

**COLLECTIVE AGREEMENT**

**BETWEEN**

**“THE CITY OF MONCTON”**



**M O N C T O N**

**and**

**CANADIAN UNION OF PUBLIC EMPLOYEES  
LOCAL 51**

***CUPE • SCFP***

***(Effective January 1, 2025 – December 31, 2028)***

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THIS AGREEMENT MADE IN DUPLICATE THIS 11 DAY OF March, 2026.

BETWEEN: THE CITY OF MONCTON, A BODY CORPORATE, DULY AND REGULARLY INCORPORATED UNDER AND BY VIRTUE OF A SPECIAL ACT OF THE LEGISLATURE OF THE PROVINCE OF NEW BRUNSWICK,  
HEREINAFTER NAMED AS THE "CORPORATION"

OF THE FIRST PART;

AND: CANADIAN UNION OF PUBLIC EMPLOYEES, THE MONCTON CIVIC EMPLOYEES LOCAL UNION 51, HEREINAFTER NAMED AS THE "UNION",

OF THE SECOND PART.

WITNESSETH:

PREAMBLE:

Whereas it is the desire of both parties to this agreement to maintain harmonious relations and settle conditions of employment between the Corporation and the Union, to promote co-operation and understanding between the Corporation and the Union, to recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, hours of work, and scale of wages, to encourage efficiency in operation, and to promote the morale, well-being and security of all employees in the bargaining unit of the Union.

Now therefore, this agreement witnesseth that the parties hereinafter contained agree each with the other as follows:

PLURAL TERMS:

Whenever the singular is used in this document, it shall be considered as if the plural has been used where the context of the party or parties hereto so requires.

## **ARTICLE 1 - DEFINITION AND INTERPRETATION**

### **1.01 (A) Permanent Employee:**

Shall be defined as an employee appointed to a full-time bulletined position who must complete a probationary period.

### **1.01 (B) Casual Employee:**

Shall be defined as an employee who works for a maximum of 1600 hours per calendar year in one classification. A casual employee can work in other classifications for extra hours. These hours are excluded when a casual employee is replacing a permanent. Any exceptions would have to be mutually agreed in writing by the Employer and the Union. If a casual employee works more hours under this definition, it will require the posting of a permanent position.

Every three (3) months the Employer shall provide the Union with a list of all casual employees who are members of Local 51, and the hours worked by each of these employees, including which permanent employee is being replaced by each of these employees, if applicable.

- (C) The probationary period for all new hires outside of CUPE Locale 51 will be five (5) months worked.
- (D) The Employer shall not pay to any member of the bargaining unit less than the base rate established in Appendix "A": **Pay Group 1**.
- (E) All references to a "day" within this collective agreement shall mean "working day" unless specifically stated otherwise. **A day shall be a period of twenty-four (24) consecutive hours from 12:00 midnight to 12:00 midnight of the following day.**

## **ARTICLE 2 – BARGAINING UNIT**

### **2.01 (A) Departments & Divisions:**

The corporation or anyone authorized to act on its behalf shall recognize Local Union No. 51, chartered by the Canadian Union of Public Employees as the exclusive bargaining agent with respect to wages, hours of work, and working conditions for employees of the following **Service Areas, Departments, and Divisions:**

Service Area	Department	Division
Operations Services	Water and Wastewater	Water and Wastewater
	Parks	APlex/Arenas
		Fields
		Horticulture
		Grounds
		Regional Parks
	Public Works	Streets
		Electrical
	Facilities	Facilities
	Community Services	Magnetic Hill Zoo
Zoo Maintenance		
Events & Festivals/Venues		Coliseum/Events
Finance Services	Municipal Fleet	Mechanical
	Purchasing	Central Stores
Corporate Services	Customer Service	Dispatch

but, shall exclude employees as listed in the Labour Relations Boards Certification Order 1002 dated March 25<sup>th</sup>, 1966, attached hereto as Appendix "D".

The scope of this agreement shall be similarly restricted provided however, the foregoing shall not prejudice the right of either the Corporation or the Union from making application to the N.B.L.R.B. to amend the existing certification order.

- (B) Municipal employees whose jobs are not within the Bargaining Unit shall not replace Bargaining Unit members to carry out work normally performed by Bargaining Unit members except for instruction and training purposes and in cases of emergency or in situations that may pose imminent risk to public safety.

**(C) Students Clause:**

Students shall be permitted to work from May 1<sup>st</sup> to Labour Day providing all permanent employees are employed by the Employer and all casual employees are employed or have been offered work. Students will only work beyond Labour Day **up to a date mutually agreed upon by the Corporation and Union.**

**ARTICLE 3 - RESPONSIBILITIES**

**3.01 Union Responsibility:**

The Union agrees that there shall be no strikes or ordered stoppages of work by the Union during the term of this agreement.

**3.02 Employer Responsibility:**

The Employer agrees that there will be no lockouts of employees during the term of this agreement.

**3.03 Co-operation:**

The Union agrees to co-operate with the Employer in securing punctual and regular attendance at work and complete observance of the terms and conditions contained in this agreement.

**3.04 Employer Shall Not Discriminate:**

The Employer agrees that there shall be no discrimination, interference, restriction, or coercion exercised or practiced with respect to any employee in the matter of hiring, wage rates, training, upgrading, promotion, transfer, lay-off, recall, discipline, classification, discharge or otherwise by reason of **race, colour, national origin, ancestry, place of origin, creed or religion, age, physical disability, mental disability, marital status, family status, sex (including pregnancy), sexual orientation, gender identity or expression, social condition, political beliefs or activity**, nor by reason of **their** membership or activity in the Union or any other reason covered by the Human Rights Act.

**3.05 Local Agreements:**

No employee within the bargaining unit shall be required or permitted to make a written or verbal agreement with the Employer or its representatives which conflicts with the terms of this Collective Agreement.

## **ARTICLE 4 – MANAGEMENT RIGHTS**

- 4.01 The Employer has the exclusive right to operate and manage its business, to control production, to maintain order and efficiency, and to hire, classify, promote, transfer, demote, lay-off, and discipline or discharge employees for just cause, provided this clause does not contravene any article in this agreement.

## **ARTICLE 5 - MANAGEMENT – LABOUR RELATIONS**

- 5.01 A Management and Labour Relations Committee shall be established. The Union shall appoint five members to this committee and these members shall appoint a co-chairperson. Management and the Union shall share chairperson responsibilities by alternating this role every meeting.

### **Functions:**

The Committee shall consider matters of mutual concern pertaining to this agreement, improvement in working conditions, morale, and safety, as well as the promotion of educational, welfare and vocational activities.

- 5.02 Labour-Management meetings will be conducted on the third Thursday of each month, and it shall be the responsibility of the Human Resources department and the Union to notify the other party, at least one (1) week in advance of the meeting, of any subjects to be discussed. It is understood between the parties that the time for the meetings shall be during regular working hours, where possible. The time and date of the meeting may be changed by mutual consent.

It is understood and agreed that the Union shall communicate to the Supervisor all concerns that could be dealt with by the Supervisor prior to bringing the matter to a Labour-Management meeting.

## **ARTICLE 6 - CHECK OFF**

- 6.01 As a condition of employment, all employees of the Employer, save and except those employees excluded by Certification Order NBLRB 1002 attached as Appendix "C", shall become and remain members in good standing of the Union according to the constitution and bylaws of the Union.

6.02 **Dues:**  
The Employer shall deduct from every employee any dues or assessments levied, in accordance with the Union constitution, and by-laws, and deductions shall be made from the first and second payroll of each month and shall be forwarded to the treasurer of the Union fourteen (14) calendar days later.

**Dues on T-4 Slips:**

When T-4 slips are made available each year, the Employer shall indicate on the T-4 slips to all Union employees the amount of dues paid in the previous calendar year. The Employer will make every effort to issue T-4 slips to employees on or before February 15<sup>th</sup> of each year.

6.03 **Notify New Employee of Collective Agreement:**

The Employer agrees to acquaint all new employees with the fact that a Collective Agreement is in effect and shall inform the new employee of whom the current Local 51 executive members are. Within a reasonable timeframe, the Human Resources Department will send an e-mail to the Secretary of the Union which will provide the name, work phone number and work location of the newly hired employee. It is understood that a representative of the Union will be allowed to contact and meet with this employee during work hours in order to better acquaint the employee with the Union's roles and responsibilities.

6.04 The Employer will provide the Union with a list of all the employees in the bargaining unit. The list will include each person's name, job title/classification, home mailing address, home telephone number and/or cellular number. This list will be provided electronically to the Union within five (5) business days upon request.

**ARTICLE 7 - WAGES**

7.01 **Wages:**

Wage rates shall be in accordance with Appendix "A" for all employees, which shall be attached to and become part of this agreement.

7.02 **Overtime – Permanent and Casual Employees:**

- (1) Time worked by permanent employees on regular assignments and by casual employees holding a temporary or temporary/permanent bulletin, continuous with, before or after the regularly assigned hours of work, shall be considered as overtime and shall be paid for on the actual minute basis, at one and one-half (1 ½) times the employees rate of pay.

Time worked by casual employees beyond forty-four (44) hours shall be paid for at one and one-half (1 ½) times the employees normal rate, however, casual employees shall only be eligible for overtime when the relevant rotation lists for permanent employees has been exhausted and the casual employee is scheduled to work forty (40) hours in the week. For further clarification, at the end of the week, the total hours worked will be calculated and the overtime payment will only be triggered if the number of actual hours worked surpasses the forty-four (44) hours indicated above. In such situations, the regularly scheduled shift will not be considered overtime.

- (2) Any employee called upon to work on any holiday as defined in Article 14.05(A)(1) of this agreement will be compensated for all time worked at **two (2) times the pro rata rate**, in addition to the regular days pay allowed for the holiday.
- (3) Unless specified to the contrary in this Collective Agreement, employees required to work on the first day of rest shall be paid at one and one-half (1½) times the pro rata rate and employees required to work on the second day of rest shall be paid at two (2) times the pro rata rate.

This Article does not apply to casual employees.

- (4) Except in cases of emergency, overtime shall not be worked without proper authority. When advance authority has not been obtained and overtime is worked in any emergency, overtime payment will not be allowed, unless claim is submitted within forty-eight (48) hours from the time service is performed.
- (5) **Overtime Rotation:**  
All overtime and call-outs will be rotated among permanent employees and casual employees holding TEMPORARY or TEMPORARY/PERMANENT bulletins within their respective classification within the division, except as outlined in Article 17.04 "Hours of Work Limitation" and also with the exception of employees working a maximum of two (2) hours continuous with their normal work day to finish a job started that day.

If no permanent employees or casual employees holding TEMPORARY or TEMPORARY/PERMANENT bulletins are available within the classification, then it shall be rotated among qualified permanent employees on the back-up list developed for the classification.

Back-up lists shall be established for each permanent classification or for tasks which fall under various classifications. Back-up lists for tasks which fall under these various classifications will be established through

consultation with the Union. Management reserves the right to determine the number of people necessary on these backup lists as per Article 26.01(E).

If a permanent employee is missed on the call-out procedure, such employee will be paid for half (1/2) of the hours missed at the applicable rate (or the choice of the equivalent time off) and given the next available overtime opportunity by being placed at the top of the list. There shall be no claims from other employees as a result of the make-up overtime. Casual employees who are on a permanent call list and who are inadvertently missed for overtime or call-out shall receive the equivalent money for the missed time.

This time off in lieu of missed overtime or call-out shall be requested five (5) days in advance and within a thirty (30) day period of the time missed.

If such time off is not allowed within this period, then the equivalent money shall be paid. This does not apply to the first two (2) instances that occur in each division in any one (1) year as far as the money is concerned, however, any permanent employee inadvertently missed for overtime or call-out shall be given equivalent time off.

An employee must report missed overtime or call-out within ten (10) working days or they will not be awarded time, or money, in lieu of said overtime or call-out.

When permanent employee lists have been exhausted, casual employees who are qualified and available from the appropriate divisional lists or backup lists may be called.

- (6) No employee shall be required to work overtime against **their** wishes when other qualified employees are available and willing to perform the work required. Employees who refuse overtime when called for their "in classification" list shall not be called for any backup lists until they have worked a regular shift. **When in classification and backup lists have been exhausted, in class employees may be required to work the overtime. This will be done in reverse order of seniority.**

(7) **Time In Lieu:**

For overtime worked by all employees, time off may be taken in lieu of money at a mutually agreeable time at the overtime rate. If any hours are requested to be paid out during an employee's forty (40) day trial period, the hourly rate of pay will be that of the employee's base classification, not of the newly awarded position they are completing a trial period for. Employees who take a position in another **department** must cash out their

accumulated overtime banks once they have completed their trial period. The payment will be at the rate of their previous position.

**7.03 Scheduled Overtime:**

- (1) An employee who is called to work two (2) hours or more prior to the start of their shift shall be paid a call-out (two (2) hours is from time employee punches in). This Article does not apply to casual employees except as per Article 7.04(1).
- (2) Scheduled overtime shall be scheduled not later than the end of the employee's shift and the employee who is scheduled to work scheduled overtime, shall be paid a minimum of four (4) hours at the prevailing overtime rate. An employee who is scheduled to work scheduled overtime will be called for immediate overtime opportunities and the scheduled overtime will only be reassigned to another employee if scheduled employee forfeits the scheduled overtime shift. Should the scheduled overtime be cancelled by the employer within twenty-four (24) hours of the shift start time, the employees who agreed to the scheduled overtime shall be paid a call-out.

Scheduled overtime will only be scheduled a maximum of two (2) weeks before the date.

**7.04 (1) Call-Outs:**

A call-out for permanent employees and casual employees holding TEMPORARY or TEMPORARY/PERMANENT bulletins during the life of this Agreement shall mean four (4) hours at time and one-half (1 ½). A call-out on a permanent employee's and casual employees holding TEMPORARY or TEMPORARY/PERMANENT bulletins on their second (2<sup>nd</sup>) day of rest shall be a minimum of three (3) hours at the prevailing rate of pay. The Employer will not add work to keep the employee for the duration of the call-out unless another situation arises that would require immediate attention from the same call-out list and it occurs before the employee swipes out.

**(2) Response Time:**

All employees must be able to respond to a call to work within one (1) hour or the employee shall forfeit their right to call-in.

## **ARTICLE 8 - WORKERS' COMPENSATION ACT**

- 8.01 (A) All employees subject to this Collective Agreement shall be covered by the provisions of the Workers' Compensation Act of the Province of New Brunswick.
- (B) When an employee is off work because of an accident or occupational illness resulting from **their** employment and which is accepted as compensable by WorkSafe New Brunswick, the Employer will supplement the WorkSafe NB benefits to the extent permitted by WorkSafe NB without offsetting the benefits payable by WorkSafe NB and subject to the provision that any such supplemental payment shall not increase the employee's net take-home pay above **their** regular pre-disability amount, recognizing the non-taxable status of WorkSafe NB benefits. This article does not apply to casual employees.
- (C) Pending settlement of the insurable claim, and subject to the conditions of Article 8.01(B), the employee shall receive an Employer cheque in the amount of eighty percent (80%) of regular net salary as determined by WorkSafe NB. In order to receive the Employer cheque, the employee shall assign **their** Compensation cheque and if applicable, **their** Canada Pension Plan cheque to the Employer.

In regards to casual employees, the City agrees to provide a maximum of two (2) pay period advances as calculated by Payroll, to those casual employees who have a legitimate WorkSafe NB claim that has not been adjudicated. The casual employee must notify the City in writing of such request and must have signed the appropriate City forms for such advance.

- (D) The employee's benefits plans will be maintained in effect by the Employer during the period that the employee is in receipt of "Loss of Earnings" benefits from WorkSafe NB, subject to Article 8.01(B).
- (E) The absence of an employee who is receiving compensation benefits under the Workers' Compensation Act shall not be charged against the employee's sick leave credits or vacation credits.
- (F) No employee shall have **their** employment terminated as a result of absence from work caused by an accident **they** received while performing duties for the Employer or an industrial disease.

8.02

**Payment of Day of Injury:**

An employee who is injured during work hours, who is required to leave work for treatment, or who is sent home as a result of such injury shall receive payment for the remainder of the shift at **their** regular rate of pay, without deduction from **their** sick leave, unless the attending medical nurse or doctor states that the employee is fit to return to work immediately. The Employer will allow the employee to be absent from work for a minimum of eight (8) working hours in total without deduction from sick leave and with full pay and benefits, to receive treatment for an injury occurring on the job.

**ARTICLE 9 - PAYDAYS**

9.01

Local 51 members shall be paid no later than 4:00pm on every second Thursday subject only to technical problems. All casual employees shall be paid through direct deposit into an account supplied by each employee. All permanent employees hired after January 1, 2003 shall be paid through direct deposit into an account supplied by each employee.

**ARTICLE 10 - SENIORITY**

10.01(A)(1) **Seniority for permanent employees is defined as follows:**

- (1) Length of service in the bargaining unit.
- (2) Length of service in the classification within the divisions. Individuals who hold 6/6 positions will hold length of service in both classifications and both divisions if applicable.

**Seniority for permanent employees shall operate in the following manner:**

In the case of job promotions, vacations, lay-off, recall and job abolishment or displacement and when replacing for long term WCB or LTD, bargaining unit seniority shall prevail.

In the case of shift preference, days off and to be employed in the employee's respective classifications, classification seniority shall prevail within the divisions.

Permanent employees shall always be considered to have seniority over casual employees.

10.01(A)(2) **Seniority for Casual employees shall be defined as follows:**

- (1) Date of hire or
- (2) Length of service in the division

Casual employees shall have seniority rights only for recall within their assigned divisions and shall be allowed to bump a less senior employee if they were not available on the first day of recall, however, the casual must give the Employer four (4) hours notice before the end of the shift that they are going to bump at the beginning of the next shift. Casual employees shall not have the right to exercise seniority for anything other than recall unless specifically referenced in this collective agreement. Casual employees' date of hire shall be their seniority date used to establish their positioning within their original division.

When a casual employee changes divisions (must be mutually agreed) they shall be placed at the bottom of the divisional list and their divisional seniority date changed to the date the employee moved into the division. If two (2) or more casual employees move into a division at the same time, then the date of hire will be used to establish their order of seniority on the divisional list.

Casual employees who become permanent employees shall have their date of permanency as their permanent seniority date. Pension shall apply in accordance with the Pension Plan.

The Employer shall create backup lists for each casual division and qualified casual employees shall be eligible to be put on these backup lists. Casual employees on these backup lists shall be called in to work on a rotational basis when no casual employees are available within the division.

**(B) Transfer Outside Local 51:**

If an employee is transferred to a position outside the bargaining unit, **they** shall retain **their** seniority for a period of one year. Said employee has the right to return to the bargaining unit consistent with the seniority position accumulated up to the date **they** transferred outside the bargaining unit. Should, at the expiration of the one (1) year, the Corporation continue to require the services of the employee so assigned, the Corporation will consult with the Union and mutual agreement will be needed regarding the extension of time and whether seniority rights will be maintained.

**(C) Casual Removal for Recall:**

Casual employees who have not worked in any twelve (12) month period shall be removed from the casual recall list.

**(D) An employee who holds a bulletined position as a result of the bulletining process as set out in Article 12 of this Collective Agreement may exercise seniority rights over other CUPE Local 51 members not holding bulletined positions in the event of layoff.**

- (E) If an employee's job function is under any department, **they** shall be considered an employee of that department.
- (F) No permanent employee shall work outside of their classification while employees are available within the classification in which the work is to be performed.

10.02 **Loss of Seniority Rights:**

An employee shall not lose seniority rights if **they are** absent from work because of sickness, accident, layoff, or leave of absence approved by the Employer. An employee shall only lose seniority in the event that:

- (a) **They are** discharged for just cause and is not reinstated;
- (b) **They** resign, in writing, and does not withdraw, in writing, within five (5) working days. The Employer will inform the Union as soon as the employee has confirmed **their** decision to resign.
- (c) **They are** absent from work in excess of three (3) working days without sufficient cause or without notifying the Employer, unless satisfactory notice was not reasonably possible.
- (d) When recalled, if an employee fails to return to work within three (3) working days, and after being notified by registered mail, to the employee's last known address, **they** shall lose **their** seniority. It shall be the responsibility of the employee to keep the Employer informed of **their** current address. An employee recalled for casual work or employment of short duration at a time when **they are** employed elsewhere, if other employees are available, shall not lose **their** recall rights for refusal to return to work. The employee must produce written proof of **their** duration of employment if so required by the Employer.

**ARTICLE 11 - SENIORITY LIST**

11.01 Seniority lists and the posting thereof shall be the responsibility of the Human Resources Department. Adjustments or amendments to these lists shall be made every six (6) months, if necessary.

11.02 **Seniority Protests:**  
Protests in regard to seniority status shall be submitted, in writing, within thirty (30) working days from the date seniority lists are posted. When proof

of error is presented by an employee, or **their** representative, such error shall be corrected and when so corrected, the agreed upon seniority date shall be final. No change shall be made in the existing seniority status of an employee unless concurred in by the **chairperson** of the grievance committee and the Employer.

**11.03 Employees Hired Same Date:**

Whenever more than one employee is hired on the same day, **their** seniority shall be determined by the flip of the coin and this shall be performed by **the** Human Resources **Department** with the employees concerned and a member of the Union executive present at such procedure.

**ARTICLE 12 - BULLETINING OF POSITIONS FOR PROMOTIONS OR STAFF CHANGES**

**12.01 Job Postings Procedures:**

- (A) When a vacancy of a permanent position occurs inside the Bargaining Unit, the Employer shall, enter into a review process. The review process will be no longer than twenty-one (21) calendar days. At the end of the review process, the Employer either: post notice of such vacancy on all bulletin boards at each employee's place of employment for a minimum of ten (10) working days, such that all members of Local 51 will know of the vacancy to be filled, or abolish the vacant position and notify Local 51, in writing. Every position bulletined will be filled. The Employer shall specify on the posted bulletin if the position is affected by Article 26. All bulletins will **clearly identify whether the position is permanent or casual**. Anything less than a ten (10) day posting shall require written consent by the Union.

Employees under a trial period as defined in 12.01 (F) are not considered to have created a permanent vacancy.

- (B) Prior to posting, all bulletins will be reviewed with changes highlighted and discussed with the Union and such notice shall contain the following information:

- nature of position
- required qualifications
- required knowledge
- required education
- required skills
- shift
- wage

such required qualifications may not be established in an arbitrary or discriminatory manner. All job postings shall state "The City of Moncton is an equal opportunity Employer".

- (C) No outside **applicants shall be considered until all Local 51 applicants have been fully processed. For clarity, the intent is to post internally and externally simultaneously (not to recruit simultaneously).**
- (D) In filling any vacancies or new positions created, which are covered by this agreement, postings shall be awarded to the senior applicant, who possesses the required licenses, courses or certificates of the bulletin. These bulletins shall be awarded to the most senior applicant that meets the minimum qualifications at the time of bulletining.

In filling vacancies for Foreman, Licensed Trades, Operator 2, Dispatch, Utility 6 and **Water and Wastewater Operator 2** bulletins, consideration must be given to both qualifications and seniority. These bulletins shall be awarded to the most senior applicant that meets the minimum qualifications at the time of bulletining. These positions will not require training as specified in Article 12.01 (F) but will be eligible to the trial period time frame.

Permanent employees shall hold preference over casual employees when awarding job bulletins.

- (E) The Department Head concerned shall make the recommendation for the position bulletined within the fifteen (15) working days of the closing of the bulletin and immediately forward same to the **Chief Administrative Officer** or **their** designate. If further time is required, it shall be mutually agreed upon by the parties to this agreement.
- (F) **Trial Period:**  
During the trial period, an existing employee who is promoted or awarded a new position must demonstrate that they are able to learn and perform the related job functions of the posting for up to forty (40) working days training. If **they are** found to be unsatisfactory in the performance of **their** duties at any time during **their** trial period, up to forty (40) days worked, **they** shall be returned to **their** former position or status without loss of seniority. If the employee has previously held the new position for a period of more than one (1) year and there have been no changes to the bulletin since last held, there will be a twenty (20) working day trial period. The trial period will not be reduced unless agreed by the Union in writing.

The determination as to unsatisfactory performance shall be made by the Employer within the applicable trial period. Documentation of such dissatisfaction shall be made available to the Union.

**(G) Abolition of Position and/or Job Satisfaction:**

- (1) Should the employee be discontented with their new position, (on a job posting), **they** shall have the right to revert to **their** former position or status within forty (40) work days from commencing the position or twenty (20) days if applicable.

When such a situation arises, or when an employee is found to be unsatisfactory under Article 12.01 (F) and the employee returns to **their** original position, the parties agree that the new position will be awarded to the next senior applicant and a new posting process does not have to occur.

- (2) Any employee filling a TEMPORARY position shall revert to their former position or status upon expiry of the TEMPORARY position.
- (3) Employees shall only hold a maximum of two (2) job bulletins at one time. They can hold their original bulletin as well as the job bulletin of their trial position.

**12.02(A) Temporary Vacancies:**

When there is a vacancy with a duration of ninety (90) calendar days or less, it will be considered a Temporary vacancy and the Employer may fill the vacancy by offering the position to qualified employees in division by seniority. If this vacancy reaches the ninety (90) calendar days, it will be posted immediately as per the provisions in Article 12.01 (D).

Casual or permanent employees who fill these temporary postings will be paid at the prevailing applicable rate of the permanent classification under Appendix "A".

**12.02 (B) Temporary Postings:**

All vacancies that will have an anticipated temporary duration of more than ninety (90) calendar days, will be considered a Temporary Posting and it will be posted immediately and the provisions of Article 12.01 (D) shall apply. The subsequent vacancy will also be posted in this manner. Any additional vacancies may be filled by offering the position to qualified employees in division by seniority.

Casual or permanent employees who fill these temporary postings will be paid at the prevailing applicable rate of the permanent classification under Appendix "A".

**12.02 (C) Temporary/Permanent Postings:**

**TEMPORARY/PERMANENT job postings may be set up when the Employer determines it to be appropriate. This type of bulletin is typically used to replace permanent employees who are either:**

**A- In a trial period for another position; or**

**B- On a medical leave, awaiting LTD or with no anticipated return to work date.**

**In either of the above situations, or when deemed appropriate, the corporation may elect to use a Temporary/Permanent posting to fill the vacancy. Should the departing employee permanently vacate their position, the successful holder of the Temporary/Permanent Posting will automatically become holder of the permanent bulletin.**

**Should the departing employee return to their position, the holder of the Temporary/ Permanent bulletin will revert to their prior position.**

**12.02 (D) Temporary Transfers:**

**Any employee required to fill temporarily a position for which a higher rate of wages than that for such employee's regular work is paid, shall receive the higher rate while so employed, but not less than a minimum of four (4) hours. Employees required to fill temporary positions for which a lower rate than that paid for such employee's work has been established, shall not suffer any reduction in pay by reason thereof. In any event, the senior employee within division shall be asked to fill such temporary position, providing the employee is qualified. This Article does not apply to casual employees.**

**12.02 (E) Increase of Duties:**

**When the duties in any classification are changed or increased, or where the Union feels an employee is unfairly or incorrectly classified, or when a position not covered in Appendix "A" is established, during the term of this agreement, the rate of pay shall be subject to negotiations between the Employer and the Union. If the parties are unable to agree on the reclassification and/or rate of pay of the job in question, such a dispute shall be submitted to grievance and arbitration. The new rate shall become retroactive to the time the position was first filled by the employee.**

## **ARTICLE 13 - LEAVE OF ABSENCE**

### **13.01(A) Bereavement:**

In the event of death in the family of any employee covered by this agreement, said employee shall be entitled to five (5) working days bereavement leave, should the family member be a spouse, child, mother, father, sister, brother, mother-in-law and father-in-law of an employee.

In the event of a death in the extended family of any employee, the said employee shall be entitled to three (3) working days bereavement leave with pay at the time the bereavement occurs. Up to two (2) working days travelling time may also be granted by the employee's immediate supervisor when bereavement occurs. Extended family shall include the grandparents, grandchildren, sister-in-law, brother-in-law, son-in-law, daughter-in-law, and former guardian, or any other relative for whom an employee is required to administer bereavement responsibilities and is capable of reasonably justifying the same to the Employer.

Employees shall be allowed to carry over one of their allotted bereavement days for use when the interment of any relative covered by Article 13.01(A) is to be at a later date.

In the event of a death of any member or former member of the bargaining unit, the President of the Union or **their** appointee shall be granted up to a maximum of one (1) working day leave with pay.

This Article does not apply to casual employees who were not scheduled to work during that period.

### **(B) Mourner's Leave:**

One-half (1/2) day shall be granted without loss of salary or wages, on a working day, to attend a funeral as a pallbearer at the discretion of the Department Head.

### **(C) Union Conventions:**

Leave of absence with pay and without loss of seniority shall be granted upon request to any two (2) employees elected or appointed to represent the Union at not more than three (3) Union conventions or functions in one year. A third employee and a fourth function at the Union's expense shall be granted upon request.

- (D) **Court Appearance:**  
The Employer shall grant leave of absence with salary and without loss of benefits to an employee who serves as a juror or witness in any court in which the Corporation is involved or when subpoenaed by the crown in all matters other than those of a personal nature. Any fee or mileage accruing to the employee shall be assigned to the Corporation.
- (E) **Election to Public Office:**  
The Employer recognizes the right of any employee to participate in public affairs. Upon written request, the Employer shall allow leave of absence without pay so that the employee may be a candidate in a federal or provincial election. Should the employee wish to continue benefits during this period, and should the master policy provide for this, they will be responsible to assume both the Employer and the employee's share of the benefits cost.
- (F) **Union Duties – Full Time (or Part Time):**  
Any employee who is elected or selected for a full-time or part-time position with the Union or anybody with which the Union is affiliated, shall be granted leave of absence without pay and without loss of seniority for a period of up to one (1) year. Such leave shall be reviewed each year on request during their term of office. The Employer will invoice the Union or affiliate for reimbursement of the wages.
- (G) **Employee & Union Officials Meetings:**  
(1) Any member of Local 51 required by Management to meet with Management of the Corporation shall not lose wages or benefits for time spent in meeting with the Management of the Corporation.  
  
(2) In the event that a member of Local 51 wishes to meet during working hours with a shop steward or a member of Local 51 executive, this meeting shall be allowed if permission is given by their immediate Supervisors. Such permission will not be unreasonably withheld.
- (H) **Union Business:**  
The Employer agrees that the Secretary, Chairperson of Grievances and the President of the Bargaining Unit will be allowed one half (1/2) day per month taken concurrently to conduct Union business provided they allow the Department Head five (5) days prior notice.
- (I) **Educational Leave for Examination:**  
**Employees** shall be entitled to a paid leave of absence of up to eight (8) hours to write or perform the examinations to up-grade employment qualifications in relation to the work being performed for the City of Moncton,

subject to the approval of the Department Head. **The Employer will make every reasonable effort to provide the required equipment for these exams.**

**(J) Maternity Leave:**

Maternity leave shall be granted in accordance with applicable legislation to any employee in the bargaining unit who is pregnant and requests such leave. The Employer shall not deny such employee the right to continue employment during the period of pregnancy.

Not later than the twentieth (20<sup>th</sup>) week of **their** pregnancy, such employee must inform the Employer of the anticipated delivery date.

Where an employee submits a medical certificate from a physician to the Employer stating that **their** health so requires, maternity leave shall commence earlier than six (6) weeks before the anticipated delivery date, in accordance with the physician's advice. Maternity leave shall not terminate earlier than six (6) weeks following delivery.

The Employer shall be obligated to hold the employee's position available for **their** return for a period of up to **eighteen (18)** months or more if a physician's certificate provides that a longer period of absence is required, in which case a reasonable extension shall be allowed.

Any employee returning from maternity leave shall give the Employer notice of the fact at least ten (10) working days prior to **their** return to work. Such employee shall be placed in **their** previously held position or job classification within the bargaining unit upon **their** return. The Employer is under no obligation to supply part-time work for employees who are off work on maternity leave. The Employer will top up E.I. maternity benefits to a level equal to eighty percent (80%) of the employee's regular gross salary, not including overtime, for a period of up to seventeen (17) weeks.

**(K) Parental Leave:**

The Employer shall, upon request, grant an employee who is the natural parent of a new born or unborn child, or who is adopting or who has adopted a child, a child care leave of absence without pay of up to the maximum allowable consecutive weeks under legislation to enable the employee to care for the child. The employee must provide the Employer with a physician's certificate specifying the probable date of delivery or the date upon which the birth occurred. When possible, an adoptive parent shall provide the Employer with proof that an adopted child has been, or will be, placed with the employee four (4) weeks prior to the commencement date of the leave. The Employer will top up E.I. Paternity benefits to a level equal to

eighty percent (80%) of the employee's regular gross salary, not including overtime, for a period of up to eight (8) weeks.

(L) **Compassionate Care Leave:**

Employees in the bargaining unit shall have the right to apply for Compassionate Care Leave without pay subject to the provisions of the *Employment Standards Act* as amended from time to time.

**ARTICLE 14 - BENEFITS**

14.01 **Pension:**

Each permanent employee shall be entitled to the benefits and privileges of the employees' pension plan, which has been or may hereafter be adopted by agreement between the Employer and the Pension Association.

The Employer recognizes, *for Pension purposes only*, that the casual workforce covered by this Collective Agreement are considered as permanent part-time employees so that they are entitled to the benefits and privileges of the Employees' Pension Plan as they apply to permanent part-time employees under the City of Moncton Pension Plan.

14.02 **Service Pay: Based On Regular Gross Earnings**

The following service pay model applies to employees hired prior to January 1, 2015:

After 5 years	1.00%
After 10 years	1.50%
After 15 years	2.5%
After 20 years	3.0%

Permanent employees: Service pay from the above model will be based on regular gross earnings as defined by an employee's regular hourly rate in effect as of November 1<sup>st</sup> of each year, multiplied by two thousand and eighty (2,080) hours.

The following service pay model applies to employees hired after January 1, 2015:

After 1 year	\$90
After 5 years	\$115
After 10 years	\$175

After 15 years	\$230
After 20 years	\$300
After 25 years	\$350

Service pays under both of the above models shall be payable in the last pay of November.

This entire Article does not apply to casual employees.

**14.03 Service Pay on Leaving Corporation:**

On retirement, severance, death or voluntary separation an employee shall be entitled to service pay calculated from January 1<sup>st</sup> to the date of departure. In the case of death, the service pay shall be paid to the employee's dependents or beneficiaries. This Article does not apply to casual employees.

**14.04(A) Sick Leave Defined:**

A period of time an employee is absent from work by virtue of being verified sick or disabled by means of a doctor's certificate, which shall be provided in accordance with Article 14.04(B) and 14.04(C).

**Sick Leave Accumulation:**

Every permanent employee shall be eligible to accumulate sick leave credits at the rate of twelve (12) hours per month for each month of service in accordance with Article 14.04(D). Partial months of service shall accumulate sick leave on a prorated basis.

**Sick Leave Pay:**

Permanent employees shall receive sick leave benefits as covered by Article 14.04 at the normal rate of pay they would receive for their incumbent position, payable in accordance with the provisions of Article 14.04(B).

A permanent employee's sick leave credits will not be used while **they are** receiving benefits from WorkSafe NB while on LTD benefits or while in receipt of Maternity Leave or Parental Leave benefits.

An employee may use a maximum of six (6) days per year of **their** sick leave entitlement by reason of illness of any member of that employee's family.

**(B) Medical Certificate Requirements:**

An employee shall be entitled to a total of six (6) days sick leave without a medical examination certificate, and not more than three (3) consecutive days without said certificate. When notified by letter from the Employer, employees who are required to produce medical certificates when off sick

must provide said certificate promptly upon their return to work in order to qualify for sick leave pay.

In the event that Management **has** reason to believe that an employee is or has abused sick leave privileges, **the employee may be required** to undergo a medical examination. The Corporation shall assume financial responsibility for the medical examination in these instances.

(C) **Casuals Sick Leave:**

Every casual employee shall accumulate sick leave credits of four (4) hours per month for each month at work, to a maximum of twelve (12) days total accumulation. Upon their return to work, to be eligible for sick leave pay, the employee must provide an acceptable doctor certificate verifying they were sick after three (3) days per calendar year of absence from work.

(D) **Computing Sick Leave:**

For the purpose of computing sick leave accumulations, the following shall be counted as days of service:

1. Any hours that the employee works for the Employer.
2. Days on which the employee is on approved Employer paid leave of absence pursuant to terms of this agreement.
3. Days on which the employee is on vacation.
4. Days on which the employee is on sick leave pursuant to the terms of this agreement.
5. Days on which the employee is absent from work while receiving temporary WorkSafe NB benefits, and
6. The days on which the employee is absent from work while attending official negotiation sessions with the Employer.

(E) **Retirement Allowance:**

- (1) Employees having sick leave to their credit on their retirement date for pension purposes shall receive fifty percent (50%) of said sick leave as a retirement allowance up to a maximum of one hundred and twenty-five (125) days pay in lieu of such sick leave. In case of death, the retirement pay shall be paid to the employee's dependents or beneficiary up to a maximum of one hundred and twenty-five (125) days. This Article does not apply to casual employees or to permanent employees hired after September 5, 2000.
- (2) Employees having sick leave to their credit shall after five (5) years of service, upon resignation, severance, death, but not dismissal, shall receive fifty percent (50%) of said sick leave in salary up to a maximum of one hundred and twenty-five (125) days and upon retirement shall

receive fifty percent (50%) of said sick leave in salary up to a maximum of one hundred and twenty-five (125) days. This Article does not apply to casual employees or to permanent employees hired after September 5, 2000.

(F) **Sick Leave Records:**

Sick leave records for all bargaining unit personnel for the period of January 1 to December 31 shall be forwarded to the Recording Secretary of the bargaining unit by January 31 of the following year.

(G) **Sick Leave Bank:**

Every permanent employee of the bargaining unit as of January 1, 1987, shall contribute one day per member from **their** unused sick days to be placed in a Sick Leave Bank; and the Employer shall match this contribution until the Bank reaches a total of three hundred and fifty-six (356) days. If the Bank balance drops to one hundred and seventy-eight (178) days, the Employer shall replenish the Bank to its original total. If the Bank drops to one hundred and seventy-eight (178) days a subsequent time, the employees shall replenish the Bank to its original total. An application for allotment from the Sick Leave Bank may be made by a permanent employee, who through prolonged illness or an accident, has exhausted **their** own sick leave, vacation credits, and has used up sick leave benefits available to **them** through Employment Insurance and who has applied for LTD and is waiting to be put on LTD. Allotment from the Sick Leave Bank shall be at a daily rate equal to the employee's daily rate while on **their** accumulated sick leave.

- (1) Application shall be made in writing to the Union with a copy to the City of Moncton for allotment from the sick bank.
- (2) The employee must provide a medical certificate on application to the Sick Bank including number of days requested.
- (3) The Sick Bank Committee has the right to demand supporting documents to support an employee's application for allotment from the Sick Leave Bank at any time.
- (4) Once the employee has returned to work, they shall accumulate twelve (12) sick leave days per year and the remaining six (6) days sick leave per year shall be returned to the Sick Leave Bank until such time as the bank has been repaid the borrowed time.
- (5) The maximum leave allotment from the sick leave bank is thirty-five (35) days.
- (6) In extenuating circumstances, the Sick Leave Bank committee may approve a second application providing the above criteria is met. However, payback to the Bank by the employee is mandatory.

This Article does not apply to casual employees.

**(H) Sick Leave Bank Committee:**

The Sick Leave Bank Committee shall consist of two (2) representatives of the Employer, two (2) representatives of the Union and may require a duly qualified physician selected by mutual agreement of the parties. Any disputes in regard to the administration of the Sick Leave Bank as defined herein shall be submitted to the grievance procedure as outlined in the Collective Agreement. This Article does not apply to casual employees.

**14.05(A)(1) Statutory Holidays:**

All permanent employees and casuals holding a temporary bulletin covered by this agreement shall be granted the following holidays with pay:

New Year's Day	Canada Day	Truth and Reconciliation Day
Good Friday	New Brunswick Day	Remembrance Day
Easter Monday	Labour Day	½ Day Christmas Eve
Victoria Day	Thanksgiving Day	Christmas Day
Family Day	½ Day New Year's Eve	Boxing Day

all other days approved as holidays by proclamation of the Governor-General of Canada, The Lieutenant Governor of The Province of New Brunswick and the Mayor of The City of Moncton.

**(A)(2)** All casual employees shall be entitled to be paid for the following Statutory Holidays provided that the employee works both the normal working day before the Stat and the normal working day following the Stat:

New Year's Day	Truth and Reconciliation Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Canada Day	½ Day Christmas Eve
New Brunswick Day	Christmas Day
Labour Day	½ Day New Year's Eve

and all other days approved as holidays by proclamation of the Governor-General of Canada, the Lieutenant-Governor of the Province of New Brunswick and the Mayor of the City of Moncton.

**(B) Floating Holidays:**

All permanent employees will receive two (2) floating holidays per annum. All floating holidays will be taken at a mutually agreed time.

- (C) **With the exception of Christmas Eve and New Year's Eve**, should any of the above holidays fall on an employee's first or second day of rest, then the employee's first day of work shall be considered **their** holiday. Should any of the above holidays fall on an employee's two (2) days of rest, then the first two (2) working days shall be considered holidays. **Should Christmas Eve and/or New Year's Eve fall on the first or second day of rest, these will be observed on the preceding day of work.**
- (D) In order to be eligible for pay on any one of the legal holidays, all employees must have worked on the regular working day immediately preceding the holiday and worked or reported for work on the regular working day immediately following the holiday.

14.06 **Vacation Credits Calculation:**

An employee appointed on or before the 15<sup>th</sup> day of the month shall be eligible to accumulate vacation credits for that month. An employee appointed after the 15<sup>th</sup> day of the month shall be eligible to accumulate vacation credits from the first of the month following the date of **their** employment. This Article does not apply to casual employees.

14.07 **Length of Vacation – Permanent & Casual:**

A permanent employee shall receive an annual vacation with pay in accordance with **their** months of employment as follows:

**Every employee hired shall receive two (2) weeks vacation credits on a pro-rated basis in the calendar year in which they are hired. For example, an employee hired on July 1 would be entitled to five (5) days of paid vacation to use for the remainder of the calendar year in accordance with vacation credits calculation Article 14.06.**

**Should an employee exit the organization for any reason prior to the end of their first calendar year of employment, it is understood that any unearned vacation time taken will be recovered by the Employer and that any earned vacation time that was not taken by the employee will be paid out.**

1-12	months pro-rated for two (2) week basis first <b>calendar</b> year of employment
13-24	months accumulated 2 weeks
25-48	months accumulated 3 weeks
49-156	months accumulated 4 weeks
157-299	months accumulated 5 weeks
300-	months plus accumulated 6 weeks

**Vacation credits shall be applied January 1<sup>st</sup> of each year.**

With respect to accumulation of time during employment, it is hereby further agreed that an employee who is on authorized sick leave, and authorized leave of absence, is permitted to accumulate vacation credits during said period.

The carryover of any more than two (2) weeks of annual vacation entitlement shall not be permitted, except in the event that recall or postponement of scheduled vacation by the Employer occurs too late in the calendar year to make the rescheduling of any or all of the affected time impossible, in which event the then outstanding balance at the end of the year shall be carried over into the following calendar year. Any carry over must be utilized before April 30<sup>th</sup> of the carry over year, and there shall be no buy-out of vacation.

Vacation credits will also accumulate while an employee is in receipt of LTD and/or WorkSafe NB benefits. Upon said employee's return to active duty, **they** will be entitled to full vacation credits per above schedule. No employee will be entitled to more than fifty-two (52) weeks of compensation within a calendar year.

All casual employees shall be eligible to accumulate vacation pay as outlined in the New Brunswick Employment Standards Act. Vacation pay shall be paid to the employee on each paycheck. Casual with a hired day of eight (8) years or more shall receive 6% vacation pay.

**14.08(A) Statutory During Vacation Period:**

When a legal holiday occurs during an employee's annual vacation, such employee shall be entitled to an additional day vacation with pay and such shall be taken at any time by the employee providing **they are** scheduled to work and the Employer is given two (2) working days' notice. This Article does not apply to casual employees.

**(B) Application for Vacation Leave:**

Applications for vacations from employees filed with the Department Head(s) prior to March 1<sup>st</sup> of each year shall be placed on the vacation roster indicating the period of vacation that the respective employee is eligible for. This roster shall be posted by April 1<sup>st</sup> of each year. Applicants shall be given preference in order of seniority as well as preference over the employees who fail to submit their vacation request prior to March 1<sup>st</sup> of each year. Vacation applied for shall not be changed without the consent of the affected employee and the Department Head(s). This Article does not apply to casual employees.

(C) **Rate of Pay During Vacation:**

All employees while on vacation shall receive from the Corporation the rate of pay applicable to work classification performed for a period of four (4) consecutive weeks immediately prior to vacation period.

14.09(A) **Extended Unpaid Vacation:**

An employee shall qualify for unpaid vacation up to four (4) weeks for every five (5) years of service and may be granted at a time approved by the Department Head. This Article does not apply to casual employees.

(B) Every employee who has accumulated vacation credits in accordance with this Article shall, whenever **they** cease to be an employee, receive a cash settlement in lieu of vacation pro-rated. This Article does not apply to casual employees.

(C) **Unbroken Vacation Period:**

An employee shall receive an unbroken period of vacation unless mutually agreed between the employee and the Employer. This Article does not apply to casual employees.

14.10 **Dirty Work Bonus:**

Permanent employees, while working, who come in actual contact with live sewage shall be paid a minimum of seventy-five cents (\$0.75) per hour while so employed. This Article shall not be applicable to those employed in any of the following classifications: Operator 2, **Water and Wastewater Operator 2**, Truck Driver and Utility personnel at the Zoo.

14.11 **Lead Hand Premium:**

A permanent employee, who, over and above **their** regular work function, at the direction of Management, supervises four (4) or more employees shall receive fifty cents (\$0.50) per hour above the highest rate supervised, while so supervising, or fifty cents (\$0.50) above **their** own rate, whichever is greater.

A casual employee, who, over and above **their** regular work function, at the direction of Management, supervises two (2) or more employees shall receive fifty cents (\$0.50) per hour above the highest rate supervised, while so supervising, or fifty cents (\$0.50) above **their** own rate, whichever is greater.

14.12 **Rest Period:**  
An employee shall be permitted a rest period of fifteen (15) consecutive minutes in both the first and second half of **their** shift.

14.13 **Shift Differential:**  
All employees working hours other than those between 8:00am to 4:00pm shall receive a shift differential. This article shall not apply to overtime or callout. The shift differential for hours worked shall be:

4:00pm – 12:00am	=	<b>\$1.50/hr</b>
12:00am – 8:00am	=	<b>\$1.50/hr</b>

14.14 **Long Term Disability:**  
(A) The current Long Term Disability Plan will continue and is cost-shared with seventy percent (70%) paid by the Employer. Such a plan shall provide for a reimbursement of two-thirds (2/3) of the employee's average weekly wage for the preceding four (4) weeks, to a maximum amount allowed under the long term disability plan. The coverage will come into effect after the employee has been off the job for a period of one hundred and eighty (180) calendar days. The City of Moncton is not the personal insurer. This coverage terminates as defined under the terms of the policy. This Article does not apply to casual employees.

(B) The Long Term Disability Plan shall provide that no reimbursement or other benefits will be payable under it to any person who is or becomes totally disabled within the meaning of the plan, where that person also:

- (1) Is permanently disabled from performing the duties of **their** former position, and
- (2) Has reached the minimum age at which employees with **their** age and amount of pensionable service are eligible for an unreduced pension (other than a disability pension) under the City of Moncton Pension Act ("Moncton Pension Act") or its successors.

In this Article "unreduced" pension means a pension which is not subject to reduction by application of Schedule "A" or "B" of the Moncton Pension Act or of any pension reduction schedules or formula which replace or add to these schedules in the future.

It is agreed that medical and dental benefits in effect for regular employees will continue to be provided to employees obligated to retire per this Article until age sixty-five (65). This Article does not apply to casual employees.

14.15

**Health and Dental Plan:**

The current health and dental plans in effect for employees will continue with the Employer paying seventy-five percent (75%) of the costs of the plan and the employee paying twenty-five percent (25%) of the costs for all permanent employees.

The co-pay for prescription drugs will be five dollars (\$5.00) per prescription for all permanent employees.

The current health and dental plan shall be available for all permanent employees desiring coverage. The City of Moncton is not the personal insurer.

14.16

**Group Life Insurance and Accidental Death and Dismemberment:**

- (A) The Employer shall provide Group Life Insurance for all permanent employees of the bargaining unit in the amount of two times (2x) annual salary to a maximum of one hundred thousand dollars (\$100,000). All permanent employees of the bargaining unit shall also be eligible for Accidental Death and Dismemberment coverage in the amount of two times (2x) annual salary to a maximum of one hundred thousand dollars (\$100,000). The City of Moncton shall pay one hundred percent (100%) of costs of the premiums for this insurance. This coverage terminates as defined under the terms of the policy. This Article does not apply to casual employees.
- (B) Casual employees shall be insured for a total of fifty thousand dollars (\$50,000) as a flat amount under the Group Life Plan and a total of fifty-thousand dollars (\$50,000) as a flat amount in the case of Accidental Death & Dismemberment. The City of Moncton will pay one hundred percent (100%) of the premiums for this insurance. This coverage terminates as defined under the terms of the policy.

14.17

**Clothing Issue:**

- (1) **The Employer shall wash and maintain or provide appliances and supplies for employees to do so during work hours.** The Corporation shall supply clothing and safety equipment, to be issued on an as required basis.

Overalls, coveralls, rubber boots, gloves, rubber gloves, rain suits and hard hats shall be issued to employees, as they require them, upon return of the worn out articles.

During winter months, employees requiring rubber boots shall be issued insulated rubber boots.

- (2) Employees who are compelled to work in inclement weather for extended periods of time shall be supplied with suitable clothing:

In Summer	-	rubber boots, rain suit
In Winter	-	insulated coveralls

- (3) **Safety Boot Allowance:**

All employees shall be entitled to a **two hundred and fifty dollar (\$250.00)** certificate payable towards a pair of safety boots at a choice of retailers selected by the Employer with consultation from the Union. This certificate is to be issued in the month of July of each year with an expiry date of December 31<sup>st</sup> of the applicable year and can be applied only for the purchase of safety boots.

This clause only applies to casual employees who have been employed with the City of Moncton for two (2) consecutive years (returning for a 2<sup>nd</sup> season).

Casual employees who receive a permanent bulletin prior to being eligible for this allowance as a casual employee shall receive the **two hundred and fifty dollar (\$250.00)** safety boot allowance upon completion of their forty (40) day trial period, but shall only be eligible for one Boot Allowance in any one (1) calendar year.

- (4) **Tradesman Tools:**

The Employer agrees to replace tradesman tools broken on the job, lost due to break-ins at the mechanical garage, or lost due to fire; subject to the following: tools must be initially inventoried with burden on the possessor and subject to crime prevention engraving.

The Employer shall provide a tool allowance **or voucher** of one thousand dollars (\$1,000.00) **from up to two mutually agreed upon vendors** in the first pay period of November of each year to all licensed mechanics, including the licensed small engine mechanics, for the purpose of the purchase of tools.

**14.18 Employee and Family Assistance Program**

The Employer and the Union recognize the value of an Employee and Family Assistance Program. This program is in place to provide employees with confidential counselling and referral services in a wide range of areas.

**14.19** Any employee requested to be on stand-by during **their** regular two (2) day weekly rest period, shall receive a minimum payment of **one hundred (\$100)** dollars per day, for the actual period the employee is on stand-by duty.

Any employee requested to be on stand-by after hours of their regularly scheduled workdays, shall receive a minimum payment of **fifty (\$50)** dollars per day for the actual period the employee is on stand-by duty.

If the employee is called to work while on stand-by, they shall be compensated at the prevailing overtime rate in accordance with Article 7.04.

When an employee is requested to be on stand-by, they shall not be eligible to work overtime in any classification other than the classification they are on stand-by for.

As determined by the Employer, the City shall supply a pager, a phone or mobile radio to employees required to be on stand-by.

**ARTICLE 15 - MEDICAL FITNESS**

15.01 It shall be a condition of employment with the Employer that all employees shall be medically fit for the duties to which they are appointed.

15.02 A medical examination by a duly qualified medical practitioner, acceptable to the Employer, shall be required: For any employee upon the recommendation of the department head, such examination to be paid by the Employer.

**ARTICLE 16 - EMERGENCY**

**16.01 Emergency Duty:**

All employees covered by this agreement, if called shall respond to duty if an emergency situation arises. Emergency shall include but not be limited to a snow storm, severe rain or wind storm, sewer trouble, major water break, fire, where the flooding of property is extensive or any catastrophic situation

that affects the public safety of the City of Moncton. It may also mean any situation in which a civic or national emergency has been declared.

**16.02 Telephone Number – Permanents & Casuals:**

All employees shall make a current telephone number and address available where the Employer may contact them. Changes in telephone numbers and address shall be reported, in writing, to the Operations Dispatcher.

All casual employees shall make a current telephone number and address available where the Employer may contact them. This telephone number and address or any changes in the number shall be reported, in writing, to the Operations Dispatcher.

**ARTICLE 17 - SAFETY**

**17.01 Health & Safety Act:**

Both Union and Management recognize that they shall abide by the New Brunswick Occupational Health and Safety Act.

**17.02 Use of Safety Equipment:**

All employees working in any capacity shall use all necessary safety equipment as recommended by the Safety Committee, the Department Head or **their** authorized agent. It shall be compulsory to wear and use such recommended safety equipment.

All employees shall wear safety footwear at all times and hard hats as directed by **the Employer**.

**17.03 Health & Safety Committee:**

Time spent by the employees in performance of their duties during regular hours of work, as members of the Joint Safety Committee shall be considered as time worked and payment shall be on the basis of straight time.

**17.04 Hours of Work Limitation:**

For safety reasons, no employee shall be permitted to work more than sixteen (16) hours in a twenty-four (24) hour period. Employees who book off work to rest shall not be permitted to return to work until they have rested eight (8) consecutive hours from the time the employee booked off. Employees who book off resting during regular hours may use vacation or accumulated time as payment for resting time.

The Employer will contribute to the City of Moncton Pension fund all contributions necessary under Article 4(2) of the City of Moncton Pension Act, 1990, to guarantee the employee shall not lose any pensionable service pursuant to this Article.

## **ARTICLE 18 – SUSPENSION & DISMISSAL**

18.01 The Department Head shall have the power to dismiss any probationary employee forthwith. **The Department head will also have the power to suspend any employee for just cause, which just cause shall be made known to the employee, in writing, at the time of suspension.**

18.02 **Disciplinary Hearing:**  
Within seven (7) days from the written notice of suspension, or dismissal, the employee shall be entitled to a hearing before the Department Head and **they** shall be entitled to have a Union representative present at such meeting. If the Department Head's decision is not acceptable to the employee, Article 19.03(A), (B), and (C) of the grievance procedure shall be omitted in such cases.

18.03 **Unjust Suspension or Dismissal:**  
An employee found to be unjustly suspended or dismissed shall be immediately reinstated in **their** former position without loss of seniority. **They** shall be compensated for all time lost in an amount equal to **their** normal earnings during the pay period next preceding such dismissal or suspension.

18.04 **Notice of Offense or Dissatisfaction:**

(A) The employee will be notified, in writing, either by hand delivery in the presence of a union representative or by registered mail, within ten (10) working days of an offense to confirm any disciplinary action taken with regards to **them** or to confirm the levying of a suspension upon the employee.

(B) The Employer shall notify an employee in writing of any expressions of dissatisfaction covering **their** work within ten (10) working days of the event of the complaint. The notice shall include particulars of the work performance, which led to such dissatisfaction. If this procedure is not followed, such expression of dissatisfaction shall not become a part of **their** record for use against **them** at any time. This Article shall be applicable to any complaint or accusation which may be detrimental to an employee's advancement or standing with the Employer, whether or not it relates to **their** work. The employee's reply to such complaint, accusation or expression of dissatisfaction will become part of **their** record. The personnel file of any

employee shall be open to review by that employee at **their** request. After twelve (12) months of accumulated service, all minor offenses up to and including five (5) days suspension shall not be used against the employee in disciplinary measures, providing the employee has a clean record during this twelve (12) month time limit; after three (3) years of accumulated service, all offenses shall not be used against the employee in disciplinary measures providing the employee has had a clean record during this three (3) year time period.

This article applies to casual employees, however for casuals, twenty-four (24) months shall be used in place of twelve (12) months and five (5) years shall be used in place of three (3) years.

(C) **Progressive Discipline:**

The value of progressive discipline with the aim of being corrective in nature is recognized by both parties. Therefore, in cases where dismissal and/or suspension is for just cause, discipline should involve a documented record of counselling and disciplinary warnings (written or oral). It is further recognized that to achieve this purpose, a Union representative must be present at all disciplinary meetings and be copied on all disciplinary notations.

## **ARTICLE 19 - GRIEVANCE PROCEDURE**

- 19.01 Upon proper notification to the Department Head, or **their** agent, the Corporation agrees that permission shall be granted to the **President** of the Union, the **Chairperson** of the Grievance Committee and the shop steward in the particular group of the Union to leave their employment, temporarily, in order to carry on discussions with the Corporation, or its representatives with respect to the investigation of a grievance between the Union and the Corporation and they shall suffer no loss of pay for the time spent. This notification shall include time and location and the name of the Corporation official concerned. Notification shall be given no later than the day prior to the day of discussions.
- 19.02 The names of the shop stewards shall be forwarded to the Director of Human Resources.
- 19.03(A) A grievance shall be forwarded to the **Corporation** twenty (20) days of alleged offence.
- (B) The grievance shall be forwarded to the Supervisor concerned and shall be signed by any member of the Local 51 executive, or shop steward, in order

to be considered as a valid grievance. In case of an item that affects any member of the Union, a grievance may be filed by the Union, following the procedure mentioned above.

- (C) The Department Head or Supervisor concerned shall reply, in writing to the Union in respect to a grievance submitted within five (5) working days of the submission.
- (D) Should the Union find the reply from the Department Head or Supervisor to be unsatisfactory, then the grievance shall be forwarded to the **Chief Administrative Officer** who shall reply to same within ten (10) working days.
- (E) If the matter of the grievance remains unresolved, then the normal procedure in respect to arbitration shall be followed.
- (F) It should be clearly understood that any of the foregoing procedures may be waived or altered subject to full agreement between the Union and the Employer.

## **ARTICLE 20 - ARBITRATION**

20.01 Arbitration proceedings shall commence thirty (30) days after the Union rejected the decision of the **Chief Administrative Officer**. **The grievance shall be heard by a single arbitrator unless either party requests that it be heard by a board. In such cases,** the Board of Arbitration shall consist of three (3) members who shall be selected as follows:

The Corporation shall appoint one (1) member and the Union shall appoint one (1) member to the board, each to be appointed within ten (10) days upon written request for Arbitration and the members so appointed shall select within five (5) days after their appointment, a third member who shall be **Chairperson**. If either party shall refuse or neglect to appoint a member as aforesaid to the Board of Arbitration, the Minister responsible for Labour for the Province of New Brunswick may be requested by the other party to name a member. In the event that the two (2) members appointed are unable to agree upon the selection of **chairperson**, the Minister responsible for Labour for the Province of New Brunswick shall appoint the said **Chairperson**.

20.02(A) The expenses and remuneration of the **Chairperson** shall be borne in equal amounts by the Union and the Corporation.

- (B) The expenses and remuneration of the other two (2) members of the board shall be borne by the parties by whom they were selected or for whom they were appointed by the said Minister responsible for Labour.

20.03 An arbitration board, when constituted under this agreement, shall not have the power to amend any Article contained in this agreement. The majority decision of the said Board shall be recognized by both parties as a binding order to compliance. In cases of dismissal, if the Board finds an employee has been unjustly suspended or discharged, the Board shall make an order restoring to the employee, or the Union, all rights and benefits provided by this agreement including reimbursement of wages lost.

20.04 Any member of **the Union** who must appear before a board of arbitration, at the request of the board, with regard to a grievance arising within **the Union** shall not suffer any loss of pay or benefits from the time spent by the employee appearing before the board of arbitration.

## **ARTICLE 21 - STAFF REDUCTION, RECALL AND CORPORATE REORGANIZATION**

### **21.01 Layoff Procedures**

When casual employees covered by this agreement are to be laid off, they shall be laid off in reverse order of seniority within their respective division provided that the employee is qualified to perform the required work.

When permanent employees covered by this agreement are to be laid off, they must be laid off in reverse order of seniority, as per Article 10.01(A). Any senior qualified employees who are laid off while junior employees are kept working shall be reimbursed all lost wages and benefits unless they are not qualified to perform the work being done by the junior employee.

### **21.02 Bumping Rights**

A permanent employee whose position is abolished or who is displaced shall be entitled to exercise **their** seniority within the Bargaining Unit, displacing a junior employee.

### **21.03 Return to Work**

Laid-off permanent employees shall be returned to work in order of seniority when permanent staff is increased provided they are qualified to perform the duties.

When recalled, laid-off casual employees shall be returned to work within their respective division in order of seniority.

Casual employees who do not provide the Employer with a current telephone number shall be deemed to not be available for recall and will not be called until a new number is provided.

**21.04 Reporting Time**

A laid-off permanent employee must report for duty within three (3) working days when notified by discussion with the Supervisor or **their** designate, or by registered mail to the employee's last address known to the Employer. Unless satisfactory reason, in writing, is received by the Employer within this period the result will be a forfeiture of seniority rights.

A laid-off casual employee must report for duty immediately when notified by discussion with the Supervisor or **their** designate, Dispatch, or by registered mail to the employee's last address known to the Employer. If the casual employee does not report to work when contacted verbally or by letter, the employee's name will be removed from all casual call-back lists unless satisfactory reason, either in writing or verbally, is received by the Employer.

**21.05 Corporation Reorganization**

An employee shall not suffer any reduction in wages due to Corporation reorganization. In the event an incumbent of a position is downgraded, the employee so affected shall be salary protected at their current rates of pay until such time as the new position exceeds their current pay.

**ARTICLE 22 - TRANSPORTATION OF EMPLOYEES**

22.01 During inclement weather, all employees in all departments being conveyed from shop to job or vice versa, shall be protected from such elements by properly covered mobile equipment.

**ARTICLE 23 - HOURS OF WORK**

23.01(A) Hours of shifts for permanent employees shall be as presently set out under job bulletins, as specified in future job bulletins or as specified under Article 23.01(F).

Shifts for casual employees shall be dictated by the needs of the work to be performed. Where possible, the Employer shall advise Casual employees in advance of their hours of work, shifts and days off. When calling in casual employees, the Employer will endeavor to keep the employee working for a minimum of four (4) hours. The rest of Article 23

(Hours of Work) does not apply to casual employees unless specifically addressed.

**Operations (Parks, Public Works, Water and Wastewater, Facilities), Central Stores, & Fleet**

8:00 a.m. – 4:00 p.m. }  
4:00 p.m. – 12:00 a.m. } Monday – Friday  
12:00 a.m. – 8:00 a.m. }

**Dispatch**

Refer to “Memorandum of Agreement – Dispatch “Appendix “J””

**(B) Variable Shift Worker:**

An employee in an occupation that is required to work other than day, evening, or night shifts. Any variable shifts not listed in Article 23.01(B) will not be implemented without mutual consent of the Union. Hours of work shall be varied when circumstances have a bearing on the work performed.

Other variable shifts not listed in Article 23.01 (B) will be permitted on an ad hoc basis and only as agreed to by mutual agreement between each employee and Management. Notice must be provided to the Union and Human Resources.

**Variable Shifts Shall Apply to the Following:**

**Operations**

- Regional Parks
- Janitors
- Swimming Pools
- Fields
- 4plex/Arenas
- Caretaker-Reservoir
- Summer Flushing Crew
- Sewer Flushing Crew
- Video Inspection Crew
- Checkers
- Pavement Marking Crew

**Community Services**

- Magnetic Hill Zoo
- Coliseum/Events and Festivals/Venues

**(C) CASUAL WORKER:**

The regular working day for casual employees shall be as the work dictates, but shall not be more than sixteen (16) hours per day and not more than forty-four (44) hours per week.

(D) **Notice of Change of Shift:**

Notice of change of shift shall be forty-eight (48) hours in advance of proposed change.

- (E) All shifts for permanent employees shall be set for five (5) consecutive days of eight (8) hours of consecutive work for a minimum of one (1) week duration. Permanent employees shall be paid overtime rates for any time worked after forty (40) hours.

When shifts are selected at the twice annual shift change at the Coliseum/Events, 4 Plex/Arenas, Zoo, Centennial Park, shift selection shall be offered in order of classification seniority. **Upon mutual consent with the Union, additional shift selections may be performed.**

**Due to seasonal demands, divisions at Magnetic Hill Zoo may exercise an additional annual shift selection.**

(F) **Hours of Work:**

All employees will be provided with a twenty (20) minute paid lunch period and two (2) fifteen (15) minute paid rest periods. The aforementioned lunch and rest periods shall commence when work has stopped at the worksite and will be taken on the worksite. Extra time will be given to those employees working in unsanitary conditions so they can wash. This Article applies to casual employees.

23.02 **Hours Varied for Sanitation:**

The hours of work as contained in this agreement shall be varied when circumstances have a bearing on the work performed. The hours of work shall be eight (8) hours per day, forty (40) hours per week. This applies to garbage collection only.

23.03 **Caretakers Hours:**

The caretaker employees at the Reservoir and CN Sportplex shall be granted one (1) day off per week at a mutually agreeable time as agreed with the Department Head. The employee shall be subject to call-out and overtime rates shall apply only to these classifications if an employee is requested by **their** Department Head(s) to perform duties on **their** scheduled day off.

- 23.04 **Working Schedule:**  
The working schedule for all permanent employees covered by this agreement shall be arranged in accordance with Article 23 and any necessary changes shall be negotiated with representatives of CUPE Local 51.

#### **ARTICLE 24 - REPRESENTATIVE OF NATIONAL UNION**

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

#### **ARTICLE 25 - GENERAL EMERGENCY – MILITARY SERVICE**

- 25.01 During the state of general emergency, any permanent employee joining any of the branches of the Armed Forces of Canada, including the Merchant Marine, shall on application, be granted a leave of absence, and on **their** return to the Corporation's employment shall maintain **their** seniority rights and be entitled to any general pay increases, provided **they** return to work with the Corporation within three (3) months of the cessation of hostilities, except where medically unfit as a result of such emergency, in which case a period of one (1) year after date of cessation of same would apply.

#### **ARTICLE 26 - IN-SERVICE TRAINING**

- 26.01 **Educational Allowance**  
The Employer may pay the cost of any academic or technical courses requested by the employee and approved by the Employer that are successfully completed. Requests for academic or technical training shall not be unreasonably denied if the Employer benefits because of upgrading of an employee's knowledge or skills.
- 26.01(A) **Trainer Compensation:**  
In certain job classifications, Management may decide there is a need to have one or more permanent trainers. The purpose of the trainer will be to instruct, facilitate and familiarize employees on the proper operation of equipment and work procedures. The trainers will not be required to evaluate.
- The Employer agrees to pay permanent trainers two dollars (\$2.00) per hour above their normal rate of pay. Permanent trainers will be awarded

their positions through the competitive bulletin process. Training is considered to be part of the permanent trainer's job bulletin. The trainer position would be offered to the senior employee in the classification who meets the requirement of the trainer bulletin and who demonstrates or can demonstrate a proficiency to train.

Permanent trainers may be asked to train employees on the operation of equipment outside their classification. They will only be asked to train employees on equipment that they are certified and competent to train others on.

Permanent trainers who wish to relinquish their role as a permanent trainer will need to provide a three (3) month notice period. Permanent trainers will be expected to continue to train during their notice period up to the end of the three (3) month period or when a replacement trainer has been selected and is ready to start.

Employees who are requested by Management to train other employees on a temporary basis shall be paid two dollars (\$2.00) per hour above their normal wage while training. Training is defined as a structured program of instruction that may involve prepared classroom and/or hands-on training.

- (B) **Training for Job Related Duties** - Training to upgrade all employees within their classification or on the relative backup list shall be done without consideration of seniority. There shall be no requirement to train employees who are not on either of these lists. Employees who are on backup lists that do not want to take this upgrade training shall be removed from the backup list.
- (C) **Training for Casuals** - Casual employees shall be trained at any time the Employer desires without obligation to offer this training to permanent employees. When training casual employees from outside their division, the criteria will be set and communicated to the Union. The most qualified senior candidate(s) who meet the criteria will be selected for the training.
- (D) Training within the divisions will be done for all employees to perform their job functions. This training will be offered as needed to perform the work when resources are available. The Employer's goal is to have all employees in their divisions trained in all aspects of job functions in their respective division.
- (E) **Training for Overtime Lists** - It is the responsibility of Management to determine the number of employees required on backup lists and to determine when further employees are required on backup lists. Once this

need is identified a training notice shall be put on bulletin boards offering the training to all permanent employees and resulting in the training of the predetermined number of employees by seniority. In order to qualify for training these senior employees shall have to meet the pre-established criteria – (for example possess a Class 3F driver's license, etc.). This criteria would be set by the Director or Supervisor concerned, in conjunction with the trainer, and communicated to the Union before it is posted on the Notice of Training to employees. This criteria shall not be established in an arbitrary or discriminatory manner.

26.02 The Employer agrees to continue **their** program to train and/or upgrade skills of all employees to reach maximum potential and efficiency.

26.03 **Block Release Program for Permanent Employees:**

- (A) The City of Moncton agrees to participate in the Block Release Program as instituted by the New Brunswick Department of Training and Employment Development. Permanent employees who are working in a particular trade, and indentured by the Employer, shall be allowed to attend the Block Release Program. The Employer agrees to reimburse the permanent employee a portion of the difference between **their** normal wages and the monies paid to **them** by the program while attending any of the training blocks. The reimbursement amount plus the monies received for training blocks shall not exceed 95% of the employee's normal weekly earnings.
- (B) Should a permanent employee fail any of the Blocks of the program, and is allowed to return to attend the Block or to rewrite a qualification exam, the Employer will not reimburse the employee, nor pay **their** normal wages.
- (C) Upon the successful completion of the Block Release Program, a permanent employee shall enter into an employment agreement for a twenty-four (24) month period of guaranteed employment with the Employer.
- (D) The Apprenticeship Program through the New Brunswick Department of Training and Employment Development is available to permanent employees when the Employer enters an employee in the Block Release Program. A permanent employee enrolled in this program shall be paid at the following rates:

<u>% of Blocks Completed</u>			<u>Rate of Pay</u>
0	to	25%	\$1.08 less than trade rate
26	to	50%	\$0.81 less than trade rate
51	to	75%	\$0.54 less than trade rate
75	to	100%	\$0.27 less than trade rate

26.04(A) **Block Release Program for Casual Employees:**

Casual employees who are working in a particular trade and are indentured by the Employer shall be allowed to attend the Block Release Program under the following conditions:

(1) Once indentured under the program the employee's working time shall not count towards attaining permanency until the employee has completed the program or left the program.

(2) While the employee is absent from work to attend any of the training blocks, the Employer will not be responsible to top-up or pay the employee any wages. The employee shall apply for EI benefits.

(3) Upon completion of one quarter ( $\frac{1}{4}$ ) of the program blocks the casual employee shall be entitled to receive an additional one dollar (\$1.00) per hour above the casual labour rate while the employee is working in the trade.

(4) Upon completion of each additional quarter ( $\frac{1}{4}$ ) of the program blocks, the indentured casual employee shall be entitled to receive an additional one dollar (\$1.00) per hour until the casual employee attains licensed status under the program, at which time the employee will be entitled to receive the Licensed Trades' rate while working in the trade they are licensed for.

(5) The above rates of pay apply only while the casual employee is working for the City of Moncton doing work in the trade they have been indentured into or licensed for.

(6) Indenturing into the Block Release Program does not guarantee employment in any manner.

(7) The Employer shall determine whether or not they wish to indenture an employee into the Program.

**ARTICLE 27 - OUTSIDE EMPLOYMENT**

27.01 The Union recognizes that the efficiency of employees of the Corporation depends on their being able to devote their full time and energy to work of the Corporation. It is agreed that any employee may engage in, or be engaged in, outside employment for remuneration or profit so long as such employment does not interfere with the employee's regular civic job function.

## **ARTICLE 28 - CONTRACTING OUT**

- 28.01(A) The Employer agrees that the contracting out of work will not cause, or continue the layoff of any permanent Local 51 members. This applies to present, regular and normal work to the extent presently carried out, and to permanent employees capable and qualified to do such work.
- (B) This Article will not apply to Capital Works projects, provided however, the following normal duties as listed in Appendix "C" shall not become Capital Works projects so as to cause or continue the layoff of any permanent bulletined employees.

## **ARTICLE 29 - TECHNOLOGICAL CHANGE**

- 29.01 Technological change is defined as the introduction of equipment or material not previously used in the operation, and/or a change in the manner in which the Employer carries on the work or business that is directly related to the introduction of that equipment or material.
- 29.02 The Employer agrees to notify the Union within a reasonable time prior to any technological change being introduced within the Bargaining Unit.
- 29.03 In the event that the Employer should introduce technological changes which require new or greater skills than are possessed by employees under the present method of operation, such employee shall be given **structured** training and a reasonable opportunity to acquire the skills necessitated by the technological changes.

## **ARTICLE 30 - CORRESPONDENCE**

- 30.01(A) The Employer agrees that, where practicable, any reports or recommendations about to be made by the Employer dealing with wages and working conditions covered by this agreement shall be communicated to the Union, with a copy to the Department Head concerned, at such an interval before they are dealt with by the Employer, as to afford the Union a reasonable opportunity to consider them, and if thought necessary, protesting them when they are dealt with by the Employer.
- (B) Enclosed bulletined boards shall be placed and maintained by the Employer in each department, division and section and shall be accessible to all employees.

- (C) All correspondence between the parties hereto, arising out of this agreement or incidental thereto shall pass to and from the Director of Human Resources or **their** designate and the Recording Secretary and President of the Union unless otherwise indicated herein.
- (D) The Employer shall notify the Union's President and Recording Secretary, in writing, of the names and dates of all hiring, layoffs, recalls, terminations of employment, casual employees on grants, casual employees replacing permanent employees, including the effective dates and which permanent employee the casual employee is replacing, when it is relative to Local 51.
- (E) **Sharing of Information**  
Within a reasonable timeframe of a request by the Union, the Employer shall make available to the Union information required by the Union for the collective bargaining purposes or for the purpose of management and labour relations, such as budgets, job descriptions, wage rates, a breakdown of point ratings in job evaluation and all other technical information and reports, records, studies, survey manuals, directives or documents. The Employer shall be entitled to retain as privileged any such information, which is confidential in relation to labour relations.
- (F) It is recognized that the members of the **Union** are co-insured persons under the Employer's policy of liability insurance, and will be maintained as such, in order to protect all employees against monetary loss or damages as a result of being sued while performing work or as a result of performing work or duties related to work for, on behalf of, or at the direction of the Employer.

### **ARTICLE 31 - BENEFIT TO THE CITY**

- 31.01 An employee who furnishes an idea, which is adopted for improvement in the operation of the City Department, shall receive recognition from the City in the form of an award which the City deems proper, taking into consideration the value of the improvement.

### **ARTICLE 32 - DURATION AND RENEWAL**

- 32.01 **Retroactive Pay for Terminated Employees:**  
An employee, who has severed **their** employment through superannuation between the termination date of this agreement and the effective date of the new agreement, shall receive the full retroactivity of an increase in wages, salaries or other prerequisites.

- 32.02      **Retroactivity:**  
All monetary changes in the new agreement shall be adjusted retroactively, unless otherwise specified to the effective date of this current agreement:
- 32.03      **Duration:**  
This agreement shall be binding and remain in effect from January 1<sup>st</sup>, 2025 to December 31<sup>st</sup>, 2028 and shall continue from year to year thereafter unless either party gives notice to the other party in writing by October 1<sup>st</sup>, in any year that it desires its termination or amendment.
- 32.04      **Changes In Agreement:**  
Any changes deemed necessary in this agreement may be made by mutual agreement at any time during the existence of this agreement. Any changes shall be, in writing, and signed by the signatories of this collective agreement.
- 32.05      **Notice of Changes:**  
Either party desiring to propose changes to this agreement shall, between the period of one hundred and eighty (180) days and one hundred and fifty (150) days prior to the termination date, give notice, in writing, to the other party of the changes proposed. Within twenty (20) working days of receipt of such notice by one party, the other party is required to enter into negotiations for a new agreement. When either party wishes to negotiate the terms of this, or a future agreement, the parties hereto shall appoint a negotiating committee consisting of not more than six (6) members of the Union and six (6) representatives of the Employer. The Mayor and President shall be ex-officio members.
- 32.06      **Agreement to Continue In Force:**  
Where such notice requests revisions only, the following conditions shall apply:
- (A) The notice shall state specifically the revisions requested and bargaining negotiations shall be restricted thereto, unless the parties otherwise mutually agree.
  - (B) Both parties shall adhere to the terms of this Agreement during the Collective Bargaining. If negotiations extend beyond the termination of the agreement, any revision in terms mutually agreed upon shall, unless otherwise specified, apply retroactively to that date.
- 32.07      **Termination Date:**  
This Agreement supersedes all previous agreements and shall endure and be binding not only upon the parties hereto mentioned but also their respective successors.

32.08

**Negotiation Committee Pay:**

The designated Union representatives of the negotiating committee shall not suffer any loss of pay or benefits for the time spent in meeting with the Employer during the course of negotiations and the Employer shall grant one (1) day off with pay to the bargaining team per month in the three (3) months prior to the contract expiration or three (3) months prior to the initial exchange of proposals for formulation of a bargaining stance. Five (5) days' notice is to be afforded to the Employer.

**ARTICLE 33 - JOB SECURITY**

33.01

The Employer agrees to maintain the employment of permanent employees who are members of CUPE Local 51 for the duration of this Collective Agreement.

The attached classification list (Appendix "A") recognizes the current full time positions covered by this Collective Agreement. Employees may be added to or deleted from classified positions within this list only on Retirement, Resignation, Termination, Job Posting or mutually agreed reorganization.

This Article shall not supersede any other article in this Collective Agreement.

**ARTICLE 34 - LETTERS OF UNDERSTANDING AND MEMORANDUMS OF AGREEMENT**

34


It is agreed that only letters inserted in the Collective Agreement are in effect unless dated after the signing of the Collective Agreement.

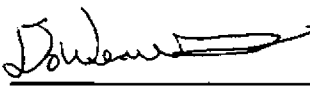
DATED AT THE CITY OF MONCTON, NEW BRUNSWICK THIS 11 DAY OF March A.D., 2026.

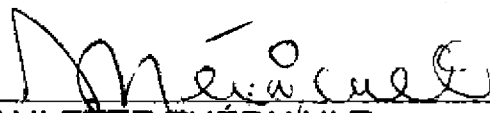
SIGNED, SEALED AND DELIVERED  
IN THE PRESENCE OF:

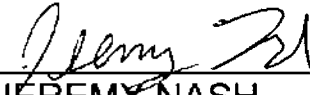
FOR THE CITY OF MONCTON

FOR THE MONCTON CIVIC  
EMPLOYEES LOCAL UNION  
NO. 51 C.U.P.E.


  
\_\_\_\_\_  
LAURA ARMES  
DIRECTOR, HUMAN RESOURCES

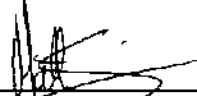
  
\_\_\_\_\_  
DARRICK WEATHERBEE  
ACTING PRESIDENT, CUPE  
LOCAL 51

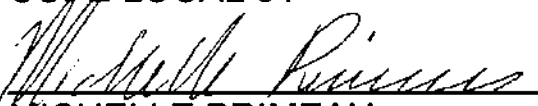
  
\_\_\_\_\_  
PAULETTE THÉRIAULT  
DEPUTY MAYOR

  
\_\_\_\_\_  
JEREMY NASH  
2<sup>ND</sup> VICE PRESIDENT,  
CUPE LOCAL 51

  
\_\_\_\_\_  
SHELLEY MORTON *Diane Hudson*  
CITY CLERK

  
\_\_\_\_\_  
MARC BOURQUE  
SECRETARY-TREASURER,  
CUPE LOCAL 51

  
\_\_\_\_\_  
MATT SIMPSON  
SERGEANT-AT-ARMS,  
CUPE LOCAL 51

  
\_\_\_\_\_  
MICHELLE PRIMEAU  
CUPE LOCAL 51

  
\_\_\_\_\_  
TREVOR MITTON  
CUPE LOCAL 51

**APPENDIX "A"**

**CLASSIFICATION LIST**

<b>Pay Group</b>	<b>Classification</b>
<b>1</b>	<b>Custodian</b> Labourer 1 Utility 1 <b>Water and Wastewater Operator 1</b>
<b>2</b>	Utility 2
<b>3</b>	Operator 1 Truck Driver <b>Labourer 2</b> Utility 3 Sign Shop Assistant
<b>4</b>	Sign Shop Assistant - Cert. 1
<b>5</b>	Dispatcher Recorder Utility 5 Sign Shop Assistant - Cert. 2
<b>6</b>	Operator 2 <b>Warehouse Attendant</b> Sanitation Driver-Collector <b>Water and Wastewater Operator 2</b> Sign Shop Assistant - Cert. 3
<b>7</b>	Utility 6 Water Meter Maintainer
<b>8</b>	<b>Licensed Trades</b>
<b>9</b>	<b>Working Foreperson</b>
<b>10</b>	
<b>11</b>	<b>Foreperson</b> Service Foreperson Caretaker

- (a) Operator 2's will have lead-hand duty added to their job description.
- (b) Utility 6 positions are those requiring Horticulture certificates or degrees and/or Arborist certificates and/or Animal Science degrees.
- (c) Wage increases effective the first pay period of the specified month listed in wage tables.
- (d) All 6/6 bulletins shall receive the higher rate of pay of the applicable classifications year-round.

**APPENDIX "A"**

**WAGE SCALE**

<b>Pay Group</b>	<b>1-Jan-25</b>	<b>5.00% 1-Jan-25</b>	<b>3.00% 1-Jan-26</b>	<b>3.00% 1-Jan-27</b>	<b>2.50% 1-Jan-28</b>
<b>1</b>	28.56	29.99	30.89	31.81	32.61
<b>2</b>	28.92	30.37	31.28	32.22	33.02
<b>3</b>	29.53	31.01	31.94	32.89	33.72
<b>4</b>	29.89	31.38	32.33	33.30	34.13
<b>5</b>	30.53	32.06	33.02	34.01	34.86
<b>6</b>	30.98	32.53	33.50	34.51	35.37
<b>7</b>	33.16	34.82	35.86	36.94	37.86
<b>8</b>	34.14	35.85	36.92	38.03	38.98
<b>9</b>	34.68	36.41	37.51	38.63	39.60
<b>10</b>	35.26	37.02	38.13	39.28	40.26
<b>11</b>	36.40	38.22	39.37	40.55	41.56

**APPENDIX "B"**

**LIST OF UNION WORK**

*MAINTENANCE AND REPAIR OF THE FOLLOWING:*

STREETS AND SIDEWALKS  
CATCH BASINS  
STREET LIGHTS (VAUGHAN HARVEY)  
TRAFFIC LIGHTS  
SIGNS  
CULVERT  
WATER SYSTEMS  
SEWER SYSTEMS  
MANHOLES  
EQUIPMENT AND MACHINERY  
CURBS AND GUTTERS  
BUILDINGS AND FACILITIES  
GUARD RAILS  
GROUNDS  
LANDFILL  
PARKING LOTS AND METERS  
PLOW DAMAGE  
REFUSE CONTAINERS  
RESERVOIRS AND TANKS  
DITCHING  
REFUSE COLLECTION  
OFFICE AND STORES DUTIES  
SURVEYING DUTIES  
PLAYING FIELDS  
PARKS  
BOULEVARDS  
PLAYGROUNDS  
CENTENNIAL PARK  
MAGNETIC HILL ZOO  
ARENAS  
POOLS  
WAREHOUSES  
TREES AND FLOWERS  
SMALL EQUIPMENT AND MACHINERY  
COLISEUM/AGRENA COMPLEX  
4 PLEX/ARENAS  
FENCING  
BUS SHELTERS

**APPENDIX "C"**

**CERTIFICATION ORDER**

**PROVINCE OF NEW BRUNSWICK  
LABOUR RELATIONS BOARD**

In the matter of the labour relations act  
And the matter of

Moncton Civic Employees,  
Local Union 51  
Canadian Union Of Public  
Employees

**APPLICANT,**

**AND**

The City Of Moncton,  
Moncton, NB

**RESPONDENT.**

Whereas an application bearing date February 2<sup>nd</sup>, A.D., 1966, for certification as bargaining agent of a unit of employees of the City Of Moncton, Moncton, NB, has been made by a Trade Union, namely Moncton Civic Employees, Local Union 51, Canadian Union of Public Employees, to the Labour Relations Board under the Labour Relations Act.

And whereas pursuant to the said application and after hearing the presentations of the interested parties and board has determined that a unit of said employees hereafter described was on the date of the application appropriate for collective bargaining and is satisfied that the majority of the employees in the said unit were on the date of the said application members in good standing of the said Trade Union;

Now therefore, it is hereby ordered by the labour relations board that Moncton Civic Employees, Local Union 51, Canadian Union of Public Employees be and it is hereby certified to be the bargaining agent for all employees of the City of Moncton employed in the Public Works and Engineering Department, Water and Light Department, Recreation and Parks Department along with all janitors, caretakers and comfort station attendants, excluding City Engineer, Engineers, Street Commissioner, Superintendents, Assistant Superintendents, Department Heads, Assistant Department Heads, Stadium Manager, Building Inspector, Electrical Inspector,

Gas and heating inspector, plumbing inspector, secretary to Department Heads, general foreman, NB land surveyors, purchasing agents, assistant purchasing agents, office managers, field chief, students employed during summer months, program director, male and female clerical staff including timekeepers.

Issued at Fredericton, NB. This 25<sup>th</sup> day of March, 1966, by the Labour Relations Board and signed by its secretary.

Sgd. R.A. Watling  
Secretary  
NBLRB 1002

**APPENDIX "D"**

**Letter of Intent  
between  
City of Moncton  
and  
CUPE Local 51**

**WELLNESS INITIATIVE**

Whereas the parties agree that wellness initiatives in the workplace are a benefit to all parties, the parties to this Letter of Intent agree to the following:

An Annual Wellness Award will be provided to employees as follows:

0 to 1 day sick leave used per year – 3 days leave or pay  
2-3 days sick leave used per year – 2 days leave or pay

The timing of Wellness leave is subject to mutual agreement. This Letter of Intent will apply for a renewable one year trial period. If the sick time average is shown to have had a noticeable reduction, the annual wellness award will be reoffered for the length of the contract.

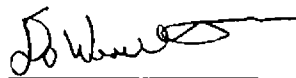
Dated in Moncton this 11 day of March, 2026.

FOR THE EMPLOYER

FOR THE UNION



\_\_\_\_\_  
Laura Armes  
Director, Human Resources



\_\_\_\_\_  
Darrick Weatherbee  
Acting President, CUPE Local 51

## APPENDIX “F”

**Memorandum of Agreement  
between  
City of Moncton (the “Employer”)  
and  
CUPE Local 51 (the “Union”)**

### **WORK TEAMS**

**Whereas the parties are in agreement that establishing work teams is of benefit to both the Employer and the Union.**

**Whereas the parties are in agreement to work as a team to become competitive with independent contractors doing work that could potentially be done by Local 51 members.**

**The parties to this Memorandum of Agreement agree to the following:**

- a. The Employer, with consultation and agreement by the Union may create work teams. The scope of the work, size of the work teams and classifications required will be determined by the Employer. Agreement by the Union must be obtained for each work team created.**
  
- b. Once a work team has been agreed to by the Union under a), it is agreed that the Employer may extend the pre-approved work team(s) to multiple seasons, up to the expiry of the current Collective Agreement. Example: Asphalt Team. Modifications to size and classifications of a pre-approved work team must be approved by the Union. Should approval not be obtained, the original team may be used.**
  
- c. Positions on the work teams will be open to employees within the division of the specified work team, unless otherwise noted on the expression of interest. Once an employee is confirmed to a work team, they belong to the team and division for the duration of the work team. Employees selected for a team outside of their division, will have no classification rights during their regularly scheduled day, should the work team be reassigned work outside of its scope due to weather, equipment breakdown, etc. Employees selected for a team inside their current division, will have classification rights, should the team be reassigned work due to above listed reasons. This does not apply to partial day**

assignments. When the employer replaces someone on a work team, they shall do it by classification seniority as per Article 10.01(F).

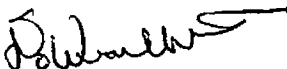
- d. There will be an expression of interest (posted electronically and to bulletin boards for 10 days) indicating scope of the work, shifts and duration for each work team. Employees must take this opportunity to express their interest to be considered. Employees are only allowed to be on one work team at a time.
- e. The Union will be given advance notice and an opportunity to review the relevant information to strategize with the Employer when any consideration is being given to undertake a work team.
- f. All overtime related to the work team scope will be performed by that work team with the exception of work outlined in Article 16.01.

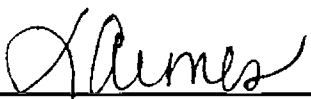
Dated in Moncton this 11 day of March, 2026.

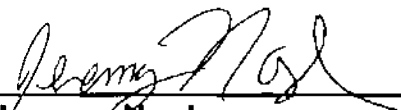
FOR THE EMPLOYER

FOR THE UNION

  
Alexandre Binette (Mar 3, 2026 07:22:46 AST)  
\_\_\_\_\_  
**Alexandre Binette**  
GM, Operations Services

  
\_\_\_\_\_  
**Darrick Weatherbee**  
Acting President, CUPE Local 51

  
\_\_\_\_\_  
**Laura Armes**  
Director, Human Resources

  
\_\_\_\_\_  
**Jeremy Nash**  
2<sup>nd</sup> Vice President CUPE Local 51

**APPENDIX “H”**

**Memorandum of Agreement – Sign Shop**

This Memorandum of Agreement is formulated between the parties, the Corporation of the City of Moncton and the Canadian Union of Public Employees (CUPE) Local 51 to formalize an agreement reached to modify the position qualifications and pay levels of the following positions in the Sign Shop section of the Public Works Department.


The position of Sign Shop Assistant shall also be modified to include the requirement for present incumbents and future applicants to go through the IMSA Certification process and attain Level 1 within a period of two (2) years, Level 2 within a period of three (3) years and Level 3 within a period of six (6) years. As a result the pay scale shall be modified in the following manner for this position:

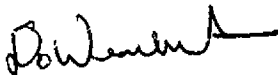
- Entry level paid at pay group 3
- Level 1 certification attained – paid at pay group 4
- Level 2 certification attained – paid at pay group 5
- Level 3 certification attained – paid at pay group 6


This Memorandum of Agreement signed at Moncton, N.B., this 11 day of March, 2026.

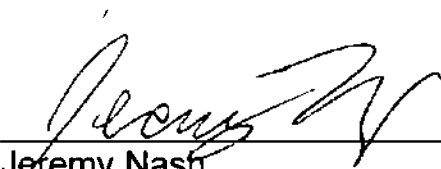
For the Employer

For the Union

  
\_\_\_\_\_  
Alexandre Binette  
GM, Operations Services

  
\_\_\_\_\_  
Darrick Weatherbee  
Acting President, CUPE Local 51

  
\_\_\_\_\_  
Laura Armes  
Director, Human Resources

  
\_\_\_\_\_  
Jeremy Nash  
2<sup>nd</sup> Vice President CUPE Local 51

## APPENDIX “J”

### Memorandum of Agreement – Dispatch

This Memorandum of Agreement (MOA) is formulated between the parties, the Corporation of the City of Moncton (the City) and the Canadian Union of Public Employees Local 51 (the Union) to outline the shift structure in Dispatch. Once executed, the version of Appendix J will replace Appendix J dated February 2013. An agreement between the Union and the City applies whereby Dispatch will be comprised of the following shift structure:

Dispatcher-Recorder positions shall have the following shift structure:

12:00am to 8:00am Monday to Friday  
8:00am to 4:00pm Monday to Friday  
4:00pm to 12:00am Monday to Friday

Dispatcher-Recorder-Relief positions shall have **two positions with the following shift structure**:

12:00am to 12:00pm Saturday and Sunday  
12:00am to 8:00am Monday and Tuesday\*

12:00pm to 12:00am Saturday and Sunday  
12:00am to 8:00am Thursday and Friday\*

\*NOTE: The union recognizes that the City requires flexibility for covering paid time off; therefore, the weekday schedule (days and hours) will vary. Employees holding the relief positions are considered as in classification and will accrue in class seniority. Even though they are considered in class, employees holding these bulletins must apply for a Dispatcher-Recorder bulletin (non-relief) and be awarded as such, to be able to have a Monday to Friday shift and be part of that shift pick.

Any current Dispatch employees who, at the signing of this MOA, hold a Dispatcher-Recorder shift listed above shall continue in their current shift. The current Dispatch employees who hold a shift with a 6:00am or 2:00pm start time shall continue in their shifts until such time either shift is vacated. At such time this occurs, both shifts shall be modified to an 8:00am and 4:00pm start respectively. When any Dispatcher-Recorder vacancy occurs, the vacant shift will be offered to Dispatcher-Recorders in order of seniority. If no Dispatcher-Recorders are interested, the vacancy will be posted.

Dispatch employees, at the time of signing of this MOA, will have their shifts tied to their bulletins; however, as each position is vacated, any new bulletin will no longer have a specific shift tied to it.


Employees holding a Dispatcher-Recorder bulletin will participate in an annual shift pick whereby employees will pick a shift in order of seniority. Prior to the shift pick, employees will be given 2 weeks to review the available shifts and the new shifts will take effect the first week of January every year. No additional shift picks will be permitted until the following annual shift pick, unless a Dispatcher-Recorder vacancy occurs.


Employees holding a Dispatcher-Recorder Relief bulletin will also participate in an annual shift pick at the same time outlined above but can only choose from the Dispatcher-Record Relief shifts. For clarity, Dispatch employees holding relief positions will not be eligible to participate in a shift pick with Dispatcher-Recorders.

This Memorandum of Agreement signed at Moncton, N.B., this 11 day of March, 2026.

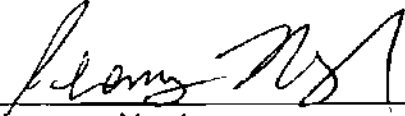
FOR THE EMPLOYER

FOR THE UNION

  
\_\_\_\_\_  
Alexandre Binette  
GM, Operations Services

  
\_\_\_\_\_  
Darrick Weatherbee  
Acting President, CUPE Local 51

  
\_\_\_\_\_  
Laura Armes  
Director, Human Resources

  
\_\_\_\_\_  
Jeremy Nash  
2<sup>nd</sup> Vice President CUPE Local 51

## Memorandum of Agreement

This Memorandum of Agreement is formulated between the parties, the Corporation of the City of Moncton and the Canadian Union of Public Employees Local 51, to document the working conditions for the Weekend & Holiday Service Foreman, Evening Service Foreman and Night Service Foreman. This Memorandum of Agreement supersedes the former Memorandum dealing with working conditions dated December 9<sup>th</sup>, 2008 and also supersedes any Articles of the Collective Agreement that are in conflict with this Memorandum when dealing with the Weekend & Holiday Service Foreman, Evening Service Foreman and Night Service Foreman. Article 33 does not apply to these position.

It is agreed between the parties that the Weekend & Holiday Service Foreman, Evening Service Foreman and Night Service Foreman will be treated as one classification identified as the Streets Service Foreman- Weekend/Holiday/Evening/Nights (WHEN). The requirement to have Water Distribution and Waste Water Collection Certification Level I will not be required for these positions, however successful completion of training for Water Distribution and Waste Water Collection Level I will be a requirement to remain in the position.

It is agreed between the parties that there will be a weekly shift rotation between the Weekend & Holiday Service Foreman and Evening Service Foreman within the Streets Service Foreman-WHEN classification. The shift structure shall allow for a 7 day period (on-duty and on standby) and a 7 day period off duty rotated on a weekly basis.

\* For work outside classification, second day of rest will be considered to be Tuesday for 7 day rotation individual.

The 7 day shift shall consist of Monday to Friday report to and swiping in/out of work from 4pm- 12am (midnight). No designated shift structure for Saturday and Sunday, but the Service Foreman on rotation for the weekend shall be on standby to receive and respond to call outs related to this position. No compensation will be given for responding to these call outs Saturday and Sunday and there will be no standby pay. The biweekly pay for the two Service Foreman shall be 80- hrs. regular time each.

It is agreed between the parties that for Holiday coverage, there shall be a rotation within this classification of three Service Foreman before going to the backup list. If no one is initially willing to work the Holiday from either list, seniority shall govern within the Streets Service Foreman- WHEN classification to who will be required to work the Holiday.

It is further understood and agreed between the parties that on Holidays the Foreman working shall be on-duty from 12am (midnight) to 8 am and responsible for responding to calls and managing CUPE work related to winter operations, summer operations, garbage collection, emergencies, etc. The Service Foreman working will be off duty and not available to work in any classification between 8am-4pm, during which timeframe a CHEA supervisor will take all calls and provide supervision to CUPE. From 4pm- 12am (midnight), the Service Foreman on rotation will be on standby and responsible for responding to calls and supervising CUPE work such as winter operations, summer operations, garbage collection, emergencies, etc. that are ongoing from the 8am- 4pm shift or arise during 4pm- 12am. Compensation for working on a holiday will be fixed and no allowance for change being 8 hours regular pay , 8 hours x 1.5 regular pay , 4 regular hours of accumulated time and one call out ( 4 hours x 1.5 regular pay). No standby pay for working on Holiday. No consideration will be allowed for second day of rest as per Article 7.02(3).

Table below summarizes the shift structures for the WHEN Classification:

<b>Position</b>	<b>Regular Shift Structure for Streets Service Foreman- offshift</b>
<b>WHEN Classification</b>	Week 1, 2 to represent rotation of work on a biweekly pay period.
Weekend& Holiday Service Foreman	<b>Week 1- Mon. -Fri. 4pm-12am (midnight) on duty Sat. and Sun. on call as required with a requirement to rest 8 hours after 16 hrs. of continuous work. 40 hours regular pay.</b> <b>Week 2 – off- work, 40 hours regular pay.</b>
Evening Service Foreman	<b>Week 1 – off- work, 40 hours regular pay.</b> <b>Week 2- Mon. – Fri. 4pm-12am (midnight) on-duty Sat. and Sun. on call as required with a requirement to rest 8 hours after 16 hrs. of continuous work. 40 hours regular pay.</b>
Night Service Foreman	<b>Mon.-Fri. 12 am (midnight)- 8 am. 40 hour regular pay.</b>
	<b>Holiday Shift Structure Streets Service Foreman- offshift</b>
Weekend& Holiday Service Foreman Evening Service Foreman Night Service Foreman	The coverage of holidays will be rotated amongst the three Service Foreman in classification with the following compensation: <b>12am (midnight) -8am:</b> on-duty and responsible for responding to calls and managing CUPE work such as winter operations, summer operations, garbage collection, emergencies, etc. – 8 hours regular pay , 8 hours x 1.5 regular pay , 4 hours of accumulated time. <b>4pm- 12am (midnight):</b> on standby and responsible for responding to calls and supervising CUPE work such as winter operations, summer operations, garbage collection, emergencies, etc. that are ongoing from the 8am-4pm shift or arise during 4pm- 12 am. One call out guarantee pay- 4 hrs. x 1.5 x regular pay. No standby pay. No other compensation outside of call out of 4 hrs. <ul style="list-style-type: none"> <li>• <b>Note:</b> 8am- 4 pm supervision will be performed by CHEA Foreman. No call outs for CUPE Service Foreman during this period.</li> <li>• <b>Note:</b> If Holiday Collection is cancelled, the Service Foreman scheduled to work will be compensated with a 3- call out guarantee pay ( 3 x 4 hrs. x 1.5 x regular pay) for the Holiday (24 hr. period) plus 8 hours regular pay for the Holiday.. No other additional compensation regardless of the number of actual hours worked.</li> </ul>

It is further understood and agreed that if the Weekend & Holiday Service Foreman or Evening Service Foreman is off sick, on vacation or taking any other benefit related to paid leave from work either Saturday or Sunday on the week they are scheduled to work, the Employee will considered as being off for 2 ½ days (20 hours regular time) for each day. Since the Employee is being paid for 2 ½ days each Saturday and Sunday any time the employee is off one of these two days the Employee will be considered to be off 2 ½ days and the appropriate benefit used will reflect the use as 2 ½ days used.

Replacement of the scheduled Service Foreman, due to illness, benefit related to paid leave or hours of work limitations, will be offered first to the WHEN classification. The WHEN Service Foreman that accepts the opportunity will provide coverage for the remaining hours of the day till midnight. Compensation will be based upon the number of 8 hour shifts remaining in the day or the actual hours that the replacing Foreman works continuously. For each 8 hour shift, or portion thereof that the Foreman is covering, one- call out guarantee - 4 hrs. x 1.5 x regular pay (no other compensation for other call outs out during the 8 hour shift period, no standby) or the actual hours worked at a rate

of 1.5 x regular pay, whichever is greater. Replacement outside of the WHEN classification will be done as per the Collective Agreement.

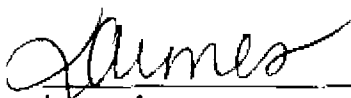
It is further understood that if there is agreed upon exchange of shifts between the Weekend & Holiday Service Foreman or Evening Service Foreman, that the Employer is provided 7 day notice and must be approved by Employer. Approval of Time in lieu for all Service Foreman in the WHEN classification must be approved by Director of Public Works.

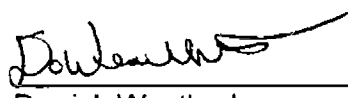
This new shift structure will be considered to be part of the present Collective Agreement and must be agreed upon by both parties for renewal as part of the next negotiations.

This Memorandum of Agreement signed at Moncton, NB this 11 day of March 2026.

**For the Employer**

**For the Union**

  
\_\_\_\_\_  
Laura Armes  
Director, Human Resources

  
\_\_\_\_\_  
Darrick Weatherbee  
Acting President, CUPE Local 51

**Memorandum of Agreement  
Operator II**

This Memorandum of Agreement is formulated between the parties, the Corporation of the City of Moncton and the Canadian Union of Public Employees (CUPE) Local 51 to formalize an agreement reached to modify the equipment types that can be operated by both Operator I and Operator II classifications in the Public Works Department.

The following list of equipment will be assigned to both classifications to operate:

1. Winter Loader
2. Winter Grader
3. Large Snow Blower attachment for Loader

The assignment of staff from each classification, that are competent to operate the above equipment, will be dictated by the Employer to meet work requirements. No consideration will be given to the seniority of the employee when assigning a piece of equipment to operate, within the Operator I and Operator II classification.

The Operator II and Operator I classifications shall be treated as one classification in relation to the above equipment types and Articles 26.01(B), 7.02(5), with the exception that the Operator II's (Permanent/Temporary) will always be called first for an overtime opportunity related to the winter loader/grader before calling the other qualified Operator I's within the combined classification. Permanent Operator II's will always be called first at all times for the operation of the Large Snow Blower attachment.

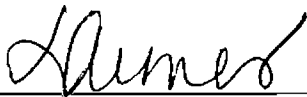
Furthermore, employees within the Operator II classification that have obtained Occupational Certification as a Heavy Equipment Operator under the Apprenticeship and Occupational Certification Act will be paid at a Group 7 pay-rate.

Furthermore, operation of equipment for a short duration to load, handle or move material located at the City Depot or other locations, will not be considered in class work for the Operator II or Operator I during the regular hours of work.

It is agreed that two (2) backup lists will exist under this Memorandum.

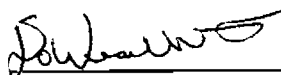
This Memorandum of Agreement signed at Moncton, N.B., this 11 day of March 2026.

**For the Employer**



Laura Armes  
Director, Human Resources

**For the Union**



Darrick Weatherbee  
Acting President, CUPE Local 51

Memorandum of Agreement

**Magnetic Hill Zoo & Park PERMANENT RELIEF**

The Union recognizes that the Magnetic Hill Zoo facility requires flexibility in shifts and coverage considering the uniqueness of the operation and skill sets required to care for the animals.

The Parties agree to the following:

The below casual positions **have been** converted to permanent:

1. Utility 2 — Zoo & Park Maintenance (2 positions) These will also be changed to Utility 3 level positions
2. Utility 6 - Zookeeper (2 positions) Animal Care
3. Utility 6 - Veterinary Technician/ Zookeeper (1 position) Animal Care

AND IN RETURN, the union agrees:


1. The maintenance positions at Magnetic Hill Zoo & Park will have three annual shift picks instead of the two under the Collective Agreement (Article 23.01(E)) to account for the seasonal fluctuations of shifts and
2. Two animal Care **positions** will be designated as permanent — relief.

Animal Care- relief positions:

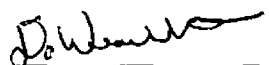
- To obtain a standard (non-relief) shift, Animal Care employees holding relief positions must apply on a standard (non-relief) bulletin and be awarded such.
- Will be considered as in-classification; however, they are exempt from shift pick, Article 23.01 (E)

This Memorandum of Agreement signed at Moncton, N.B., this 11 day of March, 2026.

**For the Employer**

  
\_\_\_\_\_  
Laura Armes  
Director, Human Resources

**For the Union**

  
\_\_\_\_\_  
Darrick Weatherbee  
Acting President, CUPE Local 51

**Memorandum of Agreement  
between  
City of Moncton (the "City")  
and  
CUPE Local 51 (the "Union")**

**PERMANENT RELIEF – ARENAS**

The parties to this Memorandum of Agreement agree to the following:

- a) In the best interest of the City and the Union, the Employer will agree to **have** one (1) Utility 2 – Relief Arena Attendant permanent position to the 4Plex/Arenas division. The union recognizes that the City requires flexibility for covering paid time off; this is the primary purpose of this position.
- b) **This** position will be classified and will be on the Utility 2 Arenas in-class list.
- c) The twice annual shift change referenced in Article 23.01 (E) will not apply to this position.

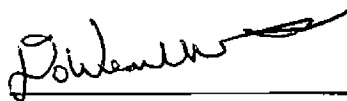
This Memorandum of Agreement signed at Moncton, N.B., this 11 day of March, 2026.

FOR THE EMPLOYER



\_\_\_\_\_  
Laura Armes  
Director, Human Resources

FOR THE UNION



\_\_\_\_\_  
Darrick Weatherbee  
Acting President, CUPE Local 51

**Memorandum of Agreement  
Training Committee**

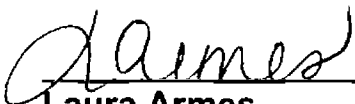
This Memorandum of Agreement is formulated between the parties, the Corporation of the City of Moncton and the Canadian Union of Public Employees (CUPE) Local 51.


The intent of this memorandum is to work towards enhancing the in-house training and skill development for the bargaining unit members.

The Employer and the Union agree to the following:

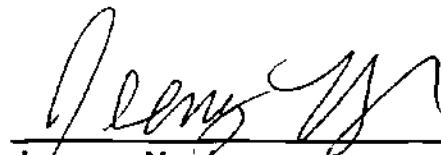
- Form a committee no later than one month from the signing of the collective agreement.
- At minimum, the committee shall meet every second month.
- The committee will be composed of 3 Union representatives and 3 Employer representatives.
- One of the Employer representatives shall be from Human Resources. The Union President shall also sit on this committee. These parties will act as co-chairs of the committee.
- This committee shall not have the power or authority to change interpretation or modify the collective agreement.
- The committee's task will be to create a solution to resolve minimum qualification issues for bargaining members. This committee shall cease to exist one (1) year after its inception, unless both parties agree to its extension.

This Memorandum of Agreement signed at Moncton, N.B., this 11 day of March, 2026.

  
\_\_\_\_\_  
Laura Armes  
Director, Human Resources

  
\_\_\_\_\_  
Darrick Weatherbee  
Acting President, CUPE Local 51

  
\_\_\_\_\_  
Alexandre Binette  
GM, Operations Services

  
\_\_\_\_\_  
Jeremy Nash  
2<sup>nd</sup> Vice President CUPE Local 51

## **Memorandum of Agreement - Top-Up Allowance**

**This Memorandum of Agreement is formulated between the parties, the Corporation of the City of Moncton and the Canadian Union of Public Employees Local 51, to document the working conditions and application of the Top-Up Allowance to improve overtime response rates.**

**Where an employee is unable to report or complete their next regularly scheduled shift because they have reached the maximum allowable hours under Article 17.04 without achieving eight (8) hours of consecutive rest due to responding to unplanned emergency work (e.g., water breaks, weather events).**

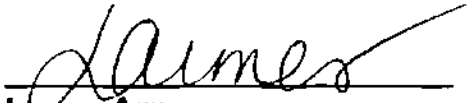
### **1. Terms:**

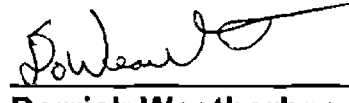
- Employees must inform dispatch at least two (2) hours before their next scheduled shift of their inability to fulfill their next regularly scheduled shift or a portion thereof.**
- Employees must work their normal working day prior to the overtime event.**
- The employee must complete the assignment in full for which they are called in and confirm with their supervisor prior to leaving that said assignment is complete.**
- Top-up is coded as paid absence and cannot be banked.**

### **2. Examples:**

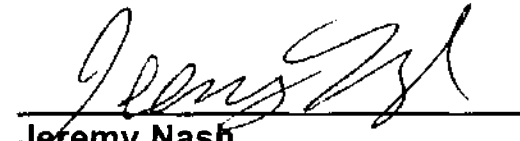
- If an employee works their regular shift 08:00 - 16:00 on Monday and at 19:00 is called into work until 03:00 and their regular shift starts at 08:00, they shall report at 11:00 with a 3-hour top-up.**
- If an employee works their regular shift of 08:00 - 16:00 on Monday and at 23:00 is called into work until 07:00 and their regular shift starts at 08:00, they will be required to rest with a 7-hour top-up and expected to return to work at 15:00 hours or take an approved leave.**
- Second day of rest - If an employee works Sunday from 19:00 - 04:00 (9 hours), they shall report at 08:00 and leave at 15:00 with a 1-hour top-up.**

DATED at Moncton, New Brunswick this 11 day of March, 2026.

  
\_\_\_\_\_  
**Laura Armes**  
Director, Human Resources

  
\_\_\_\_\_  
**Darrick Weatherbee**  
Acting President, CUPE Local 51


  
\_\_\_\_\_  
Alexandre Binette (04/03/2026 07:22:46 AST)  
**Alexandre Binette**  
GM, Operations Services

  
\_\_\_\_\_  
**Jeremy Nash**  
2<sup>nd</sup> Vice President CUPE Local 51

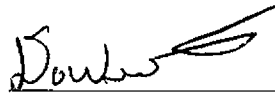
## Memorandum of Understanding - Investigations

The City and the Union agree **when a formal** workplace investigation **under the Respectful Workplace Policy** is required that does not involve a “complainant(s)”, **and in which a CUPE Local 51 member is a respondent**, the process will be agreed up on by the Union and the City prior to the commencement of the investigation.

This Memorandum of Understanding signed at Moncton, N.B., this 11 day of March, 2026.



Laura Armes  
Director, Human Resources



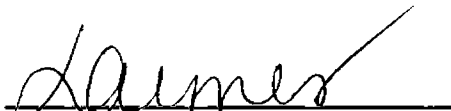
Darrick Weatherbee  
Acting President, CUPE Local 51

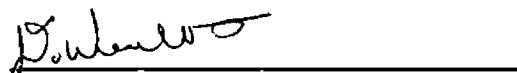
**Letter of Intent  
Labourer 1 & Labourer 2's**

Whereas the parties agree to modifications in labourer classifications in Schedule "A", the parties to this Letter of Intent agree to the following:

- i) Labourer 1 will be paid at Group 1 until they have worked 2000 hours in the Labourer 1 classification and obtained a class 3E driver's license at which time they will be moved into the Labourer 2 classification.
- ii) Currently employed, Labourer 1's having 2000 hours worked in the Labourer 1 classification and holding a Class 3E driver's license will be moved into Labourer 2 classification.
- iii) In addition to regular duties, Labourer 2's will be required to oversee small work crews (of up to and including 3 employees supervised) as well as perform checker duties.
- iv) Labourer 1's who perform checker duties, will be paid Labourer 2 rate while performing these duties.

Dated at Moncton, N.B., this 11 day of March, 2026.

  
\_\_\_\_\_  
**Laura Armes**  
Director, Human Resources

  
\_\_\_\_\_  
**Darrick Weatherbee**  
Acting President, CUPE Local 51

  
Alexandre Binette (Mar 3, 2026 07:22:46 AST)  
\_\_\_\_\_  
**Alexandre Binette**  
GM, Operations Services

  
\_\_\_\_\_  
**Jeremy Nash**  
2<sup>nd</sup> Vice President CUPE Local 51

## **Memorandum of Agreement Unclassified Permanent Employee "UPE"**

Whereas both parties, the Corporation of the City of Moncton ("the Employer") and the Canadian Union of Public Employees (CUPE) Local 51 ("the Union"), acknowledge that there is a joint benefit in creating a solution for future vacancies, the parties agree to the following Memorandum of Agreement (MOA).

**The intent of this memorandum is to help with recruitment issues. This MOA will allow the Employer to hire UPE's to cover vacancies, due to a permanent vacancy that is going through the hiring process as outlined in article 12. The Employer will endeavour to post bulletins for vacant positions as soon as possible.**

This MOA is to formalize an agreement reached **between the parties** to create Unclassified Permanent Employee (the "UPE") subject to the below terms and conditions:

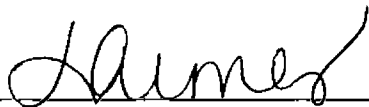
- **A UPE is a permanent employee who does not hold a classification.**
- **A UPE is eligible for all terms and conditions outlined in the Collective Agreement for a permanent employee, unless specifically indicated otherwise below.**
- The purpose of the UPE's is for external applicants and therefore will be posted externally only. **However, casual employees shall be offered the position by seniority prior to externally awarding a UPE. Casuals must hold a class 5 driver's license and a high school diploma or equivalent.**
- **A copy of this MOA will be provided to the successful candidate, during the job offer process. The purpose of this is to ensure that UPE knows what to expect.**
- UPE's have bargaining unit seniority but hold no classification seniority.
- There will be no trial period for UPE's (article 12.01(F) shall not apply).
- New employees hired as UPE's will be subject to a probationary period as outlined in 1.01 (C).
- After having followed the provisions outlined in Article 12.02(A), the Employer may use a qualified UPE to cover a temporary vacancy.
- The Employer may use a qualified UPE to fill Temporary Postings outlined in Article 12.02(B) **but will use a qualified UPE to fill Temp/Perm Postings outlined in 12.02(C) when no other internal qualified applicants apply. In this case, the least senior UPE will be the one appointed.**
- UPE's can be used to perform any work for which they are qualified, respecting classification seniority rights of current employees.
- **A Personal Action Form (PAF) will be used to control this movement.**
- Hours of work will vary and be in accordance with Article 23. **UPE's will be required to work weekends and evenings, as needed.**

- In terms of overtime opportunities, Article 7.02(5) shall not apply to UPE's. The Employer will use UPE's for overtime in classifications they are qualified for after all permanent lists for overtime have been exhausted.
- If no qualified internal applicant (casual or permanent status) is awarded a permanent bulletin, the least senior qualified UPE will be appointed to the permanent classification bulletined.
- In the case whereby an UPE applies for an internal bulletin, they will be considered before casuals due to their permanent status should they be qualified.
- The employer may have at any given time, up to five (5) UPE positions.
- Whenever additional UPE positions are required above the five (5) positions, the employer will require the consent of the union prior to posting a UPE.
- Within 90-days of signing the Collective Agreement, the parties agree to meet as a working group to develop Terms of Reference and commit to future meetings to discuss the UPE MOA, recruitment, filling vacancies and make recommendations to the parties to improve the filling of vacancies.

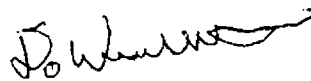
This Memorandum of Understanding signed at Moncton, N.B., this 11 day of March, 2026.

For the Employer

For the Union



Laura Armes  
Director, Human Resources



Darrick Weatherbee  
Acting President CUPE Local 51



Alexandre Binette  
GM, Operations Services



Jeremy Nash  
2<sup>nd</sup> Vice President CUPE Local 51

**Memorandum of Agreement  
Water and Wastewater (formally known as Utilities)**

Whereas both parties, the Corporation of the City of Moncton (“the Employer”) and the Canadian Union of Public Employees (CUPE) Local 51 (“the Union”), agree that there is a need to increase the technical aspect of the positions within Water and Wastewater due to the changes in standards, regulations, and work procedures, and there is an interest on both parties to assist internal Union employees with meeting the required qualifications and experience, the parties have entered into the following agreement;

This Memorandum of Agreement (MOA) is formulated between the parties, the Corporation of the City of Moncton and the Canadian Union of Public Employees (CUPE) Local 51 to formalize an agreement reached to modify the position titles, qualifications and pay groups of the following positions in the Water and Wastewater section of Operations Services;

The Utility Labourer 1 position shall be changed so that in future postings it shall be referred to as **Water and Wastewater Operator 1**. Upon completion of the following criteria, the employee would advance to pay group 2.

PHASE 1

1. Successful completion of Water Distribution Training;
2. Achieve Certificate Level 1 in Water Distribution (Employees will have this opportunity in order of seniority).
3. A minimum of twelve (12) months of experience working in the Water & Wastewater;
4. Completed and up-to-date will all required safety training.

Upon completion of the following criteria, a **Water and Wastewater Operator 1** would advance to pay group 3.

PHASE 2

1. Successful completion of Wastewater Collection Training;
2. Achieve Certification Level 1 in Wastewater Collection (Employees will have this opportunity in order of seniority);
3. Completed and up-to-date with all required safety training.

As a result, the pay scale shall be modified in the following manner for this position:

- Entry level paid at pay group 1
- Completion of PHASE 1 – paid at pay group 2
- Completion of PHASE 2 – paid at pay group 3

It is agreed that the bulletin for a **Water and Wastewater Operator 1** will include the following language in regards to a Class 3E license; “Must obtain a Class 3E license no later than the final date of the trial period outlined in Article 12.01 (F); Employees who do not obtain this license by the expiry of the trial period, will revert back to their former position in accordance with Article 12.01 (F). Any fees associated with obtaining this license requirements is at the

employee's expense. It is further agreed that should the bulletins for **Water and Wastewater Operator 2** as well as Water & Wastewater Foreman positions require a class 3E license; the above will also apply to these positions.

The Utility Pipelayer position shall be changed so that in future postings it shall be referred to **Water and Wastewater Operator 2** and upon completion of three (3) key criteria the Water Services Operator II would advance to a pay grade 7.

1. Achieve both Certification Level 2 in Water Distribution and Achieve Certification Level 2 in Wastewater Collection (Employees will have these opportunities in order of seniority)
2. Completed 2 consecutive years of experience at the Water and Wastewater Operation 2;
3. Completed and up-to-date with all required safety training.

As a result, the pay scale shall be modified in the following manner for this position:

- Entry level paid at pay group 6
- Three (3) above criteria listed attained – paid at pay group 7

Once pay group 7 is obtained, the Water and Wastewater Operator 2 may be required to oversee excavation crews on a rotational basis under the direction of the foreman.

The Utility Foreman position shall be changed so that in future postings it shall be referred to as **Water & Wastewater Foreman**. This position will require the employee to have Certification Level 2 in both Water Distribution and Wastewater Collection to be considered qualified.

The parties recognize that there are minimum experience requirements that are beyond the control of the Employer set out by the New Brunswick Department of Post-Secondary Education, Training and Labour, which are pre-requisites to achieving any given Certification level.

Employees currently holding a position in the Utility department will have an opportunity to achieve the above qualifications related to their respective classifications; however, if they fail to obtain these for any reason, they will be grandfathered and will remain at their current pay group. At the time of signing of this MOA, all existing employees will be permitted to write the exams for Water Distribution and Wastewater Collection to meet the requirements of the MOA as per their current classifications. The employer will:

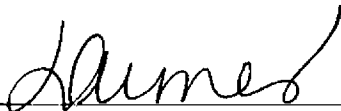
1. Give refresher training/preparation for all interested employees to help prepare to write exams.
2. Schedule all employees in a classification to write the exam at the same time.
3. Give opportunity to write the exam twice. Initial and one other opportunity based on the waiting period as set forth by the **Department of Post-Secondary Education, Training and Labour**. The employee will be required to pay the re-write cost beyond the first two opportunities which will be paid by the Employer.
4. Qualifications will be set for all employees at the time of completion of the two opportunities for each employee to write. These qualifications will be used to determine advancement. (for example: Level I Certification versus Level II for Foreman vacancy)

5. If there is an opportunity for advancement (vacancy in another classification) and all employees have not had the two opportunities to achieve certification, the posting will be awarded based on the employee qualifications prior to the signing of the MOA.

For clarification, there must be a bulletin for an employee to move to another classification. For example, an employee doesn't move automatically from a Water and Wastewater Operator 1 to a Water and Wastewater Operator 2 if they obtain the required qualifications; there must be a bulletin.

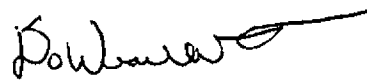
This Memorandum of Agreement signed at Moncton, NB this 11 day of March ~~December~~, 2026.

**For the Employer**



Laura Armes  
Director, Human Resources

**For the Union**



Darrick Weatherbee  
Acting President CUPE Local 51



Alexandre Binette (Mar 3 2026 07:22:46 AST)

Alexandre Binette  
GM, Operations Services



Jeremy Nash  
2<sup>nd</sup> Vice President CUPE Local 51

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