

COLLECTIVE AGREEMENT

between



THE CORPORATION OF THE TOWNSHIP OF STRONG
(Hereinafter referred to as “the Employer”)

- and -

CUPE / *Canadian Union
of Public Employees*

CANADIAN UNION OF PUBLIC EMPLOYEES
and
Its Local 4616-05
(Hereinafter referred to as “the Union”)

Term: January 1, 2026 to December 31, 2028

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ARTICLE 1: PURPOSE OF AGREEMENT

- 1.1 The purpose of this Agreement is to provide orderly collective bargaining relations, in good faith, between the Employer and its employees and the Union representing such employees, to provide orderly procedure for the prompt, and equitable, disposition of grievances and for the maintenance of mutually satisfactory hours of work, wages and working conditions.

ARTICLE 2: RECOGNITION AND SCOPE

- 2.1 The Employer recognizes the Union as the sole and exclusive collective bargaining agent for all employees employed by the Corporation of the Municipality of the Township of Strong in the district of Parry Sound save and except Clerk/Treasurer, Deputy Clerk, Deputy Treasurer, students employed for the school vacation period, Supervisors, Managers and Superintendents and those above the rank of supervisors, Managers and Superintendents as outlined on the OLRB certificate dated August 14, 2015.
- 2.2 The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees or any other advisors when dealing with grievances and negotiations with the Employer.
- 2.3 The Union further agrees that there shall be no Union activities during working hours except as specifically permitted by this Agreement or in writing by the Employer.
- 2.4 All reference to the male gender in this Agreement shall be read as applying to the female gender where the context would apply, and vice versa.
- 2.5 Where the singular is used throughout the Articles within this Agreement it is agreed that the plural is an acceptable substitute wherever the plural gender is applicable, and vice versa.
- 2.6 No employee shall be required or permitted to make a written or verbal agreement with the Employer and his/her representative which may conflict with the terms of this Collective Agreement.
- 2.7 Persons whose jobs are not included in the bargaining unit shall not work on any jobs which are included in the bargaining unit, except for purposes of instructions, experimenting, or in emergencies when regular employees are not available and provided that the act of performing the aforementioned operations, in itself, does not reduce the hours of work or pay of any employee.

ARTICLE 3: DEFINITIONS

3.1 In this Agreement:

“EMPLOYER”	means the Corporation of the Township of Strong
“PART TIME EMPLOYEE”	means an employee who works not more than 24 hours per week
“PROBATIONARY EMPLOYEE”	means an employee who has not completed the probationary period pursuant to article 13
“TEMPORARY EMPLOYEE”	means an employee who is hired for work for limited duration to perform a non-recurring task or to replace an employee who is absent. This includes but is not limited to replacement for absent employees. It is agreed that temporary employees may be hired for no more than eight (8) months in a twelve (12) month period. The temporary period may be extended beyond eight months for employees hired to fill a position while a permanent employee is on a protected leave (pregnancy, maternity, LTD, ESA etc)
“UNION”	means the Canadian Union of Public Employees and its Local 4616-05

ARTICLE 4: NO DISCRIMINATION

4.1 The Employer and the Union agree that no intimidation, no discrimination, no interference, and no restraint or coercion shall be exercised against any employee by either of the parties to this Agreement or their representatives on account of such employee’s membership or non-membership in the Union, or for any reason prescribed in statute.

ARTICLE 5: MANAGEMENT RIGHTS

5.1 The Union recognizes and acknowledges that the management of the Employer and the direction of the working force are the exclusive function of the Employer and, without restricting the generality of the foregoing; the Union acknowledges that it is the exclusive function of the Employer:

- a) To maintain order, efficiency, and exercise the regular and customary function of management and to direct the working forces of the Employer, subject to the terms of this Agreement.

- b) The Employer retains the right to manage its operations and to direct the work of employees, including the right to hire, promote, transfer and lay off employees subject to the provisions of this Agreement, and to discipline, suspend, demote, or discharge an employee subject to the right of employees to grieve the just cause for same.
- c) To make, enforce and alter, from time to time, rules and regulations, not covered by the Collective Agreement to be observed by the employees. Such rules and regulations to be posted upon all bulletin boards.
- d) To determine the nature and kind of operations conducted by the Employer, the kind and locations of depots, equipment, and materials to be used, the control of materials and parts, the methods and techniques of work, the content of jobs, the schedules of work, the number of employees to be employed, the extension, limitation, curtailment or cessation of operations or any part thereof, and to determine and exercise all other functions and prerogatives which shall remain solely with the Employer.

5.2 The Employer shall provide the Union with a copy of any new or revised policy within 14 fourteen days after it has been approved by council.

5.3 The Employer agrees not to exercise these functions in a manner inconsistent with the provisions of the Collective Agreement and any claim that the Employer has exercised any of these rights in a manner inconsistent with any provision of this Agreement may be the subject of a grievance.

5.4 The Union recognizes that at times and for varying reasons, the Employer may deem it necessary and practical for certain work to be contracted out and/or performed by persons outside the bargaining unit. In order to provide job security for the members of the bargaining Unit, no employee shall lose their Employment status as a result of contracting-out. The Employer shall not exercise any of its rights under this section contrary to the intent of this Collective Agreement.

ARTICLE 6: STRIKES AND LOCKOUTS

6.1 The parties have entered into this Collective Agreement in mutual good faith and the Employer agrees there will be no lockout and the Union agrees there will be no strike as long as this Agreement continues to operate.

ARTICLE 7: UNION SECURITY

7.1 The Employer agrees during the life of this Agreement to deduct from the wages of employees in the bargaining unit the regular union dues, initiation fees and/or assessments levied by the Union on its members and to remit same to the Secretary-

Treasurer of the National Union not later than the fifteenth (15th) day of the month following the month for which such deductions were made.

The remittance shall be accompanied by a list of the names, telephone numbers addresses classifications, resignations, retirements and deaths. The Employer shall forward a copy of this list to the Secretary-Treasurer of the Local.

- 7.2 It is expressly understood and agreed that the Union will save the Employer harmless and indemnify the Employer for any claim arising pursuant to any deduction made hereunder.
- 7.3 The Union shall advise the Employer in writing of the amount of the regular union dues. Any changes in the amount of the regular union dues shall be communicated to the Employer in writing and shall become effective the month following receipt of such notice to the Employer.
- 7.4 The Employer shall indicate the amount of Union dues paid by each Union member during the previous year on the T-4 income tax receipts.

ARTICLE 8: ACQUAINTING POTENTIAL EMPLOYEES

- 8.1 The Employer agrees to acquaint potential employees with the fact that a union agreement is in effect, and with the conditions of employment set out in the articles dealing with Union security and dues check-off.
- 8.2 On commencing of employment, the union steward or representative shall be given an opportunity to meet each new employee within regular working hours, without loss of pay, for a maximum of thirty (30) minutes during the first 14 days of employment for the purpose of acquainting the new employee with the benefits and duties of union membership and his responsibility and obligations to the Employer and the Union.

ARTICLE 9: CORRESPONDENCE

- 9.1 All correspondence between the parties, arising out of this Agreement or incidental thereto, shall pass to and from the Clerk or designate and the Recording Secretary of the Union, except as provided for elsewhere in this Agreement.
- 9.2 A copy of any formal correspondence between the Employer or its designate and any employee in the bargaining unit, pertaining to the interpretation, administration, or application of any part of this Agreement, shall be forwarded to the Union Chief Steward, with a copy to the Recording Secretary of the Union.
- 9.3 The Union shall notify the Employer in writing of its current postal address and further inform the Employer of any changes.

ARTICLE 10: REPRESENTATION

10.1 (a) The Employer recognizes the right of the Union to appoint two (2) Stewards for the purpose of assisting other employees in the processing or presentation of grievances. One of the Stewards shall be designated as the Chief Steward. The Stewards must have completed their probationary period. The Union shall at all times, keep the Employer notified in writing of the names of the employees who are acting in the capacity of Steward or Chief Steward.

(b) **Right to have Steward Present**

An employee may request his Chief Steward or their designate present at any disciplinary meeting. The employer shall advise the employee of this right at the outset of the meeting and, if requested, allow representation to arrive prior to proceeding

10.2 Representative(s) of the Union and the grievor shall not suffer any loss of regular pay or benefits for time spent during regular working hours in the grievance procedures set out in Article 11.

10.3 The Employer agrees to recognize a Negotiating Committee of not more than two (2) employees. The Negotiating Committee shall have the assistance of a representative of the National Union for the purpose of negotiating a renewal Agreement. The Employer will pay a maximum of two (2) days of the normal earnings for the two (2) committee members. For any further days, the Employer shall maintain the normal earnings of all the employees of the Employer on the Union's bargaining committee through to the completion of conciliation and send an invoice to the Union for payment of all earnings.

10.4 The Employer agrees to recognize a Labour-Management committee of not more than two (2) members representing the Union and not more than two (2) members representing the Employer. The Committee may have the assistance of a representative of the National Union if the matter cannot be resolved.

10.5 All time spent during regular working hours, for the purpose of dealing with the Employer and matters concerning the bargaining unit shall be deemed to be time worked.

10.6 Permission to be absent from work for all other union business, will be based on the Employer's ability to continue operations provided that written application is made at least seven (7) calendar days in advance of the leave.

Subject to 10.3 above, although the cost of all other Union business conducted by employees is unpaid, including Negotiations and Arbitrations, if approval in writing is given by the Union to the Employer, the employee's pay will be kept whole while on this union business. The employee's pay associated with this requested time off will be invoiced to and paid by the Union on a monthly basis. Such accounts rendered to the Union shall be paid within 60 calendar days of the date of the account.

- 10.7 Except as specifically provided for in this Agreement or in applicable legislation, no employee will be compensated for time away from work to conduct Union business which falls outside of his regular scheduled hours or on an employee's regular day off.

ARTICLE 11: GRIEVANCE PROCEDURE

- 11.1 The parties to this Agreement are agreed that it is of the utmost importance to adjust complaints and grievances as quickly as possible. Accordingly, a grievance shall be filed within seven (7) days of the circumstances giving rise to it. It is agreed that a grievance alleging improper rate of pay or amount of pay may be lodged within twenty-one (21) working days of the circumstances giving rise to the grievance.
- 11.2 It is generally understood that an employee has no complaint or grievance until he, either directly or through the Union, has first given the Clerk's designate an opportunity to adjust the complaint. Grievances must be submitted in writing and must state the details of the occurrence or decision being grieved, the article(s) of the Agreement claimed to have been violated and the remedy sought.
- 11.3 If, after registering the complaint with the Clerk's designate, the Union is not satisfied with the result, the Union or employee shall have seven (7) days from the date of the grievance to advance the grievance. Any grievance must be advanced in writing and will proceed as follows;

Step 1:

Within fourteen (14) days of receipt of notification of the Union's desire to proceed with the grievance, the Clerk or designate shall hold a meeting with the employee, Steward and Chief Steward. The Clerk or designate shall communicate the Employer's position to the employee and the Union within seven (7) days of such meeting.

Step 2:

If the matter is not settled, then within seven (7) days of the Clerk's reply, the National Union Representative or Chief Steward must request a meeting with the Employer's Management. In such case a meeting shall be held between the Employer representative(s), the Union's National Representative, if desired by the Local, and the Grievance Committee within fourteen (14) days after the Employer receives written notification from the Union that such meeting is desired, or such longer period as may be necessary, and mutually agreed upon. The Employer shall give its answer within seven (7) days of the meeting. If the matter is not disposed of at such meeting, and if the Union wishes to proceed to arbitration, the Union shall, within fourteen (14) days of the date of the answer given, but not thereafter, deliver to the Employer a notice in writing stating that it wishes to take the matter to arbitration.

- 11.4 The parties may mutually agree to utilize the services of a Grievance Mediator, prior to arbitration, the costs of which shall be equally paid by the Employer and the Union.

11.5 The parties acknowledge the right to other arbitration processes pursuant to the *Labour Relations Act*.

11.6 Discharge

A claim by an employee, other than a probationary or temporary employee, that he has been unjustly discharged shall be treated as a grievance, if a written statement of such grievance is lodged with the Clerk or designate, at Step 2 within seven (7) working days after the employee ceases to work for the Employer.

11.7 Policy Grievance

A Union Policy grievance or an Employer grievance may be submitted to the Employer or the Union, as the case may be, within fourteen (14) days of the circumstances giving rise to the grievance. A meeting between the representatives of the Employer and the Union shall be held within seven (7) days of the presentation of the written grievance. The answer will be given in writing within seven (7) days of the meeting. If the matter is not disposed of at such meeting, the grievance shall be submitted to arbitration, as set out in Article 12, within fourteen (14) days of the date of the answer given.

11.8 The Union and Employer agree that the time limits mentioned in the grievance procedure shall only be extended by written agreement between the parties.

11.9 Personnel Records

a) An employee shall have the right at any time to have access to and review his personnel record within seven (7) days of requesting same in writing to the Clerk or designate. Employees reviewing their file shall do so in the presence of the Employer.

b) An employee who has been terminated by the Employer may view their file within fourteen days (14) days of their termination date. Employees reviewing their files shall do so in the presence of the Employer.

11.10 Any reference to days in either Article 11 or 12 shall include Saturdays, Sundays and Statutory Holidays

ARTICLE 12: ARBITRATION

12.1 If either party requests that a grievance be submitted to arbitration, the request must be made in writing to the other party to the Collective Agreement in accordance with article 11 above.

If a matter is referred to a single arbitrator, the parties shall attempt to select an arbitrator who is acceptable to both. Failing an agreement upon such a selection within

fourteen (14) days of the matter being referred to arbitration, or failing availability of the selected arbitrator within a period acceptable to both parties, either party may ask the Ontario Minister of Labour to appoint a person as an Arbitrator.

The compensation and expenses of the Arbitrator shall in all cases be borne equally by the Employer and the Union.

- 12.2 Should the Parties agree to proceed to a Board of Arbitration, the compensation and expenses of the nominee to the Board shall be borne by the party represented by the nominee and the compensation, and expenses of the Arbitrator shall in all cases be borne equally by the Employer and the Union.

ARTICLE 13: PROBATIONARY EMPLOYEES AND TEMPORARY EMPLOYEES

- 13.1 A newly hired employee shall be on probation for a period of four (4) months worked from the date of hiring to demonstrate the ability to do the job. Such employee shall have no seniority rights during the probationary period and shall not have access to the grievance provisions, including but not limited to, the just cause provisions of the agreement.

After completion of the four (4) months worked, an employee shall be considered permanent for the purposes of this Agreement, from his/her most recent date of hire.

In consultation with the Union, the Employer may extend the duration of the probationary period up to a maximum of an additional two (2) months.

13.2 Temporary Employees

- (i) Temporary employees are employees who are hired for work of a limited duration to perform a non-recurring task or to replace an employee who is absent. This includes but is not limited to replacements for absent employees. It is agreed that temporary employees may be hired for no more than eight (8) months in a twelve (12) month period.
- (ii) Temporary employees, as defined above, are not entitled to seniority rights or any of the other rights under the provisions of this Collective Agreement except with respect to:
 - 1) Statutory Holidays
 - 2) Overtime

ARTICLE 14: SENIORITY

14.1 Seniority, as referred to in this Agreement, shall mean length of continuous service with the Employer since the last date of hire.

14.2 The seniority list will be brought up to date in July of each year and a copy will be given to the Chief Steward of the Union and a copy posted on the bulletin board.

14.3 An employee's seniority will be lost, and the employee shall be deemed terminated if he:

- a) voluntarily quits the employ of the Employer for any reason;
- b) is discharged for just cause and is not reinstated in accordance with the provisions of this Agreement;
- c) is laid off for a continuous period exceeding the length of his seniority at the time of layoff or a period exceeding eighteen (18)-months, whichever comes first;
- d) if an employee fails to return to work within five (5) working days following a layoff and after receiving notice by registered mail to do so, unless through sickness or other just cause. It shall be the responsibility of the employee to keep the Employer informed of his current address and telephone number.
- e) fails to return to work on the first scheduled working day following the expiration of an authorized leave of absence, unless he provides a bona fide reason to the Employer. In determining its validity, the Employer will not act in an arbitrary and or discriminatory manner in determining if the reason is acceptable;
- f) utilizes a leave of absence for purposes other than those for which the leave of absence was granted, unless he provides a bona fide reason to the Employer. In determining its validity, the Employer will not act in an arbitrary and or discriminatory manner in determining if the reason is acceptable;
- g) is absent for four (4) consecutive working days without notifying the Employer (unless a satisfactory reason for failure to notify is given).

Subject to the above, seniority shall be maintained and accumulated during:

- a) absence due to non-occupational or occupational sickness or accident; or
- b) authorized leave of absence.

14.4 No employee shall be permanently transferred to a position outside the bargaining unit without his consent. If an employee is permanently transferred to a position outside the

bargaining unit, he shall retain his seniority accumulated up to the date of leaving the unit for the duration of the trial period only and will not accumulate any further seniority. Such employee shall have the right to return to a position in the bargaining unit during his trial period, which shall be a maximum of thirty (30) days. If an employee returns to the bargaining unit during the trial period, he shall be placed in a job consistent with his seniority. Such return shall not result in the layoff or bumping of an employee holding greater seniority.

ARTICLE 15: LAYOFF AND RECALL

- 15.1 In the event of a lay-off, employees shall be laid off in the reverse order of their seniority. It is understood that no employee can bump another employee unless at the Employer's discretion they have proven qualifications and ability to do the work available.
- 15.2 In the event of a recall, employees shall be recalled in the order of their seniority provided at the discretion of the Employer they have the proven ability and qualifications to do the work available.
- 15.3 In the event of a layoff the Employer shall notify employees who are to be laid off twenty-one (21) days before the lay-off is to be effective. Such notice shall be sent registered mail to the last known address of the employee(s) on the records of the Employer or shall be hand delivered by the Employer. Following receipt of the advanced notice of layoff to the Union, the Labour Management Committee should meet to review the layoffs.
- 15.4 Provided at the discretion of the Employer, employees on recall have the ability and qualification to perform work, new employees shall not be hired until those laid off have been given an opportunity of recall.
- 15.5 Grievances concerning layoffs shall commence at Step #1 of the grievance procedure.

ARTICLE 16: JOB POSTINGS AND TRAINING

- 16.1 If the Employer determines that a vacancy occurs inside the bargaining unit the Employer shall notify the employees by posting a notice on the bulletin board and also send a notice to the Union. If the Employer does not intend to fill a vacancy, it shall advise the Union of its decision.
- 16.2 In the event the Employer determines a vacancy and posts a notice as outlined above, such notice shall remain open for 7 days and contain the following information: nature of position, qualifications, required knowledge and education, skills, wage or salary rate or range.

- 16.3 a) In evaluating applicants for a vacancy, at its discretion the Employer will consider skill, ability, and qualifications. The Employer will not act arbitrarily and/or in a discriminatory manner in selecting any applicant.
- b) No outside advertisement for additional employees will be made until present employees have had an opportunity to apply through the posting process. The Employer shall not consider any external candidates until all internal candidates have been deemed not qualified.
- 16.4 In making staff changes, transfers and promotions, at its discretion the Employer will consider skill, ability, and qualifications. While not determinative the Employer will also consider seniority in making these decisions.

16.5 Trial Period

Where an employee has been selected as a successful applicant under this section, and it is subsequently determined by the Employer that he cannot satisfactorily perform the job, or the Employee chooses to revert, the Employer will return the employee to his former job during the first thirty (30) days from the date on which the employee was first assigned to the vacancy.

Any other employee who has been promoted or transferred because of the rearrangement of positions shall also be returned to his former position and wage rate without loss of seniority.

16.7 Training Course

The Employer shall arrange for CPR and all legislated courses to be offered to all employees, during working hours. Time spent in such training shall be considered to be time worked and shall be paid at the appropriate rate.

ARTICLE 17: HOURS OF WORK

- 17.1 The following is intended to define the normal hours of work and overtime for employees and shall not be construed as a guarantee of hours of work per day or per week, nor of days of work per week, nor of a guarantee of working schedules, pay or benefits. for any of the employees.

17.2 Full Time Employees

Unless otherwise stipulated below, the standard workweek for full-time employees shall consist of forty hours (40) hours per week.

The standard work week for all full-time employees except the landfill (as outlined in 17.3 below) is five (5) days during the Monday to Friday period.

The regular workday will be scheduled by management between the hours of 7:00 a.m. to 5:00 p.m. (including a one-half hour paid lunch break).

Summer Hours

During the period of May 1st to October 15th and based on the operational needs of the Employer, employees may be scheduled to work ten-hour shifts during the Monday to Thursday period (including a half hour paid lunch break to be taken at the worksite).

Winter Control Season (Roads)

During the period of November 1st to March 31st, the Roads employees starting and finishing times may be adjusted so as to provide snow ploughing and winter roads maintenance coverage as required. Employees shall be entitled to a thirty minute paid lunch break.

17.3 Landfill Employees

The standard work week for landfill employees is seven (7) days Sunday to Saturday.

The regular workday will be scheduled by management between the hours of 7:00 a.m. to 5:00 p.m. (including a one-half hour unpaid lunch break)

17.4 Part-time Employees

The work week for part-time employees shall vary week to week and shall consist of not more than twenty (24) regularly scheduled hours per week.

The Employer agrees that scheduled hours shall be divided as equally as possible among those qualified to perform the work.

All shifts shall be a minimum of four (4) hours.

17.5 Overtime will be paid on hours worked in excess of 40 hours worked at a rate of 1.5 times the employee's regular hourly rate.

17.6 Notwithstanding the foregoing, overtime hours, may be banked at a rate of 1.5 times the hours worked by the employee to a maximum of eighty (80) hours, and taken at a time mutually agreeable to the parties. Overtime banked and accrued in the calendar year shall be taken prior to December 31st of the same year. It is agreed and understood that the maximum an employee can bank in a year is a total of eighty (80) cumulative hours. Specifically, the parties agree that hours cannot be rebanked over the course of the year.

17.7 The Employer agrees to attempt to distribute available overtime work as equitably as practical amongst qualified employees normally performing the work in question within the sections in which overtime is required.

- 17.8 All employees shall be permitted a rest period of fifteen (15) consecutive minutes, both in the first and second half of the shift, at a regularly scheduled time, to be arranged with the Supervisor
- 17.9 An employee who is called in to work outside his regular working hours shall be paid for a minimum of three (3) hours, at their regular rate.
- 17.10 Employees shall not be required to layoff during regular hours to equalize any overtime worked.

ARTICLE 18: DESIGNATED HOLIDAYS

- 18.1 Employees who have completed their probationary period shall be entitled to the following holidays with pay:

New Years Day	Labour Day
Family Day	National day of Truth and Reconciliation
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Holiday	Christmas Day
Canada Day	Boxing Day
Civic Holiday	

Any other day proclaimed as a holiday by the Federal, Provincial or Municipal Government.

Probationary employees shall be entitled to designated holidays in accordance with the ESA.

- 18.2 In order to qualify for holiday pay the employee must work the full scheduled hours of work on the employee’s scheduled work day immediately preceding and immediately following the holiday, unless absent due to illness, injury, vacation (paid or unpaid) or approved leave of absence and confirmed by medical documentation, if requested.
- 18.3 Where an Employee who is required to work on any one of the above-mentioned holidays, shall be paid, at the rate of time and a half his base hourly rate, for all hours worked in addition to the eight (8) hours of holiday pay to which he is entitled.
- 18.4 Where the holidays occur during an employee's vacation period the Employer agrees to provide an additional day off with pay at a time mutually agreed upon by the Employer and employee.
- 18.5 Where an Employee who is required to work on Christmas Day, shall be paid, at the rate of double time his base hourly rate, for all hours worked in addition to any holiday pay to which he is entitled. Work undertaken on all other holidays mentioned above will be paid at one and a half times his base hourly rate.

ARTICLE 19: VACATIONS

19.1 All full-time employees shall be entitled to vacations with pay based on length of continuous service as follows:

For employees who have not completed one year of service, vacation will accrue at a rate of 4%.

Upon completion of 1 year service	2 weeks
Upon completion of 5 years service	3 weeks
Upon completion of 10 years service	4 weeks
Upon completion of 15 years service	5 weeks
Upon completion of 20 years service	6 weeks

19.2 **Vacation Pay – Part-time employees**

Vacation pay for each week of vacation shall be in accordance with the provisions of the Employment Standards Act.

19.3 **Vacation Pay on Termination**

An employee terminating his/her employment or who has his/her employment terminated at any time in the vacation year prior to his/her vacation shall be entitled to his/her unpaid vacation pay earned up to the date of termination.

19.4 **Banking Vacation Credits**

Employees shall be entitled to carry over up to a maximum of 5 days annual vacation. The banked vacation shall be taken by three (3) months after their anniversary date.

19.5 **Vacation Posting and Approval**

Employees must indicate to the Employer their preference for vacation in excess of five (5) days by March 31 for the current year. Choice of vacation will be determined by seniority. Employee’s may change their vacation dates one month in advance subject to operational requirements. Such requests shall not be unreasonably denied. Vacation requests less than five (5) days may be requested one (1) week in advance subject to operational needs and shall not be unreasonably denied.

19.6 **Approved Leave of Absence during Vacation**

Where an employee qualifies for bereavement leave-during his period of vacation, upon providing of documentation acceptable to the Employer, the employee will not have any deduction from vacation credited for such absence.

- 19.7 In extreme or emergency circumstances the Employer may require an employee to work during his/her scheduled vacation period.
- 19.8 An employee may be entitled to leave of absence without pay and without loss of seniority upon a request to the Clerk. Such request shall be in writing and may be approved at the sole discretion of the Employer. The Employer will not act arbitrary or in a discriminatory manner in considering any request.

ARTICLE 20: SICK LEAVE/SHORT TERM DISABILITY

- 20.1 Each employee is entitled to up to seven (7) paid sick days each, as of January 1st at his current rate of pay.

The Employer agrees to pay out to the employee, 50% of any unused sick pay at the end of the calendar year.

The Short-Term Disability Criteria is as follows:

Benefit Formula	66.67% of weekly earnings
Hospitalization	1 st day
Accident	1 st day
Sickness	4 th day
Maximum Period of Payment	17 weeks
Maximum	66.67% of weekly earnings up to \$1,270

The Employer shall continue coverage of the short-term benefits above for the duration of the Agreement.

ARTICLE 21: BEREAVEMENT LEAVE

- 21.1 In the event of the death of a member of the immediate family of a full-time employee, he/she shall be granted a leave of absence with pay of five (5) consecutive workdays. The immediate family includes parent, spouse, child, stepchild, brother, sister, mother-in law and father in law

In the event of the death of a son-in-law, daughter-in-law, grandparents, grandchild, he/she shall be granted a leave with pay of three (3) consecutive workdays.

In the event of the death of an aunt, uncle, niece, or nephew, he/she shall be granted a leave with pay of one workday.

It is agreed that one (1) of the above days may be utilized for internment or celebration of life ceremonies that are scheduled at a later date.

In recognition of the fact that circumstances, which call for bereavement leave are

based on individual circumstances, the Employer, on request, may grant additional bereavement leave to be taken from vacation or without pay. Such request shall not be unreasonably withheld.

21.2 Bereavement leave for part time employees will be as per the Personal Emergency Leave in accordance with the Employment Standard Act.

21.3 Where the term spouse is used in this article, it shall be as defined in the *Family Law Act*.

ARTICLE 22: PREGNANCY AND PARENTAL LEAVE

22.1 Pregnancy and Parental Leave will be administered in accordance with the provisions of the *Employment Standards Act*, unless otherwise amended.

ARTICLE 23: UNION LEAVE

23.1 An employee may be entitled to leave of absence without pay and without loss of seniority upon a request to the Clerk. Such request shall be in writing and may be approved at the sole discretion of the Employer. The Employer will not act arbitrary or in a discriminatory manner in considering any request.

ARTICLE 24: COMPASSIONATE CARE FAMILY LEAVE

24.1 Employees shall be granted Compassionate Care Leave as per Employment Standards. An employee may request an extension to the leave in writing to the Clerk. Any extension will be taken from vacation and/or without pay. The Employer will not act arbitrary or in a discriminatory manner in determining whether a leave is warranted.

ARTICLE 25: JURY DUTY

25.1 The Employer shall grant leave of absence without pay and without loss of seniority benefits to an employee who serves as juror or is subpoenaed.

ARTICLE 26: EDUCATION LEAVE

26.1 Where the Employer requests the employee to attend courses and/or seminars to upgrade his/her qualifications, the employee will be deemed to be working and will be paid accordingly.

ARTICLE 27: HEALTH & WELFARE

- 27.1 The parties agree that the Employer, Union and Employees shall abide by the terms of the *Occupational Health and Safety Act*.
- 27.2 The Employer agrees to reimburse for any medical documentation that is required or requested by the Employer

ARTICLE 28: BULLETIN BOARDS

- 28.1 The Union shall have access to a bulletin board at Public Works Garage for the posting of appropriate Union notices pertaining to matters relating to employees covered by the Collective Agreement.

ARTICLE 29: ALLOWANCES

- 29.1 The Employer shall supply all tools and equipment required by employees in the performance of their duties.
- 29.2 All permanent employees who are employed at the landfill site or the roads department shall receive up to \$300 per year for a boot allowance with a valid receipt. Part time/temporary or seasonal workers shall receive \$300 every 2 years. A uniform of 2 coveralls and 5 pairs of pants shall be supplied by the Township of Strong which will be laundered by the uniform supplier. Staff shall also receive 5 reflective shirts and 2 reflective sweatshirts per year. Winter coats and/or rain gear will be provided where the Employer deems it necessary. Uniforms provided must be worn and remain unaltered from the original design.
- 29.3 The Employer shall provide each employee a safety hardhat which, if applicable, include face shield and ear protection, chain saw safety pants, gloves and protective gloves & vests. It is understood that the chainsaw safety pants shall be provided to employees who have the chainsaw certification course and they shall remain the property of the Employer.
- 29.4 a) The Employer will pay for all licences and tickets required by the Employer to have, in order to perform the work.
- b) Upon production of a receipt, the employee will be reimbursed the cost of a medical required for renewal of a licence required by the Employer.

ARTICLE 30: JOB CLASSIFICATION

- 30.1 The Employer will provide a copy of a current job description for each employee's current position.

- 30.2 If a new job in the bargaining unit is established, the Employer will set a rate for the job and immediately notify the Union. If this rate is acceptable to the Union, it becomes the rate for the job. If the rate is not acceptable to the Union, the Union will advise the Employer concerned, and negotiations will then take place between the parties in an effort to establish a rate. If these negotiations fail to produce a satisfactory rate, the Union shall have the right to have a rate fixed by a Board of Arbitration in a similar manner as outlined in the grievance procedure with respect to arbitration

ARTICLE 31: BENEFITS

- 31.1 In addition to the Canada Pension Plan, every full-time employee shall join the Ontario Municipal Employees Retirement System (OMERS) as provided by the *Act*. All other classifications of employees have the option of joining OMERS as provided by the act. The Employer and employee shall make contributions in accordance with the provisions of the Plan.

- 31.2 The Employer agrees to contribute ninety percent (90%) of the group benefit plan which will be determined by the Employer. The Employer agrees to maintain the current level of benefits enjoyed by the employees under the Group Benefit Plan. The foregoing policies shall not be changed unless equal or superior coverage is provided.

- 31.3 The Union will be provided with a current copy of the Master Benefits Policy covering bargaining unit employees.

31.4 Continuation of Benefits During Work Stoppage

In the event of a legal work stoppage and with the agreement of the Township insurer, the Employer agrees to maintain all insurance on behalf of all employees. The Union agrees to reimburse benefits as set out in Article 24.1 to the Agreement, to the Employer within thirty (30) working days of receipt of such invoices.

31.5 Standby Pay

For the period commencing November 1st to March 31st the employer may schedule some Public Works employees on call for stand by work on weekends. Where public works employees engage in snow removal and sanding of municipal roads are scheduled on call for standby work on Saturday or Sunday shall be compensated with 5 days at their regular rate after the winter season is over. This compensation can be time off or time paid. Time paid will be done on the first pay of the following year. Time off must be taken by December 31 of the year compensated for.

ARTICLE 32: WAGES

- 32.1 The wage rates for employees covered by this Agreement shall be as set out in Appendix "A" which is attached to and forms part of this Agreement.

- 32.2 Nothing in this agreement prevents the Employer from assigning employees to relieve the various positions, however when an employee is assigned to a lower paying position within the terms of the Collective Agreement the employee's rate of pay shall not be reduced. Furthermore, when an employee is assigned to relieve in a position of higher rating within the collective agreement, he shall receive the rate for the position for which he is relieving for the full period of relief.

ARTICLE 33: AMALGAMATION, RATIONALIZATION AND MERGER PROTECTION

- 33.1 In the event that the Employer merges or amalgamates with another Employer, the Employer will make best efforts to maintain:
- a) seniority rights
 - b) service credits relating to vacations, benefits and sick leave;

ARTICLE 34: ARTIFICIAL INTELLIGENCE (AI) IN THE WORKPLACE

- 34.1 The parties agree to the following:

1. **No Displacement of Bargaining Unit Work**

The Employer agrees that Artificial Intelligence (AI), automation tools, or AI-driven systems shall not be used to eliminate, reduce, or modify bargaining unit positions, hours, duties, or jurisdiction.

2. **No Use of AI for Employee Monitoring or Decision-Making**

AI technologies shall not be used for surveillance, monitoring, performance evaluation, discipline, scheduling, or any decision-making affecting bargaining unit members.

3. All workplace decisions impacting employees must be made by human supervisors, not AI-generated processes.

4. **Protection of Employee Privacy and Data**

The Employer agrees that AI systems shall not collect, store, analyze, or track employee personal information, behaviour, biometrics.

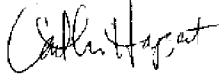
ARTICLE 35: DURATION OF AGREEMENT

- 35.1 This Agreement shall continue in effect January 1, 2026 to December 31, 2028 and shall automatically continue in effect thereafter for annual periods of one year unless either

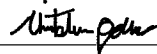
party notifies the other in writing not less than sixty (60) days and not more than ninety (90) days prior to the expiration date of its desire to amend or terminate the Agreement.

Dated and signed this 11 day of March, 2026.

**THE CORPORATION OF THE TOWNSHIP
OF STRONG**



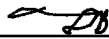
**THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 4616-05**



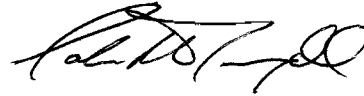
Christopher Parkes (2026-03-11 18:36:40 EDT)

~~Kevin Noak~~ (2026-03-11 15:44:27 EDT)

~~Troy Hall~~ (2026-03-11 18:43:42 EDT)



Tim Bryson (2026-03-12 14:27:40 EDT)



APPENDIX A – WAGES

		January 1, 2026	January 1, 2027	January 1, 2028
		4.75%	2.25%	2.00%
2	Landfill Assistant*	\$ 25.20	\$ 25.77	\$ 26.29
3A	Operator 1*	\$ 27.20	\$ 27.81	\$ 28.37
3A	Operator 2*	\$ 31.98	\$ 32.70	\$ 33.35
3	Operator 3	\$ 34.08	\$ 34.85	\$ 35.55
5	Roads Lead Hand	\$ 35.43	\$ 36.23	\$ 36.95

*Operator 1 shall receive a \$1.50/hr premium when operating the grader.

*Operator 2 employee’s have the ability to move to the Operator 3 classification after completion of one year of service in the Operator 2 classification or sooner at the discretion of the Employer.

*Landfill assistant to receive a half-hour shift premium per day.

LETTER OF UNDERSTANDING

Between

THE CORPORATION OF THE TOWNSHIP OF STRONG
(herein referred to as "the Employer")

-and-

THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 4616-05
(herein referred to as "the Union")

Whereas; the Employer and the Union acknowledge the need for clarification, with respect to volunteer Firefighters who are also employed by the Township;

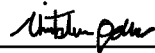
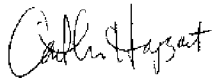
Therefore, the Parties agree to the following:

1. This Letter of Understanding is on a without Prejudice or Precedent basis;
2. An "Employee" of the Township, who is also a volunteer Firefighter, shall receive wage continuance from the Township during regular scheduled hours of work;
3. If said "Employee" is not needed by the firefighter service, they shall return to their regular duties for the Township without delay;
4. The "Employee" who is also a volunteer Firefighter, will not act in his capacity as a firefighter in any Township vehicles; other than to arrive and depart from the Fire Station.

Signed and dated this 11 day of March, 2026.

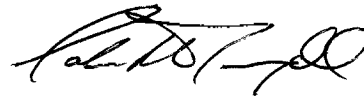
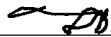
THE CORPORATION OF THE TOWNSHIP OF STRONG

THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 4616-05



Kevin Nozik (2026-03-11 15:44:27 EDT)

Christopher Parkes (2026-03-11 18:43:42 EDT)



Tim Bryson (2026-03-12 14:27:40 EDT)

LETTER OF UNDERSTANDING

Between

THE CORPORATION OF THE TOWNSHIP OF STRONG

-and-

THE CANADIAN UNION OF PUBLIC EMPLOYEES

AND ITS LOCAL 4616-05

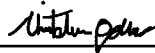
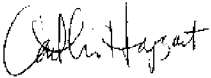
RE: Vacant Office Assistant Position

1. The Employer and the Union agree that one Office Assistant position that has been vacant since 2015 shall be renamed Deputy Clerk Assistant.
2. The Deputy Clerk Assistant position shall have managerial responsibilities and be excluded from the bargaining unit.
3. Parties agree that any future Office Assistant (office/clerical, receptionist) positions created shall continue to be in the bargaining unit as per Article 2.1 of the Collective Agreement as outlined on the OLRB certificate dated August 14, 2015.
4. This Letter of Understanding comes into effect at the same time that the Collective Agreement comes into effect and this Letter of Understanding has no retroactive effect.

Signed and dated this 11 day of March, 2026.

THE CORPORATION OF THE TOWNSHIP OF STRONG

THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 4616-05



Kevin Noak (2026-03-11 15:44:27 EDT)

Christopher Parkes (2026-03-11 18:36:40 EDT)

Tim Bryson (2026-03-12 14:27:40 EDT)

