

# **COLLECTIVE AGREEMENT**

**BETWEEN**

**SOMETHING SPECIAL CHILDREN'S CENTRE**

**(hereinafter called "the Employer")**

**Party of the First Part**

**AND**

**THE CANADIAN UNION OF PUBLIC EMPLOYEES  
AND**

**ITS LOCAL 3625**

**(hereinafter called "the Union")**

**Party of the Second Part**

**DECEMBER 31, 2025 – DECEMBER 31, 2028**

## TABLE OF CONTENTS

ARTICLE 1 – PREAMBLE .....	3
ARTICLE 2 - MANAGEMENT’S RIGHTS .....	3
ARTICLE 3 - NO DISCRIMINATION.....	3
ARTICLE 4 - RECOGNITION AND NEGOTIATION .....	3
ARTICLE 5 – COMMITTEES .....	5
ARTICLE 6 - DISCHARGE, SUSPENSION AND DISCIPLINE.....	6
ARTICLE 7 - NO STRIKES, NO LOCKOUTS .....	7
ARTICLE 8 - GRIEVANCE PROCEDURE .....	7
ARTICLE 9 – ARBITRATION.....	8
ARTICLE 10 – SENIORITY .....	9
ARTICLE 11 - PROMOTIONS AND STAFF CHANGES.....	12
ARTICLE 12 - LAY-OFF AND RECALL .....	13
ARTICLE 13 - HOURS OF WORK.....	13
ARTICLE 14 – OVERTIME.....	15
ARTICLE 15 - PAID HOLIDAY .....	16
ARTICLE 16 – VACATIONS .....	17
ARTICLE 17 - SICK LEAVE .....	18
ARTICLE 18 - LEAVE OF ABSENCE.....	20
ARTICLE 19 - PAYMENT OF WAGES AND ALLOWANCES .....	23
ARTICLE 20 - POSITION DESCRIPTIONS .....	23
ARTICLE 21 - BENEFITS.....	24
ARTICLE 22 - JOB SECURITY .....	25
ARTICLE 23 - MISCELLANEOUS PROVISIONS .....	25
ARTICLE 24 - TEMPORARY CLOSING.....	26
ARTICLE 25 - TERM OF AGREEMENT .....	26
SCHEDULE “A” - WAGES.....	27
LETTER OF UNDERSTANDING RE: PENSION.....	28

## **ARTICLE 1 - PREAMBLE**

- 1.01 In recognition of our mutual interests, this Agreement is entered into for the purposes of recording salaries, hours and working conditions, and of establishing the means of settling amicably any differences which may arise; and for the general purpose of maintaining harmonious relations between the Employer and the employees.

## **ARTICLE 2 - MANAGEMENT'S RIGHTS**

- 2.01 The Union recognizes that it is the exclusive right of the Employer to manage and direct its operations in all respects, it being agreed that any matter not specifically covered by this Agreement remains within the residual management rights of the Employer.

The Employer agrees that these rights shall not be exercised in a manner which is inconsistent with the provisions of this Collective Agreement.

## **ARTICLE 3 - NO DISCRIMINATION**

- 3.01 The Employer and the Union agree that neither they nor their agents shall discriminate against any employee, or intimidate, threaten, coerce or restrain her because of her membership or non-membership in the Union.
- 3.02 Both parties agree that, subject to an occupational requirement and provincial legislation, they will not discriminate against any employee by reason of race, place of origin, colour, ethnic origin, citizenship, creed, sex, age, marital status or family status.

## **ARTICLE 4 - RECOGNITION AND NEGOTIATION**

- 4.01 (a) The Employer recognizes the Canadian Union of Public Employees and Its Local 3625 as the sole and exclusive collective bargaining agent for all of its employees in the City of Kingston, save and except the Executive Director, Supervisor, Secretary, Bookkeeper, Part-Time Supply Teacher or any position deemed part-time by the Employer.
- (b) If the Employer presently located at 10 Chapman Street is relocated to another site or sites within the geographical area of the City of Kingston as set out in 4.01 (a) above, the site or sites will be included within the scope of this Collective Agreement.

- (c) If the Employer opens an additional day care site or sites within the geographical area of the City of Kingston as set out in 4.01 (a) above, that site or sites will be included within the scope of this Collective Agreement.
  - (d) The Employer further agrees that it will endeavour to notify the Union ninety (90) days in advance and schedule to meet with the Union thirty (30) days after such notification with respect to 4.01 (b) and (c) above.
- 4.02 Part-time employees are employees that are not covered by the Collective Agreement and will not be scheduled for more than thirty-two (32) hours per week. Notwithstanding the above, part-time employees may be scheduled beyond the thirty-two (32) hours to cover vacations and sick leave.
- 4.03 Persons whose jobs are not in the bargaining unit shall not do bargaining unit work if it results in the lay-off or reduction of hours or change of classification of a bargaining unit employee.
- 4.04 No employee shall be required or permitted to make a written or verbal agreement with the Employer or her representative which may conflict with the terms of this Collective Agreement.
- 4.05 All employees of the Employer shall, as a condition of employment, become and remain members in good standing with the Union according to the Constitution and By-laws of the Union. As a condition of employment, all new employees shall become and remain members in good standing of the Union within thirty (30) days of employment.
- 4.06 The Employer shall deduct dues from each payroll from every employee and forward them to the National Secretary-Treasurer of the Union not later than the 15<sup>th</sup> day of the following month, accompanied by a list of names, addresses and classifications of the employees from whose wages the deductions have been made and the total hours worked that month by each employee.
- The Union agrees to indemnify the Employer and save it harmless against any claims which may arise in complying with this Article.
- 4.07 At the same time that Income Tax (T-4) slips are made available, the Employer shall enter the amount of Union dues paid by each Union member in the previous year.
- 4.08 The Employer shall permit up to fifteen (15) minutes during new employee orientation day for a Union representative to meet with new employees and to explain the functions of the Union. Prior arrangement for such an interview shall be made with the Director and/or the Associate Director, so that it shall not interfere with the normal operation of the Centre.

- 4.09 All correspondence between the Parties, arising out of this Agreement or incidental thereto, shall pass to and from the Director of Something Special Children's Centre, Incorporated and the Recording Secretary of the Union, with a copy to the National Representative.
- 4.10 There shall be one (1) Steward.
- 4.11 The Employer shall not be required to recognize members of the Union Executive, members of Committees, and the Steward until it is given written notification by the Union.

#### **ARTICLE 5 - COMMITTEES**

- 5.01 The Employer agrees to recognize a Union Negotiating Committee consisting of two (2) employees, plus the National Representative.
- 5.02 The Employer agrees to recognize a Union Grievance Committee consisting of two (2) employees.
- 5.03 At all meetings with the Employer, the above Committees may be accompanied by a representative of the Canadian Union of Public Employees.
- 5.04 It is agreed that a joint Labour-Management Committee will be established with two (2) employees as representatives of the Union and representatives of the Employer. The purpose of the Committee shall be to exchange views on matters affecting the employees and their welfare, and promoting and improving day care services. This Committee shall meet once per month or at the written request of either Party. It is understood that the Parties will not meet during the summer or if it is mutually agreed not to meet.
- 5.05 The Employer agrees to comply with the provisions of the *Occupational Health and Safety Act* and regulations there under as amended from time to time. The Union and the Employer shall each have one (1) representative on the Safety Committee.

The Union agrees that Union officials and Committee members have their regular duties and responsibilities to perform for the Employer and shall not engage in any Union activities during working hours, without the permission of the Employer. Such permission shall not be unreasonably withheld. The Steward and other Union Officials will be required to request leave from her supervisor before leaving her place of work and to report back to her supervisor upon returning to work. The Employer agrees that the Union Officials and Committee Members shall suffer no loss of regular straight time wages when meeting with representatives of the Employer.

5.06 The Employer agrees no employee shall suffer loss of regular straight time wages when attending staff meetings as called by the Employer. It is understood that attendance at staff meetings is voluntary and that minutes of the meetings, including changes in policies and procedures (prior to implementation), will be posted in the staff lounge and at the sign-in/sign-out board as soon as reasonably practical after the meeting.

Employees shall be paid for all hours spent at workshops, seminars, in-services required by the Employer at the employee's regular straight time hourly rate of pay. CPR, First Aid and WHMIS are mandatory and therefore a requirement of employment. Such in-services are to be compensated for one-half (1/2) of the time spent at the regularly hourly rate of pay.

5.07 There shall be staff meetings periodically. Staff attendance shall be mandatory and each employee who attends shall be compensated with lieu time equivalent to one and one half times (1.5x) their hourly rate.

## **ARTICLE 6 - DISCHARGE, SUSPENSION AND DISCIPLINE**

6.01 At the time formal written discipline is imposed, an employee shall have the right, upon request, to be accompanied by the Steward. A copy of any formal written discipline will be sent to the Union.

Where the Employer intends to impose formal written discipline, it shall notify the employee in advance, of the purpose of the meeting, in order that the employee may contact the Steward to be present at the meeting, if they so wish.

6.02 An employee who has been suspended or discharged shall be given confirmation in writing of such suspension or discharge as soon as reasonably possible after the imposition of the discipline. At the same time, a copy will be forwarded to the Union by the Employer.

6.03 An employee shall have the right to review her personnel file at a time satisfactory to the Employer and in the presence of an Employer representative. An employee shall have the right to respond in writing to any document in their personnel record and such response will become part of the record.

6.04 An employee who has completed her probationary period and who believes that they have been disciplined, suspended or discharged without just cause may submit a grievance in accordance with the grievance procedure established in Article 8.

## **ARTICLE 7 - NO STRIKES, NO LOCKOUTS**

- 7.01 The Union agrees that there shall be no strikes and the Employer agrees that there shall be no lockouts so long as this Agreement continues to operate. The terms "strike" and "lockout" shall bear the meaning given them in the *Ontario Labour Relations Act*.

## **ARTICLE 8 - GRIEVANCE PROCEDURE**

- 8.01 It is the mutual desire of the Parties hereto that complaints of employees shall be adjusted as quickly as possible, and it is understood that an employee shall have no grievance twenty (20) calendar days after the circumstances giving rise to it have occurred or ought reasonably to have come to the attention of the employee.

- 8.02 For the purposes of this Agreement, a grievance is defined as a difference arising between the Parties relating to the interpretation, application, administration or alleged violation of the Agreement, including any question as to whether a matter is arbitral.

8.03 Step 1

The employee or the Steward as designate shall submit a written grievance to her supervisor. The immediate supervisor will deliver her decision within nine (9) calendar days following the day on which the grievance was presented to her.

Step 2

Failing satisfactory settlement, within nine (9) calendar days after receipt of the decision from the supervisor, the Grievance Committee will submit to the Director a written statement of the particulars of the grievance and the redress sought. A grievance meeting will be arranged by the Director with the Union's Grievance Committee at a mutually agreeable time. The National Representative of the Union shall have the right to attend such meeting. The Director or her designate shall render her written decision within ten (10) working days after the meeting.

Upon request, the Steward will accompany the grievor at any step of the grievance procedure.

- 8.04 Where a dispute involving a question of general application or interpretation occurs, or where a group of employees has a grievance, the grievance may be submitted directly at Step 2.

- 8.05 Where the Employer has a grievance, it may submit the grievance to the President of the Local Union at Step 2.

- 8.06 The Union acknowledges that the Union Steward has duties to perform for the Employer and the Steward will not absent herself from such duties in order to attend to the grievances of employees, except with the permission of the Employer. Such permission shall not be unreasonably withheld. If the Employer gives permission to be absent from work during her normal working hours, the Steward shall not suffer loss of regular straight time wages for the time that the Employer permits her to be absent from work investigating grievances and meeting with the Employer in the grievance procedure. Such compensation shall not extend beyond normal working hours. The Steward will be required to request leave from her Supervisor before leaving her place of work and to report back to the Supervisor upon returning to work.
- 8.07 The time limits in the grievance and arbitration procedure are mandatory. If at any step in the grievance or arbitration procedure the grievance has not been processed by the grievor or her agent in accordance with the time limits prescribed, the grievance shall be deemed to have been settled and/or withdrawn. If at any step of the grievance procedure the grievance has not been processed by the Employer within the prescribed time limits, the grievance may be advanced to the next step by the grievor, within the time limits as prescribed. Subject to these mandatory stipulations, time limits may be extended by mutual agreement of the parties in writing.
- 8.08 Failing satisfactory settlement at Step 2, either Party may submit the matter to arbitration within twenty (20) working days after the decision has been rendered at Step 2, by giving written notice to the other Party by registered mail.
- 8.09 A claim by an employee who has completed his/her probationary period that they have been unjustly suspended or discharged shall be treated as a grievance if a written grievance (8.02 (b) (2)) is submitted to the Employer (Executive Director) within ten (10) working days after the suspension or discharge is effected. Such grievance shall commence at Step 2 of the grievance procedure.

## **ARTICLE 9 - ARBITRATION**

- 9.01 When either Party requests that a grievance be submitted to arbitration, the request shall be made by registered mail addressed to the other Party of the Agreement, indicating the name of its nominee to an arbitration board. Within five (5) days thereafter, the other Party shall answer by registered mail indicating the name and address of its appointee to the arbitration board. The two appointees shall then meet to select an impartial Chairperson.

- 9.02 If the Party receiving the notice fails to appoint a nominee, or if the two (2) nominees fail to agree upon a Chairperson, the appointment shall be made by the Minister of Labour upon request of either Party.
- 9.03 If there is mutual agreement between the Parties on a single arbitrator, a grievance may be submitted to a one (1) person arbitration board, in which case Articles 9.01 and 9.02 shall not apply.
- 9.04 The arbitrator or arbitration board shall determine its own procedure but shall give full opportunity to all Parties to present evidence and make representations.
- 9.05 The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Board. The decision of the Board of Arbitration shall be final, binding and enforceable on all parties and may not be changed. The Board of Arbitration shall not have the power to change this Agreement or to alter, modify or amend any of its provisions.
- 9.06 Each Party shall pay
- The fees and expenses of the Arbitrator it appoints;
  - One-half (1/2) of the fees and expenses of the Chairperson.
- 9.07 No matter may be submitted to arbitration which has not been properly carried through all the requisite steps of the grievance procedure. The time limits fixed in both the grievance and arbitration procedures may be extended by the written consent of the parties.
- 9.08 Nothing in this Agreement shall prevent either Party from exercising its right to use Section 46 of the *Ontario Labour Relations Act*.

## **ARTICLE 10 - SENIORITY**

- 10.01 Seniority is defined as the length of continuous service in the employ of the Employer from the last date of hire and shall include service with the Employer prior to the certification of the Union.
- 10.02 The Employer shall maintain a seniority list showing the date upon which each employee's service commenced. An up-to-date seniority list shall be sent to the Union and posted within the Day Care Centre every six (6) months.
- 10.03 A newly hired employee shall be on probation for a period of eighty (80) working days from the date of hiring. With written agreement of the Employer, the Union and the employee involved, the probationary period for an individual may be extended to a maximum of one hundred (100) working days. A probationary employee shall not accrue seniority until after

s completed the probationary period. After successful completion of the probationary period, seniority shall be effective from the date of hiring.

10.04 Notwithstanding anything in this Agreement, a probationary employee may be disciplined, suspended or discharged at the sole discretion of the Employer and such discipline, suspension or discharge of a probationary employee shall not be subject to the grievance or arbitration procedures.

10.05 Effect of Absence

- (a) During a statutory leave of absence under the *Employment Standards Act, 2000*(the "ESA"), both seniority and service will accrue. During any non-statutory approved unpaid absence not exceeding thirty (30) continuous days or any approved absence paid by the Employer, both seniority and service will accrue.
- (b) During a statutory leave of absence under the *Employment Standards Act* (the "ESA") an employee continues to participate in the pension and benefits plans unless the employee elects in writing not to do so. The Employee is responsible for payment of their share of any applicable premiums during their statutory leave of absence.

During any non-statutory unpaid absence exceeding thirty (30) continuous calendar days, seniority and credit for service for purposes of salary increment, vacation, sick leave or any other benefits under any provisions of the Collective Agreement or elsewhere, shall be suspended for the period of the absence in excess of thirty (30) continuous calendar days, the benefits concerned appropriately reduced on a pro-rata basis and the employee's anniversary date adjusted accordingly. In addition, if the employee wishes for benefits to continue then the employee must notify the Employer in writing and employee will become responsible for paying the Employer for both the employee and the Employer portions of the benefits costs for the period of the absence. An employee's failure to pay the benefits costs before the due date will result in the employee's participation in the benefits ceasing and may impact the employee's ability to resume participation in the benefits plan. Notwithstanding the foregoing, the Employer will continue to pay its share of the premiums for up to eighteen (18) months while an employee is in receipt of W.S.I.B. benefits.

- (c) It is further understood that during any non-statutory approved unpaid absence exceeding thirty (30) continuous calendar days, credit for seniority for purposes of promotion, demotion, transfer or lay-off shall be suspended and not accrue during the period of the absence. Notwithstanding this provision, seniority shall accrue for a period of twenty-four (24) months if an employee's absence is due to a disability.

- (d) For the purposes of this Article, an unpaid absence is any absence during which the Employer is not paying wages to the employee.

10.06 An employee shall lose all seniority and service and shall be terminated if they:

- (a) is discharged and is not reinstated;
- (b) resigns;
- (c) retires;
- (d) is absent from scheduled work for a period of three (3) or more consecutive working days without notifying the Employer of such absence and providing a reason satisfactory to the Employer;
- (e) has been laid off for twenty-four (24) months;
- (f) has been laid off and fails to return to work within seven (7) calendar days after the employee has been notified by the Employer through registered mail addressed to the last address on the records of the Employer unless absent for a reason satisfactory to the Employer;
- (g) fails to return to work upon termination of an authorized leave of absence unless a reason acceptable to the Employer is given;
- (h) uses a leave of absence, other than pregnancy or parental leave, to do something other than the purpose for which the leave was granted without first obtaining the consent of the Employer in writing.

10.07 Temporary Transfer Outside Bargaining Unit

It is understood that an employee shall not be transferred to a position outside the bargaining unit without their consent except in the case of a temporary assignments not exceeding three (3) months. Such employees on temporary assignments shall remain members of the bargaining unit.

An employee who is transferred to a position outside the bargaining unit shall not accumulate seniority after the first three (3) months outside the bargaining unit.

In the event that an employee returns to a position in the bargaining unit, they shall be credited with the seniority held at the time the accumulation stopped and shall resume accumulation from the date of their return to the bargaining unit.

## **ARTICLE 11 - PROMOTIONS AND STAFF CHANGES**

11.01 When the Employer determines that a permanent vacancy within the bargaining unit is required to be filled, or the Employer creates a new permanent position within the bargaining unit, such vacancy shall be posted by the Employer for a period of seven (7) calendar days. Application for such vacancy shall be made in writing within the seven (7) days that the position is posted. Term vacancies in excess of three (3) months will also be posted. Internal applicants will be considered prior to considering external application

11.02 Such notice shall include at a minimum, the position, requirements and salary rate or range.

11.03 When filling posted vacancies, the Employer shall consider the following factors:

(a) skill, ability and qualifications;

(b) seniority.

If factor (a) is relatively equal as between two applicants, the most senior applicant will be selected, providing the individual selected has the qualifications set out for the position.

The Employer shall be free to fill temporary vacancies, expected to be six months duration or less, at its sole discretion.

11.04 The successful applicant shall be notified within two (2) days of the date of appointment and the name of the successful applicant shall be posted on the bulletin board within seven (7) days of the date that they fill the position.

If a position falling vacant is not to be posted immediately or if after a vacancy is posted a selection is not to be made immediately, in either case the Union will be advised in writing as to the reason. The Union agrees that this advice is for information only.

11.05 An employee who has been promoted or transferred to a posted position shall be on trial for a period of four (4) weeks. During the trial period, if, in the opinion of the Employer, the successful applicant proves unsatisfactory in the position or the employee is unwilling to perform the duties of the position, they shall be returned to their former position and pay rate. Any other employee transferred because of the re-arrangement shall also be returned to their former position and pay rate.

- 11.06 When Teachers are requested to replace the Cook, the Employer will first request employees to voluntarily replace the Cook. In the event that no employees are willing to volunteer to replace the Cook, the Employer shall have the right to assign employees to replace the Cook.
- 11.07 Where the duties of a position are modified, or the Employer creates a position, to accommodate an employee with a disability, the position shall not be considered a vacancy that must be posted, for the purposes of this Article.

## **ARTICLE 12 - LAY-OFF AND RECALL**

- 12.01 In the event of a lay-off, employees with the least seniority in the bargaining unit shall be laid off first, providing that employees who remain have the qualifications for the positions available.
- 12.02 Employees who are to be recalled shall be recalled in order of their seniority, providing they have the qualifications for the positions available.
- 12.03 No new employees shall be hired during a lay-off until laid off employees who are eligible for recall have been given the opportunity to return to work according to the provision of Article 12.02.
- 12.04 The Employer shall give each employee, who is to be laid off, two (2) weeks' notice in writing of their lay-off.
- An employee laid off pursuant to Article 12.01 must notify the Employer within seven (7) calendar days of receiving the notice that they will either:
- (a) accept the lay-off, or
  - (b) bump the most junior employee in a lower paid classification in the bargaining unit. In order to bump into another position, the employee must have the qualifications for the position.
- 12.05 In the event of a proposed long term lay-off, the Employer will meet with the Union through the Labour-Management Committee as far in advance of the lay-off as is reasonably practicable to review the implementation of the lay-off.

## **ARTICLE 13 - HOURS OF WORK**

- 13.01 (a) At the present time, the regular hours of operation for the Day Care are between 6:30 a.m. and 6:10 p.m. The Employer reserves the right to change the hours of operation but agrees that it will discuss any such change with the Union through the Labour-Management Committee three (3) months in advance of making a change.

The Employer shall provide the Union written notice of a one (1) week vacation closure.

Nothing in the Agreement shall constitute a guarantee of any hours of work per day or days per week with respect to any employee in the bargaining unit.

- (b) It is recognized that the floor coordinator role may include hours outside of the 6:30 a.m. to 6:10 p.m. time frame, and as such the floor coordinator may track these hours to be used as lieu time and schedule this at their discretion pending manager approval.

13.02 The normal day shall be eight (8) hours of work exclusive of a one (1) hour unpaid meal break.

13.03 The normal work week will consist of forty (40) hours of work per week. All employees shall be entitled to a fifteen (15) minute rest during each shift.

13.04 The Employer shall be responsible for scheduling the employees' work hours and notify the employees of their individual schedule and any changes in the schedule. The Employer will make assignments to the rooms, taking into consideration the employee preference, staff development, needs of the Day Care and seniority. If staff development and needs of the Day Care are not relevant considerations, then the assignment will be based on employee preference, unless two (2) or more employees want the same room assignment and not all can be accommodated, in which case the senior employee's preference shall govern. Such assignments shall be submitted on an annual basis on July 2 and shall be effective the following September. Each employee in the Union shall be notified of the annual assignment by August 1.

The work schedule for employees shall be the schedule developed for the room to which they are assigned. The rotation shall change on a weekly basis unless the employees in that room agree to change on a different basis (e.g. monthly). One (1) week's notice shall be provided to employees in the event of any permanent change in the annual work schedule.

13.05 Employees can make and receive telephone calls as long as they do not interfere with the operation of the Centre.

13.06 Shift exchanges shall be allowed with the written agreement of the Employer and the employees involved, provided that no premium pay is paid as a result of such a change. The agreement of the Employer shall not be unreasonably withheld.

13.07 Each Full-Time Teacher who works in a class with more than one (1) full-time teacher shall be entitled to two (2) hours of paid programming time per month. Programming time shall be taken during regularly scheduled uncovered hours of work.

13.08 Each Full-Time Teacher who works in a class alone shall be entitled to two (2) hours of paid programming time per month. Programming time shall be taken during regularly scheduled uncovered hours of work.

13.09 Professional Development Days

(a) Depending on the operation requirements, financial resources, and professional development needs of the employees, the Employer shall continue its practice of providing staff development to the employees. Where travel is required, the Employer will allow employees to use private vehicles and the Parties agree that the Employer shall not incur any liability as the result of the employee's use of private vehicles.

(b) Any sanctioned Professional Development day by the city of Kingston, the centre will close and staff will report to the conference or meetings as required.

13.10 The Employer will endeavour to provide additional program time when operation needs allow.

**ARTICLE 14 - OVERTIME**

14.01 Overtime is defined as all hours that the Employer requires the employee to work in excess of forty (40) hours per week or eight (8) hours per day. (Note: Staying late for a pick-up does not constitute an overtime situation.)

Any hours that the Employer requires an employee to work overtime shall be paid at time and one-half (1½) the employee's regular straight time hourly rate of pay.

At the discretion of the Employer, the employees will either be paid for overtime worked, or the equivalent time may be put into an overtime bank and be used by the employee to take time off with pay. Arrangements to take time off from the overtime bank shall be made by mutual agreement between the Employer and the employee.

14.02 The Union agrees that teachers may have to stay late in order for parents to pick up their children. When this occurs, the Employer will bill the parents and the late payment fee paid by the parents will be added to the pay of the teacher(s) required to stay late, and this time will not be considered overtime. The fee may be split between the teachers if more than one teacher is required to stay late. The late payment fee is as follows:

up to 30 minutes: \$20.00

over 30 minutes but less than 60 minutes: \$30.00

over 60 minutes but less than 90 minutes: \$40.00.

## **ARTICLE 15 - PAID HOLIDAY**

15.01 The following holidays shall be granted with pay at the employee's regular rate of pay for their normal number of daily working hours if they qualify under Article 15.03 hereunder:

New Year's Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Christmas Eve
Victoria Day	Christmas Day
Canada Day	Boxing Day

On January 1st of each year two (2), float days will be added to the Employee's Calendar under Category Float Day to be used at a mutually agreeable time. If an approved Float Day cannot be taken due to the operational needs of the Employer, the Float Day shall be paid out.

Float Days may be taken combined with vacation time and/or combined with each other.

15.02 If a paid holiday should occur during an employee's scheduled vacation, the day shall be counted as a paid holiday and not a vacation day.

15.03 An employee shall not qualify for pay for a holiday if they:

- (i) is in receipt of or eligible for sickness pay, short term disability benefits, long term disability benefits, or Workers' Compensation payment; or
- (ii) is laid off; or
- (iii) has been absent from work for more than thirty (30) calendar days, not including vacations.

15.04 Depending on the operational requirements of the Centre, the Employer and the employees agree to work co-operatively to allow employees time off with pay between Christmas and New Year's.

15.05 When Christmas Eve falls on a Saturday or Sunday, then the regular work day on the following Monday will be considered a paid day off. Employees will be sent home according to their shifts as numbers allow. Shifts will be assigned by seniority.

15.06 As numbers allow in each room, staff can opt to leave early on New Year's Eve, using any available lieu time. If staff are in a mixed ratio situation, the senior staff member would be allowed first choice to leave based on their shift. Should a staff member not have lieu time to use, the choice would go to the next senior staff in a mixed ratio situation. The above situation will take into consideration "first in, first out" policy.

## **ARTICLE 16 - VACATIONS**

16.01 An employee shall earn vacation credits on a monthly basis and shall receive an annual vacation with pay as follows:

- |  |         |
|--|---------|
| (a) Less than two (2) years of continuous service      | 12 days |
| (b) two (2) years of continuous service                | 15 days |
| (c) five (5) years of continuous service               | 20 days |
| (d) fifteen (15) years of continuous service           | 25 days |
| (e) after twenty-five (25) years of continuous service | 30 days |

16.02 Accumulated and unused vacation time shall be paid out by the Employer by no later than the second regular payroll date after January 1st each year.

Vacation time that is paid out shall be deemed to have been taken, except where roll-over is required by law, in which case the accumulated vacation pay will be provided by no later than the second regular payroll date after January 1st and the accumulated vacation time will be banked and may be subsequently taken without pay. Employees who have been unable to take vacation due to a refusal to allow previously approved vacation because of an unforeseen lack of staffing, shall be allowed to carry over such previously approved vacation to be taken by April 1st of the following year. A further extension of up to three months may be granted by the Executive Director if requested by the worker and approved. Any such carried over and unpaid vacation pay remaining as of April 1st or the last date of any extension granted by the Executive Director, whichever is later, shall be provided by no later than the second regular payroll date after the applicable date. An employee who terminates or retires shall be paid their accumulated vacation credits at their regular straight time hourly rate.

16.03 Where an employee is hospitalized, injured or becomes seriously ill or qualifies for bereavement leave during their period of vacation, there shall be no deduction from vacation for the period the employee is ill or is hospitalized or for the period of the bereavement leave. The period of vacation so displaced shall either be added to the vacation period or reinstated for use at a later date at a time mutually agreed to by the Employer. It is understood that a note from a duly qualified medical practitioner will need to be provided to support the illness.

16.04 The Employer retains the right to schedule vacations.

Depending on the operational needs of the Day Care:

The Employer will endeavor to grant vacation in unbroken periods of the times as requested by the employees. In order to have a vacation period

request considered, an employee must notify the Employer of their preferred vacation period as follows:

September 1- December 31 time off submitted by July 15 and posted by August 15

January 1- March 31 time off submitted by November 15 and posted by December 15

April 1- June 31 time off submitted by February 15 and posted by March 15

July 1- August 31 time off submitted by May 15 and posted by June 15

Where more employees have requested the same vacation period and such cannot be granted as a result of the operational needs of the Day Care, seniority shall be used as the governing factor in scheduling vacation periods. Such schedules shall not be changed unless mutually agreed to by both the Employer and the employees affected. Additional requests for vacation after the schedule has been posted will also be considered by the Employer. Requests for incidental days will be considered in the order that they are submitted. If more than one employee submits a request at the same time for the same day and not all requests can be granted, seniority will be the governing factor as long as the operational needs can be met.

- 16.05 The vacation year shall run from January 1 to December 31. An employee may schedule vacation during the vacation year and may take up to ten (10) days of vacation time in advance of accruing that vacation entitlement, based on the vacation entitlement that the employee has accumulated up to January 1. Employees may be allowed to carry over ten (10) days entitlement to the next vacation year. Where an employee is terminated or retires having taken more vacation time than the employee has accrued, then the Employer shall be entitled to deduct the value of the unaccrued vacation time from any payments owing to the employee. The Employer will advise each employee monthly concerning the amount of vacation used and the remaining entitlement for the current vacation year.

## **ARTICLE 17 - SICK LEAVE**

- 17.01 An employee shall accumulate sick leave days in accordance with Article 17.02 hereunder. Sick leave days may be used by the employee for sick leave to provide pay for the period of time that the employee is absent from work by virtue of being sick or disabled for which compensation is not recoverable under any compensation, insurance plan or policy or from a third party.
- 17.02 Effective January 1, 2020, in each year an employee shall be granted twelve (12) sick leave days for the calendar year. For new employees, sick days for the first calendar year will be pro-rated based on the hire date. Unused sick days will be extinguished at the end of each calendar year and may not be carried over from one year to the next. Where an employee is terminated or

resigns having taken more sick days than the employee would be entitled to have taken on a pro-rated basis to the date of termination or resignation, then the Employer shall be entitled to deduct the value of the sick days taken in excess of the amount to which the employee would have been entitled on a pro-rated basis to the date of termination or resignation from any payments owing to the employee.

Effective upon ratification of this agreement, for the remainder of 2019 each employee's accrued sick leave days will be adjusted to the lesser of: (a) the number of sick days in the employee's sick bank (but the employee will continue to accrue sick days at the rate of one (1) day per month to a maximum of twelve (12) days in 2019); and (b) twelve (12) days (accruing no more for 2019). All days in an employee's sick bank in excess of twelve (12) days will be extinguished and not cashed out.

- 17.03 Sick days may be used in the event of an employee's own personal illness, injury, or medical emergency. Up to ten (10) of an employee's twelve (12) sick days per year may be used in the event of the illness, injury, medical emergency, or urgent matter relating to the:
- employee's spouse (includes both married and unmarried couples, of the same or opposite genders);
  - employee's parent, step-parent, foster parent, child, step-child, foster child, grandparent, step-grandparent, grandchild or step-grandchild or those of the employee's spouse;
  - spouse of the employee's child;
  - brother or sister of the employee; or
  - relative of the employee who is dependent on the employee for care or assistance.
- 17.04 Sick leave days shall be used in priority to any Personal Leave days (as per Article 18.04). The Sick Leave provisions in this Article are intended to be inclusive of statutory leave for personal illness and family responsibilities.
- 17.05 A deduction shall be made from accumulated sick leave of all normal working days (exclusive of holidays) that the employee is absent as a result of being sick.
- When an employee is absent from work by reason of sickness for more than three (3) working days they shall provide the employer with a certification from a duly qualified medical practitioner by the fourth (4<sup>th</sup>) day indicating the reason for the absence and the expected return date.
- Should payment be required for such certificates it shall be borne by the Employer.
- 17.06 From time-to-time employees arrive at work for their normal scheduled shift and leave before the end of the shift due to illness. The employee will have the day recorded as a sick day. The hours worked will be put into the employee's overtime.

## **ARTICLE 18 - LEAVE OF ABSENCE**

18.01 An employee shall be granted three (3) consecutive working days leave without loss of pay or benefits in the case of death of the:

- employee's spouse (includes both married and unmarried couples, of the same or opposite genders);
- employee's parent, step-parent, foster parent, child, step-child, foster child, sibling, grandparent, step-grandparent, grandchild or step-grandchild or those of the employee's spouse;
- spouse of the employee's child;
- aunt, uncle, niece or nephew of the employee; or
- relative of the employee who is dependent on the employee for care or assistance.

One of the three (3) days shall be the day of the funeral.

In recognition of individual circumstances, the Employer upon request, may grant additional bereavement leave for the death of the employee's mother, father, child, step-child or spouse. Unused bereavement leave may not be banked, carried over, cashed out or exchanged for payment.

18.02 An employee may apply for a leave of absence without pay for personal reasons. Such requests shall be in writing and subject to approval by the Employer.

### **18.03 Pregnancy and Parental Leave**

- (a) After thirteen (13) weeks' employment, employees, upon written request, shall be granted up to seventeen (17) weeks unpaid leave of absence for Pregnancy and up to sixty-one (61) weeks of unpaid Parental Leave, or sixty-three (63) weeks of unpaid Parental Leave if they did not take Pregnancy Leave.
- (b) The period of leave will be considered as continuous service for purposes of seniority, service, annual increments and length of vacation entitlement.
- (c) An employee returning from Pregnancy and Parental Leave shall be returned to their former position, subject to any changes to the employee's status, which would have occurred had they not been on leave.
- (d) The employee shall not be entitled to any sick leave benefits during pregnancy leave and parental leave.

- (e) Written request for pregnancy leave and parental leave implies an intention to return to work. The employee must specify in their written request the date the leave commences, that they intend to return to work and the expected return date.
- (f) The Employer shall grant a leave of absence without pay to an employee for a period of up to sixty-three (63) weeks for Adoption Leave on the same basis as Parental Leave.
- (g) The Employer will continue all benefits coverage in which the employee participated immediately prior to the commencement of the Leave, for the duration of the Leave, provided that the employee reimburses the Employer for the employee portion of the cost of such benefits.
- (h) The Parties recognize that this language may be amended by legislation. An employee on Pregnancy Leave or Parental Leave, as provided under this Agreement, who is in receipt of Employment Insurance pregnancy and/or parental benefits pursuant to Section 18 of the *Employment Insurance Act*, as amended, shall be paid a supplemental employment benefit. That benefit will be equivalent to the difference between seventy-five percent (75%) of the employee's regular weekly earnings and the sum of their weekly Employment Insurance Benefits and any other earnings for the period of their pregnancy leave, and will be equivalent to seventy percent (70%) of the employee's regular weekly earnings and the sum of their weekly Employment Insurance Benefits and any other earnings for the period of their pregnancy leave for up to ten (10) weeks of any Parental or Adoption Leave. Such payment shall commence following completion of the one (1) week Employment Insurance waiting period and receipt by the Employer of the employee's Employment Insurance cheque stub as proof that they are in receipt of such benefits to a maximum of fifteen (15) weeks for Pregnancy Leave and eleven (11) weeks for Parental Leave.
- (i) If an employee elects to receive Employment Insurance Benefits over a period of time greater than twelve (12) months, the supplemental employment benefit paid to the employee over this period will be calculated as if the employee elected to receive their Employment Insurance benefits for twelve (12) month period.

#### 18.04 Personal Leave or Emergency Leave Days

Leave with pay shall be granted up to a maximum of three (3) full working days in any calendar year for the certain designated causes such as illness in the family or other such infrequent emergency. These days may also be used in part for medical or dental appointments and must be used in a minimum of 2-hour increments. Accrued and unused days cannot be carried over from year to year and shall not be paid out on the termination of employment or under any other circumstances.

**18.05 Jury and Witness Duty**

If an employee is required to serve as a juror in any court of law, or is required to attend as a witness in a court proceeding in which the Crown is a party, or is required by subpoena to attend a court of law or coroner's inquest in connection with a case arising from the employee's duties at the Something Special Children's Centre, the employee shall not lose regular pay because of such attendance provided that the employee:

- (a) notifies the Employer immediately on the employee's notification that they will be required to attend at court;
- (b) presents proof of service requiring the employee's attendance;
- (c) deposits with the Employer the full amount of compensation received excluding mileage, traveling and meal allowances and an official receipt thereof.

**18.06** In the event that a known or suspected case of any disease or condition occurs in the Day Care which the Medical Officer of Health or an individual employee's doctor views would be harmful to a pregnant employee, such employee shall receive an immediate transfer to other duties they are able or qualified to perform as long as such a transfer is practical. If it is not practical to transfer the employee, they may use their accumulated sick leave or take an unpaid leave of absence.

**18.07** Upon reasonable written notice to the Employer, an employee elected or appointed to represent the Union at conventions shall be allowed leave of absence for up to ten (10) days per year. No more than one (1) employee at any one (1) time and a total of twenty (20) days per year for the Union shall be allowed. The Employer will continue to pay an employee, provided they have been scheduled to work, when on an approved leave of absence for Union business. The Employer will bill the Union in order to recover the cost of the employee's salary and benefits during the period of leave of absence. The benefits will be calculated by taking the total cost of benefits on an annual basis dividing by the employee's working days in the year and charged on a daily basis. Such billing shall be done within thirty (30) days of the employees' return to work. The Union shall forward payment within thirty (30) days of receipt of the billing.

**18.08 Compassionate Care Family Leave**

Employees shall be granted an unpaid leave of eight (8) weeks to care for a seriously ill family member. During the leave, the employee will continue to accumulate all benefits and seniority under this Collective Agreement. If the employee chooses to contribute for the period of the leave to the pension or benefits plan, the Employer will pay the Employer's contributions for the same period. On return from leave, employees will be placed in their former position.

The employee may request an extension to the leave in writing should circumstances warrant. Approval of an extension shall not be unreasonably denied. During an extended leave, the employee shall continue to accrue all benefits and seniority.

- 18.09 An employee shall not lose wages, benefits or seniority for time lost from their regular scheduled hours to write an examination for a course that has been approved in advance by the Employer.

Where the Employer requires the employee to take a course, the Employer shall pay the course fees and reasonable travel and accommodation costs if the course is outside the Kingston region.

## **ARTICLE 19 - PAYMENT OF WAGES AND ALLOWANCES**

- 19.01 The Employer shall pay salaries every second Friday by 3:00 p.m. in accordance with Schedule "A" attached hereto and forming part of this Agreement. The salaries will be paid two weeks following the end of the pay period for which the salaries were earned. The Employer agrees to pay by direct deposit. On each pay, each employee will be provided with an itemized statement of their hours worked, wage rate, and deductions.

- 19.02 An employee hired into the classification of Cook will be paid at the wage rate for that classification, even if the employee has a RECE diploma, so long as the employee is in the Cook position.

- 19.03 An employee, temporarily assigned to a higher paying position, shall receive the rate of pay and benefits for that position for the time they perform that job. In the case of promotion or reclassification, the employee shall receive the higher rate of pay when they are promoted or reclassified. The date of promotion to the new classification shall become the anniversary date for application of salary progression.

- 19.04 When an employee is temporarily assigned to a position paying a lower rate, their rate shall not be reduced.

- 19.05 Registered Retirement Savings Plan

An employee may voluntarily contribute to an RRSP an amount equal to 4% of the gross earnings as per Schedule "A" of the collective agreement, with the Employer matching that 4% contribution.

## **ARTICLE 20 - POSITION DESCRIPTIONS**

- 20.01 Current descriptions of all positions under the jurisdiction of the Union will be prepared and maintained by the Employer. These descriptions shall be discussed, after request by either party, at Labour-Management Committee meetings.

- 20.02 The classifications are listed in Schedule "A" of this Collective Agreement.
- 20.03 When a new job is created or established, the Employer shall set a rate of pay for the job that is consistent with Schedule "A" of this Collective Agreement. If the Union disagrees with the rate, it may enter into negotiations with the Employer and, if the parties are unable to agree, the matter may be submitted to the grievance and arbitration procedure.

## **ARTICLE 21 - BENEFITS**

- 21.01 The Employer will continue to pay its current contributions to the premiums for the current benefit package, including basic health, basic life, dependent life, and AD&D. The benefits provided for in this Article shall not apply to employees hired from outside the bargaining unit to replace an employee on a leave.
- 21.02 Staff will continue to pay their current contributions to the premiums for the current benefit package, including additional premiums for family extended health coverage, all dental coverage, and long-term disability.
- 21.03 Staff will not be able to opt out family health benefits without providing proof of the alternative coverage.
- 21.04 The Employer will implement an insured short-term disability ("STD") benefit and will pay 100% of the premiums relating to that benefit. The STD benefit will be at 75% of the employee's pre-tax income (not including wage enhancements), subject to a weekly maximum of \$600.00, paid by the benefits provider. Benefits payments will be subject to applicable deductions.
- 21.05 The Employer may change the STD plan and/or carrier provided that the new benefits plan is equivalent to or better than the existing policy.
- 21.06 Claims for STD benefits are subject to the terms and conditions of the benefit provider. Any dispute regarding the qualifications or entitlements to STD benefits shall be between the employee and the benefits provider.
- The Employer agrees to support the employee in their claim applications for STD.
- 21.07 Provided the employee meets the terms of entitlement specified in the plan, STD benefits will begin:
- on the first (1<sup>st</sup>) day of a non-work-related accident, injury or hospitalization; or
  - on the eighth (8<sup>th</sup>) consecutive calendar day of non-work-related illness.

- 21.08 Employees will have the option to bridge the waiting period prior to the beginning of STD benefits by using sick days, personal/emergency leave days, float days, lieu time, or vacation days, in that order (subject to meeting the criteria for using those days).
- 21.09 New employees will not be eligible to participate in the STD benefits plan until meeting the eligibility period requirements of the benefits provider.

## **ARTICLE 22 - JOB SECURITY**

- 22.01 No member of the bargaining unit will be laid off as a result of the Employer contracting out any work or services performed by employees in the bargaining unit.

## **ARTICLE 23 - MISCELLANEOUS PROVISIONS**

- 23.01 The Employer agrees to provide an employee lounge and locked storage space for personal belongings. The Employer is not responsible for the security of the storage space.
- 23.02 The Employer shall provide a bulletin board in the Employee Lounge upon which the Union shall have the right to post notice of meetings and other Union material of interest to the membership.
- 23.03 The Union and the Employer desire every employee to be familiar with the provisions of this Agreement and their rights and obligations under it. For this reason, the Employer and Union will share the cost of providing sufficient copies of this Agreement within thirty (30) days of signing.
- 23.04 Evaluations for employees shall be done every two (2) years and shall be discussed with the employee, within six (6) weeks of preparation of the evaluation by the Employer. It is understood if an employee does not agree with the evaluation, they have the right to have a letter of rebuttal placed in their personal file.
- 23.05 Wherever a feminine pronoun is used in this Agreement, it includes the masculine pronoun and vice versa where the context so requires.
- 23.06 An employee who is required to attend an interview in the office may be accompanied by a Steward where the employee so requests.
- 23.07 The parties agree that it is a professional requirement for all eligible members to be registered with the college of early childcare education (ECE). The employer agrees to reimburse the registration fees of registration to any member who provides a receipt of enrollment.

23.08 During the week of the Canada Day holiday, or lieu day should the holiday be on a weekend, the centre will close for the remaining four (4) days of that week each year. This is to be considered a paid shut down where no staff member will lose any wages, seniority and benefits that are regularly paid while working.

**ARTICLE 24 - TEMPORARY CLOSING**

24.01 In the event the Employer must temporarily close due to extreme weather or disaster beyond their control, examples, but not limited to; fire, lack of electricity or heat, lack of water and/or major damage to the building exterior or interior, employees will be off without pay for a maximum of four (4) days or may request to use available vacation days until such days are exhausted in anticipation of the above issues being resolved, inspected and approved by the appropriate authorities.

**ARTICLE 25 - TERM OF AGREEMENT**

25.01 The Agreement shall be binding and remain in effect until December 31, 2025 and shall continue from year to year thereafter unless either party gives to the other party notice in writing within ninety (90) days prior to December 31, 2028 that it desires its termination or modification.

25.02 Any changes deemed necessary in this Agreement may be made by mutual agreement at any time during the existence of this Agreement.

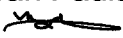
25.03 Either party desiring to propose changes to this Agreement shall, between the period of thirty (30) and ninety (90) days prior to the termination date, give notice in writing to the other Party that it proposes such changes. The Parties shall then enter into negotiations for a new Agreement within fifteen (15) days of receipt of such notice or upon such other mutually agreeable time.

**DATED at \_\_\_\_\_, Ontario, this \_\_\_\_ day of \_\_\_\_\_ 2025.**

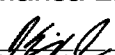
SIGNED ON BEHALF OF  
SOMETHING SPECIAL CHILDREN'S  
CENTRE

  
\_\_\_\_\_  
Sarah Paulson (2025-11-03 13:07:21 EST)

Sarah Paulson

  
\_\_\_\_\_  
Marisa Lavoratore (2025-10-31 12:10:36 EDT)

Marisa Lavoratore


  
\_\_\_\_\_  
Kirk Smallridge (2025-10-30 15:59:40 EDT)

Kirk Smallridge


SIGNED ON BEHALF OF  
CANADIAN UNION OF PUBLIC  
EMPLOYEES AND ITS LOCAL 3625

  
\_\_\_\_\_  
Jase Van Ravenstein (2025-10-30 15:05:30 EDT)

Jase Van Ravenstein

  
\_\_\_\_\_  
Jo-Ann Pe (2025-11-05 12:19:21 EST)

Jo-Ann Peters

  
\_\_\_\_\_  
Mike Rodrigues (2025-10-30 15:06:45 EDT)

Mike Rodrigues

mh:cope491 October 30, 2025

**SCHEDULE "A" - WAGES  
Something Special Children's Centre**

<b>2026 Wage Grid</b>				
Cook/Non-ECE	Start	6 Months	1 Year	2 Year
Rate	19.66	19.95	20.22	20.71
RECE	Start	6 Months	1 Year	2 Year
Rate	21.27	21.91	22.09	22.50
Floor Coordinator	Start	6 Months	1 Year	
Rate	23.19	23.67	24.22	

<b>2027 Wage Grid</b>				
Cook/Non-ECE	Start	6 Months	1 Year	2 Year
Rate	20.44	20.75	21.03	21.53
RECE	Start	6 Months	1 Year	2 Year
Rate	22.12	22.79	22.97	23.40
Floor Coordinator	Start	6 Months	1 Year	
Rate	24.12	24.62	25.19	

<b>2028 Wage Grid</b>				
Cook/Non-ECE	Start	6 Months	1 Year	2 Year
Rate	21.26	21.57	21.87	22.40
RECE	Start	6 Months	1 Year	2 Year
Rate	23.00	23.70	23.89	24.33
Floor Coordinator	Start	6 Months	1 Year	
Rate	25.08	25.60	26.20	

Wages year 1 - January 1, 2026, general wage increase of 4%

Year 2 - January 1, 2027, general wage increase of 4 %

Year 3 - January 1, 2028, general wage increase of 4%,

*It is understood that 1% of the above is in relation to pay equity*

LETTER OF UNDERSTANDING RE: PENSION  
BETWEEN  
SOMETHING SPECIAL CHILDREN'S CENTRE  
AND  
CUPE LOCAL 3625

It is understood that the parties shall hold a meeting for all members to discuss the implementation of a pension plan. The employer shall have representatives from OMERS and the Multi Sector Pension Plan(MSPP) and the RRSP plan to provide presentations to the staff. This meeting shall take place within 6 months of signing this agreement.


It is further understood that within 7 days of this meeting the union will be permitted to hold a vote at the workplace for staff to cast a vote on which plan the staff would prefer, or to remain with the RRSP contribution in place.

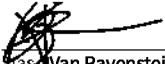
Should the union decide to remain with the RRSP plan, choose to join a plan , the parties will reconvene and re open bargaining for the sole purpose of negotiating an increase to the RRSP plan, or premiums to the pension if applicable.

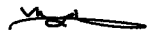
Signed at Kingston this \_\_\_\_ day of \_\_\_\_\_, 2025


SIGNED ON BEHALF OF  
SOMETHING SPECIAL CHILDREN'S  
CENTRE


SIGNED ON BEHALF OF  
CANADIAN UNION OF PUBLIC  
EMPLOYEES AND ITS LOCAL 3625


  
\_\_\_\_\_  
Sarah Paulson (2025-11-03 13:07:21 EST)  
\_\_\_\_\_  
Sarah Paulson

  
\_\_\_\_\_  
Jase Van Ravenstein (2025-10-30 15:05:30 EDT)  
\_\_\_\_\_  
Jase Van Ravenstein

  
\_\_\_\_\_  
Marisa Lavoratore (2025-10-31 12:10:36 EDT)  
\_\_\_\_\_  
Marisa Lavoratore

  
\_\_\_\_\_  
Jo-Ann Pe (2025-11-05 12:19:21 EST)  
\_\_\_\_\_  
Jo-Ann Peters

  
\_\_\_\_\_  
Kirk Smallridge (2025-10-30 15:59:40 EDT)  
\_\_\_\_\_  
Kirk Smallridge

  
\_\_\_\_\_  
Mike Rodrigues (2025-10-30 15:06:45 EDT)  
\_\_\_\_\_  
Mike Rodrigues