month. Conditional on satisfactory service, such trial promotion shall become permanent after the period of one (1) month. In the event the successful applicant proves unsatisfactory in the position during the aforementioned trial period, they

shall be returned to their former position and salary without loss of seniority and any other employee promoted or transferred because of the rearrangement of positions shall also be returned to their former position and salary without loss of seniority.

- b) Such appointments shall be made not later than thirty (30) days after the closing date of the posting, and the successful applicant shall be appointed to the job within those thirty (30) days.

9.04 Duty to Accommodate

The duty to accommodate provisions of applicable legislation are included in and form part of this Agreement.

9.05 Training

- a) The Employer agrees to provide an opportunity for employees to receive training (on the job or external) to facilitate qualification for promotion, or job understanding. This would include but is not limited to training on any new or rental equipment, computer applications, or other work-related improvements.
- b) Employees required to maintain or upgrade specific qualifications/licenses (i.e. Wastewater I/II- EOCP) shall be provided with the appropriate training and or upgrades by the employer.

ARTICLE 10 GRIEVANCE PROCEDURE

10.01 Permission to Leave Work

Union Stewards and members of the Grievance Committee shall be permitted time off to handle grievances without loss of pay, provided they have first sought and obtained permission from their immediate superior to absent themselves from their regular duties for that purpose, which permission shall not be unreasonably withheld.

10.02 Definition of Grievance

"Grievance" means any difference between the persons bound by this Agreement concerning its interpretation, application, operation, or any alleged violation thereof, including any questions as to whether any matter is arbitrable, and shall also mean any difference arising from disciplinary action or relating to employment where it is alleged that the Employer has acted unjustly. "Party", as used in Articles 11 and 12 of this Agreement, shall mean the Union and it shall also mean the Employer.

10.03 Settling of Grievances

Step 1

The employee concerned, in person, with the Union Steward or other official representative of the Union in attendance, shall first seek to settle the

grievance with the employee's Department Manager, or designate, within thirty (30) calendar days from the time the grievance became known to the employee or the Union. The grievance shall be provided in writing.

Step 2

If a satisfactory settlement is not reached within ten (10) working days under Step 1, the Grievance Committee (Unit Chairperson, Shop Steward & National Representative) along with the employee shall seek to settle the grievance with the Chief Administrative Officer or designate. This shall occur within fifteen (15) working days of the Department Manager's decision or thirty (30) calendar days from the time the grievance became known to the employee or the Union, in the case of a policy grievance.

Step 3

If a satisfactory settlement is not reached within thirty (30) calendar days after the grievance was submitted under Step two (2), the City or the Union may refer the grievance to a mutually agreed upon arbitrator.

10.04 Policy Grievance

Where a dispute involving a question of general application or interpretation occurs, or where a group of employees or the Union has a grievance. The grievance shall be initiated at Step 2.

10.05 Grievances on Safety

An employee or group of employees who believe they are being required to work under conditions which are unsafe shall have the right to immediately file a grievance in Step 1 of the Grievance Procedure. Until the grievance has been disposed of by the Department Head or their authorized representative, at Step 2 of Section 10.03, the employee or employees concerned shall have the right to refuse to work under the alleged unsafe conditions.

10.06 Replies in Writing

Replies to grievances shall be in writing at all stages following Step 1.

10.07 Facilities

The Employer shall supply the necessary facilities for the grievance/arbitration meetings; provided such meetings can be scheduled within the Employer's premises.

10.08 Amending of Time Limits

The time limits fixed in Article 10.03 may be extended by consent, in writing, of the Parties, which agreement shall not be unreasonably denied.

ARTICLE 11 ARBITRATION

11.01 Arbitrator

- a) An Arbitration shall consist of one (1) member to be chosen by the mutual agreement of each party.
- b) Upon the selection or appointment, the Arbitrator shall fix a date for hearing the grievance.
- c) The Arbitrator shall deliver the award in writing to each of the parties after all the evidence has been submitted. The award of the Arbitrator shall be the award and shall be binding upon the parties.
- d) Grievances submitted to an Arbitrator shall be in writing and shall clearly specify the nature of the issue.
- e) Each party shall bear the fee and expenses of the Arbitrator appointed and shall pay half (1/2) the fee and expenses of the Arbitrator.

11.02 Amending of Time Limits

Time limits mentioned in Articles 10 and 11 refer to clear calendar days and may only be extended by mutual agreement of the parties in writing.

11.03 Witnesses

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

11.04 Labour Relations Code

Notwithstanding the foregoing, where the parties fail to agree on a single arbitrator, the provisions of the British Columbia Labour Relations Code will apply.

ARTICLE 12 DISCHARGE, SUSPENSION AND DISCIPLINE

12.01 Just Cause

An employee may be suspended or dismissed for just cause. Such employee and the Union shall be advised promptly in writing by the Employer of the reason for such dismissal or suspension.

12.02 Picket Line

Just cause shall not include the refusal of an employee to cross the picket line of a legal strike maintained at the premises of the Employer.

12.03 Special Grievance

A claim by an employee that they have been discharged or suspended for other

than just and proper cause shall be treated as a special grievance and may be submitted directly to the Department Head or person holding an equivalent position under Step 2 of Article 10.03.

12.04 Reinstatement

Should it be found upon investigation that an employee has been suspended or discharged for other than just cause such employee shall be immediately reinstated in their former position, without loss of seniority rating, and shall be compensated for all time lost in an amount equal to their normal earnings during the pay period next preceding such discharge or suspension, or by any other arrangement as to compensation which is just and equitable in the opinion of the Employer and the Union or in the opinion of the Board of Arbitration if the matter is referred to such a Board of Arbitration.

12.05 Discipline Letters and Personnel Files

- a) All warning and reprimand letters shall be considered as a form of discipline and shall be subject to the provisions of the Grievance Procedure.
- b) The Employer agrees all employees will have access to their personnel files. Employees may respond in writing to any report on their personnel file, and such response will become part of the file.
- c) All letters of discipline and reprimand shall be removed from an employee's file after twenty-four (24) months providing there have been no further similar occurrences.

ARTICLE 13 HOURS OF WORK

13.01 Normal Work Day and Normal Work Week

The normal work day and the normal work week shall be:

a) Inside Employees

The normal work day shall consist of a scheduled period of seven (7) hours of work between the hours of 8:00 A.M. and 5:00 P.M. The normal work week shall consist of five (5) such days, Monday to Friday inclusive.

b) Outside Employees

The normal workday shall consist of a scheduled period of eight (8) hours of work between the hours of 6:00 A.M. and 6:00 P.M. An evening shift between 6:00 P.M. and 6:00 A.M. Notice of shift change shall be in writing, with a minimum of eight (8) hours' notice provided, with the intent that as much notice will be given as possible. The normal workweek shall consist of five (5) such days, Monday to Friday inclusive.

Casual employees may be required on an as-needed basis.

Monday to Friday inclusive will not apply to Casual or junior employees hired as an equipment operator/utility person.

- c) Notwithstanding the provisions of 13.01 (a) and (b), the Employer and the Union may vary the start-quit times.

13.02 Rest Periods

Employees shall be permitted a fifteen (15) minute rest period in the first (1st) half (1/2) of the work day and a second (2nd) fifteen (15) minute rest period in the second (2nd) half (1/2) of the work day.

13.03 Pay for Reporting and Commencing Work

The Employer shall pay an employee reporting for work as required by the Employer, their regular wage for the entire period spent at the place of work, with a minimum pay in any one day of:

- 1) Two (2) hours pay unless the employee is unfit to perform their duties or has failed to comply with the Industrial Health and Safety Regulations of the Workers' Compensation Board, or
- 2) When the employee commences work, four (4) hours pay unless work is suspended due to inclement weather or reasons completely beyond the control of the employer, in which case paragraph (1) shall apply.

ARTICLE 14 OVERTIME

14.01 Overtime Defined

All time worked outside the scheduled hours constituting an employee's normal work day or their normal work week shall be considered overtime and shall be paid for as follows:

- a) On an employee's normal work day, time and one-half (1 1/2x) for the first (1st) two (2) hours and double (2x) time thereafter.
- b) On an employee's days of rest, double (2x) time with a minimum of two (2) hours at double (2x) time.
- c) On an employee's statutory holiday, double-time with a minimum of two (2) hours at double (2x) time; plus the entitlement to the statutory holiday pay.
- d) All overtime must be authorized by the Administrative Officer or designate. In the event of an emergency, overtime may be authorized by the immediate supervisor or the person authorized to be on standby.
- e) Employees will not be eligible for overtime rate premium until their regular daily hours have been worked.
- f) Regular part-time office employees shall not be deemed to be working overtime until the employee has worked hours beyond the normal work week defined in section 13.01 (a).
- g) Casual employees working on a Saturday or Sunday shall not be deemed to be working overtime unless their hours extended beyond seven (7) / eight (8) hours in one (1) day, or thirty-five (35) / forty (40) hours in the

previous week.

- h) All overtime shall be assigned to qualified employees on a seniority basis. Qualified senior employees shall have first right of refusal for all overtime.

14.02 Minimum Call-Out Time

In the event of an employee being called out on emergency work during hours other than their regular working hours, they shall be entitled to a minimum of two (2) hours at double (2x) time. If subsequent call out(s) occurs within two (2) hours of the original callout, then only one (1) call out charge may be claimed. Should the callout, or series of callouts exceed the two (2) hours callout time, then the time beyond the two (2) hours will be paid at regular overtime rates.

14.03 Time Off in Lieu Of Overtime

Instead of cash payment for overtime, an Employee may choose to bank time, at the appropriate overtime rate, to be used at a time mutually agreed to by the Employee and the Employer. This banked time may be accrued, without restriction, as long as it is used within the same year as it was earned. However, an Employee will be allowed to maintain up to a maximum of one (1) week's hour of in banked lieu time, with any additional time being paid out at the end of the year.

ARTICLE 15 STATUTORY HOLIDAYS

15.01 Statutory Holidays Listed

All employees shall, after completion of thirty (30) days of continuous employment, receive one (1) day's pay for not working on the following holidays:

| | |
|----------------|----------------------------------------|
| New Year's Day | Labour Day |
| Family Day | National Day of Truth & Reconciliation |
| Good Friday | Thanksgiving Day |
| Easter Monday | Remembrance Day |
| Victoria Day | Christmas Day |
| Canada Day | Boxing Day |
| BC Day | |

and any other day proclaimed or declared by the Federal or Provincial Governments or by the Employer as a holiday.

15.02 Statutory Holidays on a Normal Non-Work Day

When statutory holidays fall on a normal non-working day and no other day is declared in substitution thereof, employees shall receive a day off work in lieu of the holiday, at their regular rate of pay; such day off to be taken at the discretion of the Department Head concerned, within two (2) weeks following such a holiday.

ARTICLE 16 ANNUAL VACATIONS

16.01 Vacation Year - Definition of

The term "vacation year", as used in this Agreement, shall mean the twelve (12) month period running from January 1st to December 31st.

16.02 New Employees

Vacation will be granted on the basis of one-twelfth (1/12) of ten (10) working days for each month of or portion of a month greater than one-half (1/2) worked by December 31st.

16.03 Anniversary Date

On December 31st of each year, employees are credited with an anniversary date, regardless of when employment commenced in the previous twelve (12) months.

16.04 Vacation Entitlement

Vacation days are credited to employees prior to being earned at the beginning of the year.

- a) In the first part calendar year of service – vacation will be granted based on ten (10) days prorated as per Article 16.02
- b) January 1st of the year following (a) above three (3) weeks
- c) At five (5) years' service four (4) weeks
- d) At ten (10) years of service five (5) weeks
- e) At fifteen (15) years' service six (6) weeks
- f) Each subsequent year after eighteen (18) years' service – one (1) additional day per year of service.

Payment for such vacation shall be at the employee's rate of pay as at the time they take their vacation.

16.05 Holidays During Vacation

If a statutory holiday or declared holiday falls or is observed during an employee's vacation period, they shall be granted an additional day's vacation for each such holiday in addition to their regular vacation time.

16.06 Scheduling of Vacations

- a) Vacations shall be granted at such time as is mutually agreed upon by the employee and the Employer. Preference in choice of vacation period shall be accorded the employee with the greatest seniority. Such vacation requests will be submitted in writing to the employees' department head, by 15th in the year the vacation is requested. The Employer shall confirm the dates suggested by each employee or discuss alternate dates with the employee by February 28th.
- b) Vacation changes or additional requests made after February 15th will be

submitted in writing and date stamped and will be dealt with on a first come first serve basis, by the department head.

- c) One (1) week may be carried over into the next year with mutual consent of the Employer.

16.07 Vacation entitlement upon Termination of Employment

Upon termination of employment for any reason, an Employee shall receive vacation for the calendar year in which termination occurs on the basis of one-twelfth (1/12) of their vacation entitlement for that year defined in Article 16.04 for each month or partial month worked to the date of termination. If an employee has negative vacation, the amount will be deducted from the final pay.

16.08 Employees on Long Term Disability

Employees while on Long Term Disability will not accrue vacation entitlement.

ARTICLE 17 BENEFITS

The following benefits will be provided by the Employer to employees covered by this Agreement:

17.01 Group Life Insurance and Accidental Death and Dismemberment

- a) Group Life Insurance and Accidental Death and Dismemberment for each eligible employee two (2) times their annual base earnings to a maximum of two hundred thousand (\$200,000) dollars. The monthly premium cost for the Group Life and Accidental Death and Dismemberment Plan shall be one hundred (100%) Employer paid.
- b) Employees are eligible to purchase additional life insurance for themselves and their spouse. The monthly premium cost for additional life insurance shall be one hundred (100%) percent Employee paid and will be deducted from their pay.
- c) Upon retirement, an employee may choose to convert their existing plan through the Carrier. All premium costs shall be the responsibility of the retired employee.

17.02 Medical Services Plan

If premiums formerly paid by the employer, which have been reduced or canceled as a result of legislative action, were to become payable at a future time, the monthly premium cost would revert back to being one hundred percent (100%) employer paid.

17.03 Extended Health Benefits

Each eligible employee shall be enrolled in the above plan. The monthly premium cost for the Extended Health Benefits Plan shall be one hundred (100%) percent Employer paid.

Extended health benefits shall include in addition to the standard benefit:

- Eyeglass option – five hundred (\$500) dollars every two (2) years per person covered, including laser surgery.
- Eye examination – One hundred, forty (\$140) dollars every two (2) years.
- Hearing aid option – two thousand (\$2,000) dollars every five (5) years per person covered
- Orthotic option – custom-made orthotics annual maximum benefit three hundred (\$300) dollars for adults.
- Professional service practitioners’ option – includes a combined paramedical maximum of one thousand (\$1000) dollars per calendar year.
- Prescription Drug option – includes a generic first drug benefit
- Out-of-province travel benefits will be limited to four (4) weeks.
- Lifetime maximum of two million (\$2,000,000) dollars per person covered
- Additional Practitioner Services: Counselling rendered by a Registered Counsellor, one hundred percent (100%) reimbursement.
- Healthcare Spending Account – Three hundred dollars (\$300) per calendar year as per the Income Tax Act.

17.04 Dental Plan

The basic dental plan shall be as follows:

- i) The basic dental plan will be one hundred (100%) percent coverage with no ceiling.
- ii) Prosthetics, Crowns and Bridges (Levels 3b, 4, 5) Plan pays seventy (70%) percent of approved schedule of fees.
- iii) The monthly premium costs for the Dental Plan shall be one hundred (100%) percent Employer paid.

17.05 Long Term Disability Plan

- a) Unless otherwise agreed, a Long Term Disability Plan will be available to employees working a thirty-five (35) or forty (40) hour week as follows:

In the event an employee becomes totally disabled as a result of sickness or accident, then after an employee has been totally disabled for four (4) months, the employee shall be eligible to receive a monthly benefit equal to the sum of sixty-seven (67%) percent of their basic monthly earnings to a maximum of three thousand (\$3,000.00) dollars.

For purposes of the foregoing, earnings shall mean basic monthly earnings as at the date of disability.

The Long Term Disability benefit payment will be made so long as an employee remains totally disabled and will cease on the date the employee reaches age sixty-five (65), recovers, or dies, whichever occurs first.

- b) The monthly premium costs for the Long Term Disability Plan shall be paid one hundred percent (100%) by the Employer.

17.06 Participation

Participation in the Benefit Plans set out in 17.01 to 17.05 inclusive, shall be mandatory upon successful completion of three (3) months of continuous service by employees.

17.07 Laid Off or on Leave

An employee laid off or on an approved leave of absence shall be eligible for the continuation of benefits coverage in accordance with the Employer's Plan Carrier for a period of six (6) months, provided the full monthly premium cost of specific benefits are paid by the employee [one hundred (100%) percent] and they have made the necessary arrangements with the Payroll Department. The provisions of this article shall also apply to medical coverage for employees under the BC Medical Plan.

17.08 Sick Leave Entitlement

- a) After the completion of the probation period employees shall be entitled to receive a sick leave credit of one and one-half (1½) days for every month of service with the Employer cumulative to a maximum of one hundred and fifty (150) sick days.
- b) The employees shall be given an updated notice of their accumulated sick leave as of May 1st each year.
- c) The Employer may request a medical certificate for an illness if the employee is away for five (5) consecutive working days. Upon presentation of a paid receipt, any costs associated with a doctor's certificate shall be paid in full by the Employer.
- d) Employees' sick leave accrual will be drawn upon where legitimate illness, injury or disability prevents attendance at work. An employee's sick leave accrual may be used annually for:
 - i) Medical or dental appointments;
 - ii) Appointments with other regulated health practitioners, such as optometrists, chiropractors, physiotherapists, or massage therapists. Use of sick leave for these purposes shall not be unreasonably denied.
 - iii) Up to thirty-five (35) hours for the care of an employee's immediate family members(s).
- e) The Union agrees to cooperate in ensuring that there is no abuse of this privilege. Should there be an abuse, the Parties shall meet to discuss solutions.
- f) Sick Leave credits shall not be accrued while an employee is on Long Term Disability.

17.09 Supplement to Long Term Disability Payment

An employee that becomes eligible to receive payments under the Employer's

Long Term Disability Plan may supplement their monthly payment to bring the same up to their level of their regular monthly earnings by drawing on their accumulated sick leave credit until such credit is exhausted.

17.10 Pension Plan

The Municipal Pension Plan applies to the Employer and its employees. The Employer, in addition to its own contributions on their behalf, shall deduct from the wages or salary of each employee the contributions required of them under the provisions of the Municipal Pension Plan.

17.11 Retirement

- a) Any full-time employee who retires at or after the age of fifty-five (55), and who has worked for the City for twenty (20) years or more, who had accrued the maximum number of sick days, will receive a retirement settlement of fifteen (15%) percent of their current, accrued sick bank, (less the required deductions under law). Notice shall be given to the City of the intention to retire, prior to December 1st of the year before the retirement will take place.

17.12 Part-time and Casual Employees

- a) Casual employees shall be paid eighteen (18%) percent in lieu of Article 17 benefits, statutory holiday pay and vacation pay.
- b) Part-time employees shall receive fourteen (14%) percent in lieu of benefits but shall receive sick leave, statutory holiday pay, and vacation pay.
- c) Students shall receive eighteen (18%) percent in lieu of Article 17 benefits, statutory holiday pay and vacation pay.

17.13 Medical/License Fees

- a) Medical expenses incurred for medical exams required by the Employer shall be one hundred (100%) percent reimbursed by the Employer.
- b) Any renewal costs for Driver's Licenses shall be reimbursed on the basis of costs in excess of standard Class 5 license fees.

17.14 Employee Assistance Program

An Employee Assistance Program shall be provided by the Employer for all employees and their families to access counselors and resources.

ARTICLE 18 LEAVE OF ABSENCE

18.01 Union Conventions

Leave of absence up to a maximum of twenty (20) working days without pay and without loss of seniority shall be granted to a maximum of two (2) employees to represent the Union at Union Conventions. Such notice shall be in writing to the Administrator or person holding an equivalent position at least

seven (7) days prior to the Union Convention and a reply in writing shall be given within three (3) days after such request has been made.

18.02 Bereavement Leave

In the event of a death in the immediate family of an employee, the Employer shall grant them a maximum of three (3) days of absence with pay. Additional leave of absence with pay for travel may be granted by the direct supervisor or designate. "Immediate family" shall mean: spouse, common-law spouse, child, parent, sibling, parent-in-law, sibling-in-law, sibling (sibling's child), grandparents and grandchildren.

The above leave will apply to an employee's miscarriage or an employee's partner's miscarriage.

One-half (1/2) day shall be granted without loss of salary or wages to attend a funeral provided such employee has the approval of their supervisor.

A maximum of two (2) additional days without loss of pay or benefits will be granted in the event of the death of an employee's parent, spouse or child.

18.03 Leave for Union Officers

Any employee who is elected or selected for a full or part-time position with the Union, or any body with which the Union is affiliated, or who is elected to public office shall be granted leave of absence without pay and without benefits of any kind should the leave exceed thirty (30) days and without loss of seniority by the Employer for a period of one (1) year. Such leave shall be renewed each year during their term of office.

18.04 General Leave

The Employer may grant leave of absence without pay and without benefits of any kind and without loss of seniority to a maximum of six (6) months to any employee requesting such leave for good and sufficient cause. Such request to be in writing and submitted to the Employer, and provided in the Employer's sole opinion, the leave will not have an adverse impact on the Employer's operations. Subject to the approval of the City's Insurers, an employee may opt to stay on benefits coverage provided the employee pays one hundred (100%) percent of the premium.

18.05 Jury Duty or Court Witness

The Employer shall pay an employee who is served with a subpoena to serve as a juror or court witness the difference between their normal earnings and the payment, they received for jury duty or as a court witness, conditional upon the employee presenting to the Employer proof of service and of the amount of payment received by them.

18.06 Maternity Leave

- a) An employee, on their written request supported by a certificate of a medical practitioner stating that the employee is pregnant and estimating the probable date of birth of the child, is entitled to a leave of absence

from work, without pay, for a period of seventeen (17) consecutive weeks or a shorter period the employee requests, commencing eleven (11) weeks immediately before the estimated date of birth or a later time the employee requests.

- b) Regardless of the date of commencement of the leave of absence taken under (a) the leave shall not end before the expiration of six (6) weeks following the actual date of birth of the child unless the employee requests a shorter period.
- c) A request for a shorter period under section (b) must be given in writing to the Employer at least one (1) week before the date that the employee indicates they intend to return to work and the employee must furnish the Employer with a certificate of a medical practitioner stating that the employee is able to resume work.
- d) Where an employee gives birth or the pregnancy is terminated before a request for leave is made under section (a), the Employer shall, on the employee's request and on receipt of a certificate of a medical practitioner stating that the employee has given birth or the pregnancy was terminated on a specified date, grant the employee leave of absence from work, without pay, for a period of six (6) consecutive weeks, or a shorter period the employee requests, commencing on the specified date.
- e) Where an employee who has been granted leave of absence under this section is, for reasons related to the birth or the termination of the pregnancy as certified by a medical practitioner, unable to work or return to work after the expiration of the leave, the Employer shall grant to the employee further leaves of absence from work, without pay, for a period specified in one (1) or more certificates but not exceeding a total of six (6) consecutive weeks.
- f) An Employer may require an employee to commence a leave of absence where the duties of the employee substantiated by the employee's duly licensed medical practitioner cannot reasonably be performed because of the pregnancy and to continue the leave of absence until the employee provides a certificate from a medical practitioner stating that they are able to perform their duties.
- g) The services of an employee who is absent from work in accordance with this Article shall be considered continuous for any pension, medical or other plan beneficial to the employee, and the Employer shall continue to make payment to the plan in the same manner as if the employee were not absent where:
 - i) the Employer pays the total cost of the plan, or
 - ii) the employee elects to continue to pay their share of the cost of a plan that is paid for jointly by the Employer and the employee.
- h) An employee who resumes employment on the expiration of the leave of absence granted in accordance with this Article shall be reinstated in all

respects by the Employer in the position previously occupied by the employee, or in a comparable position, and with all increments to wages and benefits to which the employee would have been entitled had the leave not been taken.

- i) All provisions of this Article shall be in accordance with the *Employment Insurance Act* and the *Employment Standards Act and Regulations (BC)*, as amended from time to time.

18.07 Parental Leave

An employee shall be entitled to parental leave, according to *Employments Standards Act (BC)*.

18.08 Domestic of Sexual Violence Leave

An employee shall be entitled to domestic and sexual violence leave in accordance with the *Employment Standards Act (BC)*.

18.09 Emergency Leave

Employees shall be granted up to two (2) scheduled work days of paid leave, to be taken from their accumulated sick leave bank, per calendar year to address unforeseen personal emergencies. Unused emergency leave does not carry over into subsequent years.

Emergencies are defined as unforeseen and unavoidable situations that require immediate attention, including, but not limited to: transportation issues such as car trouble, road closures, or other travel disruptions; weather-related events, including inclement weather that prevents safe travel to work; home emergencies such as burst water tanks, plumbing failures, heating outages, or urgent repairs; and personal crises requiring immediate resolution to prevent further harm or distress.

Emergency leave may be taken in full days, half days, or hourly increments, as required. Employees must notify their direct supervisor or designate. Proof of the emergency may be requested by the Employer to support the emergency leave absence.

Should an emergency require time beyond the two (2) paid days, taken from their sick leave bank, employees may request additional unpaid leave or use other available leave entitlements in accordance with the Collective Agreement.

ARTICLE 19 TECHNOLOGICAL CHANGE

- 1) If an employer introduces or intends to introduce a measure, policy, practice or change that affects the terms, conditions or security of employment of a significant number of employees to whom a collective agreement applies.

- a) The employer shall give notice to the trade union that is party to the collective agreement at least sixty (60) days before the date on which the measure, policy, practice or change is to be effected, and
 - b) After notice has been given, the employer and trade union shall meet, in good faith, and endeavour to develop an adjustment plan, which may include provisions respecting any of the following:
 - i) consideration of alternatives to the proposed measure, policy, practice or change, including amendment of provisions in the collective agreement;
 - ii) human resource planning and employee counselling and retraining;
 - iii) notice of termination;
 - iv) severance pay;
 - v) entitlement to pension and other benefits including early retirement benefits;
 - vi) a bipartite process for overseeing the implementation of the adjustment plan.
- 2) If, after meeting in accordance with subsection (1), the parties have agreed to an adjustment plan, it is enforceable as if it were part of the collective agreement between the employer and the trade union.
- 3) Subsections (1) and (2) do not apply to the termination of the employment of employees referred to in section 49.2 of the Employment Standards Act.
- 4) If the parties fail to reach an agreement after deliberation as per Appendix I either party may refer to Arbitration as per Article 11.

ARTICLE 20 PAYMENT OF WAGES AND ALLOWANCES

20.01 Pay Days

Employees shall be paid every second (2nd) Friday in accordance with Schedule "A" attached hereto and such pay shall include all overtime earnings for the two (2) preceding weeks. If the regular payday falls on a holiday, employees will be paid on the preceding work day.

20.02 Inside Employees and Christmas Holiday Closure

Inside employees shall have the option to defer up to a maximum of three (3) days' pay, to be allocated to the Christmas holiday closure. The City will grant one (1) additional vacation day to inside employees to be used during the Christmas Holiday Closure.

20.03 Shift Differential

Shift differential for any scheduled hours worked prior to 6:00 AM or after 6:00 PM shall be seventy-five (\$.75) cents per hour.

20.04 Acting Incumbency Pay

Where an employee is temporarily required to accept the responsibilities and carry out the duties of a position covered by this Agreement, which is a higher paid classification to the position that the employee normally holds, the employee shall be paid the higher rate of that classification for the hours or portion thereof, that the duties of the higher paid classification position are carried out.

20.05 Vacation Pay

An employee shall be paid for annual vacation to which they are entitled at the monthly or hourly rate for the regular occupational classification for which they are listed or classified under Schedule "A" by the Employer.

20.06 Dirty Pay

Any employee required to work with raw sewer, garbage collection, or the removal of dead carcasses, shall be entitled to a dirty pay premium of one dollar and fifty cents (\$1.50) per hour while actually so employed. Dirty pay premium shall mean employees working in sewer lift stations below ground level; in sewer manholes; on sewer lines containing effluent, and garbage collection. This clause does not apply to the Water/Wastewater Operators positions whose rate of pay reflects the requirement for dirty work.

20.07 Boot Allowance

All outside employees shall each receive annually a boot allowance of one hundred and seventy-five (\$175.00) dollars. No receipt is required.

20.08 Standby

All Public Works employees, excepting the Water/Wastewater Technician position, are required to be in a standby rotation and be on standby at time or times other than their regular working hours and therefore must meet a twenty (20) minute response time from their home.

An employee who is required to be on standby at a time or times other than their regular working hours, shall be paid a premium for each day they are on standby, as follows:

- a) Two (2) hours' pay at their regular rate of pay for each normal work day on which the employee was on standby and also worked their regular eight (8) hour shift.
- b) An employee shall receive four (4) hours pay at their regular rate of pay for each day of rest or statutory holiday on which the employee was on standby.

Work performed during hours normally worked, shall be done by bargaining unit staff only.

Employees shall be allowed to take the Friday following their standby weekend off of work in lieu of standby pay.

All after hour call outs shall be assigned to the person designated for standby, rotated amongst qualified full-time employees. Any additional staff shall be called on a seniority basis.

20.09 Minimum Call-Out While on Standby

- a) An employee on standby who is called out for work shall be paid for all time worked outside the scheduled hours constituting their normal day at the applicable overtime rate with a minimum guarantee of two (2) hours pay. This guarantee shall not apply when the call-out extends into the employee's normal working hours.
- b) When an employee is required to respond to a call while on standby, but does not have to physically attend the worksite, the employee will be compensated at one (1) hour at double time for the first and subsequent calls that occur during a three-hour window from the time of the first call.

20.10 Rest Period Following Early Call-Out

An employee who is called out more than four (4) hours in advance of their regular start time and performs work for a single or combined period of at least two (2) hours shall be entitled to an eight (8) hour rest period commencing upon completion of the overtime assignment.

If the employee's regular shift is scheduled to begin before the rest period has ended, the employee will be permitted to complete the full eight (8) hour rest period. The employee shall be paid their regular rate for any portion of their scheduled shift that falls within the rest period.

20.11 Cell Phone

All employees on standby on weekends shall be equipped with a cell phone.

20.12 City Vehicle

All employees on standby shall have the use of a City vehicle to respond to the call out. This shall include the right to take the vehicle to their home.

20.13 Standby Pay Accrued

Standby pay may be accrued annually but must be paid out prior to year-end.

ARTICLE 21 TRANSFER AND NEW CLASSIFICATION RATES

21.01 Lower Paid Classifications

In the event an employee is required to transfer temporarily to a lower classification, such employee shall suffer no reduction in wages until after fifteen (15) working days, because of such transfer.

21.02 New Classifications

The Employer may institute new classifications in addition to those listed in Schedule "A". Should any such new classification be instituted, the Employer

shall establish the rate for the same and shall submit the classification and rate to the Union in writing and, in addition, shall post the classification and rate in the manner required by Section 9.01. Within thirty (30) calendar days of such submission and posting, the Union may, if it deems necessary, request to meet with the Employer to review the classification and rate and, if a mutual agreement cannot be reached, the difference may be referred to arbitration under the provisions of Article 11. Any change in rate resulting from discussion between the Employer and the Union, or following a reference to arbitration, shall be retroactive to the date the new classification was instituted by the Employer.

21.03 Changed Classification

If the Union claims that the duties of an existing classification as outlined in a job description prepared by the Employer and accepted by the Union have been changed to an extent sufficient to alter the classification and/or rate, the Union may request to meet with the Employer to review the classification and/or rate. If within thirty (30) calendar days of the submission of such request, which shall be in writing, a mutual agreement cannot be reached, the difference may be referred to arbitration under the provisions of Article 11. Any change in rate resulting from discussion between the Employer and the Union, or following a reference to arbitration, shall be retroactive to the date the Union submitted its request to the Employer.

21.04 Abandonment

If the Union does not request to meet with the Employer to review the classification and rate within thirty (30) calendar days, as provided for in Section 21.03 and/or Section 21.04, or if the Union does not refer the difference, if any, to arbitration within thirty (30) calendar days, as provided for in Section 21.03 and/or 21.04, then the difference, if any, shall be deemed to be abandoned and all rights of recourse to arbitration shall be at an end.

ARTICLE 22 SEVERANCE PAY

22.01 Severance Pay Entitlement

Subject to the conditions set out in Sections 22.02 to 22.06 inclusive, the Employer will provide severance pay equivalent to one (1) week's pay for each year of service to employees who are unable to continue in their jobs because of non-compensable injury or illness, mental or physical condition, or who become redundant due to the introduction of new methods, equipment or organization.

22.02 Endeavor to Place an Employee

The Employer will endeavour to place an employee referred to in Section 22.01 in other work consistent with their mental or physical condition or other qualifications and will endeavour to provide any necessary training or retraining. Except for the situation referred to in Section 22.03 should the employee refuse to be placed in such other work or to undergo training, they shall not be entitled to severance pay.

22.03 Employee Becomes Redundant

Notwithstanding the provisions of Section 22.02 an employee who becomes redundant due to the introduction of new methods, equipment, or organization, shall be entitled to severance pay if the only other work in which they can be placed or for which they can be trained falls within a lower-rated classification than the job held by them at the time they became redundant.

22.04 Eligibility for Severance Pay

To become eligible for severance pay an employee must have worked not less than ten (10) years of continuous service in the employ of the Employer.

22.05 Layoffs

The provisions of this Article do not apply to employees who are laid off due to shortage of work and not because of redundancy as defined in Section 22.01.

22.06 Maximum Severance Pay

The amount of severance pay to which an employee shall be entitled shall not exceed fifteen (15) weeks.

ARTICLE 23 GENERAL CLAUSES

23.01 Bulletin Boards

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

23.02 Grant Workers

All grant workers, not deemed to be exempt, working under the direction of the Employer, will be considered employees insofar as the Employer is concerned. The rate of pay and benefits will be negotiated with the Union.

23.03 Job Security

No employee in the bargaining unit as of the date of signing of the Collective Agreement, shall be laid off or suffer a loss of normal hours of work as a direct result of contracting out. Casual employees will not be hired to replace permanent positions.

23.04 Adjustment Plan

If an employer introduces or intends to introduce a measure, policy, practice or change that affects the terms, conditions or security of employment of a significant number of employees to whom a collective agreement applies, the conditions set out in the British Columbia Labour Relations Code will apply.

23.05 Attendance at Training Outside of Normal Work Hours

- i) Travel when on a work day – if course and travel total longer than normal work day – employee will be paid straight time for excess hours required to travel.

- ii) City vehicle will be used where possible – within reason, driving is the preferred method of travel (a final decision on that will be made by the employees' Supervisor).
- iii) Courses that require travel on non-work days – employees will be paid on the actual time to travel to the destination at straight time. Commonly accepted time for travel will be as identified on a Google type mapping program.
- iv) All other travel expenses will be refunded as per City of Armstrong Travel Policy 2-200-4 as amended from time to time.

ARTICLE 24 TERM OF AGREEMENT

24.01 Dates of Agreement

This Agreement, unless changed by mutual consent of both parties hereto, shall be in force and effect from and after the first (1st) day of January 2025, and up to and including the thirty-first (31st) day of December 2027, and thereafter from year to year unless either party to this Agreement gives notice to commence collective bargaining in accordance with the Labour Relations Code of British Columbia. During the period of collective bargaining, this Agreement shall continue in full force and effect.

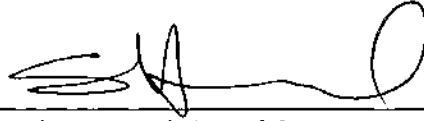
IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 19th day of September, 2025.

ON BEHALF OF:
THE CITY OF ARMSTRONG

ON BEHALF OF:
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 2709



Trevor Seibel, Chief Administrative Officer



Sarah Heward, Local 2709 Unit Chair



Terry Martens, Chief Financial Officer



Chad Pounder, Unit Representative



Brad Ackerman, Operations Manager



Natasha Albanese, Unit Representative

Schedule "A" – Wage Grid

| CLASSIFICATION | Jan 1 2024 | Jan 1 2025 Market Adj. \$1.39 | Jan 1 2025 4.00% | Jan 1 2026 3.50% | Jan 1 2027 3.00% |
|--------------------------------------------------|---------------|-------------------------------------|------------------------|------------------------|------------------------|
| Inside Workers | | | | | |
| Finance Clerk III | \$35.45 | \$36.84 | \$38.31 | \$39.65 | \$40.84 |
| Finance Clerk I | \$28.83 | \$30.22 | \$31.43 | \$32.53 | \$33.50 |
| Planning Clerk | \$29.73 | \$31.12 | \$32.36 | \$33.50 | \$34.50 |
| Operations Clerk | \$29.73 | \$31.12 | \$32.36 | \$33.50 | \$34.50 |
| Corporate Services Clerk | \$29.73 | \$31.12 | \$32.36 | \$33.50 | \$34.50 |
| Student Clerk (*job description to be developed) | N/A | \$22.77 | \$23.68 | \$24.51 | \$25.24 |
| Outside Workers | | | | | |
| Leadhand | \$37.53 | \$38.92 | \$40.48 | \$41.89 | \$43.15 |
| Equipment Operator II / Utility Person | \$35.61 | \$37.00 | \$38.48 | \$39.83 | \$41.02 |
| Equipment Operator I / Utility Person | \$34.75 | \$36.14 | \$37.59 | \$38.90 | \$40.07 |
| Water/Wastewater Operator II | \$42.04 | \$43.43 | \$45.17 | \$46.75 | \$48.15 |
| Water/Wastewater Operator I | \$37.33 | \$38.72 | \$40.27 | \$41.68 | \$42.93 |
| Labourer | N/A | \$22.77 | \$23.68 | \$24.51 | \$25.24 |

NOTE: The Foreman rate is \$50.62 per hour, effective January 1, 2025 (inclusive of all salary increases).

LETTER OF UNDERSTANDING #1

BETWEEN

THE CITY OF ARMSTRONG

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2709

RE: Student(s)

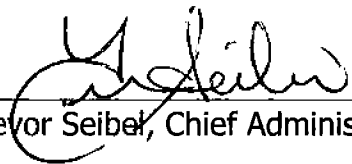
The parties to the Collective Agreement agree as follows on all student positions:

- 1) All Students shall be employed for not longer than a five (5) month period.
- 2) The student's employment shall not be extended beyond the above terms without approval from the Union.
- 3) All Students shall not gain seniority or be entitled to recall from layoff.
- 4) The rate of pay for all Students shall be in accordance with Schedule "A".
- 5) All other terms of this Collective Agreement shall apply to Students.


IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 19th day of September, 2025.

ON BEHALF OF:

THE CITY OF ARMSTRONG

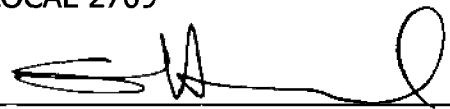

Trevor Seibel, Chief Administrative Officer


Terry Martens, Chief Financial Officer



Brad Ackerman, Operations Manager

ON BEHALF OF:

CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 2709


Sarah Heward, Local 2709 Unit Chair


Chad Pounder, Unit Representative


Natasha Albanese, Unit Representative