

WORKING AGREEMENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK



AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900



DURATION: APRIL 1, 2025 – MARCH 31, 2029

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ARTICLE 1 – DEFINITIONS

1.1 DEFINITION OF EMPLOYER

"Employer" means The Regional Municipality of York or York Region.

1.2 DEFINITION OF DEPARTMENT HEAD

'Department Head' means a person who has administrative responsibility for a Department and shall include the Chief Administrative Officer, the Commissioners of Corporate Services; Community and Health Services; Finance; Legal and Court Services; and Public Works.

1.3 DEFINITION OF BRANCH HEAD

"Branch Head" means a person reporting directly to a Department Head, and includes "Division Head".

1.4 DEFINITION OF EMPLOYEE

"Employee" means a person hired by the Employer for a position within the bargaining unit.

1.5 DEFINITION OF PERMANENT FULL-TIME EMPLOYEE

"Permanent Full-Time Employee" means an employee engaged to fill a permanent position for an indefinite period, and regularly working thirty (30) hours per week, or in the case of a Primary Care or Advanced Care Paramedic regularly working an average of 42 hours per week.

1.6 DEFINITION OF PERMANENT PART-TIME EMPLOYEE

"Permanent Part-Time Employee" means an employee engaged to fill a part-time position for an indefinite period, and regularly working less than thirty (30) hours per week, or in the case of a Primary Care or Advanced Care Paramedic regularly working an average of less than 36 hours per week.

1.7 DEFINITION OF TEMPORARY FULL-TIME EMPLOYEE

"Temporary Full-Time Employee" means an employee engaged for a period of up to twenty-four (24) months to fill a temporary full-time position or permanent full-time position and working such regular hours as constitutes a full work week in accordance with the attached Schedules. It is understood that employees whose current temporary assignment has exceeded twenty-four (24) months shall be a "permanent full-time" employee and will be credited with seniority to date of hire. It is further understood that a temporary assignment can only be posted for one twenty-four (24) month temporary period after which time the position shall be posted as permanent.

1.8 DEFINITION OF TEMPORARY PART-TIME EMPLOYEE

"Temporary Part-Time Employee" means an employee engaged for a period of up to twenty-four (24) months to fill a temporary part-time position or permanent part-time position for a period of twenty-four (24) months or less and regularly working less than thirty (30) hours per week. It is understood that employees whose current temporary assignment has exceeded twenty-four (24) months shall be a "permanent part-time" employee and will be credited with seniority to date of hire. It is further understood that a temporary assignment can only be posted for one twenty-four (24) month temporary period after which time the position shall be posted as permanent.

1.9 DEFINITION OF TEMPORARY POSITION

A "temporary position" means a position of up to twenty-four (24) months duration. A temporary position is a temporary assignment to cover pregnancy and/or parental leaves, LTD and any new positions/additions to staff. If a temporary employee is unable to complete their temporary assignment for any reason, the employee will be deemed to have resigned.

1.10 DEFINITION OF CASUAL EMPLOYEE

"Casual Employee" means an employee engaged to work at irregular intervals on an "as needed" basis or for temporary relief periods of up to twelve (12) weeks to cover an illness or other unplanned absence of indefinite and unknown duration or up to four (4) weeks for all other purposes. Casual employees have the option of accepting or declining such work assignments at the time the assignments are offered, it being understood that a Casual employee who refuses to work at least 50% of all offered shifts within a six (6) week period for reasons other than illness, injury or approved leave of absence shall be deemed to have quit their employment.

1.11 DEFINITION OF STUDENT EMPLOYEE(S)

- a) Student employees may be hired into existing classifications at any time throughout the year. However, Bargaining Unit employees shall not suffer a reduction of hours as a result of hiring student employees.
- b) Vacancies will be posted. The posting may be for multiple openings of different classifications. Subsequent vacancies resulting from students leaving during their term of employment will be filled from the initial competition.

Co-Op vacancies, are exempt from posting requirements. Co-Op positions will not exceed twelve (12) consecutive months unless otherwise agreed by the Employer and Union.

- c) Student employees shall become Union members and shall pay Union dues, but shall not accumulate seniority, earn sick leave credits, or be covered by the Employer's Insurable Benefits Plan (except for Group Life Coverage). Student employees shall be paid wages based on Schedule 4 and vacation pay in accordance with the Employment Standards Act. Student employees are covered by all other terms and conditions of the collective agreement unless otherwise specified.

- d) Student employees are individuals enrolled in high school, community college or university on a full-time basis. "Enrollment" is defined as having completed full-time attendance immediately prior to employment and being enrolled on a full-time basis in a relevant course of study for the following school term (except for final term co-op students).

1.12 DEFINITION OF EMPLOYMENT STATUS

"Employment Status" refers to an employee's status as a permanent full-time, permanent part-time, temporary full-time, temporary part-time, casual or student employee.

1.13 ABBREVIATIONS

The following abbreviations in this collective agreement are defined as:

PFT - Permanent Full-Time Employee

PPT - Permanent Part-Time Employee

TFT - Temporary Full-Time Employee

TPT - Temporary Part-Time Employee

C - Casual Employee

S - Student Employee

Trainee – A person who is placed at a work location for the purpose of experience and training who is not an employee (Ontario Works etc.)

Where any article in this agreement is marked with one or more of the above abbreviations, the article applies only to that status of employees so indicated. Where the article is not marked by any abbreviation, it is intended to be applicable to all employees of the bargaining unit.

1.14 DEFINITION OF PROBATIONARY EMPLOYEES

"Probationary Employee" means an employee serving the first six (6) months of active employment. It is understood that the probationary period may be extended by mutual agreement of the Employer and the Union. It is agreed that where an employee has worked less than three hundred and seventy-five (375) hours during that six (6) month period, an extension of a further two (2) months will be granted if requested in writing to the Union by the Employer.

For Casual Paramedics, if they have not worked forty-eight (48) shifts in the six (6) month period, an extension of a further two (2) months will be granted if requested in writing to the Union by the Employer.

For clarity the term "active employment" means all shifts which are worked in the workplace including but not limited to modified duties and return to work duties, where the employee is performing the essential duties of their position.

1.15 DEFINITION OF PROBATIONARY PERIOD

"Probationary Period" means an employee serving the first six (6) months of active employment. It is understood that the probationary period may be extended by mutual agreement of the Employer and the Union. It is agreed that where an employee has worked

less than three hundred and seventy-five (375) hours during that six (6) month period, an extension of a further two (2) months will be granted if requested in writing to the Union by the Employer.

For Casual Paramedics, if they have not worked forty-eight (48) shifts in the six (6) month period, an extension of a further two (2) months will be granted if requested in writing to the Union by the Employer.

For clarity the term "active employment" means all shifts which are worked in the workplace including but not limited to modified duties and return to work duties, where the employee is performing the essential duties of their position.

1.16 DEFINITION OF TRIAL PERIOD

"Trial Period" means the first six hundred (600) hours in a new position as set out in Article 13.10.

1.17 DEFINITION OF CLASSIFICATION

"Classification" means any group of jobs which share the same title and wage schedule, and which perform duties of a similar or identical nature.

1.18 DEFINITION OF POSITION

"Position" means a job within an existing classification as defined in this agreement.

1.19 DEFINITION OF IMMEDIATE FAMILY

"Immediate Family" includes an employee's spouse; and the parent (including stepparent), child (including stepchild and child-in-law), step parent, sibling (including sibling-in-law), brother, sister, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchild, and former guardian; of an employee or their spouse. Spouse (including common-law spouse), is as defined in the Family Law Act, R.S.O. 1990, c.F.3, s.29, as amended from time to time.

1.20 DEFINITION OF DAY SHIFT

"Day Shift" means a shift (including any twelve (12) hour shift) in which the major portion of hours worked is between 8 a.m. and 4 p.m.

1.21 DEFINITION OF EVENING SHIFT

"Evening Shift" means a shift in which the major portion of hours worked is between 4 p.m. and 12 midnight.

1.22 DEFINITION OF NIGHT SHIFT

"Night Shift" means a shift (including any twelve (12) hour shift) in which the major portion of hours worked is between 12 midnight and 8 a.m.

1.23 DEFINITION OF SCHEDULED HOURS

In the case of Permanent Part-time employees, for the purposes of pro-rating benefit entitlements and premium co-sharing, the scheduled hours are those hours for which they are hired to work. Where a part-time employee consistently works in excess of their regular scheduled hours over a period of three (3) months, this change will be reflected for pro-rating and premium co-sharing purposes.

ARTICLE 2 – RECOGNITION AND APPLICATION

2.1 RECOGNITION OF UNION

The Employer recognizes the Canadian Union of Public Employees and its CUPE Local 4900 as the sole bargaining agent for collective bargaining purposes for the group of employees, including students, employed by The Regional Municipality of York who occupy the positions set forth in the attached Schedules annexed hereto and forming part of this agreement, within the following areas: Community and Health Services Department, Corporate Services Department; Finance Department, Legal and Court Services Department; and the Public Works Department.

2.2 NEW CLASSIFICATIONS

Regarding any newly established classification which, in the opinion of either party, should be included or excluded from the bargaining unit, the question as to its inclusion or exclusion shall be determined by mutual agreement or failing agreement, by reference to the Grievance Procedure. Where a new position is created in the bargaining unit, it will be reviewed by the Joint Job Evaluation Committee.

2.3 MANAGEMENT RIGHTS

The Union recognizes the right of the Employer, except as in this agreement specifically provided, to have and exercise all of the customary functions of an Employer as follows:

- a) Maintain order; make and alter from time to time, reasonable rules and regulations, provided that they are posted and the Union is provided with a copy;
- b) Hire, promote and reclassify (subject to the provisions of Article 13, Hirings, Promotions, Transfers and Staff Changes); discharge, suspend or discipline (subject to the provisions of Article 30, Discharge, Suspension and Discipline);
- c) Operate and manage its operations in accordance with its commitments and responsibilities; decide on the number of employees needed in any classification (subject to the provisions of Articles 13, Hirings, Promotions, Transfers and Staff Changes and Article 14 Lay-off and Recall); determine the location of its operations; relocate its employees to any such location; decide on the method, process and means of operation. The Employer's right to transfer will not be exercised arbitrarily.
- d) The Employer agrees that the exercise of any of the above rights shall be in a manner that is fair, reasonable and consistent with the terms of this agreement.

2.4 STRIKES AND LOCKOUTS

The Union and the Employer agree that there shall be no strikes or lockouts as defined in the Labour Relations Act, so long as this agreement continues to operate. In the event of a strike or lockout it is understood and agreed that employees affected are not entitled to pay, seniority or service accumulation during the period of the strike or lockout, except as otherwise provided for herein with respect to essential services.

The cost of benefits for those employees who actively participate in the strike, or who are locked out, will be borne by the Union. The Employer will in such circumstances continue coverage and invoice the Union accordingly and the Union shall remit payment within sixty (60) days of the date of the invoice.

a) MAINTENANCE OF ESSENTIAL SERVICES DURING A WORK STOPPAGE

1. The Union on its own behalf and on behalf of its members agrees that in the event of a legal strike as defined in the Ontario *Labour Relations Act* the essential services of the York Region Paramedic Services, as set out in this provision, shall be maintained. All Paramedics shall work their regular scheduled shift in accordance with the master schedule provided to employees. The Employer agrees that there will be no lockout.
2. The parties agree that the dispatch of land ambulances in the event of a work stoppage will be in accordance with the current operating procedures, practices and definitions of the Ministry of Health Ambulance priority codes and dispatch from the Central Ambulance Communication Centre.
3. Ambulances shall respond to all Code #3 and Code #4 calls in accordance with all normal procedures.
4. Code #2 calls shall be performed when a delayed or missed treatment can adversely affect the patient's condition or well-being. The return portion of all scheduled Code #2 calls will be completed. Examples of Code #2 calls which shall be performed include, but are not limited to: oncology treatments, cardiac diagnostic procedures, dialysis treatment, air ambulance or commercial aircraft departures or arrivals.
5. Code #1 routine deferrable transfer requests will not be booked or responded to for the duration of the legal strike.
6. The parties agree that the provisions of the collective agreement shall continue to apply to Paramedics during a legal strike, except as otherwise provided for in this provision. The Employer agrees that the union dues deducted from the pay of each Paramedic who works during the strike pursuant to Article 4 of the collective agreement shall be at a rate of thirty-three and one-third (33 1/3%) percent of pay.
7. The Union agrees that there shall be no reprisals by the Union or its members against Paramedics who are required to work during a legal strike. The Union further agrees that neither the Union or its members shall interfere with or

attempt to interfere with the work performed by the Paramedics during a legal strike.

8. The provisions of paragraph 4 of this agreement shall continue to apply in the event of a legal strike.

2.5 NO PRIVATE AGREEMENTS

The Employer will not enter into any agreement with any employee that is in conflict with this Agreement.

ARTICLE 3 – UNION MEMBERSHIP AND SECURITY

3.1 UNION MEMBERSHIP

All employees of The Regional Municipality of York who fall within the CUPE Local 4900 bargaining unit shall become and remain members of the Union according to the constitution and by-laws of the Union.

3.2 WORK OF THE BARGAINING UNIT

Regional employees, whose jobs are not in the bargaining unit, shall not work on any jobs which are in the bargaining unit except in cases of instruction, emergency or when mutually agreed upon by both parties.

3.3 ACQUAINTING NEW EMPLOYEES

The Employer agrees to acquaint prospective applicants for employment with the fact that a Union agreement is in effect, and with the conditions of employment set out in the Articles dealing with Union Security and Dues Check-off. New employees shall be advised of the name of the employee's Steward or Union representative by their Supervisor.

3.4 UNION ORIENTATION OF NEW EMPLOYEES

A representative of the Union shall be given an opportunity to meet with each new employee within regular working hours, without loss of pay, for a maximum of thirty (30) minutes during the first month of employment for the purpose of acquainting each new employee with the benefits and duties of Union membership, and their responsibilities and obligations to the Employer and the Union. New employees shall be provided with a copy of the list of Stewards provided to the Employer by the Union as per Article 6.8. The Orientation shall be scheduled at a mutually agreeable time between the Union and Employer having regard to the employee's duties and operational requirements.

3.5 CONTRACTING OUT

Prior to contracting out any work now performed by employees, beyond work contracted out as of 1992, the Employer shall, where practicable, provide forty-five (45) calendar days written notice to the Union so as to allow the Union to make any representations it wishes to the Department Heads involved and Committee of the Whole/Regional Council. Any

representations shall be made promptly and in any event within forty-five (45) calendar days of the giving of such notice. The written notice pursuant to the above shall contain an invitation from the Department Head to meet within ten (10) days for the purpose of discussing the proposed contracting out and cost information. Departmental information pertinent to the proposed contracting out shall be made available to the Union.

3.6 EMPLOYEE LISTS

The Employer shall supply the Union semi-annually on or about the first of April and October with a list of current employees, their addresses, any personal email addresses provided by the employee, employment status, position, and work location and shall continue to supply the Union with its monthly hire and termination lists, for all employees in CUPE Local 4900.

Where the Employer conducts confidential equity surveys or anonymously collects self-identified gender, race/ethnicity, disability, 2SLGBTQ+ data for the bargaining unit, it will provide this information in an aggregate format to the Union.

3.7 VACANCY REPORTS

The Employer will provide the Union with electronic copies of all CUPE Local 4900 vacancy postings (excluding casual work) where it is anticipated that the vacancy will not be filled by a Regional employee.

3.8 DEFINITION OF VOLUNTEER IN PARAMEDIC SERVICES

Volunteers may be used for special events such as mall displays, school displays, parades and any other event, which does not infringe on the usual work of Paramedics employed by the Region.

3.9 PORTABILITY OF SERVICE

The Union and the Employer agree that when any York Region employee from a CUPE Local 4900 bargaining unit is required to be transferred, moved or realigned to this bargaining unit, the parties shall recognize the seniority and service of the CUPE Local 4900 member held in the previous bargaining unit.

ARTICLE 4 – UNION DUES

4.1 DUES DEDUCTIONS FROM PAY

The Employer shall deduct from each pay of each employee, Union dues in the amount or rate notified in writing from time to time to the Treasurer of the Employer by the Treasurer of CUPE Local 4900. The Union agrees that the amount or rate of dues to be so deducted, when once set, shall not be changed by the Union for a period of six (6) months and thereafter shall not be changed more than once in any six (6) month period.

4.2 REMITTANCE OF DUES DEDUCTIONS

The Employer shall forward to the Treasurer of CUPE Local 4900 a cheque for the amount deducted pursuant to Article 4.1 within two (2) weeks of making such deductions. The cheque shall be accompanied with a list of names of the employees from whose wages the deductions were made, the number of hours the employee worked, and the gross wages paid to each employee.

4.3 UNION CONSTITUTION/BY-LAWS

The Union will provide to the Employer a certified true copy of the section of the by-laws or constitution of CUPE Local 4900 authorizing any such dues and contributions, and a certified true copy of the section of the minutes of a meeting at which any change in such dues and contributions is made.

4.4 SAVE HARMLESS

The Union and its CUPE Local 4900 will jointly and severally indemnify and save harmless the Employer and all its officers and employees from any and all claims which may be made against the Employer or any employee of the Employer by reason of deductions from pay provided for by this Article.

4.5 T-4 SLIPS

The Employer will include the amount of annual union dues paid on the income tax information slip (T-4) of each member.

4.6 T-2200 SLIPS

Upon request by the employee, the Employer shall provide T-2200 slips to those employees who meet the criteria as per Canada Revenue Agency.

ARTICLE 5 – BULLETIN BOARDS

5.1 BULLETIN BOARDS

The Employer will, where practical, provide in each facility in which bargaining unit employees work one bulletin board per floor for Union use. The purpose of the board is to provide information to employees and not to be used to disparage the Employer.

ARTICLE 6 – AUTHORIZED REPRESENTATIVES

6.1 LIST OF AUTHORIZED REPRESENTATIVES

CUPE Local 4900 will forward to the Employer a list of the names of members of CUPE Local 4900 who are authorized to represent the Union at meetings with the Employer, and the Employer shall not meet with any employee or group of employees as representing the

Union concerning any of the provisions of this agreement unless their names are on such list.

6.2 NEGOTIATING TEAM

The Union's collective bargaining team shall consist of not more than seven (7) persons, five (5) of whom shall be members of the CUPE Local 4900 Bargaining Unit, one (1) CUPE 4900 President, and one (1) of whom shall be a representative of the Canadian Union of Public Employees. The Employer shall be entitled to an equal number of representatives. Prior to the commencement of bargaining the parties shall advise each other in writing of their respective representatives on the bargaining committee. Both parties may elect to have an equal number of Alternate members.

In addition to the set numbers on the negotiation teams, the Employer and/or the Union may invite technical experts to assist the parties during negotiations.

6.3 PAY FOR ATTENDING NEGOTIATIONS

Any employee who is a member of the Union bargaining committee may attend meetings of the bargaining committee with the Employer without loss of pay or benefits. The employee will endeavour to provide their Supervisor with reasonable notice.

6.4 CUPE REPRESENTATIVE

The Union shall have the right to have the assistance of a representative of the Canadian Union of Public Employees from Step No. 2 of the Grievance Procedure and at other negotiations with the Employer. Such representative shall have access to the premises of the Employer in order to examine conditions or interview employees, providing that such examination or interview does not unreasonably disturb the operations of the Employer.

6.5 UNION OFFICIALS ON UNION BUSINESS

Union officers, Stewards and members of any committee specified in this collective agreement shall be entitled to leave their work during working hours in order to carry out the following functions under this agreement: the investigation and processing of grievances, attendance at meetings with the Employer, participation in Arbitration, and such other functions related to this agreement and the role of the Union officer, Steward, or said committee member. Permission to leave work during working hours for such purposes shall first be obtained from the employee's immediate Supervisor if such Supervisor is a non-union member. If the employee's immediate Supervisor is a Union member, then permission shall be obtained from the first non-union Supervisor above the employee's immediate Supervisor. Such permission shall not be unreasonably withheld. The employee shall report back to their Supervisor upon resumption of regular duties and, if requested, shall provide an explanation as to the length of time and purpose of their absence. Employees duly authorized by the Employer to engage in the aforementioned functions shall do so without loss of pay or benefits.

6.6 PAY FOR UNION OFFICIALS ON UNION BUSINESS

Where permission has been granted to representatives of the Union to leave their employment temporarily in order to carry on negotiations with the Employer, or with respect to a grievance, they shall suffer no loss of pay for the time so spent.

6.7 LABOUR/MANAGEMENT MEETINGS

- a) A Labour/Management Committee consisting of three (3) representatives of the Local and three (3) representatives of the Employer shall be established to discuss matters of mutual concern as they may arise from time to time. On notification by either party, a date for a meeting will be arranged within two (2) weeks. Each party will provide the other with a written agenda for such meeting.
- b) In Paramedic Services, there will be labour management meetings, monthly, or as otherwise agreed upon by the Parties. On notification by either party, a date for a meeting will be arranged within two (2) weeks. Each party will provide the other with a written agenda for such meeting.

The parties to this agreement shall consult meaningfully and where appropriate will enter into letters of understanding pertaining to Paramedic Services specific working conditions.

Where there are issues around new or amended policies, rules or regulations, which are not addressed through dialogue between the parties at the labour management meeting, either party may request the appointment of a mediator to seek resolution.

6.8 UNION STEWARDS LIST

The Union will supply the Employer with a list of the names of up to fifty (50) Stewards as soon as they are appointed, and thereafter will notify the Employer of any change in such list.

6.9 OFFICE ACCOMMODATION

The Employer will continue to provide the Union with suitable office accommodation on the Employer's premises.

In the event of a Strike/Lockout the Employer reserves the right to prohibit access to the Employer's premises.

ARTICLE 7 – UNION LEAVE

7.1 UNION EXECUTIVE LEAVE

a) UNION EXECUTIVE LEAVE – PRESIDENT AND VICE PRESIDENT

If requested by the Union, the Employer will facilitate, subject to operational requirements, and the ability to replace the employee, a complete leave from their Region role for the Local Union President and one (1) Local Union Vice President.

b) UNION EXECUTIVE LEAVE – LEAD STEWARD AND INJURED WORKER REPRESENTATIVE

If requested by the Union, the Employer will facilitate, subject to operational requirements, and the ability to replace the employee, a complete leave from their Region role for the Lead Steward and Injured Worker Representative.

c) UNION EXECUTIVE LEAVE – TERMS OF LEAVE

- i) The leaves under a) and b) above will be based on the terms below and will commence following suitable arrangements being made to meet operational requirements and provide coverage. Upon thirty (30) days written notice, the employee shall be returned to their former position, or to a position comparable to that in which they were employed before taking office, or to such other position as may be determined by the Employer, the employee and the Union as being suitable.

- ii) The Employer will maintain existing wages and benefits for the Employees on these leaves.

For the positions listed in a) above, the Employer will invoice the Union, and the Union shall reimburse the Employer for 50 per cent of the cost of maintaining such employee's wages and benefits during the said leave of absence.

For the positions listed in b) above, the Employer will invoice the Union, and the Union shall reimburse the Employer the total cost of maintaining such employee's wages and benefits during the said leave of absence.

- iii) Where the Union identifies a need for an additional role during the life of this Agreement, the Employer agrees to consider any request for a leave of absence on its merits and having regard to the impact on its operation and, if granted, such leave will be on terms agreed upon by the Parties.
- iv) It is understood that these leaves (both the listed leaves and any additional leaves granted) are for Union business related solely to CUPE Local 4900 and therefore the Union will ensure that any employees granted leave under this provision will maintain regular hours of work and are generally available for meetings with the Employer to address workplace issues.

- v) The purpose of the Lead Steward Leave is to ensure the availability of a steward to represent employees while also minimizing the disruption of local Stewards being withdrawn from the workplace during the workday. It is agreed and understood that the Lead Steward will primarily act as a steward while using other leave time for training of other stewards and administration.
- vi) The purpose of the Injured Worker Representative Leave is to fulfill the steward role and provide information, advice, and additional support to injured and ill workers, upon request, with the goal of supporting early and safe return to work, while meeting the shared duty to accommodate.

7.2 UNION BUSINESS LEAVE

- a) The Employer, upon reasonable notice of not less than ten (10) days, shall grant a leave of absence upon request to employees for the following reasons:
 - i) to attend or conduct Union Training;
 - ii) to represent the Union at Union conventions or seminars;
 - iii) for collective bargaining preparation;
 - iv) preparation for attendance at meetings with the Employer;
 - v) to attend and participate on committees of CUPE National or Ontario.

The Employer shall pay the employee's wages and benefits, invoice the Union and the Union shall forthwith provide full reimbursement to the Employer. Such leave of absence shall not exceed thirty-five (35) days for any individual employee per calendar year and a total of three hundred (300) person days in any calendar year.

The Union may also request, upon reasonable notice of not less than ten (10) days, the Employer provide up to a maximum of 10 days per year for up to six members of the Union Executive (who are not otherwise on leave and with the days prorated for any period of leave under 7.1) to attend at scheduled Executive meetings. Such time will be granted subject to operational requirements, and included in the above annual cap.

- b) The above caps do not apply to employees who are elected or appointed to Union positions in accordance with Articles 7.1 or 7.4.
- c) It is agreed and understood that Leaves of Absence granted to Health and Safety Committee members to attend Health and Safety seminars or conferences shall not be counted for the purposes of this article.

7.3 UNION BUSINESS LEAVE CASUAL (C)

Where the Union requests a leave of absence for a casual employee under 7.2 above, the following will occur:

- a) The employee will, where possible, submit Union leave dates to the Employer prior to their next scheduling window opening.
- b) Where there is an availability requirement, Union leave days will count towards the obligation as per the applicable articles in the collective agreement.

- c) The Employer will maintain wages and benefits for these approved leave of absence days based upon the number of hours confirmed by the Union on the Union Leave Form and the Union will reimburse.
- d) In the event there are any specific hours of work, availability or scheduling issues which arise as a result of a casual employee's union leave, the Parties will meet to discuss.
- e) Union business leave for casual employees will not exceed five (5) days per calendar week or a total of eight (8) days per month.

7.4 a) LEAVE FOR FEDERAL/PROVINCIAL UNION OFFICE

An employee who is elected to office in the Canadian Union of Public Employees, whether National or Provincial, the duties of which require their full-time attendance, shall, upon written request, be granted leave of absence without loss of seniority and service for a term not exceeding two (2) years. Such leave of absence shall be without pay, but benefits will be continued by the Employer, and the Union shall reimburse the Employer for the cost of maintaining such employee's benefits during the said leave of absence.

b) LEAVE FOR FEDERAL/PROVINCIAL UNION EMPLOYMENT

An employee who becomes a paid employee of the Canadian Union of Public Employees, whether National or Provincial, shall, upon written request, be granted leave of absence without loss of seniority and service for a period not exceeding one (1) year. Such leave of absence shall be without pay, but benefits will be continued by the Employer, and the Union shall reimburse the Employer for the cost of maintaining such employee's benefits during the said leave of absence.

7.5 EFFECT OF UNION LEAVE ON SENIORITY/BENEFITS

Whenever an employee is on leave of absence on Union business, such absence shall not constitute a break in seniority or service or affect any benefits to which they are entitled.

7.6 BACKFILL OF UNION LEAVES

It is understood that for Article 7 any employee(s) backfilling these positions may do so for as long as the leave continues without triggering a permanent appointment or a permanent posting and will have notice of displacement based upon the notice provided by the Union of the individuals return, but at minimum, four weeks' notice is required. It is also agreed that any resulting "domino" effects from these leaves will be treated in a similar fashion and will not be the subject of a grievance or grievances.

ARTICLE 8 – GRIEVANCE PROCEDURE

8.1 WORKING DAYS

For the purpose of the grievance procedure, "working days" shall be Monday to Friday inclusive. The date of submission of any grievance or the giving of any notice or decision shall be excluded from the computation of time.

8.2 EMPLOYER NOT TO NEGOTIATE WITH EMPLOYEE

After a grievance has been initiated, the Employer shall not initiate negotiations with the aggrieved employee with respect to the grievance, either directly or indirectly, without the consent or presence of a Steward or Lead Steward. Once initiated the grievance shall be the property of the Union.

8.3 DELIVERY OF GRIEVANCES AND REPLIES

Grievances and replies to grievances shall be in writing at all stages, and shall be delivered in person or by means of electronic or facsimile transmission, as agreed upon by the Union and the Employer. The person receiving the grievance or the response shall acknowledge receipt in writing and date the acknowledgement, a copy of which is to be retained by the person acknowledging receipt. The Union shall submit grievances to the appropriate individual described in the Grievance Procedure. However, should that individual be unavailable, the Union may submit the grievance to the appropriate individual's immediate Supervisor, the immediate Supervisor's designate, if previously identified, or given their unavailability, to the People, Equity and Culture Branch, and receipt will be acknowledged as described above. The Employer shall submit responses to the CUPE Local 4900 President, with a copy to the Lead Steward and to the Grievor's Steward.

8.4 TIME LIMITS

Time limits are to be mandatory for all steps of the entire grievance procedure unless the Union and the Employer mutually agree in writing to extend the time limits.

8.5 PROVISION OF OFFICE SPACE

In order to facilitate an orderly and confidential investigation of grievances, the Employer shall make available to the Union the temporary use of a private office or similar facility if available.

8.6 DISCLOSURE OF PERTINENT FACTS

The Union and the Employer will provide each other with full disclosure in writing as to all facts known to either party concerning the grievance upon which either party is relying and which are relevant to the grievance at Step. No. 1 of the Grievance Procedure. If the Employer or the Union are made aware of any new facts upon which they will be relying subsequent to said disclosure, either party will promptly notify the other of such new facts in writing.

8.7 POLICY GRIEVANCES

When a dispute involving a question of general application or interpretation occurs, or when the Union has a grievance which cannot be made the subject of an individual grievance, the grievance shall be filed at Step 2 within sixty (60) days of the Union becoming aware of the circumstances that gave rise to the grievance.

8.8 GROUP GRIEVANCES

Where two or more employees have the same grievance, the grievance may be filed at Step No. 2 of the grievance procedure. The redress awarded shall apply to those who have signed the grievance.

8.9 FAILURE TO GRIEVE

The failure of an individual to file a grievance, or the failure of an individual to proceed to the next grievance step, does not prejudice any other Employee from filing a future grievance on a similar or related matter.

8.10 GRIEVANCES REGARDING JOB SELECTION

Where a grievance arises due to a dispute over selection of an applicant for a position under the job posting procedure, or denial of a transfer, the grievance shall be filed at Step No. 2 of the Grievance Procedure.

8.11 GRIEVANCES REGARDING SUSPENSION, DISCHARGE, LAY-OFF, RECALL

Where a grievance arises due to suspension, discharge, lay-off or recall, the grievance shall be filed at Step No. 2 (or Step 3 with mutual agreement of the parties) of the Grievance Procedure.

8.12 GRIEVANCES RE: SEXUAL HARASSMENT

Where an allegation of Sexual Harassment is made by an employee, the grievance shall be filed at Step No. 3 of the Grievance Procedure.

8.13 STEPS OF GRIEVANCE

Where a difference arises between the parties relating to the interpretation, application or administration of this agreement, including any questions as to whether a matter is arbitrable or where an allegation is made that this agreement has been violated (such difference or allegation being hereinafter referred to as "the grievance"), the following grievance procedure shall apply namely:

STEP 1 – The aggrieved employee shall submit the grievance to their Steward. The employee concerned, together with the Steward shall, within ten (10) working days of the date the employee became aware of the occurrence, submit the grievance to the employee's Supervisor who shall meet with the employee and the Steward within five (5) working days, and who shall give a decision within five (5) working days of the meeting.

STEP 2 – Failing an acceptable or any decision pursuant to Step 1, the employee concerned together with a Committee or not more than three (3) Union Representatives may, within five (5) working days from the date of the receiving of the decision under Step 1 or from the expiration of the time for the giving of such decision, submit the grievance in writing to the Department Head (or designate), who shall meet with the employee and the Committee within five (5) working days, and shall give a decision in writing within five (5) working days of the meeting.

STEP 3 – Failing an acceptable or any decision pursuant to Step 2, the employee concerned together with a Committee of not more than three (3) Union Representatives may, within five (5) working days from the date of receiving of the decision under Step 2 or from the expiration of the time for the giving of such decision, submit the grievance in writing to the Chief Administrative Officer (or designate), who shall meet with the employee and their Committee within five (5) working days, and who shall give their decision in writing within five (5) working days of the meeting. If the designate hears the grievance, the decision shall be that of the designate.

STEP 4 – Failing an acceptable or any decision pursuant to Step 3, the employee concerned, and the Union may, within thirty (30) working days from the date of the receiving of the decision under Step 3, or from the expiration of the time for the giving of such decision, refer the grievance to Arbitration pursuant to Article 9.

ARTICLE 9 – ARBITRATION

9.1 NOTICE TO ARBITRATE

Notice of intention to submit a grievance to Arbitration shall be given by either the Union or the Employer by registered mail or by means of electronic or facsimile transmission.

9.2 REFERRAL TO ARBITRATION

In submitting the grievance to Arbitration, one of the following options may be chosen:

- a) The Board of Arbitration shall be composed of one (1) member. Within ten (10) working days of the mailing of the notice of intention to submit a grievance to arbitration, the parties shall agree upon the name of the Arbitrator.
- b) The Board of Arbitration shall be composed of three (3) members. Within ten (10) working days of the mailing of the notice of intention to submit a grievance to arbitration, the initiating party shall advise the other party of the name of its appointee to the Board. Within ten (10) working days of the receiving of the notice of intention to submit a grievance to Arbitration, the party receiving notice shall advise the other party of the name of its appointee to the Board. Within five (5) working days of the appointment of the second of them, the two appointees shall select a third person who shall be the Chairperson.

9.3 MINISTRY SELECTION OF ARBITRATORS

- a) If the parties are unable to reach an agreement on the name of an Arbitrator under Article 9.2(a), the party taking the grievance to arbitration may request the appointment of an Arbitrator to be made by the Minister of Labour, or may choose to exercise its option under Article 9.2(b).
- b) If the appointees are unable to reach an agreement on the name of a Chairperson under Article 9.2(b), the party taking the grievance to arbitration may request the appointment of a Chairperson to be made by the Minister of Labour.

9.4 ACCESS OF ARBITRATOR

At any stage of the grievance or arbitration procedure, all reasonable arrangements will be made to permit the parties and the Arbitrator or any of them to have access to the Employer's premises to view working conditions relevant to the matter under consideration.

9.5 DECISION OF ARBITRATOR

The Arbitration Board shall hear and determine the grievance, and shall issue a decision, and a lawful decision shall be binding upon the Union and the Employer. In the case of a three member Board, and in the absence of a majority decision, the decision of the Chairperson shall govern.

9.6 POWERS OF ARBITRATION BOARD

The Arbitration Board shall not have any power to add to, subtract from, alter, modify or amend in any way, any part of this agreement nor otherwise make any decision inconsistent with this agreement which expresses the full and complete understanding of the parties on remuneration, benefits and working conditions.

9.7 SHARED EXPENSE OF ARBITRATION

Each of the parties hereto will bear the expenses of the nominee appointed to represent it and the parties will jointly in equal shares bear the expenses, if any, of the Chairperson of the Arbitration Board and the cost of the room or rooms in which the arbitration is held.

ARTICLE 10 – NO DISCRIMINATION

10.1 NO DISCRIMINATION

The Employer and the Union agree that there shall be no discrimination, harassment, interference, restrictions or coercion exercised or practised with respect to any employee in the matter of hiring, wage rates, training, upgrading, promotion, transfer, lay-off, recall, discipline, classification, discharge or in any application of the provisions of this Agreement on the basis of any of the protected grounds under the Ontario Human Rights Code nor by reason of the employee's non-membership, membership or activity in the Union.

10.2 DEFINITION OF DISABILITY

In this Article, the term "disability" shall be as defined in the Human Rights Code as amended.

10.3 SEXUAL HARASSMENT

Every employee has a right to be free from sexual harassment and from any reprisal or threat of reprisal for the rejection of such behaviour.

10.4 WORKPLACE HARASSMENT AND DISCRIMINATION

The Employer maintains a Workplace Harassment and Discrimination Policy which is posted online and available to all employees. This Policy will be reviewed and updated, including consultation with the Union, every two years or earlier as required. Employees will have a right to Union representation in initiating or responding to a complaint as set out under the Policy.

10.5 WORKPLACE VIOLENCE

The Employer maintains a Preventing and Managing Violence in the Workplace Policy which is posted online and available to all employees. This Policy will be reviewed and updated, including consultation with Joint Health and Safety Committee, and the Union every two years or earlier as required. Employees will have a right to Union representation in initiating or responding to a complaint as set out under the Policy.

10.6 HARASSMENT AND DISCRIMINATION DATA

Every year (or two years if the data pool is too small) the Employer will provide to CUPE Local 4900 aggregate data showing the number of complaints, the number of complainants, and respondents from within the bargaining unit, the nature of the complaint, and outcomes.

10.7 DOMESTIC OR SEXUAL VIOLENCE

The Parties acknowledge that domestic and sexual violence is a significant social problem that can affect the health and wellbeing of employees and that, in accordance with the Occupational Health and Safety Act, the workplace should be free of domestic or sexual violence. Employees experiencing such violence are encouraged to seek support in compliance with the Preventing and Managing Violence in the Workplace Policy and/or to discuss their right to leave(s).

10.8 GENDER NEUTRAL AND ACCESSIBLE WASHROOMS

In the event the Employer commits to build a new Regional facility or engages in an extensive retrofit of any of its existing owned facilities where bargaining unit members will be permanently located and washrooms are required, it will review at Labour-Management the arrangements for gender neutral and accessible washrooms having regard to building practices at the time.

ARTICLE 11 – OCCUPATIONAL HEALTH AND SAFETY

11.1 STATEMENT OF VALUES

The Regional Municipality of York is committed to the ongoing objectives of protecting its employees and property from accidental injury, loss and occupational disease.

In fulfilling this commitment, the Employer will make every effort to promote and provide safe and healthy work environments and attitudes that reduce or eliminate foreseeable hazards which may result in personal injuries/illnesses, or damage to environment or property.

The responsibility for safety is equally placed on all employees of the Region regardless of position. The Employer, the Union and the Employees must be dedicated to the continuing objective of reducing risk of injury, and committed to all legislative requirements as they apply to design, operation and maintenance of facilities and equipment.

All Regional staff having charge of a workplace or authority over workers will be held accountable for the health and safety of workers under their supervision and are responsible to ensure that machinery and equipment are safe and that workers work in compliance with established safe work practices and procedures by receiving adequate training in their specific work tasks.

Each worker must protect their own health and safety by working in compliance with all laws, as well as safe work practices and procedures established within the Region.

ARTICLE 12 – SENIORITY

12.1 DEFINITION OF SENIORITY (PFT, PPT, TFT, TPT, C)

A Seniority Date shall be established for each employee upon successful completion of the probationary period, based on length of employment in the bargaining unit, including employment prior to certification with the Employer or its predecessor. In addition, seniority credits earned while in CUPE, Local 905 Long Term Care Bargaining Unit will be recognized. Seniority for permanent full-time employees who have completed their probationary period will be based on their date of hire or, where applicable, their adjusted date of hire in the bargaining unit. Seniority for all other employees will be based on their paid hours within the bargaining unit. Seniority shall be used in determining preference or priority for promotion, transfer, lay-off, and recall as set out in other provisions of this Agreement. Seniority shall operate on a bargaining-unit-wide basis.

12.2 SERVICE

For determining an employee's entitlement to pay increments, vacation and sick benefits, service shall be defined as all paid hours with the Employer or their predecessor, including the first five (5) weeks of an unpaid leave of absence in any calendar year. It is understood that time while on LTD on an approved LTD claim is not considered paid hours for the purpose of movement on the salary grid.

12.3 SENIORITY CONVERSION TABLE

In the event that an employee changes their job status to or from that of a Permanent Full-Time employee the following table will be used to convert hours to days and vice versa for the purpose of crediting seniority and determining the adjusted date of hire:

2184 paid hours	= 1 year when normal full-time hours	= 42 hours a week
2080 paid hours	= 1 year when normal full-time hours	= 40 hours a week
1950 paid hours	= 1 year when normal full-time hours	= 37.5 hours a week
1820 paid hours	= 1 year when normal full-time hours	= 35 hours a week

Casual, part-time and temporary seniority at the time of conversion to full-time will not exceed the full-time hours in their classification annually.

Additional hours will be converted to days on a pro-rata basis using the above formula.

12.4 SENIORITY LIST (PFT, PPT, TFT, TPT, C)

The Employer shall prepare and post in April and October of each year a seniority list for all employees, including a paid-hours listing for all permanent part-time and casual employees who have completed their probationary periods, as well as the paid hours of all temporary employees whose assignment(s) have exceeded six (6) months within a twelve-month period.

Upon posting of the most recent seniority list, employees shall have sixty (60) days from the date of posting to object to, or grieve their seniority information, otherwise the seniority list shall be deemed to be accurate as of the date of posting.

1. When seniority lists are updated and posted, employees and management will be provided with a sixty (60) day period to make any corrections necessary as a result of errors made subsequent to the last official posting. No revisions/corrections will be made prior to the previous official posting.
2. The last seniority list, subject to corrections during the sixty (60) day appeal period, posted by the Employer for all employees shall be used to determine job competitions, promotions, layoffs, etc. The last seniority list posted by the Employer for all employees shall be used to determine layoffs, promotions, etc. In addition, the Employer shall retain a list of all employees hired into the Bargaining Unit subsequent to the last posting and these employees will be laid off in order of the most recent hires dates.
3. All seniority credits accrued will be reflected on the next posted Seniority List.

12.5 ACCUMULATION OF SENIORITY (PFT, PPT, TFT, TPT, C)

An employee otherwise eligible to accrue seniority shall continue to accumulate seniority under the following circumstances:

- a) For up to twenty-four (24) months while in receipt of Long Term Disability benefits;

- b) Throughout all paid leaves of absence;
- c) Following exhaustion of sick leave credits and while on an approved leave of absence without pay due to illness to a maximum of six (6) months;
- d) Throughout all Union business leave;
- e) Throughout the duration of a leave for Union office;
- f) Throughout the entire period of a pregnancy and/or parental leave for up to 18 months;
- g) Throughout the first five (5) continuous work weeks in any calendar year of any unpaid leave of absence;
- h) While in receipt of Workplace Safety and Insurance benefits;
- i) All hours worked as a casual or temporary employee while on lay-off;
- j) For up to nine (9) months while in a temporary non-union position.

12.6 RETENTION OF SENIORITY (PFT, PPT, TFT, TPT, C)

An employee otherwise eligible to accrue seniority shall retain but not accumulate seniority under the following circumstances:

- a) While on any unpaid leave of absence, except pregnancy and/or parental leave, in excess of five (5) continuous work weeks in any calendar year;
- b) Following twenty-four (24) months of receipt of Long Term Disability benefits;
- c) While on layoff, except for hours worked as a temporary or casual employee;
- d) While in a temporary non-union position beyond nine (9) months but not more than twenty-four (24) months.

Remain in the Bargaining Unit

The employee must remain in the bargaining unit for a period of at least twelve (12) months before transferring out of the bargaining unit again or they will lose all seniority held at the time of the subsequent transfer.

12.7 LOSS OF SENIORITY (PFT, PPT, TFT, TPT, C)

An employee otherwise eligible to accrue seniority shall lose all seniority and shall be deemed terminated under the following circumstances:

- a) Is discharged for cause and not reinstated;

- b) Resigns and does not withdraw their resignation in writing within two (2) working days;
- c) Is absent without leave for more than two (2) consecutive working days without notifying the Employer, unless such notice was not reasonably possible;
- d) Fails to return to work following a lay-off within eight (8) calendar days after the mailing to them of the notification by prepaid registered mail addressed to their last known address, unless such failure is occasioned by sickness or other reasonable cause. It will be the responsibility of the employee to keep the Employer informed of their current post office address;
- e) Following twenty-four (24) months lay-off for permanent employees;
- f) Following three (3) continuous months in which a casual employee does not work any shifts for reasons other than illness, injury or approved leave of absence;
- g) Retires;
- h) The employee fails to return to work at the expiration of a leave of absence without a reasonable explanation; or
- i) Subject to the provisions of the Ontario Human Rights Code if the employee is absent for thirty (30) consecutive months, unless the employee can provide evidence that they will be able to return to work within a reasonable time period beyond such period.

12.8 SENIORITY SEQUENCING

When more than one employee is hired into the same position, as of the same date, seniority sequencing will be determined by a randomized draw process. A Union representative and an Employer representative will be present for the process.

ARTICLE 13 – HIRING, PROMOTIONS, TRANSFERS AND STAFF CHANGES

13.1 JOB POSTINGS (PFT, PPT, TFT, TPT, C)

- a) When vacancies occur, or a new job is created, the Employer shall post such positions on the Employer's internal employee portal for a period of ten (10) working days, shall be Monday to Friday and shall give notice of such vacancy or new job to each employee who is laid off. During this time employees will have the opportunity to apply and be considered for the position before such jobs are advertised outside the service of the Employer.

Employees may apply to such vacancies using the prescribed job posting application methods outlined on the job posting. Upon receipt of an e-mail application, the Employer will provide an electronic written response confirming receipt within two (2) business days.

b) Location Transfers

- i) Before the posting of a permanent vacancy, the permanent employees within the same classification, status and department of the vacancy will have the opportunity to transfer to the work location created by the permanent vacancy.
- ii) Subject to discipline the most senior permanent employee will be granted the work location transfer.
- iii) Once transferred to a new location, the employee is not eligible for another location transfer for at least twelve (12) months from the date of the transfer.
- iv) The vacancy created by the location transfer shall be posted in accordance with Article 13.7.

c) Backfilled Positions

When temporary vacancies are created by an employee filling a pregnancy and/or parental leave or LTD assignment, these vacancies shall be posted on a temporary basis up to the duration of twenty-four (24) months. It is understood that in such cases, Articles 1.7, 1.8 and 1.9 do not apply for the purpose of triggering permanent status. It is agreed that one (1) resulting backfilled position shall be posted on a temporary basis up to the duration of twenty-four (24) months.

d) Rehiring Of Temporary Employees

If a temporary employee applies for a posted position as per Article 13.1 a) of this Agreement, they will be considered as an internal applicant if they have applied for the position prior to their temporary contract ending. They will maintain their credit of service as well as their seniority from their original date of hire for hours worked if they are the successful applicant.

For clarity, upon re-employment, the individual's immediately previous unbroken service and seniority will be recognized on the next seniority list. For additional clarity, there will be no continued accrual of seniority and service during the period a successful applicant was not employed, nor is there any entitlement to any other benefits under the Collective Agreement during that time. The employer will generate an adjusted service date, as appropriate, when factoring in the break in employment.

13.2 INITIATING JOB POSTINGS

The Employer shall initiate procedures to fill vacant positions three (3) weeks prior to the effective date of termination, or such shorter period as permitted by notice. Alternatively, the reasons for not filling a position will be given to the Union in writing within five (5) working days of the termination date.

13.3 EXTERNAL ADVERTISING

The Employer may advertise simultaneously when posting only where it believes no current employee has the qualifications for the position advertised. In the event a current employee with the qualifications does apply for the position, they shall be appointed. External applicants will be considered only when no qualified internal applicant applies.

13.4 CONTENT OF POSTINGS

Notices posted pursuant to this Article shall contain the date of posting, the position and classification title, the job status, the duties of the position, the bonafide required qualifications, the rate of pay, the initial area of employment, whether it is a replacement or a new position, the closing date for applications and the email and/or fax number to which an application may be sent. Such notices will also be sent to CUPE Local 4900 and will indicate the name of the employee being replaced.

13.5 POSTING EXCEPTIONS

Employees who are construction inspectors or who work on the paint crew during the summer shall be given priority over external applicants for available winter jobs provided such employees are qualified and have the ability to do the job. The Employer shall endeavour to place qualified employees in classifications close to or equal to the summer classifications in terms of wage scales.

13.6 NOTIFICATION TO APPLICANTS AND UNION

If requested by the employee, the Employer shall acknowledge in writing all internal applications for job postings upon receipt. All internal applicants and the Union shall be notified of the successful applicant.

13.7 JOB COMPETITION (PFT, PPT, TFT, TPT, C)

- a) In filling vacancies, new union positions or promotions, appointments for the following classifications:
 - i) Schedule 1 Pay Grade 10 and above
 - ii) Schedule 2 Pay Grade 2 and above
 - iii) Schedule 2A Pay Grade 8 and above
 - iv) Schedule 2B Pay Grade 8 and above
 - v) Schedule 3 (all classifications)

The following factors shall govern:

- a) qualifications, experience, skills and ability, attendance, such criteria shall be bonafide; and
- b) seniority

Where the factors set out in (a) above are relatively equal amongst competing applicants, factor (b) shall govern.

- b) In filling vacancies, new union positions or promotions that are not covered in Article 13.7(a) above, the appointment shall be made of the applicant having the bonafide required qualifications and the greatest seniority. It is understood and agreed that "bonafide qualifications" means the combination of education, experience and skills that are set out in the "qualifications" section of the job posting at the time the posting closes.

13.8 RESTRICTIONS

- a) A permanent employee (full-time and part-time) selected as a result of a permanent or temporary vacancy, and who accepts assignment to the position, will not be eligible to have their application considered for a further permanent or temporary vacancy for a period of up to twelve (12) months from the date of selection or length of the assignment, whichever is shorter, except as follows:
 - i) The job change would constitute a change to "permanent" status.
 - ii) The Employer agrees that having the applicant accept assignment to the position would be mutually beneficial.
 - iii) The job constitutes a promotion.
- b) A permanent employee who accepts a temporary position must return to their permanent position for at least twelve (12) months from the date of the return before accepting another temporary position, subject to Article 14, or the exceptions below. This does not prevent such employee from having their application considered for any other posted permanent position within the bargaining unit, prior to the completion of the twelve months.
 - i) The Employer agrees that having the applicant accept assignment to the position would be mutually beneficial.
 - ii) The job constitutes a promotion.

For the purposes of Article 13.8 a) and b), a promotion is defined as an increase in compensation (i.e. change in classification or status or an increase in regular hours of work, but not a change in location).

For the purposes of Article 13.8 a) and b), mutually beneficial is defined as beneficial to the Employer, the Employee, and the Union.

- c) It is further understood that a newly hired employee who has not completed their probationary period of six (6) months need not be considered for a posted vacancy until completion of their probationary period.
- d) Casual and temporary employees filling a temporary assignment need not be considered for a further temporary vacancy unless they are within eight (8) weeks of completion of the current temporary assignment. This does not prevent such employee from having their application considered for any other posted permanent position within the bargaining unit during their assignment, subject to the requirements of (c) above.

13.9 NOTIFICATIONS TO UNION

Notifications of all hirings, promotions, lay-offs, transfers, recalls, leaves of absence, or absences due to illness or disability (when sick leave credits have been exhausted) in excess of one (1) month, pregnancy and parental leaves, leaves on long-term disability, and terminations of employment within the bargaining unit, shall be given to the Union. Such notice will include work locations of affected employees, and will be provided to CUPE Local 4900 once per month.

13.10 TRIAL PERIODS

- a) The successful applicant from within the bargaining unit to a permanent position inside or outside the bargaining unit shall be placed on a trial period of six hundred (600) hours. The employee's immediate Supervisor will review with the employee the job description, and if requested, provide a copy. The Supervisor shall provide to the employee such orientation to the workplace and/or to specific workplace procedures which in the opinion of the Supervisor is necessary for the employee to commence their duties. Except for temporary positions, the employee shall be declared permanent in the new position on conclusion of the trial period, conditional on satisfactory service. If the employee proves unsatisfactory in the position during the trial period, or if the employee so requests during the trial period, they shall be returned to their former position without loss of seniority, previous wage or salary rate, and any other employee who, in the meantime, has been transferred in consequence of the transfer of the original successful applicant, shall likewise be returned to their previous position, without loss of seniority, previous wage or salary rate. If the employee proves unsatisfactory in the position during the trial period, the employee and the Union shall be notified in writing setting out the reason(s). This article does not apply to employees whose job status is changed from full-time to part-time or vice versa or any other such change in job status, within the same classification, unless previously agreed to in writing.
- b) The trial period set out above, applicable for a permanent position, will also be applied to a casual employee where they change from performing the work of one position or job description within a classification to another within the same classification.

13.11 PAY FOR PROMOTED/RECLASSIFIED EMPLOYEES

- a) Where an employee is appointed to a higher paid classification as a result of a job posting competition, the employee shall be paid at the next step on the grid of the higher paid classification which represents an increase of at least thirty-five (35) cents per hour, up to the maximum rate for the higher paid classification. A "higher paid classification" is a classification whose maximum hourly rate exceeds the current maximum hourly rate of the employee's regular classification.

- b) **Pay for Reclassified Employees**

When employees are reclassified, their new rate of pay will be determined based on a "step to step" progression. The reclassified employee will be placed on the same step in the new salary range and their salary review date will remain unchanged.

c) Pay for Accommodated Employees

When an employee is permanently accommodated into a new classification, their hourly rate of pay will be the step in the new grid that places them as close to their old hourly rate of pay as possible.

13.12 EFFECTIVE INCREMENT DATE

Subject to Article 12.3 wage rates will be calculated from the date of hire or the date of reclassification or promotion to a new salary group. Employees who are placed in a step above the start rate will receive incremental increases on completion of each interval as set out in the applicable wage schedules attached.

13.13 UNION STAFF IN NON-UNION JOBS

Bargaining unit employees who are appointed to temporary "acting" non-union positions shall continue to accumulate seniority and service and continue to have Union dues deducted throughout the temporary period subject to Articles 12.5 and 12.6. The employee will return to their bargaining unit position within twenty-four (24) months in the acting position, unless the Union and the Employer otherwise agree.

13.14 NO UNILATERAL TRANSFERS

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

13.15 PROBATIONARY EMPLOYEES

- a) When a new employee is hired, the employee's immediate Supervisor will review with the new employee the job description, and if requested, provide a copy. The Supervisor shall provide to the employee such orientation to the workplace and/or to specific workplace procedures which in the opinion of the Supervisor is necessary for the employee to commence their duties.
- b) Such employee shall be on a probationary period, during which time they shall be subject to the terms of this agreement except as expressly otherwise provided. A probationary employee may be discharged without recourse to the grievance procedure. Employees retained past the probationary period of a permanent position shall be placed on permanent staff and credited with seniority from the date hired in accordance with Article 12. The Employer will advise the Union when a probationary employee is discharged. The Employer will discuss such discharge with the Union if requested.
- c) Notwithstanding Article 1.14 and 1.15, an employee will be deemed to have completed their probationary period after twenty-four (24) months of employment.

13.16 a) PERMANENT EMPLOYEES FILLING TEMPORARY POSITIONS (PFT, PPT)

When a permanent employee fills a temporary position, the employee remains a permanent employee with all rights and benefits of a permanent employee.

b) EMPLOYEES FILLING TEMPORARY POSITIONS (PFT, PPT, C)

At the end of the temporary assignment, the employee will be returned to their former position.

13.17 TEMPORARY SECONDMENTS

The Employer and Union have agreed to allow the approval and commencement of up to twelve (12) temporary secondments of employees to other work areas, or other employers per year. Additional secondments beyond the initial twelve (12) may be mutually agreed upon between the Employer, Union and Employee, such agreement not being unreasonably withheld.

All such secondments shall be for a period of up to twenty-four (24) months. The purpose of these secondments would be to assist with employee education, training and development. Temporary secondments need not be posted and employees would remain in their existing classifications for the duration of the secondment.

It is understood that temporary secondments will not be used in cases where a permanent or temporary vacancy exists. In such cases, Article 13.1 applies.

13.18 INTERVIEW AND TESTING

The following principles will govern where employees engage in testing and/or interviews for vacancies:

- a) Employees will be informed that if they self-identify they shall be given reasonable accommodations for any protected grounds under the Ontario Human Rights Code.
- b) There will be at a minimum, two non-union staff on interview panels, one of which may be a representative of People, Equity and Culture.
- c) Testing for jobs will be administered through People, Equity and Culture or appropriate designate. The test / set interview questions correlating to a particular position will be the same test taken by all employees for that particular posting.
- d) The minimum percentage or mark required to pass a written test, will be determined by People, Equity and Culture prior to commencement of any testing. Employees will be notified of such minimum percentage prior to commencing the test.
- e) Names of test takers will be removed from all of the written tests for a position prior to marking.
- f) If an employee is unsuccessful in a posting process, they may, no more than once per year, request a meeting with People, Equity and Culture or the hiring manager (as applicable), to review their application, the interview and/or test results for an unsuccessful posting. This request must be made within a month of the applicant being notified of the decision with respect to a posting. It is understood that this discussion and review will take place in a manner which respects and maintains the ability to reuse interview questions and tests.

ARTICLE 14 – LAY-OFF AND RECALL

14.1 a) **TEMPORARY LAY-OFF**

A temporary lay-off is one that lasts up to and including thirteen (13) consecutive weeks. No employee shall be laid off without receiving written notice of such lay-off, or payment in lieu of notice. The period of notice or days for which payment is to be received in lieu of notice shall total seven (7) working days.

b) **PERMANENT LAY-OFF**

A permanent lay-off is one that exceeds thirteen (13) consecutive weeks and/or that is declared by the Employer at the outset to be permanent or indefinite in duration.

c) **TERMINATION NOTICE**

An individual employee permanently laid off is entitled to receive two (2) weeks' notice or payment in lieu of notice if the employee has more than three (3) months but less than three (3) years of service.

For employees with at least three (3) years' service or more, who are permanently laid off, one weeks' notice or payment in lieu thereof for each year of service, to a maximum of eight (8) weeks' notice or payment in lieu of such notice.

In the event that twenty (20) or more employees are to be permanently laid off within any seven (7) consecutive calendar days, the period of notice will be thirty (30) working days.

All payment schedules will be in accordance with the Employment Standards Act.

d) **TEMPORARY LAY-OFF BECOMING PERMANENT**

In the event of a temporary lay-off becoming permanent, any period of notice or payment in lieu of the temporary lay-off shall be deducted from the notice or payment in lieu of notice required above.

e) **SEVERANCE PAY**

In the event of a permanent lay-off or a temporary lay-off that becomes permanent, an employee whose recall rights have expired and/or an employee who has not obtained through competition and is maintaining a Regional position within any classification and status, or who renounces their recall rights and thereby resigns, shall, provided the employee has been employed by the Employer or its predecessors for five (5) or more years at the time the lay-off became effective, be paid severance pay in accordance with the Employment Standards Act.

f) EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

When an employee resigns after receiving notice of layoff pursuant to Article 14.1(e), they shall continue to have access to all internal EFAP services as currently provided for a period of three (3) months.

14.2 LAY-OFF AND BUMPING (PFT, PPT)

In the event of a lay-off, employees within the classification in the location that the lay-off occurs shall be laid off within their job status in the reverse order of their bargaining-unit-wide seniority. For the purpose of this Article "Location" is defined as the street address of a Branch/Division.¹

An employee who would otherwise be laid off may displace the most junior employee within a classification, providing:

- a) the employee exercising this right meets the required qualifications for the position; and
- b) the employee wishes to displace has the same employment status.

If a vacancy exists (either temporary or permanent) an employee who elects to displace a more junior employee will be placed in the vacant position providing for (a) and (b) above. It is understood that if the displaced employee is placed in a temporary vacancy, at the completion of the temporary assignment, the employee continues to have rights under this Article.

The bumping employee's new immediate Supervisor shall provide to the employee such orientation to the workplace and/or specific workplace procedures which, in the opinion of the Supervisor, is necessary for the employee to commence their duties.

Once lay-off notice has been served to an employee, the employee will have five (5) calendar days to notify the Employer in writing of their decision to accept the lay-off or displace another employee. Should the employee fail to notify the Employer appropriately and within this time frame, it will be assumed that the employee opted for lay-off.

14.3 EMPLOYEES FACING LAY-OFF OBTAINING TEMPORARY POSITIONS

Notwithstanding Article 13.16(b) an employee who obtains a temporary position rather than being laid off shall, at the end of the temporary position, find themselves in the same situation they were in before accepting the temporary position (ie. with the possibility of being laid off).

14.4 NOTIFYING LAID-OFF EMPLOYEES OF VACANCIES

Notification of all job postings shall be given to each employee who is laid off. Subject to Article 13, employees who are laid off will have the opportunity to apply and be considered for the position before such jobs are advertised outside the service of the Employer.

¹ "Branch/Division" is defined as the first organizational level below Department Head.

14.5 CHANGING EMPLOYMENT STATUS (PFT)

Where a permanent full-time employee on lay-off obtains a position within the bargaining unit within a different employment status, they shall retain all recall rights of a permanent full-time employee for twenty-four (24) months following the initial lay-off.

14.6 HIRING NEW EMPLOYEES DURING LAY-OFF

New employees shall not be hired until those laid off have been given an opportunity of recall subject to the provisions of Article 14.7.

14.7 RECALLS (PFT, PPT)

Employees permanently laid-off, who have been unsuccessful in exercising bumping rights, are subject to recall for up to two (2) years from the commencement of the lay-off. Employees shall be recalled into a position within the same employment status and classification from which they were laid off in order of seniority provided those being recalled are qualified to perform the available work. It shall be the responsibility of laid-off employees to keep the Employer advised of their current resident address. If a laid off employee fails to report, within eight (8) calendar days of the mailing by registered post of the notice to recall to the most recent address of the employee filed with the Employer, then the Employer shall be free to offer the job to the employee next in line for recall and the laid off employee who failed to report will be deemed to have resigned. An Employee's recall rights expire when they obtain through competition, a higher position within the same employment status from which they were laid off.

Employees who have been successful in exercising bumping rights will be recalled to the same classification and status from which they were laid off unless they are able to bump into a higher paid classification or the employee obtains a higher classification through competition.

14.8 ACCUMULATION OF SENIORITY DURING LAY-OFF

Seniority and service credits for laid off employees shall be suspended and not accrued during the layoff period. Employees on lay-off who accept temporary or casual work shall accrue seniority and service for all hours worked.

All benefits accumulated prior to lay-off shall be suspended during lay-off.

Employees shall have the option of cashing in their earned vacation or leaving it suspended.

14.9 LTD AND LAY-OFF

A person in receipt of a benefit under the Long Term Disability Plan at the time of lay-off shall continue to receive such a benefit in accordance with the terms of the insurance policy. An employee who is totally disabled prior to such lay-off but who has not commenced to receive a benefit under the Long Term Disability Plan shall be entitled to receive a benefit in accordance with the terms of the insurance policy.

14.10 GRIEVANCES RE: LAY-OFF

Grievances concerning lay-offs and recalls may be initiated at Step No. 2 of the Grievance Procedure.

14.11 DELETION OF CLASSIFICATION

Prior to the deletion of a job classification, where practicable, the Employer will provide CUPE Local 4900 with twenty-one (21) calendar days written notice.

ARTICLE 15 – HOURS OF WORK

15.1 NORMAL HOURS

Normal daily hours of work for permanent full-time employees within the bargaining unit will be as outlined in the attached Schedules, and Article 36, 12 Hour Shifts. Where employees are currently working less than the normal daily hours for the classification in which they are employed, the shorter shift may be maintained.

15.2 12-HOUR SHIFTS - CONDITIONS OF EMPLOYMENT

The special conditions of employment pertaining to those employees working twelve (12) hour shifts are contained in Article 36 - 12 Hour Shifts.

15.3 NO SPLIT SHIFTS

No employee will be required to work a split shift.

15.4 DURATION OF SHIFTS

No shifts will be less than three and one-half (3 ½) consecutive hours.

15.5 NOTICE OF CHANGE OF HOURS

The Employer shall determine the normal beginning and ending times of a shift. However, the existing beginning and ending times shall not be changed without the agreement of a majority of the employees affected unless the exigencies of the operations so require, in which case the employee and CUPE Local 4900 shall be given five (5) working days notice of such change. The issue of whether or not the exigencies of the operations require such change is a matter that may be referred to the grievance procedure at Step 2.

15.6 WINTER SHIFT SCHEDULES

The complete shift schedules for winter works will be posted by September 15th in each year with a copy to the Union.

15.7 SCHEDULES - NOTICE OF CHANGE

Schedules shall be for a four (4) week period and shall be posted six (6) weeks in advance of the start of the period. Employees shall receive at least forty-eight (48) hours notice of change to the posted scheduled shift. Failure to provide such notice shall result in overtime rates being paid for all changed hours worked during that forty-eight (48) hour period. This premium is not to be pyramided with the premium payable pursuant to Article 15.13.

15.8 a) MEAL PERIODS

Except as otherwise indicated herein, each employee will be allowed a period for an unpaid mid-shift meal provided the shift exceeds four (4) hours. This period shall not be less than one-half ($\frac{1}{2}$) hour, or greater than one (1) hour depending on current practices.

b) MEAL BREAKS FOR EMPLOYEES NOT PERMITTED TO LEAVE BUILDING

Employees who are not permitted to leave the building for their meal break shall be paid for fifteen (15) minutes of a half ($\frac{1}{2}$) hour meal break and shall be paid for thirty (30) minutes of a one (1) hour meal break. Employees working twelve (12) hour shifts are covered under Article 36.

15.9 MINIMUM REPORTING PAY

An employee reporting for work on their regular shift, or who has been called in to work and reports to work, shall be paid their regular pay for the entire period worked, with a minimum of three (3) hours pay if they do not commence work because they are advised that no work is available, or for reasons beyond their control or not personal to the employee, and a minimum of four (4) hours pay if the employee does commence work.

15.10 REST PERIODS

All employees shall be permitted a fifteen (15) minute rest period both in the first and the second half of a normal shift as set out in Schedule 1. Rest periods for employees working twelve (12) hour shifts are covered under Article 36 - 12 Hour Shifts.

15.11 MAXIMUM LIMIT OF 13 HOURS

No employee shall work more than thirteen (13) consecutive hours except where the exigencies of the service require otherwise.

15.12 WASH-UP TIME

Where, due to the nature of the work being performed during a shift, an employee requires a wash-up, they may request, and will be granted, time sufficient to enable the employee to wash up prior to the end of the shift. It is understood that the employee will use the granted time for wash-up purposes only, and will not leave work prior to the end of the shift.

15.13 SWING SHIFT RESTRICTIONS

When an employee's shift changes, a minimum of twenty-four (24) hours shall be scheduled off between the end of the old shift and the commencement of the new shift. If an employee's new shift commences during such twenty-four (24) hour period, they shall be paid overtime rate for all hours worked on the first shift. This provision shall have no application to call-in work for casuals.

15.14 DAYS OFF FOR OTHER THAN MONDAY TO FRIDAY

Each employee who is required to work on any regular schedule other than Monday through Friday shall be given two (2) consecutive days off in each seven (7) day or other regularly scheduled shift period in lieu of Saturday and Sunday, provided that work schedules normally in effect at work locations which do not conform to the foregoing shall not be considered a violation of this Agreement.

15.15 HOURS OF WORK FOR PUBLIC HEALTH

- a) The normal hours of work shall be seven (7) hours per day and thirty-five (35) hours per week. Different start and end times can be scheduled within the seven (7) hour shift, subject to operational needs. Hours beyond seven (7) hours and/or the thirty-five (35) hour work week are subject to overtime.
- b) In order that the Employer may fulfill its mandate to the public by providing services in the evening, beyond 6:00 p.m., it may employ such employees as may be required to provide the service. The said employees shall be paid the appropriate shift premium rate.
- c) On occasion, employees may be required to work on the weekend and the weekend premium and overtime shall apply. Notwithstanding the foregoing, the employee with the agreement of their supervisor may use flex hours within the thirty-five (35) hour work week to complete the weekend assignment.

15.16 a) SCHEDULING OF CASUAL EMPLOYEES

Where it is known one (1) week in advance that an employee will be absent for a period of five (5) days or more in the period covered by the current or ensuing schedule, the resulting work will be offered equitably on a rotating basis to casual employees as a block in order of seniority, when possible. It is understood that work location(s) will retain a list of casual employees in seniority order and that such blocks of five (5) days or more shall be offered equitably on a rotating basis in order of seniority.

b) SCHEDULING OF CASUAL EMPLOYEES IN PARAMEDIC SERVICES

The following applies with reference to those casuals employed in Paramedic Services:

1. Casual employees shall be assigned in order of seniority as per the CUPE 4900 hourly seniority list and shall be called in order of seniority during a month.

2. Casual employees must indicate availability and non-availability, two (2) weeks prior to the beginning of each calendar month.
3. If availability changes subsequent to the submission of the monthly availability, it is the responsibility of the employee to notify the Employer at least forty-eight (48) hours in advance of the date(s) in question. A Casual employee will replace any such day with a substitute day of availability so as to maintain the required availability as per 4 below.
4. Casual employees must maintain availability to work, on at least fifteen (15) shifts per month until the prebooking by scheduling has been completed. Availability may be indicated for Day, Evening or Night shifts. This must be maintained for ten (10) months of a calendar year based upon mutual agreement. Casual employees who fail to maintain availability in accordance with this provision shall be provided once with a notice of non-compliance, and any subsequent non-compliance may result in them being deemed to have resigned. For clarification, availability subsequent to the monthly booking may be changed in keeping with the other provisions of this article.
5. Casual employees will be available to work four (4) out of eight (8) weekends in an eight (8) week time frame. Casual employees not available in accordance with this provision shall be provided once with a notice of non-compliance, and any subsequent failure may result in them being deemed to have resigned. For clarity in this Article, a weekend is a Saturday day shift through a Sunday night shift. For clarification, if you are issued shifts not occurring on weekends but have complied with # 4 and # 11 then the employee is considered in compliance with this article.
6. Casual employees will make themselves available to work alternating Christmas Eve/Christmas Day and New Year's Eve as required by the Employer. Casual and Part-Time employees not available in accordance with this provision may result in them being deemed to have resigned. For clarification, if you are issued shifts not occurring on Christmas Eve/Day and New Year's Eve but have complied with # 4 and # 11 then the employee is considered in compliance with this article.
7. Casual employee shall not refuse more than one (1) shift for which they had indicated their availability in a calendar month. Employees who fail to be available in accordance with this provision shall be provided once with a notice of non-compliance and any subsequent failure may result in them being deemed to have resigned.
8. Casual employees who do not reply to a message for a shift in which they have provided availability will be deemed to have refused the shift. Inability to locate employees will be deemed as a refusal of shift.
9. Each refused shift will be counted against the fifteen (15) shifts outlined in number 4.
10. Casual employees will be scheduled based on submitted availability to the following maximums:

- a. Casual Paramedics to a maximum of eight (8) shifts per month.
- b. Casual employees (non-Paramedics) in Paramedic Services to a maximum of fourteen (14) shifts per month.

11. Once a Casual employee has been scheduled for and has worked eight (8) shifts in a month, then it is agreed that they have met their availability obligations under paragraph 3, 4, 8, and 10 for the month and those provisions will not apply to any refusal.

15.17 EXCESS HOURS AGREEMENT

No employee shall be required to work excess hours under the Employment Standards Act unless an excess weekly hours of work agreement has been reached between the Union and Employer in writing.

It is agreed that once reached, such agreements will continue but may be revoked by either party by providing two weeks' notice in writing to the other party. If either party wishes to renegotiate any Excess Hours Agreement, the other will meet and consider any issues in good faith.

Save as required to implement the written Excess Hours Agreement, all other provisions of the current Collective Agreement will remain unchanged.

ARTICLE 16 – HOLIDAYS

16.1 a) IDENTIFIED HOLIDAYS

- i) The days to be designated as holidays in each year during the term of this agreement shall be the following:

New Year's Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	National Day for Truth and Reconciliation

- ii) The Employer will also recognize any other day proclaimed as a public holiday by the Government of Canada, or Ontario, or by the Council of The Regional Municipality of York.
- iii) In addition to the above, permanent employees (i.e. those employees who have completed their probationary period) shall be entitled to two (2) Float Holidays. Float Holidays shall not be cumulative.
- iv) One of the Float Holidays will be taken on a date to be determined annually by the Employer and Union to accommodate corporate closings associated with designated holidays.

The Employer agrees to sponsor a Remembrance Day Service on November 11th each year should Remembrance Day occur on a day other than Saturday or Sunday.

Note: Should Remembrance Day be declared a Statutory Holiday, the Float Holiday identified in paragraph iv) above will be eliminated.

- v) The second Float Holiday will be taken on a date mutually acceptable to the Employer and employee.
- vi) Designated holidays are only available to temporary and casual employees who satisfy the requirements, other than the three (3) month waiting period, of the Employment Standards Act concerning paid holidays. Temporary and casual employees are not entitled to Float Holidays.

b) **HOLIDAY PAY (PPT,TPT,C)**

Holiday pay or time off in lieu for permanent part-time and eligible temporary part-time and holiday pay for eligible casual employees who work shifts of less than the regular full-time hours for that classification shall be the average of the paid straight-time hours for all shifts worked in the two pay periods preceding the holiday.

16.2 a) **PAY FOR HOLIDAYS WORKED**

Employees who are required to work on a holiday shall receive payment at the rate of one and one-half (1½) times the employee's regular straight time hourly rate. In addition, employees, other than casual employees, will be given the option of receiving holiday pay for the day or a lieu day with pay, such lieu day to be scheduled at a mutually agreed time or pursuant to Article 19.7(ii). Casual employees who are eligible for holiday pay shall be paid at the rate of time and one half (1½) for all hours worked on the holiday plus holiday pay, but shall not have the lieu day option.

b) **PAY FOR EMPLOYEE REQUIRED TO WORK CHRISTMAS AND/OR NEW YEAR'S DAY**

Employees who are required to work Christmas and/or New Year's Day shall receive payment at the rate of two (2) times the employee's regular straight time hourly rate. In addition, employees, other than casual employees, will be given the option of receiving holiday pay for the day or a lieu day with pay, such lieu day to be scheduled at a mutually agreed time or pursuant to Article 19.7(ii). Casual employees who are eligible for holiday pay shall be paid at the rate of two (2) times for all hours worked on the holiday plus holiday pay, but shall not have the lieu day option.

c) **PAY FOR HOLIDAYS NOT WORKED**

A permanent employee who is not required to work on a holiday, shall be entitled to and shall be paid by the Employer their regular rate of pay for each holiday not so worked, provided:

- i) they have worked their scheduled shift before or after the holiday, subject to reasonable cause;
- ii) they are not in receipt of Workers' Compensation or Long Term Disability benefits.

16.3 a) HOLIDAYS ON SATURDAY OR SUNDAY

For employees who are regularly scheduled to work Monday to Friday, when any of the above holidays fall on a Saturday or Sunday, the Employer may select the preceding Friday or following Monday as the day of observance of such holiday for all purposes under the collective agreement. For employees who work from a seven day work week schedule, all holiday premiums are payable for the day on which the actual holiday falls.

b) HOLIDAYS ON DAY OFF FOR SEVEN DAY OPERATION

For those employees working from a seven (7) day work week schedule, when such paid holiday falls on an employee's regularly scheduled day off, such employee shall receive a day off with pay in lieu at a time to be mutually agreed upon by the Employer and the employee, or such employee may elect to receive a regular day's pay.

16.4 HOLIDAY PERIOD DEFINED

The paid holiday shall be the twenty-four (24) hour period comprising the holiday regardless of when the shift starts or ends.

16.5 HOLIDAYS WHILE ON SICK OR VACATION

A paid holiday for which an employee is otherwise eligible, occurring while an employee is on vacation or sick leave with pay, shall not be deducted from the employee's vacation entitlement or sick leave credits.

16.6 CHRISTMAS/NEW YEAR (PFT, PPT, TFT, TPT)

The Employer will make every effort to ensure that each employee shall have the actual Christmas or actual New Year's Day off. Preference for days off will be determined by seniority.

ARTICLE 17 – SHIFT WORK

17.1 WEEKEND PREMIUMS

All employees who work day shifts on Saturdays and/or Sundays will receive a premium of \$1.15 per hour for all such hours worked. Employees who work evening and/or night shifts on a Saturday or a Sunday will receive \$1.55 for all such hours worked.

17.2 SHIFT PREMIUMS

Employees who work a shift, the majority of hours of which occur before 8 a.m. or after 4 p.m. Monday to Friday, shall receive a shift premium of \$1.15 per hour for all hours so worked.

17.3 PARAMEDIC SERVICES PREMIUM

In lieu of Article 17.1 and 17.2 above, Paramedic Services premiums will be provided as follows:

- a) Scheduled hours outside of 8:00 a.m. and 5:00 p.m. Monday to Friday shall receive a shift premium of \$1.15 per hour.
- b) Saturdays and/or Sundays shall receive a shift premium of \$1.15 per hour for all scheduled hours worked.
- c) Employees who work evening and/or night shifts commencing on a Saturday, or a Sunday will receive a shift premium of \$1.55 per hour for each hour of the shift.

ARTICLE 18 – OVERTIME AND STANDBY

18.1 OVERTIME

Subject to Article 18.4, all time worked before or after the employee's regular work day and/or regular work week as defined in the attached Schedules shall be considered overtime if authorized in advance by the employee's Supervisor or designate. The same hours cannot be claimed for both daily and weekly overtime.

18.2 OVERTIME RATE

Overtime shall be paid for at the rate of time and one-half (1½).

18.3 NO REDUCTION OF NORMAL HOURS

No employee shall be required to reduce their regular hours to compensate for overtime worked by them or by other employees.

18.4 LESS THAN FULL-TIME SHIFTS (PPT, TPT, C)

An employee working less than the normal hours per day of a full-time employee, and who is required to work longer than their regular working day, shall be paid at their regular hourly rate, including any applicable shift premiums, for the hours so worked up to and including the normal full-time working hours, and at overtime rates for all hours worked in excess of the normal full-time working hours in a working day.

18.5 MEAL ALLOWANCE

An employee required to work two (2) hours overtime immediately prior to or following the normal shift shall be provided a meal allowance of \$13.00 within ten (10) days of the end of the pay period in which the overtime was worked. This allowance is not paid where a meal is provided by the Employer.

18.6 NO MANDATORY OVERTIME

No employee shall be required to work overtime against their wishes when other qualified employees in the same position or classification are available to perform the required work. Where there are no qualified employees available the Employer may assign overtime in accordance with Article 18.10.

18.7 CALL-BACK - MINIMUM PAID HOURS

- a) Each employee who has completed their regular day's work and who has left their office, assigned yard or work location, and who is called back and reports for overtime work, or who is called back and reports for work on other than their regular work day, shall be paid for a minimum of three (3) hours at overtime rates starting from the time of response, whether such employee works or not. It is understood, however, that the appropriate minimum guarantee of three (3) hours shall be applicable only for one (1) separate call-back for any twenty-four (24) hour period and that for the second and subsequent call-back an employee shall be eligible only for the appropriate overtime rate of time and one-half (1½) for all hours actually worked once the assignment is accepted by the employee.
- b) Where an employee is required and authorized to respond to work related calls while at home the employee shall track the actual time spent on the telephone and be reimbursed for the actual time. An employee shall have the option to either receive overtime pay or equivalent time off for all overtime hours worked.
- c) There is no mandatory requirement for the employee to respond to the call back request, except for the employee who is scheduled for Standby pursuant to Article 18.11.

18.8 PARAMEDIC SERVICES – PARAMEDICS – OVERTIME CALL OUT

- a) Paramedics will be called for overtime assignments by the automated notification system, when available;
- b) The automated notification system will call all Advanced Care and Primary Care Paramedics based on: employees on a regular day off, overtime hours assigned in the current calendar year, and seniority;
- c) For shifts requiring "special" skill or training in addition to PCP or ACP certification (e.g., Bike Paramedics), the automated notification system will call staff with those skills based on: employees on a regular day off, overtime hours assigned in the current calendar year, and seniority;

- d) In the event the automated notification system is not available, Paramedics will be contacted manually by phone based on qualifications and seniority.

18.9 OVERTIME ON A HOLIDAY

Overtime work on a paid holiday when an employee was not scheduled to work will be paid for at the rate of time and one-half (1½) for the hours worked, and they shall receive a day in lieu of such holiday at a time designated by the employee and acceptable to the Employer or they shall be paid time and one-half (1½) for the hours worked plus regular pay for such holiday.

18.10 TIME-OFF-IN-LIEU OPTION AND USAGE

An employee shall have the option to either receive overtime pay or equivalent time off for all overtime hours worked. Lieu time off will be taken at a time mutually agreed upon by the Employer and the employee. Accumulated time off will not be taken in amounts greater than five (5) days subject to Article 19.7(ii). Lieu time will be limited to eighty (80) hours at any particular point in time. Overtime owing in excess of eighty (80) hours will be compensated as overtime pay.

18.11 DISTRIBUTION OF OVERTIME/STANDBY/CALL-BACK

Overtime, standby and call-back time shall be offered equally among the qualified employees in the section in which the overtime is required to be worked.

18.12 STANDBY PREMIUM

- a) An employee assigned to standby will be paid two (2) hours pay at their regular straight time hourly rate for each day the employee is required to be on standby, except that on Saturdays, Sundays and paid holidays they will be paid three (3) hours pay at their regular straight-time hourly rate. Such standby pay shall not be included as part of regular working hours for the purpose of calculating overtime. It is understood, however, that the appropriate minimum guarantee of three (3) hours shall be applicable only for one (1) separate call in for any twenty-four (24) hour period and that for the second and subsequent call in an employee shall be eligible only for the appropriate overtime rate of time and one-half (1½) for all hours actually worked, starting from the time they leave for the call.
- b) Where an employee is required and authorized to respond to work related calls while at home the employee shall track the actual time spent on the telephone and be reimbursed for the actual time. An employee shall have the option to either receive overtime pay or equivalent time off for all overtime hours worked.
- c) When required to report to the location of the incident, the employee must do so within one (1) hour or as soon as is reasonably possible.
- d) **STANDBY FOR PARAMEDIC SERVICES**
 - i) An employee assigned to standby will be paid two (2) hours pay at their regular straight time hourly rate for each day the employee is required to be on standby.

- ii) The employee must be able to immediately perform duties in compliance with the Ambulances Act and all applicable related regulations and standards.
- iii) The employee must remain within one (1) hour travel time of 17250 Yonge Street, Newmarket and are required to report to work as soon as possible and to the assigned location.
- iv) The employee shall be placed on active pay upon registration with the Ambulance Communication Centre.

18.13 WATER/WASTEWATER EMPLOYEES ON STANDBY

Water and Wastewater employees on standby may take a Regional vehicle to the closest Regional facility to their home. The Employer will post a list of these locations.

18.14 TWO-PERSON RESPONSE

On all known chlorine leak and confined space entry call-ins, two people shall respond.

18.15 PAGERS

Where standby is required, pagers and beepers shall be supplied by the Employer. The employee shall file with their Supervisor a current telephone number at which they can be reached.

18.16 STANDBY

An employee assigned by their immediate Supervisor to be on standby, shall ensure that they are available to take all necessary calls and communications during the period of the standby assignment. The employee shall also ensure that the technological means of receiving said calls and/or communications (e.g. telephone, cell phone, text, email, beeper, pager etc.) are in working order, and if not in working order, the employee shall take all reasonable steps to ensure uninterrupted communication with the Employer. Any out-of-pocket expenses shall be reimbursed by the Employer.

18.17 DAYLIGHT SAVINGS TIME

The Employer shall pay the employee who works daylight savings time all hours worked at straight time, and one (1) hour at overtime rates if the employee works an extra hour in their shift. The employee shall also receive full pay that they would have normally worked if the shift that is worked is moved one hour ahead.

ARTICLE 19 – VACATIONS

19.1 a) VACATION ELIGIBILITY (PFT, PPT)

Each permanent full-time employee, and permanent part-time employees on a pro-rata basis based on normal scheduled hours, shall be eligible for vacation days with pay according to the following scale:

During Year	Annual Vacation Entitlement in Days	Annual Vacation Entitlement in Hours for 35 hrs/wk	Annual Vacation Entitlement in Hours for 37.5 hrs/wk	Annual Vacation Entitlement in Hours for 40 hrs/wk	Annual Vacation Entitlement in Hours for Paramedic Services 42 hrs/wk
1	15	105	112.5	120	126
2	15	105	112.5	120	126
3	16	112	120	128	134.4
4	17	119	127.5	136	142.8
5	20	140	150	160	168
6	20	140	150	160	168
7	20	140	150	160	168
8	20	140	150	160	168
9	21	147	157.5	168	176.4
10	22	154	165	176	184.8
11	23	161	172.5	184	193.2
12	23	161	172.5	184	193.2
13	24	168	180	192	201.6
14	24	168	180	192	201.6
15	25	175	187.5	200	210
16	25	175	187.5	200	210
17	26	182	195	208	218.4
18	26	182	195	208	218.4
19	27	189	202.5	216	226.8
20	27	189	202.5	216	226.8
21	28	196	210	224	235.2
22	28	196	210	224	235.2
23	29	203	217.5	232	243.6
24	29	203	217.5	232	243.6
25+	30	210	225	240	252

b) VACATION ELIGIBILITY (C)

Casual employees shall be eligible for vacation pay at a rate of four (4%) percent of all paid hours, paid bi-weekly.

c) VACATION ENTITLEMENTS (PFT, PPT)

For all permanent full-time employees, the determination of annual service for the purposes of calculating vacation entitlement under Article 19.1(a) shall have as its reference point the employee's anniversary date of permanent employment, it being understood that unpaid leaves of absence in excess of five (5) weeks (except in the case of pregnancy or parental leave) do not constitute service for the purposes of vacation entitlement.

For permanent part-time employees vacation entitlement shall be determined by the completion of equivalent full-time paid hours.

19.2 NORMAL DEDUCTIONS FROM PAY

All normal deductions made from an employee's pay will be made from the vacation pay.

19.3 CREDIT AND USE (PFT, PPT)

Vacation days shall be credited monthly and may be taken as earned subject to Article 19.12.

19.4 VACATION OWING ON TERMINATION

An employee on cessation of employment, shall receive earned vacation pay. Should the employee have taken a vacation advance, the Employer shall deduct such amount from the employee's final pay cheque.

19.5 SUPPLEMENTAL VACATION

Employees may request, and subject to the efficient operations of the Branch, will be granted supplemental unpaid vacation of up to five (5) days annually. Requests for supplemental unpaid vacation must be made in accordance with Article 19.12. Regular vacation requests will be given priority over requests for supplemental vacation.

19.6 VACATION PAY CALCULATION (PFT, PPT)

Vacation pay for permanent full-time and permanent part-time employees shall be based on the particular employee's regular rate of pay effective immediately prior to the vacation period.

19.7 MAXIMUM UNBROKEN PERIOD (PFT, PPT)

- i) An employee shall be entitled to receive their vacation in an unbroken period of up to four (4) weeks, unless otherwise mutually agreed upon by the employee and the Employer. Where it can be demonstrated that the Branch's operations are adversely affected by the granting of four (4) week unbroken vacation periods, the Branch Head may require employees to take vacations in periods of less than four (4) weeks, but in any event no less than three (3) week periods, unless otherwise mutually agreed upon by the employee and the Employer.
- ii) Lieu time banked pursuant to Articles 16.2 a) and 18.9 shall be used before vacation credits when scheduling the maximum unbroken period subject to an employee taking their minimum Employment Standards Act vacation time.

19.8 APPROVED LEAVE DURING VACATION

Where an employee qualifies for sick leave, bereavement or any other approved leave during their vacation period, there shall be no deduction from vacation credits for such absence. For the employee to qualify for such sick leave during their vacation period, the employee's scheduled vacation must be interrupted due to a serious illness or injury that

would otherwise qualify them for sick leave. The employee must provide medical evidence that supports their illness or injury during their vacation period. The period of vacation so displaced shall, upon mutual agreement, either be added to the vacation period or be reinstated for use at a later date.

19.9 VACATION FOR EMPLOYEES CHANGING EMPLOYMENT STATUS

When an employee becomes a permanent full-time employee, the Employer shall calculate the employee's total paid hours from the date first employed in accordance with Article 12.3 and allow such employee the appropriate vacation allowance for such time in accordance with Article 19.1.

19.10 POSTPONING VACATION

- a) It is understood and agreed that as a general principle, employees are encouraged to take their annual vacation entitlement. At minimum, an employee must take vacation in accordance with the Employment Standards Act, which may or may not be consecutive.
- b) An employee may postpone part of their annual vacation entitlement, provided that decision is confirmed to their manager in writing and provided that the total vacation balance does not exceed twenty-five (25) days or the equivalent in hours as outlined in Article 19.1(a).
- c) Any additional vacation days or hours beyond the cap of twenty-five (25) days or the equivalent in hours as outlined in Article 19.1(a) shall be paid out in January of the following year at the employee's current regular rate of pay based on the balance over twenty-five (25) days at end of the calendar year.

19.11 STATEMENT OF SICK LEAVE/VACATION

The Employer shall provide to each individual employee who qualifies a bi-weekly statement of their current accumulated sick leave bank and vacation credits as shown on the pay advice.

19.12 SELECTION OF VACATION (PFT, PPT – PARAMEDICS EXEMPT)

- a) Every employee shall give notice in writing to their Supervisor by the 15th of March (for the period of April 16 to October 15) in each year of their preferred vacation days. Upon receipt of such notice, vacation dates will be confirmed by the Supervisor by the 15th of April. Failure by the Supervisor to respond shall be deemed to be confirmation. Requests for vacation can be made again by September 15th (for the period of October 16 to April 15) with supervisor approval on October 15th. When two (2) or more employees in the same section and within the same job status request the same or overlapping dates, vacation shall be assigned on the basis of bargaining unit seniority if necessary to maintain services.
- b) Employees who fail to give notice of vacation preference by the 15th of March or then again on September 15th shall be granted vacation, considering vacation dates

confirmed by April 15th and October 15th respectively on a "first come first served" basis, and such vacation will be confirmed or denied within two (2) weeks of application. Failure to respond to the vacation request within two (2) weeks shall be deemed to be confirmation.

19.13 VACATION ADVANCE

An employee wishing to take more vacation than they have earned within the first twelve (12) months of their employment may be granted such unearned vacation as a vacation advance at the sole discretion of their Manager.

19.14 TEMPORARY AND CASUAL - VACATION PAY (TFT, TPT, C, S)

In accordance with Article 19.1 (b), casual employees will receive their vacation entitlement as part of their bi-weekly pay.

Temporary employees will receive their vacation entitlement in accordance with Article 25.6 (b).

19.15 USE OF VACATION CREDITS

Accumulated vacation credits shall be reduced by one-half (½) hour for each one-half (½) that an employee remains on the payroll because of absence due to vacation.

ARTICLE 20 – SICK LEAVE PLAN

20.1 SICK LEAVE (PFT, PPT)

After three (3) months of service, as specified in Article 20.11, permanent full-time employees and, on a pro-rata basis, permanent part-time employees shall have the benefit of and be subject to the conditions contained in the Sick Leave Plan for employees of The Regional Municipality of York contained in this Article.

20.2 CALCULATING SALARY OR WAGES

In calculating salary or wages for days of sick leave standing to the credit of any permanent full time employee, one (1) day's sick leave standing to the credit of an employee shall represent the equivalent of one (1) regular day of employment. Refer to Article 20.3 b) for actual sick hours entitlement for each schedule variation.

20.3 a) SICK LEAVE CREDITS

The purpose of the short-term sick leave plan is to provide benefits to an employee who is both eligible for the benefit and unable to work due to sickness and/or disability. The duration of the short-time sick benefits varies according to the terms outlined herein and covers the elimination period until long-term disability benefits are available for the eligible employee.

Short-term sick leave will apply to disabilities lasting up to one hundred and thirty (130) days and pay will be continued in accordance with the following schedule:

Length of Service	<u>Amount Payable</u>		
	<u>@ 100%</u> <u>Pay</u>		<u>@ 70%</u> <u>Pay</u>
From completion of three (3) consecutive calendar months of service to end of first year of service	--		75 days
After first full year of service as at anniversary date	10 days	plus	120 days
After second full year of service	15 days	plus	115 days
After third full year of service	20 days	Plus	110 days
After fourth full year of service	25 days	plus	105 days
After fifth full year of service	30 days	plus	100 days
After sixth full year of service	35 days	plus	95 days
After seventh full year of service	40 days	plus	90 days
After eighth full year of service	45 days	plus	85 days
After ninth full year of service	50 days	plus	80 days
After tenth full year of service	55 days	plus	75 days
After eleventh full year of service	60 days	plus	70 days
After twelfth full year of service	65 days	plus	65 days
After thirteenth full year of service	70 days	plus	60 days
After fourteenth full year of service	75 days	plus	55 days
After fifteenth full year of service	80 days	plus	50 days
After sixteenth full year of service	85 days	plus	45 days
After seventeenth full year of service	90 days	plus	40 days
After eighteenth full year of service	95 days	plus	35 days
After nineteenth full year of service	100 days	plus	30 days

Length of Service	Amount Payable		
	@ 100% Pay		@ 70% Pay
After twentieth full year of service	105 days	plus	25 days
After twenty-first full year of service	110 days	plus	20 days
After twenty-second full year of service	115 days	plus	15 days
After twenty-third full year of service	120 days	plus	10 days
After twenty-fourth full year of service	125 days	plus	5 days
After twenty-fifth full year of service	130 days		--

Note: This schedule shall be renewed on January 1st of each year.

b) **SICK LEAVE CREDITS – IN HOURS**

The above schedule assumes a five (5) day work week. For employees who work other than five days per week the sick entitlement is converted to hours. The chart below details the Sick Leave Credits in hours for each of the weekly hours variations which presently exist for CUPE Local 4900 members.

Sick Leave Credits – Conversion Chart Days to Hours Equivalent Hours				
# "Days" per Article 20.3 (a)	35 hour work week	37.5 hour work week	40 hour work week	42 hour work week (Paramedic Services)
5	35.0	37.5	40.0	42.0
10	70.0	75.0	80.0	84.0
15	105.0	112.5	120.0	126.0
20	140.0	150.0	160.0	168.0
25	175.0	187.5	200.0	210.0
30	210.0	225.0	240.0	252.0
35	245.0	262.5	280.0	294.0
40	280.0	300.0	320.0	336.0
45	315.0	337.5	360.0	378.0
50	350.0	375.0	400.0	420.0
55	385.0	412.5	440.0	462.0
60	420.0	450.0	480.0	504.0
65	455.0	487.5	520.0	546.0
70	490.0	525.0	560.0	588.0
75	525.0	562.5	600.0	630.0
80	560.0	600.0	640.0	672.0
85	595.0	637.5	680.0	714.0

Sick Leave Credits – Conversion Chart Days to Hours Equivalent Hours				
# "Days" per Article 20.3 (a)	35 hour work week	37.5 hour work week	40 hour work week	42 hour work week (Paramedic Services)
90	630.0	675.0	720.0	756.0
95	665.0	712.5	760.0	798.0
100	700.0	750.0	800.0	840.0
105	735.0	787.5	840.0	882.0
110	770.0	825.0	880.0	924.0
115	805.0	862.5	920.0	966.0
120	840.0	900.0	960.0	1008.0
125	875.0	937.5	1000.0	1050.0
130	910.0	975.0	1040.0	1092.0
Deductions from these entitlements will be based on hours taken				

c) USE OF CREDITS

Sick leave credits shall be reduced by one-half (½) hour for each one-half (½) hour that an employee remains on the payroll because of absence due to illness. The employee shall remain on the payroll at their usual rate of pay, or until sick leave credits are exhausted.

d) SICK CREDITS ENTITLEMENT

- i) Sick leave increments and re-accumulations occur only on January 1st (full entitlement) or July 1st (50% entitlement) each year, after the employee's individual anniversary date, according to the schedule outlined in Article 20.3, except for the sick leave entitlement during the first year of service.
- ii) Where an employee exhausts their full sick leave credits (130 days) they must return to work on full-time hours for at least twenty-eight (28) consecutive calendar days before the sick leave credits are restored, subject to Article 20.3 c (iii) and Article 20.5. It is further understood that approved bereavement leave from work will be included in the twenty-eight (28) consecutive calendar days accumulation. Should an employee who is returning require standing appointments for ongoing treatment and these cannot be scheduled outside of their regular employment hours, medical documentation will need to be provided to the Employee Health Unit to support the treatment requirement and schedule. Absence for such treatments will not interrupt their accumulation however if they are absent for a full day for such appointment it is understood that day will also not count towards their accumulation.
- iii) Where an employee is not actively at work due to illness, leave of absence without pay, layoff, or is on a reduced hours modified work program, as of January 1st or July 1st of each year, the sick leave credits will not be restored

until the employee can work at least twenty-eight (28) consecutive calendar days.

- iv) Where the employee is actively at work for at twenty-eight (28) consecutive calendar days by June 30th, they will receive their full sick leave credit commensurate with their service date.
- v) Where the employee is actively at work for at least twenty-eight (28) consecutive calendar days on or after July 1st but before September 30th, they will receive fifty percent (50%) of each of their 100% and 70% sick leave credits.
- vi) Where the employee is actively at work for at least twenty-eight (28) consecutive calendar days on or after October 1st, they will receive twenty-five percent (25%) of each of their 100% and 70% sick leave credits.
- vii) Any remaining sick leave credits are not carried over to the New Year, except for under Article 20.6.

20.4 LOSS OF TIME DUE TO ACCIDENT OR INJURY

Loss of time due to accidents or injury occurring while on duty or illness inherent to occupation shall be charged against the employee's sick leave credits and the employee shall remain on the payroll at the usual rate of pay, unless or until sick leave credits are exhausted. The time for which compensation is paid by the Workplace Safety Insurance Board will then be credited to the employee's sick leave credits.

20.5 SICK CREDITS DURING LEAVE OF ABSENCE WITHOUT PAY

Subject to Article 12.2, when an employee is given leave of absence without pay for any reason or is laid off on account of lack of work, and returns upon the expiration of any such period, they shall, upon return to work, retain any credits outstanding prior to the commencement of such leave or layoff. If such leave or layoff commences prior to the January 1st re-accumulation date and ends on or after the January 1st re-accumulation date, the employee will receive their full sick leave credit commensurate with their service date if they return prior to June 30th and fifty percent (50%) of each of their 100% days and their 70% days if they return on or after July 1st.

20.6 SICK LEAVE CREDIT FOLLOWING PREGNANCY LEAVE

An employee who was on pregnancy leave and is not able to return to work due to illness shall have access to the sick leave credits that the employee had before her pregnancy leave and can be used during the sick leave that followed her pregnancy leave.

Sick leave increments and reaccumulations remain subject to the terms of the collective agreement in that the employee must return to full-time hours for at least twenty-eight (28) consecutive calendar days before receiving the entitlement under Article 20.5 of the agreement.

20.7 TERMINATION OF EMPLOYMENT

Sick leave credits cease on termination of employment for any reason.

20.8 ILLNESS EXCEEDING SICK LEAVE CREDITS

Subject to Article 20.16, whenever an employee's hours of illness exceed their sick leave credit, the excess hours of illness shall not be carried forward, but shall be regarded as hours without pay.

20.9 TEMPORARY AND CASUAL EMPLOYEES

Temporary and casual employees shall not come within the provisions of the sick leave plan. Casual employees will not be granted sick leave with pay. Temporary employees will be granted sick leave with pay pursuant to Article 25.6 (b).

20.10 DESIGNATED HOLIDAYS

Designated holidays shall not be charged against accumulated sick leave credits.

20.11 REQUIRED SERVICE

The three (3) month service requirement provided for in Article 20.3 (a) shall be completed as of the anniversary of the first day of the calendar month following the date of commencement of employment, and no sick pay shall be authorized for the period prior to such anniversary.

20.12 DOCTOR'S MEDICAL CERTIFICATE - FIFTH DAY

- a) Any employee whose illness extends to five (5) working days shall, on or before the fifth (5th) day, file a Doctor's medical certificate with the Department Head and/or Supervisor.
- b) Notwithstanding the foregoing, the Employer may require an employee to provide a Doctor's medical certificate and/or a Fitness to Work Form for any absences of less than five (5) days where there is a demonstrated pattern of absences.
- c) If there is a cost to the employee for the medical certificate or a Fitness to Work form, the Employer will reimburse up to \$60.
- d) For clarification, a medical certificate/note must be from a legally qualified medical practitioner.

20.13 FITNESS TO WORK FORM – CONTINUED ILLNESS

In the event that the leave goes beyond the time period outlined in Article 20.12 a), a Fitness to Work Form completed by the employee's physician shall be filed with the Employee Health Unit by the employee and every thirty (30) days thereafter, since the commencement of the illness or, the date of the last Fitness to Work Form, for the duration of the illness.

The Fitness to Work Form shall provide information confirming the employee's inability to work and/or medical restrictions, treatment regime, prognosis for recovery, expected return to work date, and any limitation that would prevent the employee from doing their job. This Fitness to Work Form will be used to assist in developing a return to work plan, including temporary modified work and to accommodate any disability which creates a barrier to successful return to the employee's job, where such a plan and/or accommodation is possible.

The employee will give written consent on the Fitness to Work Form for the Employee Health Unit to seek clarification from the employee's treating health care professional regarding the current condition that is affecting the employee's ability to participate in an early return to work and/or modified work. The employee must co-operate with the Employee Health Unit's ability to seek clarification to ensure the continuation of their sick leave benefits.

20.14 ELIGIBILITY AND PAYMENT OF SICK LEAVE BENEFITS

- a) The employee must inform their immediate supervisor or designate of the employee's illness prior to the commencement of the work day unless such notice was not reasonably possible.
- b) A Fitness to Work Form is required within the specified time frames to ensure payment of short term sick leave benefits. Where the employee does not submit the Fitness to Work Form within the time frames, the days outside of the specified time frames will be without pay.
- c) No employee shall draw, during their active service with the Region, sick leave benefits if the absence from work is not due to their illness.
- d) Employees obtaining WSIB loss of earnings benefits as a result of an injury or illness at another employer are expected to claim any resulting income lost at the Region on that WSIB application and not through short term sick leave benefits.

20.15 TEMPORARY MODIFIED DUTIES

- a) All modified duties and/or work assignments are temporary and intended to assist the employee's return to full duties. Such assignments shall be based on the employee's medical restrictions/abilities and on operational needs.
- b) The assignment of an employee to modified duties does not create a vacancy within the bargaining unit.
- c) Modified duties and/or work assignments can be implemented by the Employer for the employee's immediate return to work instead of the employee remaining on short term sick leave.

20.16 BOARD OF REVIEW

There shall be a Board of Review consisting of the Chair of Regional Council, the Chair of the Finance and Administration Committee and the Chief Administrative Officer. This Board shall review the case of an employee persistently claiming sick leave and also all other matters touching sick leave referred to it by an employee.

20.17 ILL DEPENDANT LEAVE

An employee entitled to sick leave credits may utilize not more than six (6) working days per calendar year in order to care for ill dependants of the employee within the employee's immediate family. Such absences shall be deducted from the employee's available sick credits.

20.18 SICK LEAVE TRANSITION

1. All employees, except Paramedic Services employees, who have five (5) or more years service, and fewer than 235 accumulated sick leave days, as of December 31, 1999 will be credited with an accumulated sick leave bank of fifty percent (50%) of their unused sick leave remaining to their credit at that time. The unused credits shall include credits acquired under the following provisions of the April 1, 1998 to March 31, 2000 Collective Agreement.
2. All employees, except Paramedic Services employees, who have less than five (5) years service as of December 31, 1999 will be credited with an accumulated sick leave bank of one hundred percent (100%) of their unused sick leave remaining to their credit at that time.
3. Employees receiving payment for the remaining fifty percent (50%) of their unused sick leave remaining to their credit at their rate of pay in effect as of January 1, 2000 or deferring the payment until their retirement, termination or death, as provided for hereunder. For clarity, those employees who choose to defer payment until retirement, termination, or death shall receive payment at their rate of pay in effect at the time of retirement, termination, or death.
4. In the event any employee is on sick leave as of January 1, 2000, the employee will continue drawing from their previous accumulated sick leave until return to work. Upon return to work, the unused sick leave credits shall be calculated; and their notice of option and payout dates adjusted accordingly.
5. Upon termination, retirement or death, any employee who had fewer than 235 sick days as of December 31, 1999 and who has an accumulated sick leave credit remaining from the fifty percent (50%) of their unused sick leave which was set aside for use under Article 20.15, shall have paid to them or their estate ten percent (10%) of the unused sick leave bank credits remaining at that time. The rate of payment shall be their rate of pay in effect at that time and shall be in addition to any payment that was deferred in accordance with Item 6.
6. Employees who have 235 or more sick days remaining to their credit as of December 31, 1999, shall have 117.5 days set aside for the payment options contained in Item 6 and all remaining sick days shall be placed in the employee's accumulated sick leave bank.

Upon termination or retirement, the employee will be entitled to payment for ten percent (10%) of the unused sick leave bank credits to a maximum of 12.5 days pay. Any remaining portion of the 10% shall be taken as a paid leave of absence, during which time the employee shall not be able to use Article 20.3 sick leave

credits or accumulate vacation credits, however the employee will be paid vacation pay bi-weekly at a rate of 4% during the period.

In the event of death prior to termination or retirement, the entire ten percent (10%) of the unused sick leave bank credits shall be paid to the employee's estate.

ARTICLE 21 – LEAVE OF ABSENCE

21.1 a) BEREAVEMENT LEAVE (PFT, PPT, TFT, TPT)

An employee shall be granted three (3) regularly scheduled consecutive work days leave without loss of pay and benefits in the case of the death of a member of the immediate family, as defined in Article 1.19. In the case of the death of a spouse, child, step child, parent, step parent, or sibling, an additional two (2) days will be granted.

Where tradition dictates or where delayed services occur (interment or memorial) the bereavement leave days above may be used over two (2) separate occasions within six (6) months of the date of loss.

It is understood that bereavement leave is inclusive of Funeral Leave (Article 21.2).

It is agreed and understood that part time employees are entitled to use their bereavement leave only on those scheduled workdays that arise in the seven (7) calendar days from the date the leave begins.

b) BEREAVEMENT LEAVE

Where the funeral, in respect of the death referred to in Article 21.1(a) takes place outside of Ontario, any employee shall be granted, in addition to the leave of absence referred to in Article 21.1(a), reasonable unpaid leave of absence for travelling time at the discretion of the Employer.

c) BEREAVEMENT LEAVE FOR CASUAL EMPLOYEES

When a death occurs in the immediate family of a casual employee during a time when they are scheduled to work, the entitlement to bereavement leave will be the same as for permanent and temporary employees. It is agreed and understood that casual employees are entitled to use their bereavement leave only on those scheduled workdays that arise in the seven (7) calendar days from the date the leave begins.

21.2 FUNERAL LEAVE

An employee may, on application to the Branch Head or to a person designated by them, be granted one (1) day leave of absence with pay to attend a funeral. Should an employee be scheduled on the night shift immediately prior to the leave, or the night shift on the day of the leave, the Employer will make best efforts to accommodate this request.

21.3 JURY OR WITNESS DUTY

- a) An employee served with a jury notice or with a subpoena requiring attendance at court shall forthwith notify their immediate Supervisor.
- b) The pay of an employee will be maintained in accordance with their scheduled hours for time spent on jury duty or for time spent in attendance under subpoena at court, provided such employee furnishes to their immediate Supervisor a written statement from a proper public official or the solicitor or counsel of the party on whose behalf they are subpoenaed, certifying as to the date and time of their court attendance and the amount of remuneration received, and provided further that the employee pays to the Employer the amount of such remuneration other than mileage and meal expenses.
- c) An employee called for jury duty or subpoenaed for appearance at court, and who is temporarily excused from such duty or appearance, must report for work if at least half a day remains to be worked in their shift.
- d) During a period of jury duty an employee will be placed on "Day Shift".

21.4 SPECIAL OCCURRENCE LEAVE

Employees will be granted special leave of absence with pay and without loss of seniority for the following reasons, provided that the employee will provide verification of the occurrence of such reasons upon request of their Supervisor:

Birth of a child by employee's spouse (including common-law spouse)	1 day
Placement of a child with the employee for adoption	1 day
Major fire or flood of principal residence or principal recreation property (at the discretion of the Supervisor, who's discretion shall not be arbitrarily exercised)	Up to 3 days
Moving of employee's principal residence household	1 day per calendar year
Employee's attendance at Canadian Citizenship Court to take Oath of Citizenship	1 day

The above special leaves of absence will be available to all employees, however, permanent part-time, casual and temporary employees must be scheduled to work on the day(s) in question to be eligible.

21.5 LEAVE FOR MEDICAL EXAMINATIONS

Where the Employer requires staff members to take a medical examination or to have a complete physical examination as a condition of continuing employment, the time for such an examination shall be deemed to be time worked. Time off for such examination must be agreed to in advance and must be taken during a scheduled shift unless otherwise mutually

agreed. The results of such examination shall be treated as confidential by the Employer and will not be released without the employee's consent.

21.6 MARRIAGE LEAVE

Upon an employee's marriage, three (3) days leave without pay, and without loss of seniority or benefits, will be granted provided that five (5) working days notice is given.

21.7 PERSONAL LEAVE OF ABSENCE - 3 DAYS

Subject to the approval of the employee's Supervisor, an employee may request and be granted leave of absence without pay of up to three (3) consecutive working days for personal reasons.

21.8 PERSONAL LEAVE OF ABSENCE - EXTENDED

The Employer will grant a leave of absence without pay upon the written request of any employee if the leave is for a good reason and does not unreasonably interfere with the efficient operation of the Employer's affairs. During such leave of absence seniority and service will continue to accrue for the first five (5) consecutive weeks of such leave but not thereafter. Benefit coverage, excluding LTD, shall be continued throughout the period at no cost to the Employer, provided the employee pays all applicable premiums in advance, by pre-authorized debit.

21.9 LEAVE FOR FEDERAL/PROVINCIAL/MUNICIPAL ELECTIONS

The Employer shall allow leave of absence without pay so that an employee may be a candidate in a federal, provincial or municipal election, in accordance with the provisions of applicable legislation.

ARTICLE 22 – PREGNANCY AND PARENTAL LEAVE
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22.1 PREGNANCY/PARENTAL LEAVE

Pregnancy and parental leaves under this Article are granted pursuant to the Ontario Employment Standards Act, as follows:

a) Eligibility

i) Pregnancy Leave

Pregnant employees who have been employed for thirteen (13) weeks with the Employer prior to the estimated date of birth, are eligible for pregnancy leave without pay in accordance with the provision of the *ESA* and shall not fall below the entitlement as per the date of the signing of this collective agreement.

ii) **Parental Leave**

All employees who have been employed for thirteen (13) weeks by the Employer prior to the estimated date of birth or coming into care and custody of the child, and who qualify under the definition of "parent" below, are entitled to parental leave without pay following the birth of their child or the coming into care and custody of an adopted child in accordance with the provision of the *ESA* and shall not fall below the entitlement as per the date of the signing of this collective agreement.

b) **Definition of Parent**

A parent includes natural and adoptive parents, and a person in a relationship of some permanence with a parent of a child and who intends to treat the child as their own.

c) **Timing of Leave**

i) **Pregnancy Leave**

Pregnancy leave shall be in accordance with the provision of the *ESA* and shall not fall below the entitlement as per the date of the signing of this collective agreement.

ii) **Parental Leave**

Parental leave for pregnant employees must commence immediately following the expiration of the pregnancy leave, or immediately following the coming into care and custody of the child. Parental leave for all other employees must be completed in accordance with the provision of the *ESA* and shall not fall below the entitlement as per the date of the signing of this collective agreement.

d) **Notice**

Employees eligible for pregnancy or parental leave must provide a minimum of two (2) weeks written notice to the Employer prior to the commencement of the leave. Employees on pregnancy or parental leave who intend to return to work prior to the expiration of the granted leave must provide a minimum of four (4) weeks written notice to the Employer prior to resuming their duties.

e) **Benefits, Seniority and Service**

Throughout a pregnancy or parental leave, an employee on such leave shall continue to accrue seniority. In addition, all benefits fully paid by the Employer shall continue to be paid by the Employer. Those benefits, including pension, to which there are co-contributions made by both the employee and the Employer shall continue in effect throughout the leave unless the employee gives written notice of their intention to discontinue their regular contributions, in which case such benefit coverage shall cease for the period of the leave.

f) Reinstatement

An employee who has taken pregnancy or parental leave shall be reinstated upon expiration of the leave in the position the employee most recently held if it still exists, or to a comparable position if it does not. In the event of a lay-off occurring, the provisions of the Lay-off and Recall Article shall apply.

g) Pregnancy and/or Parental Leave for Non-Eligible Employees

Department Heads may, within their sole discretion, approve pregnancy and/or parental leave for employees who have less than thirteen (13) weeks service with the Employer. Any such approved leave shall be on the same terms and conditions as herein established for eligible employees.

22.2 CREDITED SENIORITY FOR EMPLOYEES RETURNING FROM PREGNANCY AND PARENTAL LEAVE

An employee's seniority, other than a permanent full-time employee's seniority, shall be adjusted for each full pay period of absence by the average hours worked per pay period in the eight (8) pay periods preceding the leave of absence.

22.3 PREGNANCY AND PARENTAL LEAVE SUB-PLAN

Effective the date of approval by the Canada Employment Insurance Commission (CEIC), an employee who is on pregnancy leave or parental leave as provided under this Agreement and who is in receipt of Employment Insurance pregnancy or parental leave benefits pursuant to the Employment Insurance Act (EIA), shall be paid a Supplemental Employment Benefit (SUB) as follows:

- a) The Employer agrees to pay seventy-five percent (75%) of the employee's regular weekly earnings for up to two (2) weeks of any applicable "waiting period" under the EIA. All payments shall commence following receipt by the Employer of the employee's Employment Insurance cheque stub.
- b) Employees in receipt of pregnancy benefits, will be eligible to receive SUB payments following the "waiting period" for a maximum period of fifteen (15) weeks. The Employer agrees to pay the equivalent of the difference between 75% of the employee's regular weekly earnings and the sum of the employee's weekly Employment Insurance Benefits and any other earnings.
- c) Employees in receipt of parental benefits, will be eligible to receive SUB payments immediately following the expiry of pregnancy benefits or the waiting period for a maximum of ten (10) weeks.
 - i. Where an employee elects to take a standard parental leave, as defined by employment insurance provisions, the amount of the SUB payments will be equivalent to the difference between 75% of the employee's regular weekly earnings and the sum of the employee's weekly Employment Insurance Benefits and any other earnings.

- ii. Where an employee elects to take an extended parental leave, as defined by employment insurance provisions, the amount of the SUB payments will be equivalent to the total amount that would have been payable had the employee elected the standard leave option set out in paragraph i) above. For clarity, the total SUB (EI plus SUB plan) paid to the employee who elects the extended leave option will be no greater than the benefit paid under the standard leave option.
- d) Employees must advise the Employer of the leave option elected before the commencement of their parental leave.

The employee's regular weekly earnings shall be determined by multiplying the employee's regular hourly rate on the last day worked prior to the commencement of the leave, times the employee's normal weekly hours.

Benefits provided herein are subject to the terms and conditions of the SUB plan registered with the CEIC.

22.4 VACATION CREDITS DURING PREGNANCY AND PARENTAL LEAVE

For the accumulation of vacation credits, service for permanent full-time employees shall be continuous during the period as defined in the Employment Standards Act for pregnancy and parental leave.

ARTICLE 23 – PAYMENT OF WAGES, ALLOWANCES AND FEES

23.1 PAYMENT OF WAGES AND SALARIES

Effective the first day of April, 2025, the salary and wages to be paid to each employee shall be in accordance with the hourly rate of pay for each position set forth in the attached Schedules annexed hereto and forming part of this Agreement. Annual rates are to be used only for the purpose of annual estimates by the various departments of The Regional Municipality of York.

The following wage increases will apply to this collective agreement.

Effective April 1, 2025: 3.75%

Effective April 1, 2026: 3.50%

Effective April 1, 2027: 3.25%

Effective April 1, 2028: 2.25%

The increases do not have application to the Student wage rates.

23.2 PAY DAY

Pay days shall be on alternate Thursdays.

23.3 a) **INCREMENTS**

Employees shall progress through the increment levels as set out in the attached Schedules.

b) **EFFECT OF PAID LEAVE ON INCREMENTS**

All time that an employee is absent on paid leave, sick pay or paid holidays shall be considered service for purposes of pay increments.

c) **EFFECTIVE DATE FOR INCREMENTAL ADJUSTMENTS**

Increments and salary adjustments for permanent full-time employees shall be effected on the employee's anniversary or position date, as the case may be, or for all other employees, following completion of the required paid hours in accordance with the table in Article 12.3.

d) **EFFECTIVE DATE FOR GENERAL WAGE ADJUSTMENTS**

General wage adjustments for all employees shall be effective the date of the negotiated adjustment in accordance with the attached Schedules.

e) **WAGE INCREMENT LEVELS FOR PART-TIME EMPLOYEES**

For permanent part-time, temporary part-time and casual employees, movement along the wage grid shall be based on full-time equivalent paid hours in accordance with Article 12.3.

23.4 a) **MILEAGE ALLOWANCE**

When an employee uses their privately owned motor vehicle on Regional business, the mileage allowance shall be calculated at the prevailing per kilometre rate. Mileage shall be calculated from the employee's normal work location or their home, whichever is less, or the incremental distance travelled.

b) **MILEAGE FORMULA**

The non-taxable cap kilometre rate established yearly by Canada Customs and Revenue Agency shall be maintained for the duration of this collective agreement. It is understood that any adjustment in the non-taxable cap during the term of this collective agreement shall be the new fixed mileage rate.

c) **OTHER TRANSPORTATION EXPENSES**

Parking and/or alternate transportation charges necessarily incurred by an employee while on Regional business shall be reimbursed, upon submission of receipts, along with mileage allowance.

23.5 HEIGHT PREMIUM

Employees required to work on water towers and standpipes at a height exceeding 12.192 meters will be paid an additional \$1.39 per hour for every hour or part thereof during which they are so employed.

23.6 ASSIGNMENT TO HIGHER CLASSIFICATION

- a) When an employee is required to perform the regular duties of a higher paid classification, whether inside or outside the bargaining unit, for the majority of the shift, they shall be paid at the next step on the grid of the higher paid classification which represents an increase of at least 35 cents per hour, up to the maximum rate for the higher paid classification for the entire shift. A "higher paid classification" is a classification whose maximum hourly rate exceeds the current maximum hourly rate of the employee's regular classification.
- b) The foregoing provisions shall apply to periods during which the employee is absent on paid leave, on sick pay or paid holidays or on annual vacation, provided that such employee has been continuously paid at such alternate rate for at least three (3) months and such qualifying period has not been interrupted by aggregate of absences on paid leave, sick pay account, paid holidays or vacation in excess of twenty (20) working days prior to such absence on paid leave.
- c) These provisions shall apply only when the three (3) continuous months service requirement has been fulfilled and such employee is still being paid such alternate rate at the commencement of such absence and such alternate rate will be paid only to the extent that it would have been paid if the employee had remained at work.
- d) Where an employee is assigned to perform the regular duties of a higher paid classification and actually works sufficient aggregate time to qualify for an increment, they shall be granted such increment effective the pay period following the date on which they qualify for such increment. In addition to actual time worked, and pursuant to Article 23.6(a) all time that an employee is absent on paid leave, sick pay, paid holidays, or annual vacation shall apply toward the employee's aggregate time in qualifying for an increment.
- e) An employee may qualify for any subsequent increments in the same manner as set out above and will begin to accumulate such aggregate qualifying time immediately following the effective date of the initial increment.
- f) A Paramedic who is assigned to perform the duties of a supervisor in a continuous assignment for periods of two (2) weeks or more shall be counted towards the aggregate for the purposes of Article 23.6 (d), provided it is accumulated within a two (2) year period.

23.7 ENTITLEMENT TO BENEFITS WHILE ON LONG TERM DISABILITY

An employee, on qualifying for long term disability, will be entitled, in accordance with the terms of the applicable insurance policy, to the following benefits from the commencement of LTD for a period of two (2) years or until they are no longer considered by the carrier to be totally disabled, whichever period is shorter:

OMERS	-	Waiver of employee contributions
DENTAL	-	Paid by Employer during the first two years
LIFE INSURANCE	-	Waiver of premium
EXTENDED HEALTH CARE (includes drugs and vision care)	-	Paid by Employer

Extended health and dental benefits will be continued for a permanent part-time employee, as outlined above, provided they continue to contribute their pro-rated share of the premium, based on their regular scheduled hours at the time the disability began.

23.8 IMPLEMENTATION OF NEW WAGE RATES

Following Union ratification of a Memorandum of Agreement for a new or renewed Collective Agreement, the Employer shall endeavour to implement any new wage rates pursuant to that Memorandum of Agreement in the pay period immediately following ratification by Regional Council. The Employer shall endeavour to implement retroactive adjustments in the pay period subsequent to the pay period in which new wage rates are implemented.

23.9 PESTICIDE LICENSING FEES

Any employee who, in the performance of their job is required to spray pesticides or herbicides, shall be licensed. The Employer shall pay the employee's license fee.

23.10 MEAL ALLOWANCE WHILE ON EMPLOYER'S BUSINESS

An employee who is required to be away from the workplace over the meal period in attendance at meetings on the Employer's behalf shall be paid a meal allowance of \$13.00 unless a meal is provided.

23.11 PAYMENT OF MEMBERSHIP FEE

The Employer shall pay the membership fee in the Canadian Institute of Public Health Inspectors for one (1) Public Health Inspector in each office of the Employer.

23.12 PAYMENT OF PROFESSIONAL FEES

- a) When the Employer requires permanent full-time staff to have membership as a pre-requisite for employment as per the job description, such fee shall be fully reimbursed, subject to a satisfactory receipt. It is further understood that the employee must have a least one (1) years' service with the Employer;

- b) In the case of permanent part-time staff, the amount reimbursed shall be 50% of the fee, up to a maximum of \$500.00, subject to a satisfactory receipt. It is further understood that the employee must have a least one (1) years' service with the Employer;
- c) Temporary staff will not be eligible for any reimbursement however, if they convert to permanent status, their service as a temporary employee will be considered in calculating the service requirement;
- d) Casual staff will not be eligible for any reimbursement however, if they convert to permanent status, their service as a casual employee will be considered in calculating the service requirement. Such calculation will be based on actual hours worked as at the time of conversion;
- e) If the employee resigns/terminates from the Region within three (3) months of reimbursement of their professional fees, 50% of the reimbursed amount will be required to be repaid to the Employer by the employee;

ARTICLE 24 – RETROACTIVITY

24.1 RETROACTIVITY

Retroactivity required by the Minutes of Settlement for the Renewal Agreement will be calculated based upon the wage increases contained in Article 23.1.

24.2 INSURABLE BENEFITS

Insurable benefits as specified in Article 25 shall not be retroactive, but shall be implemented as soon as reasonably feasible after Regional Council's ratification of the Memorandum of Settlement. The Employer undertakes to notify the carrier of any revisions to the benefit package immediately following Council's approval and to request the carrier to implement such revisions as expeditiously as possible.

24.3 DISPUTES

Any grievance or any other matters in dispute between the parties that arise in the period between the date of ratification, by both parties, of the Memorandum of Agreement renewing the previous collective agreement and the signing of the new collective agreement shall be governed by the terms of the previous collective agreement, except where the Memorandum of Agreement provides specific dates that any provision takes effect.

24.4 RETROACTIVITY FOR ELIGIBLE RETIREES UNDER OMERS

Former employees who retired from employment following the expiry of the past collective agreement and prior to the ratification of the current collective agreement and qualified under OMERS shall be entitled to retroactive pay adjustments up to the effective date of their retirement. The Employer shall notify in writing, to the last known email address, all eligible retired members of the Union of their entitlement to pay adjustments who have terminated their service, on or after the coming into force of this Collective Agreement of

any entitlement to retroactive pay adjustments. Those notified will be informed that they have thirty (30) days in which to advise the Employer of their intent to claim any applicable retroactive adjustments. Upon notification, the Employer shall then remit cheques in the appropriate amount forthwith. Those eligible members who fail to respond within thirty (30) days thereafter forfeit any right to retroactive adjustments.

24.5 RETROACTIVITY FOR FORMER EMPLOYEES

Former employees who resigned from employment following the expiry of the past collective agreement and prior to the ratification of the current collective agreement will be notified in writing, to the last known email address, of a right to a retroactive wage payment, less applicable deductions. Those notified will be informed that they have thirty (30) days in which to advise the Employer of their intent to claim any retroactive wage payment. Upon notification, the Employer will process a one-time lump sum payment representing the difference between the wage paid and the negotiated wages on all regular hours worked. Those eligible members who fail to respond within thirty (30) days thereafter forfeit any right to retroactive payments.

ARTICLE 25 – BENEFITS

25.1 BENEFITS - GENERAL

Particulars of the Employer's current employee benefits program are set out in Article 25.3. The Employer agrees to make available during the term of this agreement the benefits and level of coverage as set out herein.

25.2 a) ROLE OF EMPLOYER IN PROVIDING BENEFITS

It is understood and agreed that the Employer is not an insurer as to any insurable benefits (Long Term Disability, Life, Dental, Extended Health, Accidental Death and Dismemberment) available, and that the exact coverage and payment of such benefits is governed by the terms of the Employer's particular policies of insurance in effect from time to time with the Carrier. Such policies of insurance may be viewed upon reasonable notice at People, Equity and Culture.

b) CHOICE OF CARRIER

The Employer maintains the right to select the carrier for the insurable benefits program, provided that the level of benefits conferred thereby is not decreased as a result of such selection.

25.3 WAITING PERIOD FOR NEW HIRES

After three (3) months of service, permanent full-time employees, and permanent part-time employees on a pro-rata co-insured basis based on normally scheduled hours, are entitled to participate in the Employee Benefit Program as detailed below. It is understood by the parties that where a benefit entitlement refers to spouse, "spouse" means a person who is married to you except that a person of the opposite or same sex who is living and has been living with you in conjugal relationship of at least twelve (12) consecutive months will be considered to be a spouse.

Following the completion of probation, the employee may submit receipts for the benefit coverage used during the waiting period. Payment shall be based on the date of the service was received and the benefit entitlement pursuant to Article 25.3 (e) and (f).

- a) **EMPLOYER HEALTH TAX** - 100% Employer paid
- b) **INSURED BENEFITS LIFE INSURANCE** 2 x annual salary to a maximum of \$300,000 premiums paid 100% by Employer

All eligible employees shall as a condition of employment participate in the Group Life Insurance provided hereunder.

LIFE INSURANCE FOR RETIREES (See Article 29.4)

- c) **A D and D** 1.5 x annual salary to maximum of \$300,000 Premiums paid 100% by Employer
- d) **LONG TERM DISABILITY** 75% of monthly earnings to an "all source" maximum of \$7,500

The Long Term Disability Benefit shall be inclusive of any benefits paid under any pension plan (other than an employee's personal insurance purchased privately), Workplace Safety Insurance Benefits, or any other plan to which the Employer makes any contribution, such long-term disability benefits to be payable after six (6) continuous months absence from work on account of illness or injury; provided that all sick leave credits payable to an employee pursuant to Article 20 of this Agreement have been exhausted.

Where an employee continues on long term disability benefits beyond two years, and is considered by the LTD carrier to be totally disabled, the employee may continue extended health coverage and dental insurance coverage, until age 65 or until they are no longer deemed by the carrier to be totally disabled, by paying the existing monthly premium. Premiums are reviewed and revised annually in January.

e) EXTENDED HEALTH COVERAGE

- Drug Plan
 - positive enrollment
 - first payer
 - Drug Plan: adoption of 100% National Formulary; 80% Formulary 84 Prescription drug dispensing fee maximum \$10.00 per prescription

	- The extended health benefits shall provide for mandatory generic prescription drug coverage in accordance with the insurance carrier's contract (effective January 1, 2017).
Vision Care	- \$500 per person in a 24-month period. Vision care benefit may be used toward laser eye surgery subject to the specified maximum. - Eye examination by an optometrist limited to one examination in any twenty-four (24) month period, in addition to any government plan coverage, provided no portion of a charge for these services is payable under a government plan.
Semi-Private Hospital	- Full semi-private hospital room coverage based on reasonable and customary charges (effective January 1, 2017)
Supplementary Health Includes:	- Speech Pathologist, Chiropractor, Podiatrist, Naturopath and Osteopath - Reasonable and customary charge per visit covered, annual maximum of \$500 per person after OHIP maximum is reached - Psychological benefits to include services of a Psychologist, Psychotherapist or MSW, are provided to a combined maximum of \$2,500 per person annually based on the reasonable and customary charges (effective July 1, 2022) Notwithstanding the stated per person annual benefit above, the individual annual benefit for Paramedics will be a maximum of \$4,000. - Physiotherapy and/or Occupational Therapy to a combined maximum of \$5,000 per person annually - Massage Therapy to a maximum of \$1,000 per person annually. - Hearing Aids - \$2,500 per person in 5-year period (excluding batteries and repairs)

Extended Health Coverage benefits for a dependent child shall be on the basis of the following definition:

Dependent child means an unmarried natural, adopted or step-child who is entirely dependent on the employee for maintenance and support and who is:

1. under 21 years of age, or,
2. under 25 years of age and attending a college or university full-time, or,
3. Physically or mentally incapable of self-support and became incapable to that extent while entirely dependent on the employee for maintenance and support and while eligible under (a) or (b) above.

(See group benefit booklet issued by Sun Life for details of further coverage.)

f) **DENTAL PLAN**

- | | |
|--------------------|--|
| Basic Preventative | - 100% of current ODA fee schedule
No deductible. Maximum of \$2,000.00 per person annually |
|--------------------|--|

NOTE: Routine dental visits for check-ups and cleaning are covered once every nine (9) months, effective the date of this Collective Agreement

- | | |
|-------------------|---|
| Major Restorative | - 80% co-insured at current ODA fee schedule
- No deductible, Maximum of \$2,500 per person annually |
| Orthodontics | - 50% co-insured at current ODA fee schedule
- No deductible, \$2,500 lifetime maximum per person |
| Dentures | - 80% co-insured at current ODA fee schedule
- No deductible, Maximum of \$3,000 per person annually |

Dental coverage benefits for a dependent child shall be on the basis of the following definition:

Dependent child means an unmarried natural, adopted or step-child who is entirely dependent on the employee for maintenance and support and who is:

- a) under 21 years of age, or,
- b) under 25 years of age and attending a college or university full-time, or
- c) Physically or mentally incapable of self-support and became incapable to that extent while entirely dependent on the employee for maintenance and support and while eligible under (a) and (b) above.

g) SURVIVOR BENEFITS

In the event of the death of an employee while covered by this plan, coverage will continue for the employee's eligible dependents and employee's spouse until three (3) months after the date of the employee's death.

25.4 BENEFITS

In consideration of the Employer's contributions to the employee benefits program, the Employer shall retain the employees' share of any Employment Insurance Premium reduction for which the Employer qualifies under the Employment Insurance Act.

25.5 PRO-RATED BENEFITS FOR PERMANENT PART-TIME EMPLOYEES

- a) All employees scheduled up to and including 17.5 hours bi-weekly would pay 75% of the benefit premiums, they would receive 25% sick leave and vacation entitlement.
- b) All employees scheduled in excess of 17.5 hours bi-weekly up to and including 35 hours bi-weekly would pay 50% of benefit premiums and would receive 50% sick leave and vacation entitlement.
- c) All employees scheduled in excess of 35 hours bi-weekly up to and including 52.5 hours bi-weekly would pay 25% of benefit premiums and would receive 75% sick leave and vacation entitlement.
- d) All employees scheduled in excess of 52.5 hours bi-weekly would pay 0 benefit premiums and would receive 100% of sick leave and vacation entitlement.
- e) Scheduled hours will be reviewed on a three (3) month basis.

25.6 a) **BENEFITS AND ENTITLEMENTS FOR PERMANENT FULL-TIME AND PERMANENT PART-TIME EMPLOYEES**

Benefit	Permanent Full-Time	Permanent Part-Time
Employer Health Tax	Legislated Health Tax paid by the Employer	Legislated Health Tax paid by the Employer
Group Insurance Plan LIFE and AD and D	All PFT are enrolled and premiums paid 100% by Employer	All PPT working at least 15 hours per week are enrolled and premiums paid 100% by Employer
Group Insurance Plan LTD	All PFT employees are enrolled and premiums paid 100% by Employer	All PPT employees working at least 15 hours per week are enrolled and premiums paid 100% by Employer
Group Insurance Plan Extended Health and Dental	All PFT employees are enrolled and premiums paid 100% by Employer	Participation is optional and premiums are shared pro-rata based on regularly scheduled hours
Short Term Disability Plan	Entitlement as provided in Article 20 of the Collective Agreement	Entitlement as provided in Article 20 of the Collective Agreement – Pro-rata based on regularly scheduled hours
Vacation	Entitlement as per Article 19.	Pro-rata (based on regularly scheduled hours) as per Article 19
Paid Holidays	Entitlement as provided by Article 16	Entitlement as provided by Article 16 Pro-rata based on scheduled hours
OMERS	Participation mandatory from date of employment	Participation optional based on the requirements of the plan

b) **BENEFITS AND ENTITLEMENTS FOR TEMPORARY EMPLOYEES**

Temporary full-time employees and temporary part-time employees on a pro-rata basis will be entitled to the employee benefit program as set out in the following chart:

Benefit	Temporary Full-Time	Temporary Part-Time
Life Insurance	2 X annual salary	2 X annual salary (eligibility requirement is minimum 15 scheduled hours per week)
Accidental Death and Dismemberment (AD and D)	1.5 X annual salary	1.5 X annual salary (eligibility requirement is minimum 15 scheduled hours per week)
Extended Health and Dental Coverage	A Health Spending Account of \$1,750*per year, (pro-rated based on start date) *Effective January 1, 2023 increase to \$1,800.	Health Spending Account (HSA) of \$1,750*per year, (prorated based on start date and scheduled hours) *Effective January 1, 2023 increase to \$1,800.
Sick Days	3 non-cumulating sick days per year (maximum)	3 non-cumulating sick days per year pro-rated based on scheduled hours (maximum)
Vacation	10 days per year, accruing @ .8 days per month after one month of service	10 days per year, pro-rated based on scheduled hours and accruing after one month of service

c) **BENEFITS FOR CASUAL EMPLOYEES**

Casual employees shall be paid 10% of their regular straight time hourly rate in lieu of group benefits and sick leave.

25.7 BENEFIT PLAN FOR POST 65 WORKERS (PAYABLE TO AGE 70)

Benefit	Post-65 Plan (Payable to age 70)
Life Insurance	2 x annual salary
Accidental Death and Dismemberment (AD and D)	1.5 x annual salary
Extended Health and Dental	Same as pre 65 coverage • ODB first payer • Annual \$100 deductible in ODB Plan paid for member only
Long Term Disability (LTD)	No Coverage
Sick Days	60 sick days credited to the employee upon turning 65 and any entitlements to STD shall cease. Should these 60 days be exhausted, up to a further nine (9) sick days may be provided in each calendar year under a modified application of 20.3.d (ii). No further sick days shall be earned or accrued. No payout gratuity.
Top up bank	Any entitlement i.e. 10% of existing top up bank will be paid out at age 65 based on the terms of the collective agreement

25.8 GENERAL LIABILITY INSURANCE

The Employer agrees to maintain General Liability Insurance for the protection of Regional employees.

25.9 BENEFITS BOOKLETS

Booklets containing further details as to all benefits are available from People, Equity and Culture.

25.10 REPORTING BENEFIT CHANGE INFORMATION

Each employee shall report any changes in marital status or increase or decrease in dependants without delay.

25.11 PERMANENT EMPLOYEES FILLING TEMPORARY POSITIONS (PFT, PPT)

When a permanent employee fills a temporary position, the employee remains a permanent employee with all rights and benefits of a permanent employee.

25.12 EMPLOYEE AND FAMILY ASSISTANCE PROGRAM

The Employer agrees to continue the current Employee and Family Assistance Program, conditional on the contract with the consultant being renewed by Regional Council for the term of the contract.

ARTICLE 26 – SAFETY AND PROTECTIVE CLOTHING, EQUIPMENT AND UNIFORMS

26.1 a) GENERAL - CLOTHING AND EQUIPMENT

The Employer will provide safety equipment and protective clothing sufficient to protect the employee from injury to all employees who are required to perform duties where hazards exist. Where the Employer provides such equipment or clothing, it must be used or worn by the employee, provided however that it is recognized that there may be occasions during an employee's working hours when the use or wear of such equipment or clothing may be unnecessary to the employee's safety or well-being.

b) UNIFORMS AND PROTECTIVE CLOTHING

Such equipment or clothing will be provided on the following basis:

- i) **Safety Helmets, Safety Glasses** (non-prescription), and **Safety Masks** will be provided to all employees as required by the nature of the work.
- ii) **First-Aid Kits** - The Employer shall supply first-aid kits in accordance with regulations under the Workplace Safety Insurance Act, in all work locations and Regional vehicles as well as any other areas as may be required under the Workplace Safety Insurance Act.
- iii) **Bucket Trucks** will be equipped with operational remote microphones and speakers.
- iv) **Reflective Shirts** - Five (5) reflective shirts will be supplied annually to all workers who require them as determined by the Employer with a combination of t-shirts and long sleeve shirts or sweatshirts.
- v) **Coveralls (with reflective striping where needed)** will be provided to all Road Maintenance crews, Motor Vehicle Mechanics, Heavy Equipment operators, Paint Crew, Maintenance Mechanics, Electricians and their helpers, Water/Wastewater Operators, Team Lead, and Senior Team Lead,

and will be maintained by the Employer. Motor Vehicle Mechanics will be provided with ten (10) coveralls.

- vi) **Winterized Coveralls with Reflective Striping** - all Transportation Services Department employees in the Roads Maintenance section who are required to work outside will be provided by the Employer with a pair of washable, winterized insulated coveralls to be replaced as required.
- vii) **Protective Gloves** - Protective gloves will be available as required to provide appropriate protection from dangerous materials, chemicals, paint or excessive moisture.

Road Maintenance crews and others requiring winter protective gloves will be supplied with "Winter Lineman Gloves" by the Employer. New gloves will be issued on surrender of worn gloves.

- viii) **Footwear** - An allowance of \$60.00 per year will be granted to all employees, including new employees, required by the Employer to wear special footwear, other than safety boots, appropriate to their duties. Payment will be in February of each year.
- ix) **Safety Footwear** – An employee who is required to wear CSA approved safety footwear during the course of their duties shall be reimbursed for the purchase of safety footwear to a maximum of three hundred and seventy five (\$375) dollars upon submission of an original receipt in a calendar year.

A summer student who is required to wear CSA approved safety footwear during the course of their duties shall be reimbursed for the purchase of the safety footwear to a maximum of seventy-five (\$75.00) dollars upon submission of an original receipt. The reimbursement shall be paid on the summer student's last pay cheque.

- x) **Rainwear** - Each employee who is required to work in the rain will be provided with the following rainwear: pants, jacket, and hip-waders (where required).
- xi) **Parkas** – Transportation Services and Environmental Services Department employees who are routinely required as part of their job to be out of doors during the winter months will be provided with a parka every three (3) years at the Employer's expense. The Employer will also make available and maintain Regional parkas for employees who are occasionally required as part of their job to be out of doors during the winter months.
- xii) **Reflective Pants** – Two (2) pairs of reflective pants will be supplied annually for work use to those workers who require them as determined by the Employer.

c) **UNIFORMS**

- i) Where necessary, the Employer will provide a uniform allowance of one-hundred and fifty dollars (\$150.00) per year upon submission of appropriate

receipts, to regular full and part-time Dental Assistants, Certified Dental Assistants and Dental Hygienists, toward the purchase of uniforms or laboratory coats acceptable to employees in these categories and the Medical Officer of Health. Lab coats will be provided to RPN's in all areas where required and shall be laundered by the Employer.

- ii) Each February, and upon submission of appropriate receipts, the Employer will reimburse up to sixty-five dollars (\$65.00) toward the purchase of appropriate footwear to each regular full and part-time Dental Hygienists, Dental Assistants and Certified Dental Assistants.

d) **SAFETY BOOTS/SHOES**

Subject to proof of need the Employer will make a payment of up to \$175.00 every two (2) years towards the purchase of CSA approved footwear in February to each employee who is required to wear such footwear on an irregular basis, upon submission of an appropriate receipt. Probationary employees may purchase footwear and will be reimbursed on successful completion of the probationary period.

e) **UNIFORM/BOOT ALLOWANCE FOR PARAMEDICS**

- i) Safety footwear for Paramedics shall be black. Paramedics will receive the footwear reimbursement as per 26.1 (b) (ix).
- ii) Full-Time Paramedic Uniform Issue (PFT AND TFT):

<u>Annual</u>	<u>Every Two Years</u>	<u>Every Five Years</u>
6 shirts	1 pair of winter gloves	Seasonable outdoor wear (parka, lightweight coat, rain gear)
3 t-shirts	1 winter toque	
4 pairs of tactical pants	1 baseball hat	
1 sweater	1 belt	
2 sets of epaulette sleeves		

Paramedics may alter the uniform allotment to equal the costs of the above items or equivalents.

The Employer may substitute uniform issues with equivalent items.

iii) Part-Time and Casual Paramedic Uniform Issue:

<u>Annual</u>	<u>Every Two Years</u>	<u>Every Five Years</u>
3 shirts	1 sweater	Seasonable outdoor wear (parka, lightweight coat, rain gear)
3 t-shirts	2 sets of epaulette sleeves	
2 pairs of tactical pants	1 pair of winter gloves	
	1 winter toque	
	1 baseball hat	
	1 belt	

Paramedics may alter the uniform allotment to equal the costs of the above items or equivalents.

The Employer may substitute uniform issues with equivalent items.

- f) **Probationary employees** designated in sub paragraph (a) may purchase uniforms as above, and will be reimbursed on successful completion of the probationary period.
- g) **Health Inspectors and Environmental Inspectors** will be issued with laboratory coats and rain gear and with replacements as becomes necessary.
- h) **Proper Sizing/Gender Correctness**
Uniforms which are Employer supplied shall fit and meet gender needs.

26.2 SUPPLY OF TOOLS

The Employer shall supply, and maintain in safe working order, tools and equipment required by the Employer to be used by employees in the performance of their duties.

ARTICLE 27 – WORKERS' COMPENSATION

27.1 ELIGIBILITY FOR WORKERS' COMPENSATION

An employee who sustains an injury, occupational disease, or contagious disease arising out of and in the course of their duties is covered by the Workplace Safety Insurance Act.

27.2 THIRD-PARTY DAMAGE RECOVERY

Where in an action, or by settlement of a claim arising out of an injury to an employee who in respect of such injury has elected to claim compensation under the Workplace Safety

Insurance Act, the Employer recovers damages from a third person, the Employer may in its discretion pay such damages or any portion thereof to such employee or in the event of their death to one or more of their dependents.

27.3 PAY WHILE AWAITING WSIB RULING

An employee who is injured on duty and who is unable to work as a result of such injury, shall, provided the employee has passed their probationary period, be paid an amount equal to their full net pay while the employee is off work which will be deducted from the employee's sick leave credits, until such time as a ruling has been made by the Workplace Safety Insurance Board upon the employee's claim including all appeals resulting from the claim. Such payment shall continue until "100% day" sick leave credits are exhausted, at which time the employee will have the option to have unused vacation and/or lieu time deducted; or to use their accumulated sick leave bank; or to take an unpaid leave of absence. "Net pay" is straight time regular wages, less legally required deductions.

If a WSIB claim is subsequently approved, payment will continue from the "100% day" sick leave credits, and the Employer will apply the employee's entitlement from the Workplace Safety Insurance Board to the employee's "100% day" sick leave credits to replenish those credits on a pro-rata basis.

Such payment shall continue until "100% day" sick leave credits are exhausted, at which time the employee will have the option to have unused vacation and/or lieu time and/or accumulated sick leave bank time deducted and replenished on the same pro-rata basis as sick leave credits.

Where sick leave credits and/or, where the employee has opted to use vacation, lieu time and/or accumulated sick leave bank time, and these sources are depleted, the employee will receive their benefit directly from the Workplace Safety Insurance Board.

27.4 WHEN CLAIM IS NOT APPROVED

Where the claim is subsequently not approved, there will be no replenishment of the employee's sick leave credits, vacation, lieu time and/or accumulated sick leave bank.

27.5 EMPLOYEES ON PROBATION

Employees who have not passed their probationary period, will, if their claim for Workplace Safety Insurance benefit is approved, receive their benefit directly from the Workplace Safety Insurance Board.

27.6 WSIB RECIPIENTS' SENIORITY (PPT, TFT, TPT, C)

For a permanent part-time, temporary or casual employee, seniority credits shall be calculated on the basis of the employee's average number of paid hours per pay period during the eight full pay periods immediately preceding the date of the accident. For the purposes of clarity, a full pay period missed as a result of the injury will be credited with the average pay period as calculated above. Where less than a full pay period is missed as a result of the injury, seniority shall be credited for days scheduled and not worked.

27.7 PAYMENT FOR FIRST DAY OF INJURY

An employee who sustains a compensable injury and as a result must leave work before the end of their shift, shall be paid to the end of the shift.

27.8 RETURN TO WORK OF WSIB CLAIMANTS

An employee on a Workplace Safety Insurance leave who is no longer deemed disabled by their physician or by the Workplace Safety Insurance Board, shall be placed in their former or an equivalent position with the Employer.

27.9 UNION REVIEW OF FORM 7

If requested by the employee, the Employer agrees to supply the Union with a copy of the Workplace Safety Insurance Board Form 7 (Employer's Report of Accidental Injury or Industrial Disease) as soon as reasonably possible following the request. The Union shall be given the opportunity to meet with the Employer to discuss any perceived errors or omissions found on the Form 7.

27.10 LEAVE FOR WSIB APPOINTMENTS

When an employee who has returned to work and is working full hours is required to leave for WSIB related appointments and/or treatment, such time shall be paid. It is understood that every effort will be made to schedule such appointments outside of scheduled work hours.

ARTICLE 28 – LONG TERM DISABILITY ENTITLEMENT

28.1 LTD 100% EMPLOYER PAID

The premiums for the Long Term Disability Plan are one hundred percent (100%) Employer paid. The Long Term Disability Benefit shall be inclusive of any benefits paid under any pension plan, insurance plan (other than an employee's personal insurance purchased privately), Workers' Compensation, or any other plan to which the Employer makes any contribution.

28.2 LONG TERM DISABILITY ELIGIBILITY

Employees covered under the LTD plan become eligible to receive LTD benefits following absence from work for six (6) continuous months due to illness or injury. It is understood that during the eligibility period if an employee returns to work and absents themselves within thirty (30) days of the return date due to the same disability or a related cause, there is no requirement to serve an additional six month eligibility period. However, the initial six (6) month eligibility period will be extended by the number of days the employee returned to work.

28.3 ENTITLEMENT TO OTHER BENEFITS WHILE AWAITING LTD

An employee who is eligible to receive Long Term Disability benefits, who has completed their probationary period and who is on extended illness or injury and who uses all sick leave credits, except the accumulated sick leave bank, prior to commencement of long term disability, will continue to be covered, in accordance with the terms of the applicable insurance policy, for the following benefits:

Dental Plan	Paid by Employer
Extended Health Care (including drugs and vision care)	Paid by Employer
Employer's Health Tax	Paid by Employer
Life Insurance	Paid by Employer
Long Term Disability	Paid by Employer
OMERS – Waiver of employee contribution on the first day of the fifth month of illness or injury.	

Employees receiving the above benefits pro-rata are entitled to have those benefits maintained so long as the employee contributions are maintained.

28.4 LONG TERM DISABILITY ENTITLEMENT

The Employer will provide a long term disability benefit of seventy-five percent (75%) of monthly earnings to an "all source" maximum of \$7,500.

28.5 RETURNING LTD CLAIMANTS TO WORK

An employee who is no longer deemed disabled under the provisions of the Long Term Disability benefit shall be placed in their former or an equivalent position with the Employer. For the purpose of this section the former position may not include the employee's work location prior to their sick leave and/or LTD.

In the event that returning an employee to their pre-disability position results in the layoff of another employee, the returning employee will not be reinstated until the affected employee has sufficient notice as set out in Article 14 of this collective agreement.

ARTICLE 29 – PENSION AND RETIREMENT BENEFITS

29.1 PENSION ENROLLMENT

Employees eligible pursuant to the Ontario Municipal Employees Retirement System Act shall be enrolled in the pension from the date of eligible employment.

29.2 BENEFITS FOR EARLY RETIREES

Employees who qualify for an OMERS pension and who have twenty (20) years of service or more, shall have their Dental and Extended Health Care benefits paid between the time

of retirement, which shall not be earlier than the age of fifty-five (55) years, until they attain the age of sixty-five (65) years.

29.3 HEALTH SPENDING ACCOUNT FOR RETIREES (PFT, PPT PRO-RATED)

Members who retire on or after April 1, 2016 and who qualify for an OMERS pension and have 20 consecutive years of recognized service with York Region, shall be eligible for a Health Spending Account (HSA) in the amount of \$2,000 per calendar year. The Account shall be available to the retired employee for the 10 years immediately following their 65th birthday. Eligibility for the HSA would cease at the end of the month in which the retiree turns 75, or at the date of their death, which ever occurs first.

The HSA shall be available to reimburse the retiree for health care expenses which are deemed allowable expenses by Revenue Canada. The retiree may also claim eligible expenses for their spouse and dependants against their Account. The retiree must submit original receipts in order to receive reimbursement from the Account.

It is understood that the Health Spending Account is not available to employees who remain actively at work beyond age 65; however, for those employees who retire after age 65, and meet the above noted entitlement criteria, the HSA would be available from their date of retirement up to the end of the month in which the retiree turns 75, or at the date of their death, which ever occurs first. It is further understood that for those employees who retire early and are entitled to continuation of benefits as per Article 29, the HSA would be available as set out in paragraph one above.

29.4 PAID-UP LIFE INSURANCE

The Employer shall provide a paid-up life insurance policy for \$2,500.00 to all employees who retire at age sixty-five (65) years or older, provided that the employee has at least ten (10) years of service with York Region.

ARTICLE 30 – DISCHARGE, SUSPENSION AND DISCIPLINE

30.1 RIGHT OF UNION REPRESENTATION

- a) It is understood that management and employees engage in discussions regularly as part of undertaking their duties. However, where it becomes apparent that a formal workplace investigation, a scheduled fact finding meeting or interview into allegations which may lead to discipline is required, the Employer will inform the Union and the employee in advance so that they may arrange to have a Steward present at any such meeting. Where the employee is a Steward or Union Executive, they may bring a CUPE staff representative or the CUPE Local 4900 President or designate as their representative.
- b) Where a member of Management intends to meet with an employee for the purpose of issuing discipline, suspension, or a termination for cause, the Employer will inform the Union of the potential need for a Steward and the employee has the right to have Union representation be present at the meeting.

- c) When an employee is discharged, suspended, or disciplined, they shall be given the reason in the presence of their Steward. In all matters of discipline, suspension, or discharge the Employer shall state in writing the reason for such discipline, suspension, or discharge and a copy shall be remitted to the Union. Any reply by the employee or the Union shall become part of their record.

30.2 DISCHARGE/SUSPENSION

In the case of an employee, other than a probationary employee, considered by the Union and the employee to have been discharged or suspended without just cause, the matter may be initiated at Step 2 (or Step 3 with mutual agreement of the parties) of the grievance procedure.

30.3 NOTIFICATION TO UNION OF DISCHARGE/SUSPENSION

When an employee who has satisfactorily completed their probationary period of employment is discharged or suspended, both the employee and the Union shall be given written reasons for such discharge or suspension within five (5) working days of such discharge or suspension.

30.4 REINSTATEMENT

Should it be found that an employee has been suspended or discharged without cause, such employee shall be immediately reinstated to their former position, without loss of seniority, and shall be compensated for all time lost, including pension and other benefits, during such discharge or suspension, or by any other arrangement as to compensation which is acceptable to the parties, or which is set by an Arbitrator if the matter is referred to Arbitration failing agreement by the parties, except where statutorily prohibited. Any monies earned by an employee during the period of suspension or discharge shall not be deducted from any award made under this Article.

30.5 PROBATIONARY EMPLOYEE DISCHARGE

A probationary employee may be discharged without recourse to the grievance procedure. The Employer will advise the Union when a probationary employee is discharged. The Employer will discuss such discharge with the Union if requested.

ARTICLE 31 – EDUCATIONAL PROGRAMS

31.1 EMPLOYER REQUESTED COURSES

Where the Department Head or their designate requests an employee to attend an education or training course in the interest of the Employer, and where such course is related to the activities within the department in which the employee is engaged, attendance at such course shall involve no expense to the employee concerned for tuition fees, books, transportation according to Regional policy, meals and out-of-pocket expenses directly related to the course and their salary while on course shall continue. The same shall apply when the course is taken through correspondence, and shall involve no absence from the employee's regular duties.

31.2 EMPLOYEE REQUESTED COURSES - NO ABSENCE FROM WORK

Where an employee requests permission from their Manager to attend an educational or training course related to the activities of their employment, involving no absence from their regular duties, and Management feels that the employee's attendance at such a course would be of benefit to the employee and the Employer approves such course, the attendance at such course shall involve reimbursement of tuition fees and course required textbooks to the employee concerned, subject to the employee providing their Manager receipts and satisfactory proof that they have successfully passed such course or in cases where no examinations are held, that they have had attended at least seventy-five (75%) percent of the total lectures given. Where the examination is held during the employee's regularly scheduled shift, the employee shall be granted sufficient paid leave to attend and write the examinations.

31.3 COURSES INVOLVING ABSENCES FROM WORK

Where the attendance of an employee at an educational or training course in which the whole or any part of the tuition fees are being paid by the Employer, involves absence from their regular duties for a period of five (5) days or more, approval must be obtained from their Manager prior to the commencement of such course. The Manager shall initiate such approval.

31.4 BOOKS

Where the employee is reimbursed for expenses that include textual material supplied with the course, or where the employee is required to supply books in connection with the course, the Employer shall reimburse the employee for such books as required, and the books shall be the property of the Employer. Where textual material is supplied as part of the course and included in the registration fee, the texts shall remain the property of the employee.

31.5 EMPLOYEE SERVICE COMMITMENT

Where an employee attends an educational or training course at their own request, and is reimbursed for expenses which exceed \$750.00 per course excluding salary, the employee shall agree to remain with the Employer as an employee for a period of one (1) year following the completion of the course. Should an employee not fulfill this requirement, they shall reimburse the Employer for one hundred (100%) percent of the cost incurred. Should the employee cease to fulfill the requirement anytime within the year period, they shall reimburse the Employer at the rate of eight (8%) percent of the cost incurred for each full month of the year for which the requirement is not fulfilled.

31.6 APPLICATIONS

- a) Applications pursuant to Article 31.2 above will be submitted to the Department Head two (2) months prior to the commencement of the course applied for, indicating the type of course, institution and approximate cost.
- b) Prior to starting the course, the following information will be forwarded to the Department Head:

- i) the name and summary of course content;
 - ii) name and location of institution providing the course;
 - iii) dates and times of attendance; and
 - iv) tuition fees, cost of textual materials and accommodation and transportation costs.
- c) Applications made under Article 31.2 above will be submitted to the Branch Head who will comment on the proposed course and forward the application and comment to the Department Head for a decision and necessary action.

31.7 FIRST-AID AND CPR

Where the Employer requires staff members to be certified in First-Aid and CPR, the time required for certification or recertification shall be deemed to be time worked and the fees shall be paid by the Employer.

31.8 TIME-OFF-IN-LIEU OR PAY OPTIONS

Where an employee attends an educational or training course requested by the Employer, such time will be considered to be time worked. The employee shall have the option of either receiving pay for such time or equivalent time off. Time off accumulated will not be taken in amounts greater than three (3) days and cannot be taken in conjunction with vacation or holidays with pay unless mutually agreed by the Employer and the employee. Lieu time off will be taken at a time mutually agreed upon by the Employer and the employee.

31.9 UNION SPONSORED PROGRAMS

The Union may sponsor educational functions such as seminars, workshops, lectures, etc., to be held on the Employer's premises during employees' meal periods or following the regular working day. Conditional upon the Employer receiving reasonable notice of such seminars, etc. and providing the requested facilities are available, any expenses involved in such educational programs will be at the Union's expense.

31.10 PARAMEDIC SERVICES – ADVANCED CARE PARAMEDIC TRAINING

- a) As a condition of receiving ACP training, a full-time Paramedic who successfully completes such training shall not terminate their employment with the Region until the employee has worked for twenty-four (24) months subsequent to the completion of preceptorship. A casual/part-time Paramedic who successfully completes such training shall not terminate their employment with the Region until the employee has worked for two hundred and forty (240) twelve hour shifts subsequent to the completion of preceptorship.
- b) In the event that such employee referenced in item a) above terminates their employment before working the twenty-four (24) months – full-time or two hundred and forty (240) shifts for casuals/part-time following the completion of the Advanced Care Paramedic preceptorship, the employee must repay the Region for the cost of the tuition on the basis of Article 31.5 of the collective agreement if there is a termination in the first twelve (12) months – full-time or for casuals/part-time (91 shifts). If the termination for the full-time Advanced Care Paramedic is

after twelve (12) months and less than twenty-four (24) months, the repayment is 50% of the cost of the tuition. For the casual/part-time Advanced Care Paramedic who terminates after working 120 shifts but before 240 shifts, the repayment is 50% of the cost of the training;

- c) The cost of the training as of the date of this agreement is \$27,250 includes the academic, clinical, preceptor components and books. The employee who receives only the preceptor component of the Advanced Care Paramedic program, the cost of the training as of the date of this agreement is \$7,500;
- d) The tuition owed on the basis of the factors referenced under b) and c) above is a debt owed by the employee to the Region and the Union agrees that the Employer may withhold the amount of such debt from all wages owed to the employee upon their termination date.

ARTICLE 32 – CORRESPONDENCE

32.1 CORRESPONDENCE BETWEEN PARTIES

Unless mutually agreed otherwise, all correspondence between the parties arising out of this agreement shall if originating from the Union be addressed to:

Chief Administrative Officer (or Commissioner of Corporate Services)
The Regional Municipality of York
17250 Yonge Street
Newmarket, Ontario L3Y 6Z1

and if originating from the Employer shall be addressed to the:

Union President or Designate
Canadian Union of Public Employees Local 4900
P.O. Box 4 Station Main
Newmarket, Ontario
L3Y 4W3

32.2 CORRESPONDENCE BETWEEN EMPLOYER AND EMPLOYEES

A copy of any correspondence between the Employer or their designate and any employee in the bargaining unit pertaining to a dispute as to the interpretation, administration or application of any part of this agreement, shall be forwarded to the President.

ARTICLE 33 – POSITIONS AND CLASSIFICATIONS

33.1 NEW CLASSIFICATIONS - NOTICE

The Employer shall give written notice to the Union before it establishes a new classification either inside or outside the bargaining unit.

33.2 POSITION DESCRIPTIONS

The Employer shall, upon reasonable notice, make available to any Union representative for review, the complete set of existing Regional Position Descriptions in People, Equity and Culture. The Employer shall also forward all newly created or modified position descriptions to the Union as they arise. The Union representative shall be permitted to photocopy any position descriptions which are not in the possession of the Union or which do not correspond to Union copies.

ARTICLE 34 – JOB EVALUATION

34.1 JOB EVALUATION MAINTENANCE

- a) New classifications and/or classifications with significant changes in the duties after the date of ratification will be subject to an evaluation process determined by the parties (See Letter of Intent Re: Job Evaluation Maintenance).
- b) Classifications, referred to in subsection (a) that are requested to be reviewed by the maintenance process agreed by the parties must be accompanied by a current signed position description reflecting the changes in duties.
- c) No re-evaluation for twelve (12) months following the decision.
- d) The entire position is subject to review which may result in a reclassification to a lower or higher or current level/pay grade.

34.2 RED-CIRCLING

- a) Red-circling occurs when the new pay grade for a classification is lower than the old pay grade.
- b) If the employee's hourly rate is greater than the new pay range maximum, the employee shall stay at their current hourly rate and remain at this rate until the pay range for the classification meets or exceeds the employee's hourly rate. The employee will not receive further economic increases until the pay range meets or exceeds their hourly pay rate.
- c) If the employee's pay rate falls within the new range, but the old pay range maximum is higher than the new pay range maximum, the employee shall be entitled to the normal progression within the new range until their pay rate reaches the maximum.

ARTICLE 35 – EMPLOYEE FILE

35.1 ACCESS TO EMPLOYEE FILE

Subject to the Freedom of Information and Protection of Privacy Act, an employee shall have the right, upon giving two (2) days notice to the People, Equity and Culture designate, to have access to and review their employee file in the presence of a member of the People, Equity and Culture staff, and shall have the right to respond in writing to any document contained therein. Such reply shall become part of the record along with the document to which their response pertains. Upon request, the employee will be given a copy of any document(s) from the employee file.

35.2 REMOVAL OF DISCIPLINARY DOCUMENTS

Where the record of an employee has been clear of disciplinary notations for any twenty-four (24) month period of employment, said employee may request the removal of any written warning or reprimand previous to that twenty-four (24) month period included in such file (except relating to misuse of drugs or illegal activities related to employment) and the said warning or reprimand shall be removed from the file and stricken from the record. Regardless, the record of any disciplinary action or warning shall not be referred to or used against an employee at any time after twenty-four (24) months following such action, provided no other related disciplinary action has been taken against that employee within that twenty-four (24) month period.

ARTICLE 36 – 12 HOUR SHIFTS

36.1 GENERAL

It is understood and agreed by the parties that where twelve (12) hour shifts are currently in use or implemented at a future date, employees working such shifts should be in an equitable position vis-a-vis employees working shifts outlined in the attached Schedules of this agreement, inasmuch as the terms and conditions of this agreement are concerned. Therefore, except as otherwise provided in this Article, the terms and conditions of this agreement apply to employees working twelve-hour (12) shifts. This Article applies only to employees working twelve-hour shifts.

36.2 NORMAL HOURS OF WORK

The normal hours of work shall consist of twelve (12) consecutive hours.

36.3 NORMAL START AND QUITTING TIMES

Start and quitting times are determined by the Employer in consultation with the Union.

36.4 NORMAL WORK WEEK (12 Hour Shift Article)

The normal work week shall be forty (40) hours determined by averaging the hours of work over a twelve (12) week cycle or a sixteen (16) week cycle. Employees will not be scheduled

to work regular shifts comprising more than a total of four hundred and eighty (480) hours in the twelve (12) week cycle or six hundred and forty (640) hours in the sixteen (16) week cycle.

36.5 REST AND MEAL PERIODS

Every employee shall be afforded one (1) rest period of twenty (20) minutes and two (2) meal periods of thirty (30) minutes each per shift. Such rest and meal periods are to be taken at such time and places as may be decided by the immediate Supervisor and are included within the twelve (12) hour shift, and as such are paid at regular hourly rates.

36.6 DEFINITION OF OVERTIME

Overtime shall be defined as work authorized by the Employer in excess of a shift of twelve (12) hours, or as work authorized by the Employer in excess of four hundred and eighty (480) hours in a twelve (12) week cycle or six hundred and forty (640) hours in a sixteen (16) week cycle.

36.7 OVERTIME PREMIUMS

The overtime premium for excess hours as defined in Article 36.6 above shall be one and one-half (1½) times the employee's regular straight time hourly rate. The same hours cannot be claimed for both daily and weekly overtime.

A Paramedic, on end of shift overtime, shall be paid an additional fifteen (15) minutes for the completion of documentation and other required duties.

36.8 PAID HOLIDAYS

- a) An employee who is required to work on any paid holiday shall have the option of being paid at the rate of time and one-half (1½) for all hours so worked and receiving twelve (12) hours time off in lieu; or being paid for all hours worked at time and one-half (1½) plus twelve (12) hours regular pay.
- b) Where an employee, other than a casual employee, is scheduled off on a paid holiday, they shall be credited with twelve (12) hours lieu time, or will be paid for twelve (12) hours, or where the employee is a part-time employee, a pro-rated number of paid hours or lieu time. Lieu time may be taken at a mutually acceptable time to a maximum at any time of two (2) twelve (12) hour shifts.

36.9 VACATION - (PFT, PPT)

Vacation is earned on a monthly basis, with each earned vacation day equalling eight (8) paid hours. Vacation days taken by an employee diminish the employee's vacation "bank" by one and one-half (1½) times for each such day taken. The earning and taking of vacation for permanent part-time employees is on a pro-rata basis.

36.10 SPECIAL OCCURRENCE LEAVE

Where an employee qualifies for and is granted special occurrence leave pursuant to Article 21.4, the paid day or days granted shall be for twelve (12) paid hours each.

ARTICLE 37 – GENERAL

37.1 INTERPRETATION - GENDER OR PLURAL

Wherever the singular, masculine or feminine is used in this Agreement, it shall be considered as if the plural, feminine or masculine had been used wherever the context so requires.

37.2 PRINTING AND DISTRIBUTION OF AGREEMENTS

Within forty-five (45) calendar days following the ratification of this agreement, the Employer shall cause to be printed in pocket-sized booklet form, or such other form as mutually agreed, sufficient copies of this agreement and distribute them to the employees affected. Newly hired employees engaged after distribution has taken place will be given a copy of the agreement by the Employer. An additional one hundred (100) copies annually shall be forwarded to CUPE Local 4900. The cost of printing the collective agreements shall be cost-shared equally by the Union and the Employer.

37.3 MEAL AND CHANGE FACILITIES

The Employer will endeavour to provide adequate meal and changing facilities for employees.

37.4 COUNCIL AND COMMITTEE AGENDAS AND MINUTES

The Employer will provide CUPE Local 4900 , at no cost, prior to each Council and Committee meeting the Council or Committee agenda, agenda add-ons and, where applicable, attachments, and following each Council or Committee meeting the minutes, by-laws and "after Council" documents, as soon as possible prior to or following the meetings. It is hereby understood and agreed that the Union is not entitled to documentation of closed proceedings of Council or Committee.

37.5 LOCKERS

A locker will be provided to each employee whose position necessitates a change of clothing or the securing of personal effects.

37.6 EMPLOYEES PLACED ON DAY SHIFT

Employees involved in meetings or negotiations with the Employer, as well as employees on Union Leave, including bargaining preparation, shall be placed on day shift for the purpose of attending the meetings or negotiations or taking Union Leave.

37.7 SCHEDULES

Schedule 1, Schedule 2, Schedule 2B, Schedule 3 (Professional Schedule) and Appendix "A" (Student Schedule) are the Pay Schedules for classifications covered by this agreement.

37.8 INFLUENZA VACCINE

The parties agree that influenza vaccinations may be beneficial for employees. Upon a recommendation pertaining to a work location or a specifically designated area(s) thereof from the Medical Officer of Health or in compliance with applicable provincial legislation, the following rules will apply:

- a) the employee shall be encouraged, subject to the following to be vaccinated for influenza;
- b) if the full cost of such medication is not covered by some other source, the Employer will pay the full or incremental cost for the vaccine and will endeavour to offer vaccinations during an employee's working hours. In addition, employees will be provided with information, including risks and side effects, regarding the vaccine;
- c) the Employer recognizes that employees have the right to refuse any required vaccination, subject to a mandatory legislative requirement;
- d) if the employee refuses to take the vaccine required under this provision, they may be placed on an unpaid leave of absence during any influenza outbreak in their work location or designated area(s) until such time as the employee is cleared to return to work. If the employee is placed on unpaid leave, they can use banked lieu time or vacation credits in order to keep their pay whole;
- e) if the employee refuses to take the vaccine because it is medically contraindicated and where a medical certificate is provided to this effect, they will be reassigned during the outbreak period, unless reassignment is not possible, in which case the employee will be on sick leave.
- f) if the employee gets sick as a result of the vaccination and applies for WSIB, the Employer will not oppose the claim;
- g) notwithstanding the above, the Employer may offer the vaccine on a voluntary basis to employees free of charge.

37.9 DRIVER'S LICENCE

If an employee is required by the Region to drive their personal vehicle on Regional business, or to operate Regional vehicles or equipment, the employee shall provide to the Employer their valid driver's licence.

37.10 DRIVER'S LICENCE SUSPENSION

If an employee, who is required by the Region to drive their personal vehicle on Region business, or to operate Regional vehicles or equipment, loses their driver's licence, given a reduced classification and/or is otherwise prohibited from operating a vehicle, they must immediately advise their supervisor.

37.11 QUARANTINE PAY

A. Employees Under Quarantine

1. Time lost by an employee because of job related circumstances with the Employer and as a result of being quarantined by a certified medical practitioner, or as a result of the operation of the provincial Designated Office Program, shall be treated as a leave of absence with pay for the period directed by the certified medical practitioner/Medical Officer of Health. In the event that an employee develops a related illness recognized by the WSIB, this absence shall be compensated as per WSIB policy and guidelines for the duration of the illness.

B. Employees Under a Work Quarantine

1. Employees required to work under a “work quarantine” because of job related circumstances with the Employer and as a result of being quarantined by a certified medical practitioner, or as a result of the operation of the provincial Designated Office Program, shall be paid at a rate of two (2) times their regular hourly rate of pay.
2. Employees required to work above their normal hours of work under a “work quarantine” because of job related circumstances with the Employer and as a result of being quarantined by a certified medical practitioner, or as a result of the operation of the provincial Designated Office Program, shall be paid in accordance to B1 and an additional rate of pay of one and one-half (1½) for all hours worked above their normal hours of work.

37.12 TECHNOLOGICAL CHANGE

Technological change means the introduction by the Employer of new technology or equipment different in nature from that previously utilized by the Employer or substantial modifications to present technology or equipment which directly results in the elimination of a position, or a significant modification of an employee’s tasks or skills required to fulfil the requirements of the job.

Where the Employer has a planned technological change, it will notify the Union thirty days or as soon as practical in advance of its implementation. The notice will be in writing and will provide the anticipated date of implementation and the anticipated effect of such technological changes on members of the bargaining unit.

Following the notice above, a labour management meeting will be held to discuss the impact on the terms and conditions of work.

Where any employee’s position is affected by technological change, as described above, the Parties shall discuss retraining, the need for and filling of new classifications, and / or the implementation of any layoff or restructure.

ARTICLE 38 – DURATION OF AGREEMENT

38.1 TERM OF AGREEMENT

This agreement shall become effective the date of ratification by both parties, and shall remain in force and effect until and including March 31, 2025. This agreement shall be automatically renewed, effective April 1, 2025 and from year to year thereafter, subject to such changes and alterations as may be negotiated from time to time. Notice may be given by either party to the other party, of intent to bargain, by hand or by registered mail, within ninety (90) days of the expiration of this agreement or within ninety (90) days of the end of any succeeding year. Negotiations shall begin within thirty (30) days following receipt of notification with the exchange of proposals, followed by meetings at such time as mutually agreed upon by the two (2) parties.

IN WITNESS WHEREOF the parties hereto have signed.

THE REGIONAL MUNICIPALITY OF YORK



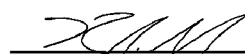
Chairman

Chief Administrative Officer

**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**



Unit Chair



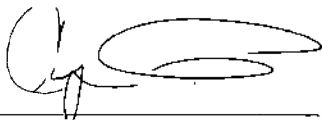
National Representative

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: ESTABLISHMENT REPORTS

The Employer agrees to provide quarterly staff complement summaries, and organization charts for Departments covered by CUPE Local 4900 as they become available.

DATED this 5th day of February , 2026



For the Union

For the Employer

REGION OF YORK
- and -
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 905*
Job Evaluation/Pay Equity Maintenance Protocol
September 26, 2024

This Updated Protocol incorporates and supersedes the following:

- TOR dated 03/08/01
- TOR undated
- LOI dated June 9, 2017
- LOI dated December 20, 2022
- TOR dated September 21, 2022/August 4, 2022
- Email confirming agreements reached August 15th, 2022
- The York Job Evaluation Process document of the Employer dated September 2022

NOTE:

To the extent there is any conflict between this Protocol and the Collective Agreement, the Collective Agreement prevails.

INTRODUCTION

1. The purpose of this Job Evaluation/Pay Equity Maintenance Protocol (“the Protocol”) is to bring clarity and consistency to the process, and to determine the appropriate and defensible job evaluation rating for each classification in the bargaining unit and provide for an ongoing process to maintain pay equity and internal relativity.
2. Job evaluation is a process that determines the relative value of jobs based on skill, effort, responsibility and working conditions and is used to assign jobs to pay grades within an organization.
3. The CUPE job evaluation process is governed by the collective agreement. A Joint Job Evaluation Committee (JJEC) has been established for this purpose.
4. Job evaluation shall be administered by the parties as set out in this Protocol and shall be used on an ongoing basis for maintaining Pay Equity in compliance with the Pay Equity Act, and internal equity, for job classes within the bargaining unit.

JOINT JOB EVALUATION COMMITTEE (JJEC)

Mandate of the Committee

5. The scope of the JJEC shall include the following:
 - a. To determine the appropriate and defensible job evaluation rating for each classification in the bargaining unit based on available information such as, but not limited to, job descriptions, record sheet, job postings and organizational charts.
 - b. To ensure detailed records of JJEC deliberations are maintained, final record sheets, job descriptions and any supporting documentation used by the JJEC will be stored on a shared electronic repository by both parties.
 - c. To discuss ways to improve/clarify the job evaluation process and to make any recommendations to the Head of Total Rewards and the CUPE Unit Chair.
6. For purposes of clarity, the scope of the JJEC shall not include the following:
 - a. To determine weighting of factors for the questions in the questionnaire, where used; or
 - b. To determine the weights of subfactors for the job evaluation system;
 - c. Compensation rates (wage/salary schedules) which are attached to classifications; or
 - d. Organizational design and structure issues; or
 - e. Job requirements and/or qualifications.

Composition and Quorum

7. The JJEC consists of four (4) persons with equal representation from both Union and Employer.
8. There will be two (2) co-chairs, one appointed by the Union and one member of People, Equity and Culture (PEC) and then two (2) additional voting members made up of an employer representative and a union representative.
9. The Committee will be jointly facilitated by the Union co-chair and the PEC co-chair or their designated member on the Committee, including setting the agenda for the jobs to be evaluated at the forthcoming meeting(s).
10. The Employer will provide an employee to act as scribe for all JJEC meetings.
11. Regular attendance at Committee meetings is expected wherever practical to ensure consistent application of the gender neutral job evaluation tool. All voting members of the Committee shall be able to participate in Committee meetings. The Co-chairs may request a suitable replacement when attendance of a Committee member is irregular.

12. Each party may appoint one alternate representative to serve as a replacement for any absent member. Alternate members shall have the right to participate and vote only when replacing a regular committee member who is absent or unable to attend due to conflict of interest. Alternate members are encouraged to attend all meetings.
13. Where a Committee member wishes to have the alternate attend on their behalf they will indicate this no later than two business days prior to the meeting, where possible.
14. A quorum consists of four (4) members with equal representation from both union and the employer.
15. The Parties agree that either side may engage the services of external advisers to assist in the Job Evaluation process who may attend at Committee meetings only with the full consent of the Committee.

Meetings

16. Meetings will be scheduled by PEC on the first Tuesday of every month. (Any additional meeting or meetings that need to be rescheduled, may be requested by either party and will be scheduled as necessary.)

Conflict of Interest

17. Members of the Committee will not be present for nor participate in the evaluation of their own position, any position that is a direct report to their position, any position over which a committee member provides regular guidance or oversight (eg. team lead), or where an evaluation decision would place them in a conflict of interest. For clarity, a conflict of interest exists and shall be declared where a member has a direct pecuniary interest in the classification, or the evaluation is of their own classification or a member has a close or personal relationship with an incumbent in the position under consideration.
18. Members of the Committee in one of the above conflict of interest situations may not be present nor participate in JJEC or Dispute Resolution meetings with respect to the job(s) in question.
19. Members of the Committee in one of the above conflict of interest situations will not receive information related to jobs in question that is shared with other Committee members. Members of the Committee will be expected to keep strictly confidential any information and documentation shared with them that is not to be shared with members excluded because of a conflict of interest situation.

Confidentiality

20. All members of the JJEC are expected to keep strictly confidential all information and documentation obtained by them as in their role on the JJEC.
21. Information obtained by JJEC members in the course of their role on the JJEC will be used for no other purpose except for job evaluation pursuant to this Protocol.

22. Any member who steps down from the Committee shall not retain any records or documentation from the JJEC and will be expected to hand over such records to the remaining members of the Committee.

Disclosure Prior to Evaluation Meeting

23. The PEC co-chair or designate will provide the Committee with the following information three weeks in advance of a scheduled JJEC meeting:
- a. The agenda (as determined by the Co-Chairs) for the upcoming meeting, which includes a list of the jobs that will be evaluated at the meeting as well as copies of any documentation flowing from the processes outlined below in regards to either new or significantly changed jobs;
 - b. The most recent job description for the position being reviewed;
 - c. A Job Evaluation Record Sheet including, where such exists, any existing ratings and rationales, any agreed to ratings and rationales, and those ratings in dispute including any notes with respect to the related discussion;
 - d. An organization chart relevant to the position;
 - e. A list of job comparators for sore thumbing including subfactor ratings, as well as the previous rationales (where they exist).
24. Where a voting member of the JJEC determines that there are questions about job duties and responsibilities that are required for the Committee's deliberations, those questions will be put into writing to the remaining Committee members two weeks in advance of the scheduled JJEC meeting.
25. The Co-Chairs will review the question(s) and reframe if necessary, and will forward the question(s) to the relevant incumbents and/or management for response in writing within one week.
26. Upon receipt of the responses, the Co-Chairs will provide the responses to the JJEC.
27. In order for Committee members and alternates to be prepared, members will receive the documentation noted in paragraph 23 above three weeks prior to the scheduled meeting, these documents will be saved in the electronic record repository accessible to all members of the JJEC.

The Evaluation Process

28. New JJEC members shall be provided joint training on the job evaluation tool, and the process of rating through the training video developed from the previous training of the Committee. New members will be provided with paid time off to review the video. The CUPE National Job Evaluation Specialist may attend training to provide support to new members as required.
29. All evaluations undertaken pursuant to this Protocol shall be consistent with and relative to any existing ratings and rating rationales for job classes within the bargaining unit. The

parties acknowledge that sore thumbing is the process by which the parties ensure that current and ongoing ratings remain consistent with previous ratings.

30. For jobs being evaluated where there is no written rationale to support the previous ratings, the Employer will endeavour to provide any relevant record sheets it has relating to the previously rated position, including the job description at the time the position was last evaluated, if available.
31. Deliberations and results of the Committee are confidential, but outcomes will be communicated to managerial staff and incumbents by the Committee Co-Chairs or their designates.
32. The union Committee members, and an alternate if they are attending, shall be granted leave to attend the JJEC meetings and/or dispute resolution meetings and this attendance will be employer paid time.
33. One (1) week in advance of any scheduled JJEC meeting, the employer members and the union members will each independently evaluate the jobs in question and will submit their ratings and rationales electronically to each other on the electronic Record Sheet for each subfactor. Meetings will then focus on the subfactors in dispute. Failure to submit the ratings and rationales will result in the affected job being re-scheduled for another JJEC meeting.
34. The union committee members (including the alternate) will be provided with a one (1) hour leave prior to each JJEC meeting at which there is one or more job descriptions subject to evaluation (although not where the meeting is a continuation of ongoing evaluation). This leave will be employer paid time. Further time may be requested as union business leave in accordance with Article 7.
35. Ratings and the rationale for each decision by the JJEC shall be documented on a Record Sheet that records all the job evaluation subfactors and includes whether or not consensus was reached. In addition, the record sheet as well as all supporting documentation, where it exists, will be stored in a shared electronic repository accessible to all JJEC members for reference purposes. For clarity, the Union members' access will be "read only".
36. Upon completion of an evaluation of a subfactor(s), Record Sheets will be updated with an email sent to voting members confirming the agreed-upon ratings. The Record Sheet will be stored in the shared electronic repository and shall be deemed agreed in the absence of any written objection within 5 business days of the email.

Records

37. The Master Rating Record for all positions in the bargaining unit shall be maintained by the Employer and a copy of the document will be updated following any agreed-upon ratings, and shared in the electronic repository.
38. The Employer will maintain, and share with the JJEC on the shared electronic repository, a current list of jobs currently pending for job evaluation. Such list will be updated by the Employer when new jobs are added to the queue.

EVALUATION OF NEW POSITIONS

39. In order to commence recruitment of new positions, the Employer shall initially set the wage rates and advise the Union of the Pay Grade and Schedule.
40. If a new position can be placed into an existing classification/job class, the Employer will advise the Union in writing of that placement with the job description.
41. In the event the Employer creates a new position in the bargaining unit which cannot be placed into an existing classification/job class, the following process will apply.
42. In setting the wage rate, the Employer will undertake a preliminary rating of the position using the agreed-upon gender neutral job evaluation tool.
43. For purposes of evaluation the Employer will use the new job description developed jointly by the initiating manager and Compensation.
44. The Employer will advise the Union in writing of the new position, and wage rate, and provide their reasons for this decision.
45. The JJEC will review the evaluations of all new positions within six (6) months of the incumbent(s) being hired into the position.

Retroactive Adjustments for New Jobs

46. Should a re-evaluation determine that the job rating is at a higher grade level, the wages for the incumbent will be adjusted upwards to the nearest salary rate closest to, but not lower than, the employee's current wage rate retroactive to date of hire into the position.
47. Should the re-evaluation determine that the job rating is lower than originally evaluated, the employee will receive "red-circle" salary protection, on the following basis:
 - a. where the employee's wage rate is higher than the new grade level maximum, the employee shall retain their current salary. Economic adjustments shall not apply until the wage range of the new level meets or exceeds their wage level.
 - b. where the employee's salary level falls within the range of the new level, they will be entitled to the normal salary progression within the new range until they meet the maximum of the new range.

EVALUATION OF SIGNIFICANTLY CHANGED POSITIONS

Requests for Review

48. Requests for evaluation review may be initiated by the appropriate Management and/or the incumbent where there is a belief that there has been a significant change to the position that could affect the factors of skill, effort, working conditions and responsibilities.
49. For purposes of this Protocol, "significant change" shall be defined as follows:

Broadening or narrowing of the current scope that results in a minimum of 30% change to the job on a permanent basis, not including increased volume of existing duties. The degree of change is to be determined having regard to the job as a whole including any potential impacts on the subfactors used to evaluate the job.

50. Only jobs that have “significantly changed” will be evaluated by the JJEC.

Requests Initiated by Management

51. Management may request a re-evaluation by filling out a Job Review Request Form (JRRF) which is submitted for review and approval by the appropriate levels of management.

52. Compensation will review the JRR Form and will determine if a job review is required based on the above definition of significant change.

53. If Compensation concludes that significant change has occurred such that a review is required, Compensation will draft a job description to reflect the significant changes and will send to the applicable management for review and approval.

54. A copy of the draft job description will be forwarded to incumbents who will have two weeks to provide their comments or feedback. Incumbents will be informed to provide one document with their comments, if any, signed off by 50% +1 of the incumbents in the position.

55. A copy of the draft job description from Compensation and the feedback from incumbents, if any, will be forwarded to the appropriate level of management for approval it being understood and agreed that management has the final say with respect to job descriptions.

56. Following approval of the job description, the position will be scheduled for evaluation by the JJEC.

57. If it is determined by Compensation that there is no significant change in the request submitted by management such that a review is not required, Compensation will advise the applicable manager of the decision, and the rationale for the decision.

58. Compensation will share its decision on whether there has or has not been significant change with the Union Co-Chair , along with its reasoning ~~rationale~~.

59. If the Union Co-Chair does not agree with Compensation that significant change has not occurred, that dispute will be referred to the Advisor Dispute Resolution Process below and ultimately may be processed through the grievance procedure.

Requests Initiated by Incumbents

60. An incumbent(s) who believes that their position has significantly changed, may submit a request for evaluation provided that the incumbent (s) include documented support of fifty percent (50%) plus one of the population for that position. (LOI para 7). Incumbents must submit a current job description signed by the applicable incumbents identifying the significant changes to the position in track changes, along with a Significant Change Form.

61. The incumbent(s) are encouraged to discuss the updated job description signed by the applicable incumbent(s) with their manager/supervisor.
62. The required documentation in support of the request shall be submitted to the Union Co-Chair who shall forward it to Compensation.
63. Compensation will review the updated job description and will send for review by the applicable management.
64. If management agrees that the changes identified by the incumbents are accurate, management shall complete a JRR Form incorporating what has changed and send for approval to Compensation.
65. If management does not agree that the changes identified by the incumbents are accurate, management will advise Compensation and management will also advise their employees. Compensation will relay that feedback to the Co-Chairs.
66. If management has confirmed that the changes identified by the incumbents are accurate, the Co-Chairs will determine whether such changes meet the "significant change" definition above.
67. If it is agreed between the Co-Chairs that a review is required, Compensation will draft an updated job description to reflect the significant changes and will send to the applicable management for review and approval.
68. Once approval is received, Compensation will finalize the job description and the position will be scheduled for evaluation by the JJEC.
69. If it is agreed between the Co-Chairs that a review is not required because the "significant change" threshold has not been met, the Union Co-Chair will advise incumbents who submitted the request, copying the Employer Co-Chair on the communication.
70. If the Union Co-Chair does not agree with the Employer Co-Chair's view that significant change has not occurred, the dispute will be referred to the Advisor Dispute Resolution Process below and ultimately may be processed through the grievance procedure.

Retroactivity of Adjustments For Significantly Changed Jobs

71. The effective date for any salary adjustments as a result of a classification review shall be the earlier of 1) the date of management approval of the final revised job description or 2) 4 months from the date of submission of the complete documentation required by paragraph 51 (for management) or paragraph 60 (for incumbents).
72. Should a re-evaluation determine that the job rating is at a higher grade level, the wages for the incumbent will be adjusted upwards to the nearest salary rate closest to, but not lower than, the employee's current wage rate retroactive to the applicable effective date above.
73. Should the re-evaluation determine that the job rating is lower than originally evaluated, the employee will receive "red-circle" salary protection, on the following basis:

- a. where the employee's wage rate is higher than the new grade level maximum, the employee shall retain their current salary. Economic adjustments shall not apply until the wage range of the new level meets or exceeds their wage level.
- b. where the employee's salary level falls within the range of the new level, they will be entitled to the normal salary progression within the new range until they meet the maximum of the new range.

74. In the event a job is evaluated pursuant to the above process, the job will not be reviewed again for a minimum period of twelve months following the communication of the evaluation results to the incumbents and/or applicable management.

ADVISOR DISPUTE RESOLUTION PROCESS

75. Each party shall keep the other updated as to the name and contact information of their current Advisor.

76. The Employer will schedule standing meetings of the Advisors to be held once per month.

77. The paragraphs above with respect to Conflicts of Interest and Confidentiality, shall apply to meetings of the JJEC with the Advisors.

Significant Change Disputes

78. In the event the Co-Chairs are unable to agree on whether significant change has occurred pursuant to above, the Co-Chairs of the Committee shall request, within (10) working days, that each party designate an advisor to meet with the Co-Chairs to attempt to assist in reaching a decision.

79. In cases of "significant change" disputes, two weeks prior to the scheduled Dispute Resolution meeting, the Co-Chairs will provide to the Advisors the material submitted and considered in the request for review.

Rating Disputes

80. In the event the JJEC is unable to reach agreement on the rating of a job, either party or co-chairs of the committee shall request, within ten (10) working days, that each party designate an advisor to meet with the committee and attempt to assist in reaching a decision.

81. In cases of rating disputes, two weeks prior to the scheduled Dispute Resolution meeting, the Co-Chairs will provide to the Advisors and the JJEC members, a copy of all material sent to the JJEC regarding the position(s) under review including the Job Evaluation Record sheet with notes on JJEC discussions.

82. Any questions from either of the Advisors or JJEC members are to be emailed to the JJEC at least one (1) week in advance of the Dispute Resolution Meeting.

83. Positions will be considered in the order in which they were referred under the Dispute Resolution Process.

84. The Employer will provide an employee to act as scribe for the meeting of the Advisors.
85. The Advisors may meet in caucus by themselves to explore possibilities for recommendations for agreement by the JJEC.
86. All agreements reached or not reached during the Dispute Resolution process will be recorded on the Record Sheet along with the rationale for the agreed-upon and not agreed-upon ratings (all ratings). The Record Sheet will be stored in a shared electronic repository, which can be accessed by all JJEC members.
87. Upon completion of an evaluation of a subfactor(s) during the Dispute Resolution Process, Record Sheets will be updated with an email sent to voting members confirming the agreed-upon ratings. The Record Sheet will be stored in the shared electronic repository and shall be deemed agreed in the absence of any written objection within 5 business days of the email.

Referral to Arbitration

88. If, after the Dispute Resolution meeting with the two advisors appointed, the committee remains unable to agree upon the matter in dispute within fifteen (15) working days, then either the Union or the Employer may refer the matter to the Job Evaluation Arbitration in accordance with Article 9.
89. Either party may, by written notice to the other party, refer the dispute to a single arbitrator/mediator who shall be selected by agreement of the parties. If the parties are unable to agree, either party may request the Minister of Labour to appoint an arbitrator.
90. The Job Evaluation Arbitrator shall be governed by the Collective Agreement, this Protocol and the Job Evaluation Tool and shall not have the power to modify or amend any of their provisions. The jurisdiction of the arbitrator shall be limited to the matter in dispute, as submitted by the parties.
91. The Job Evaluation Arbitrator shall have the powers of an arbitrator appointed pursuant to the collective agreement and may conduct the hearing in any manner which is procedurally fair including, without limitation, establishing a procedure for expediting the arbitration including requiring written briefs, or having the parties present will says or such other additional information as deemed necessary.
92. The arbitrator's fees and expenses shall be borne equally between the parties.
93. The time limits contained in this section may be extended by mutual agreement of the parties.

Dated September 26, 2024

For the Region	For CUPE, Local 905 <u>Jane Realmo</u>
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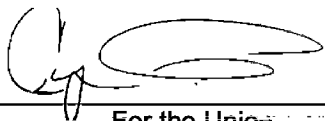
****now referred to as CUPE 4900***

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND THE
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: FLEXIBLE WORK ARRANGEMENTS (FIXED AND HYBRID)

1. The Employer and the Union agree that the use of flexible work arrangements may benefit both the operational needs and services of the Employer and improve the quality of employment for the Employee. The Flexible Work Arrangements Policy addresses fixed and hybrid work arrangements.
2. The Employer will maintain a Flexible Work Arrangement Policy and guidelines for the implementation of the Policy. The Policy, guidelines and its application will be reviewed at least annually at Labour Management meetings. The Employer and the Union will review by Department any significant changes to the positions participating in flexible work arrangements and will review reasons for cancellations or revisions to flexible work arrangements. It is understood that where there is any conflict between this Policy and the Collective Agreement, this Collective Agreement will govern.
3. Employee requests for participation in flexible work arrangements (where they are in a role which is identified as a role which may be subject to a flexible work arrangement option) shall not be unreasonably denied.
4. The Employer shall provide two weeks notice and rationale to the employee when a flexible work arrangement is cancelled or fundamentally revised.
5. When an employee who has a flexible work arrangement changes positions, the arrangement will cease and they will need to make a new request for an ongoing arrangement based on the requirements of the new position. In accordance with paragraph 3 and 4 above, this new request shall not be unreasonably denied.
6. The Union will be notified in writing of any changes to the Flexible Work Arrangement Policy and/or any significant changes in Region's approach to fixed or hybrid work.
7. Employees may voluntarily participate in flexible work arrangements under the Policy and guidelines subject to conditions established by management. Each employee who participates in a flexible work arrangement must abide by the requirements set out in the Policy and applicable guidelines.
8. Where appropriate, flexible work arrangements may be considered in the accommodation and/or return to work process.

DATED this 5th day of February , 2026



For the Union



For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: "INITIAL AREA OF EMPLOYMENT" AND "LOCATION"

WHEREAS the parties recognize that the Employers' operations primarily occur at a number of work areas within the geographical area of the Region of York.

AND WHEREAS all employees, excluding casual and temporary employees, must have one of these work areas identified as their location of employment.

AND WHEREAS there may be employees who are required to work in other work areas within the geographical area of the Region of York.

AND WHEREAS the parties agree to minimize the disruption and inconvenience that may result from employees being required to work from a number of work areas.

AND WHEREAS the parties agree that the Community and Health Services Department is included in this agreement.

AND WHEREAS the parties agree that the Community and Health Services Department - Paramedic Services, is excluded from this agreement.

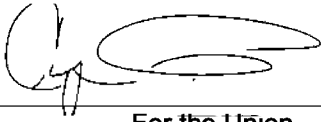
NOW THEREFORE the parties agree that the intention of identifying the "initial area of employment" in Article 13.4 and the method to be used to change the "area of employment" shall be as follows:

1. The address of a facility used by the Employer shall be identified as the work location for a vacant or new position that will be posted in accordance with ARTICLE 13 – HIRING, PROMOTIONS, TRANSFERS AND STAFF CHANGES and this address will be the "initial area of employment" that is used in accordance with Article 13.4. This shall be the location where the employee will normally report for work at the regular start time and cease work at the regular quitting time.
2. At any time that an employee or employees are reassigned to temporarily work in a different location, six (6) months or less the following shall apply:
 - (a) If the work is normally performed as part of a team and the different location can be reached as part of a team being reassigned, transportation shall be provided by the Employer, and the same shall apply so that the employee is returned to the normal location by quitting time. This is only applicable for Transportation Operations Branch.
 - (b) If the different location is closer to the employees' residence than the normal location, the employee shall be at the different location at the start time and shall leave at the quitting time, and mileage is calculated according to Article 23.4(a). An example of such reassignment is in Community and Health Services - Housing.

- (c) If the different location is further from the employees' residence than the normal location, the employee shall be at the different location at the start time and shall leave at the quitting time. Mileage is calculated according to Article 23.4(a).
 - (d) The employee shall normally be expected to report to the different location at the start time and leave at the quitting time, however it is agreed that flexible arrangements may be made to accommodate employees who will experience personal difficulties as a result of the temporary relocation. It is expected that employees will make all reasonable efforts to resolve any personal difficulties resulting from the reassignment. In the event that this is not reasonably possible, requests for such accommodations shall not be unreasonably withheld. It may be necessary to request another employee to accept the reassignment to ensure no service disruption.
 - (e) The reassignment may exceed six months with the mutual consent of the parties. The consent shall not be unreasonably denied.
3. Under normal circumstances, employees shall not have their normal work location changed, except for temporary situations. Notwithstanding this, if the Employer ceases operating from a facility, in whole or in part, and relocates the work to one or more other facilities, the employees who work at that location will be transferred, with their job, to the location of the other facility.
4. If the Employer requires the transfer of employee(s) within a classification (position), from one facility to another, for a period longer than six (6) months, the following shall apply:
- (a) If there is more than one employee affected, and more than the required number wish to be transferred, the most senior employee(s) shall be transferred.
 - (b) If there is more than one employee affected, and none wish to be transferred, the least senior employee(s) shall be transferred.
 - (c) The transfer shall not be used as a way to fill vacant or new positions, which must be filled in accordance with Article 13. The transfer shall only occur where the Employer legitimately has a need to relocate work from one location to another.
 - (d) If the Employer transfers an employee from one location to another and the Employer decides to fill the employee's position at the original location within six (6) months of the transfer, the employee(s) shall be transferred back.
 - (e) The six (6) month restriction contained in Article 13.8(a) shall not apply to transferred employees.
 - (f) Once relocated, the new location shall be deemed to be the employees' normal work area and that employee shall not be subject to another relocation for one (1) year, subject to lay-off, emergency or workload situations, or the employee gives consent.
 - (g) Paragraph 2 does not apply.

This Letter of Understanding shall be deemed to be a part of, and subject to the terms of, the Collective Agreement.

DATED this 5th day of February , 2026

A handwritten signature in black ink, consisting of a large, stylized 'C' followed by a horizontal line and a small flourish.

For the Union

A handwritten signature in black ink, consisting of a large, stylized 'C' followed by a horizontal line and a small flourish.

For the Employer

**LETTER OF AGREEMENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: PARAMEDIC SERVICES VACATION

1. Full-time and Permanent Part Time Paramedics will be notified by the Paramedic Services Scheduling Unit in order of bargaining seniority in advance of the upcoming year to submit vacation requests for the following year. Paramedics will submit their annual requests in accordance with the scheduling unit's direction each year.
2. To maintain efficiency within Paramedic Services Operations the number of Paramedic staff allowed on vacation, overtime and/or statutory lieu time shall be:

	CP	PCP	ACP	CPLP	SRU
Days and Day Peak Shifts	30%	30%	30%	30%	30%
Night and Night Peak Shifts	30%	30%	30%	30%	30%

The definitions for item 2 are:

Day Peak: shifts starting between 00:00 and 11:59

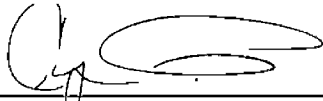
Night Peak: shifts starting between 12:00 and 23:59

The percentages are in reference to the number of positions on the core schedule and reflect pre-scheduled requests. Expected core schedule numbers will be provided by the employee to CUPE prior to the annual vacation booking process. The percentages will be based on whole numbers with 0.10-0.49 rounding down and 0.50-0.99 rounding up. MPU will be considered based on their qualifications. SRU in administrative positions and/or alternate roles will be considered part of the percentages. SRU will continue with current vacation allotment per shift (two (2)) until number of staff increases to match allotment at 30% level.

3. Permanent full-time and permanent part-time Paramedics shall have a permanent work location or be assigned as a Float Paramedic assigned to a district, as determined by the employer. Permanent station assignments and Float designations will be determined by qualifications (PCP, ACP, CPLP, etc.) and bargaining unit seniority through a bidding process. Bids will be released by the Paramedic scheduling unit electronically every eight (8) weeks. Upon successful bid the assignment will become effective at the start of the next eight (8) week cycle rotation.

4. To be considered successful an employee must meet all the qualifications prior to the bid closing date. If the qualifications are not confirmed by that date the position will go to the next successful bidder.

DATED this 5th day of February , 2026



For the Union



For the Employer

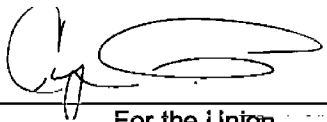
**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: OPPORTUNITIES FOR INDIVIDUALS WITH COGNITIVE DISABILITIES

The Employer and Union have agreed to allow employment opportunities for individuals with intellectual and cognitive disabilities to perform tasks of which matches their ability. These individuals are not subject to the collective agreement.

On an annual basis the Employer will provide the Union with the names of any individuals working under this LOI, the name of any affiliated agency involved in this opportunity and a summary of the employment opportunity and tasks.

DATED this 5th day of February , 2026



For the Union



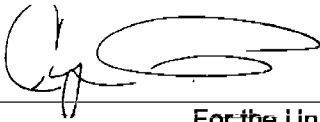
For the Employer

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: PARTNERSHIP PROGRAMS

The Employer and the Union have agreed to allow partnership initiatives with the municipalities, Provincial and Federal governments to allow an individual to perform specific functions which are funded through the different levels of government. These individuals will not be employees of the Region nor covered by the terms of the collective agreement. The Employer shall inform the Union of any partnership initiative prior to its commencement.

DATED this 5th day of February , 2026



For the Union

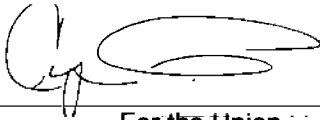
For the Employer

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: CASUAL/ON CALL PARAMEDIC STAFF

The Employer agrees that the number of Casual/On Call Paramedic staff shall not exceed thirty percent, (30%) of the number of Permanent Full-Time Paramedics. In the event that the number of Casual/On Call staff exceeds thirty percent (30%), the Employer shall advise the Union.

DATED this 5th day of February, 2026



For the Union



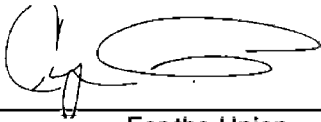
For the Employer

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: PARAMEDIC NRA 60 CLASSIFICATION

In the event that the OMERS Sponsors Corporation approves NRA 60 Classification for Paramedic Services members, the Employer agrees to discuss the matter with the Union.

DATED this 5th day of February , 2026



For the Union

For the Employer

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: PARAMEDIC SERVICES – PARAMEDICS MILEAGE

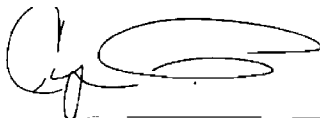
WHEREAS, the parties agreed to minutes of settlement dated November 14, 2005 resolving a policy grievance concerning the payment of mileage expenses when Paramedics attend Employer requested Education courses;

AND WHEREAS, the parties wish to amend the terms of the settlement to reflect current practices;

THEREFORE, the parties agree to the following:

1. Mileage will be paid for training provided by York Region Paramedic Services including Ministry of Health and Long Term Care required courses and other training programs requested by the Employer and any Base Hospital training which is mandated through the *Ambulance Act* to maintain Paramedic qualification;
2. Training referenced in item #1 shall be scheduled nine (9)-hour sessions;
3. Mileage will not be paid for Paramedics selected to the ACP program;
4. Mileage will be paid for Paramedics completing Base Hospital return-to-work requalification, save and except after on a personal leave of absence as per Article 21.8;
5. It is further understood that for the purpose of determining mileage it is from Paramedic Services headquarters;
6. Mileage forms must be completed and submitted to management no later than two (2) weeks following the training referenced in item #2. Any mileage claims filed after the two (2) weeks will not be considered for reimbursement;
7. This letter becomes effective as of May 2, 2011.

DATED this 5th day of February , 2026



For the Union

For the Employer

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: LIEU BANK CAPS – PUBLIC WORKS

WHEREAS, the parties negotiated a cap of eighty (80) hours for the overtime lieu time banks, pursuant to Article 18.9 of the collective agreement;

AND WHEREAS, the employees who perform job duties in Public Works, are limited and/or restricted from taking “time off”, notwithstanding the amount of overtime accumulated;

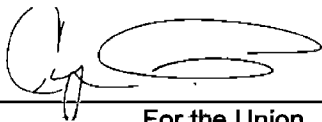
AND WHEREAS, the parties agree to implement on a temporary basis a lieu bank cap that exceeds the eighty (80) hours;

THEREFORE, the parties agree to the following:

1. Job titles listed below shall have their lieu time bank capped at one hundred and twenty (120) hours;
 - Construction Administrator
 - Construction Inspector
 - Construction Co-Ordinator, Electrical
 - Construction Co-Ordinator, Water and Wastewater
 - Lead Mechanic – Fleet Services
 - Lead Operator
 - Mechanic Fleet Services
 - Operations Technician
 - Transportation Maintenance Worker
2. Any hours that exceed the cap of one hundred and twenty hours (120) shall be paid out;
3. Any employee within the job title listed in item #1 above who transfers out of the said job title shall return to the eighty (80) hour lieu bank, pursuant to Article 18.9 of the collective agreement;
4. The eighty (80) hour lieu bank shall become effective forty-one (41) working days from the date of their transfer out of the job title listed in item #1 above. Any hours beyond the eighty (80) hour cap shall be paid out after the forty-one (41) working days;
5. Any new employees hired into the job titles mentioned in item #1 above can be added upon mutual agreement of the parties;

6. This agreement expires on March 31, 2029 and is not intended to set a precedent or prejudice future negotiations in any way.

DATED this 5th day of February, 2026



For the Union

For the Employer

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: WATER/WASTEWATER CERTIFICATION

WHEREAS, the Provincial Government, through regulations, established the requirements for levels of certification for employees employed in Water and Wastewater.

AND WHEREAS, the Region desires to enter into a temporary certification bonus plan to encourage further certification levels by the Operators;

THEREFORE, the parties agree as follows:

1. This certification bonus plan is available to all Permanent Full-Time Operations, Maintenance and Monitoring staff that require operator licences under Ontario regulation and have completed their probationary period;
2. New hires are not eligible for payment for their certification level achieved prior to employment with the Region;
3. The job classifications included in the Certification bonus program are all classifications that require Ministry of the Environment, Conservation and Parks (MECP) Operator Certification within the job descriptions.
4. The Bonus Payment Schedule is as follows:

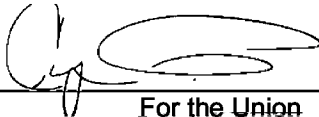
<u>MOE Operator Certification Level</u>	<u>Lump Sum Bonus Payment</u>
Operator- in-Training	\$100
Water Quality Analyst	\$200
Operator Level 1 Certificate	\$500
Operator Level 2 Certificate	\$500
Operator Level 3 Certificate	\$1,000
Operator Level 4 Certificate	\$1,000

5. The employee must submit the MECP issued certificate to the Manager, Operations and payment will be initiated by the People, Equity and Culture Branch upon receiving a copy of the certificate and validation of the certificate in writing from the Manager or designate.

6. Further levels of certification that are achieved during the term of this agreement shall receive bonus payments per operator certificate subject to item #4 and # 5.

This agreement shall be for the term of the current collective agreement.

DATED this 5th day of February , 2026



For the Union



For the Employer

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: PRECEPTORSHIP

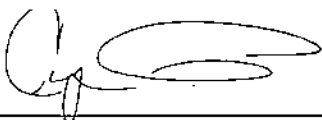
WHEREAS a Joint Preceptor Committee will be constituted with membership not to exceed five individuals. The Union nominated two (2) representatives, and two (2) members from Paramedic Services management and one (1) individual as a neutral.

AND WHEREAS The Joint Preceptor Committee will meet to establish terms of reference for the committee, examine and resolve labour related issues including the expansion of the preceptor role throughout the teaching and evaluation of new practice paramedics.

Preceptor is defined as an Advanced Care Paramedic (ACP) or Primary Care Paramedic (PCP) that has applied and been accepted during the annual Preceptor intake.

1. For remuneration purposes, stipend payments will be made on a "per student basis".
2. The stipend to the (ACP) Preceptor is \$2.50 for each hour when the paramedic is acting as a preceptor.
3. When precepting a college student (PCP) the preceptor shall receive the stipend of \$2.00 for each hour when the paramedic is acting as a preceptor.
4. The payment of the stipend referenced in items #2 and #3 shall be paid in a lump sum amount at the completion the preceptorship.
5. Employees who participate in employer discretionary programs such as the tuition reimbursement program will be required to apply to the annual preceptor program as a condition of receiving tuition support.
6. Central East Prehospital Care Program (CEPCP) fees incurred by a college student during their preceptorship with York Region shall be reimbursed for all costs incurred during the hiring and preceptor process to a maximum of \$400 upon submission of receipts and following the completion of one year of employment with the Region should they begin employment as a Paramedic with York Region within one year of completing their preceptorship.

DATED this 5th day of February , 2026



For the Union

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For the Employer

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: LIVE-IN SUPERINTENDENT – HOUSING YORK INC.

WHEREAS, it is a condition of employment for specific superintendents to live on site;

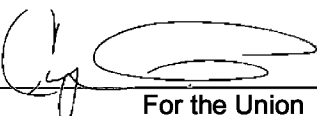
AND WHEREAS, the live-in superintendents are subject to the terms and conditions outlined in the collective agreement;

AND WHEREAS, the parties agree that the live-in superintendents may lose privacy and the quiet enjoyment of their dwelling due to the conditions of employment;

AND WHEREAS, the parties agree that the live-in superintendents have additional terms and conditions which are as follows:

1. Live-in Superintendents will occupy as their primary residence an assigned apartment or townhouse rent-free.
2. A taxable benefit of fifty percent (50%), pursuant to the Income Tax Act and the Customs and Revenue Agency, shall be assessed on the Market Rent for the accommodations referenced in item # 2 above;
3. One free parking spot;
4. Superintendents living in a townhouse shall pay one half (1/2) of the actual cost of the utilities for the current year using actual costs from the previous calendar year, with calculation method to be effective January 1, 2005;
5. In the event, that the Employer is liable to the Customs and Revenue Agency for any penalty for failure to withhold taxes and/or failure to report a taxable benefit, the agreement shall be null and void with respect to the fifty percent (50%) taxable benefit outlined in item # 2;
6. In the event that management requests, the live-in superintendents to perform additional work outside of their normal hours of work and the live-in superintendent volunteers to response to the call, they shall be compensated for actual time worked at the applicable overtime rates to be calculated in fifteen (15) minute increments for portions worked thereof, or compensating time off at the applicable overtime rate with the mutual agreement of the superintendent and the supervisor;

DATED this 5th day of February , 2026



For the Union

For the Employer

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

RE: DEEMED TERMINATION FOR ABSENCES THIRTY (30) MONTHS OR GREATER

WHEREAS, the parties completed negotiations for the renewal of the collective agreement which expired on March 31, 2007;

AND WHEREAS, the parties resolved all issues through negotiations;

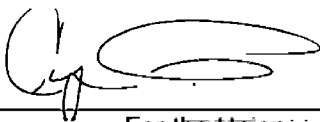
AND WHEREAS, the parties agreed on new language related to loss of seniority and deemed termination for absences thirty (30) months or greater;

AND WHEREAS, the Union requested a letter of undertaking from the Employer in such cases;

THEREFORE, the Employer commits to undertake the following:

1. In the situation where an Employee has been absent from work for 30 months or greater due to illness, injury or other absence, the Employer shall notify the Employee in writing that it is considering invoking the provisions of Article 12.7(h). The Union will be notified at the same time.
2. At such time, the Employer shall provide the Employee with the opportunity to submit information relating to future prognosis and ability to attend work.
3. Should the Employee fail to respond or provide additional information, the Employer will base their decision on information at hand.
4. The Employer shall consider any additional information the Employee provides prior to invoking the deemed termination. Unless the employee can provide evidence that they will be able to return to work within a reasonable time period, the Employer will terminate the employee and provide entitlements under Employment Standards Act and/or the Collective Agreement.
5. The termination of the Employee will not affect entitlement to approved wage replacement benefits (e.g. Long Term Disability, WSIB) and continuing eligibility will be judged on its own merits by the insurance carrier or WSIB.

DATED this 5th day of February , 2026



For the Union

For the Employer

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

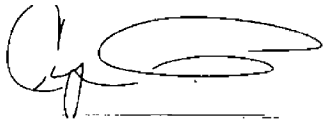
Re: REPORTS FOR TEMPORARY VACANCIES

The Employer shall provide to the Union on a yearly basis, a report(s) outlining the following in relation to Employees filling temporary vacancies. The report shall contain the following information:

A Listing of:

1. Permanent staff filling a temporary vacancy:
The Employee's name, their home position, job title of the vacancy being filled on a temporary basis and the length of time in the temporary position;
2. For Temporary staff:
The Employee's name, job title of the vacancy being filled on a temporary basis and the length of time in the temporary position.

DATED this 5th day of February , 2026



For the Union



For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: WINTER SHIFT SCHEDULES (ARTICLE 15.14)

WHEREAS the parties acknowledge Article 15.14 (Days Off for Other Than Monday to Friday) was negotiated by both parties;

AND WHEREAS the parties are desirous of creating a conducive winter shift schedule to operations and the affected employees;

AND WHEREAS the parties agree that to create such a winter shift schedule, Article 15.14 needs to be temporarily suspended between October 1 and April 28;

THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. The parties have mutually agreed to a winter shift schedule that will not provide for two consecutive days off during a seven-day period for the winter season schedule for Roads Maintenance Staff in the Roads and Traffic Operations Branch of the Transportation Services Department;
2. The parties agree that in each calendar year of this collective agreement, the winter season shift schedule will be in effect from October 1 of the calendar year, to April 28 of the following calendar year;
3. The parties agree to such a winter shift schedule and agree it is not a violation of the Collective Agreement, in particular Articles 15.6 (Winter Shift Schedules), 15.17 (Schedules - Notice of Change), and 15.14 (Days Off for Other than Monday to Friday);

DATED this 5th day of February, 2026



For the Union



For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: WINTER SHIFT SCHEDULES (ARTICLE 15.6)

WHEREAS, Article 15.6 requires the complete shift schedules for winter works to be posted by September 15th in each year with a copy to the Union;

AND WHEREAS, Article 19.12 (Selection of Vacation) requires employees to request vacation by September 15th, with approval/denial by October 15th;

AND WHEREAS, once vacation requests are approved as per Article 19.12 the winter shift schedule posted by September 15th per Article 15.6 often has to be revised;

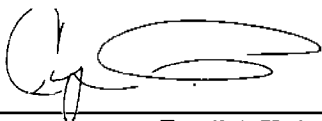
AND WHEREAS, this causes significant disruption to operations and employees;

THEREFORE, the parties agree that employees on the winter shift schedule in Roads Transportation will submit their vacation requests by August 15th, with approval/denial by September 15th and such approved vacation requests will be reflected in the winter shift schedule posted on September 15th.

For clarity, the classifications that will submit vacation requests by August 15th are:

- Lead Operators
- Technicians
- Paint Coordinator
- Transportation Maintenance Workers
- Data Coordinators

DATED this 5th day of February , 2026



For the Union



For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

**Re: GOODWILL ARRANGEMENT TO PREVENT WATER HEALTH HAZARDS AND
PRESERVE PUBLIC HEALTH AND SAFETY**

WHEREAS, this arrangement is committed to the interest of public safety.

AND WHEREAS, CUPE Local 4900 recognizes the collective responsibilities of York Region and CUPE Local 4900 members for the operation of York Region's water system.

AND WHEREAS, the Union also recognizes that the absence of these services has the potential to pose immediate and serious health hazards jeopardizing public health and safety.

AND WHEREAS, the Union understands Operations, Maintenance and Monitoring (OMM) Team Leads have special knowledge enabling them to effectively assist with maintaining water and wastewater services, particularly in emergency circumstances.

NOW THEREFORE, in the event of a lawful lock-out or strike, when York Region's Medical Office of Health, in accordance with the Health Protection and Promotion Act, and associated regulations as applicable, determines that maintaining compliance with the provincial regulations and the protection of public health is at risk, the Union shall support such a determination. Where the expertise of OMM team members are required, OMM Team Leads will be permitted to return to work until such time that the emergency circumstances are mitigated to a point where there is no serious risk to public health.

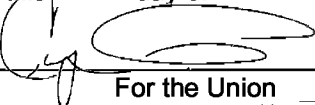
To be clear, approvals will be granted solely in emergency circumstances that require the expertise of OMM members.

Examples of such conditions include:

- Adverse water conditions that could affect public health
- Extreme weather events causing major system failures (i.e. ice storm, prolonged blackout)
- Loss or risk of losing water storage for emergency and fire protection
- Major spills causing high risk of adversely affecting public health or the environment

In the interest of public safety, we commit to this arrangement in good faith for the strict period to October 1, 2029.

DATED this 5th day of February, 2026



For the Union

For the Employer

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THE REGIONAL MUNICIPALITY OF YORK

4

**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 905 (YORK REGION UNIT)**

ith .

WORKING CAPITAL, INVENTORY, RELEVANCE RELATIONSHIP, FINANCIAL STATEMENTS, AND
ANALYSIS. 1. 12

MINUTES OF SETTLEMENT

[illegible][illegible]

AND WHEREAS the parties have agreed that in order to give effect to the provisions of the above recited agreement, the parties have agreed to amend the said agreement to read as follows:

NOW THEREFORE, *

the β -phase of the polymer. The β -phase is the more ordered phase and is characterized by a higher density and a higher melting point than the α -phase. The β -phase is also the more stable phase and is the one that is most commonly observed in nature. The β -phase is also the phase that is most commonly used in the synthesis of polymers. The β -phase is also the phase that is most commonly used in the synthesis of polymers.

The first of these is the fact that the *Route* is not a *File* object, but a *File* object. This is a common mistake, and it is easy to see why it might happen. The *Route* object is a *File* object, and it is easy to see why it might happen. The *Route* object is a *File* object, and it is easy to see why it might happen.

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F. Dominguez

D. Hughes

BETTER PURSUANT TO PARAGRAPH 4 OF MINUTES OF SILENT TOWN

**LETTER OF INTENT
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

**Re: LABOUR RELATIONS PILOT PROJECT PRESCHEDULED GRIEVANCE MEETINGS
AND EXPEDITED MED/ARB**

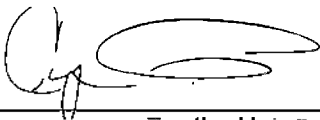
The parties agree to continue the working group of three persons from each Party, who may be supported by the CUPE National Representative and the Region's legal support, in implementing a Labour Relations (LR) Pilot Project.

This Pilot will include working to establish some regularly scheduled branch Step 2 grievance meetings and Step 3 grievance meetings and a system for determining the grievances to be scheduled for hearing at these meetings in advance of the pre-scheduled dates.

This Pilot Project will also work to establish an expedited Mediation/Arbitration process which may be used for non-precedent setting cases where both Parties agree. This process is an informal and accelerated mechanism to facilitate a speedier resolution of the grievances arising out of the application of the Collective Agreement. The third-party Mediator/Arbitrator may establish a procedure including disclosure and/or written briefs and/or will says. The Parties will work to establish standing dates for this expedited Pilot process.

In December of 2026, the parties will revisit both aspects of the LR Pilot Project to determine if there is mutual agreement to continue the process(es) for the duration of the Collective Agreement. Failing mutual agreement, the process(es) will end.

DATED this 5th day of February , 2026



For the Union



For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: PART-TIME PARAMEDICS

Within 90 days of ratification, the Parties will meet at Paramedic Services Labour Management to discuss a Pilot for a Permanent Part-Time Paramedic Program. This will replace and supersede any previous versions that exist. Both the Employer and Union are desirous to implement a model for Operational Paramedics that is equitable, sustainable and aligns the needs of the members with the needs of the business.

DATED this 5th day of February, 2026



For the Union



For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: PARAMEDIC SERVICES SUPERINTENDENT DEVELOPMENT PROGRAM

WHEREAS, York Region Paramedic Services has operated a Pilot and the Parties now wish to establish an ongoing Superintendent Development Program to support both daily paramedic operations in meeting staff and service quality needs as well as supporting the development of all staff;

AND WHEREAS, the Employer will create a prequalified list of candidates at least once every year to staff the Superintendent Development Program;

AND WHEREAS, the Superintendent Development Program will assist the Employer in filling temporary Superintendent roles on an intermittent basis, through short duration assignments to this higher non-union classification;

AND WHEREAS, this Program is distinct from use of a TFT replacement for longer duration requirements which shall be filled in accordance with the Collective Agreement;

NOW THEREFORE, the Parties agree to the following:

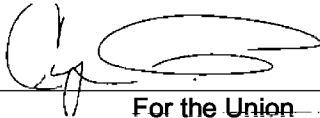
1. The Employer will determine the number of Paramedics that will prequalify for the Superintendent Development Program, including the method of selection and criteria required, however at a minimum, candidates must meet all the qualifications for the current Superintendent / Supervisor Paramedic Operations job description.
2. The Employer will determine and assign candidates to Superintendent Development Program shifts, at their discretion, which may require a change in shift pattern and work location and will endeavour to do so in a fair and equitable manner.
3. A candidate will be eligible to accept any Superintendent Development Program assignments which will be composed of short duration assignments for no more than fifty (50%) percent of their scheduled shifts per 4-week cycle. Candidates will continue to accumulate seniority in accordance with the Collective Agreement and have an amount equal to dues deducted while in these assignments.

Candidates who, through any combination of short duration assignments under the Program and/or non-union TFT assignments, exceed 50% of their shifts worked outside of the bargaining unit in any one (1) calendar year period will become ineligible for further TFT assignments for a period of three (3) months or twelve (12) months if there was a single assignment in excess of nine (9) months such that 12.6 applies.

Notwithstanding that ineligibility, the candidate may continue to accept short duration assignments during this period so long as these do not exceed 15% of their scheduled shifts per 4-week cycle rounded up to the nearest whole shift.

4. The Employer will cap the number of candidates active in the Superintendent Development Program on any given shift to a maximum of 20. This number may change when mutually agreed upon by both parties.
5. Candidates who are accepted to the Superintendent Development Program, but are not assigned shifts, may require ongoing training, competency monitoring and development, to be determined by the Employer. The initial orientation / onboarding will be compensated as bargaining unit work.
6. The Employer can at any point remove a candidate from the Superintendent Development Program at their sole discretion, including but not limited to, if the candidate fails to successfully meet the professional expectations and requirements of the Program. In these instances, the candidate will return to their home position.

DATED this 5th day of February , 2026



For the Union

For the Employer

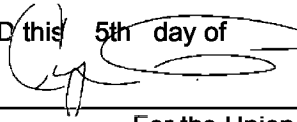
**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: MEAL OR REST PERIODS FOR PARAMEDICS

1. Paramedics who are working a twelve (12) hour shift shall be afforded two (2) meal/rest periods of forty (40) minutes each. Meal/Rest period one is designated between the third and the fifth hour of scheduled work and Meal/Rest period two is designated between the seventh and the ninth hour of scheduled work. This provision exempts Paramedics from Article 36.5 of the Collective Agreement.
2. A complete meal/rest period shall be deemed to have occurred once Paramedics have been at any Paramedic services facility or any other designated location for forty (40) minutes that began during the designated time periods without being interrupted for emergency calls.
 - a. Meal/rest periods will be interrupted for:
 - i. Assignment of emergency calls, Priority Purple and Red, where they are the closest unit
 - ii. York Region reaches Code Critical
 - iii. At the request of a Superintendent, or designate, for the purposes of an ongoing Multi-Casualty Incident
 - b. Meal/rest periods will not be interrupted for:
 - i. Assignment of nonemergency calls, Priority Orange, Yellow, Green, Incident Standbys and Emergency Coverage
3. When two, or more, Paramedics are working different shift times each Paramedic will be entitled to the above with the meal/rest periods determined by their original start time.
4. Paramedics will notify their Superintendent, if appropriate, when their assistance is required to obtain a completed meal/rest period. Paramedics shall take a proactive approach in attempting a completed meal/rest period. Paramedics that reach the seventh hour of their scheduled shift without a completed meal/rest period shall contact their Superintendent. Meal breaks may not run consecutively and will have a minimum of one-half (1/2) hour between each break
5. If Paramedics have been unable, through no fault of their own, to have a complete meal/rest period (as defined above), Paramedics shall submit a claim for nineteen dollars (\$19.00). The employer will provide a process to complete this submission.
6. The parties agree at Labour Management Meetings to review Meal Rest Claims and discuss how to improve operational efficiencies between the two.

The terms of this agreement apply in place of section 20 of the Employment Standards Act, pursuant to O. Reg. 491/06, s. 5 (1).

DATED this 5th day of February, 2026



For the Union

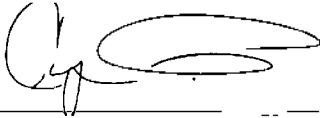
For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: NEW TEMPORARY POSITIONS

In the course of the 2025 renewal collective bargaining, the Union and the Employer agreed not to renew the Pilot program on extended temporary positions. Notwithstanding this it is agreed that where there is a need to recruit externally for a special program, project or new externally funded program of a temporary duration that exceeds twenty-four (24) months in duration and yet is less than forty eight (48) months, they will meet to discuss the best way to staff the project and the possibility of extended temporary positions within the bargaining unit. The Parties will do so in good faith and having regard to the goal of providing greater certainty and stability for employees and may also improve opportunities for growth of full-time employment within the bargaining unit.

DATED this 5th day of February , 2026



For the Union



For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

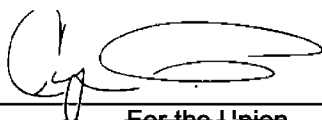
Re: YORK REGION PARAMEDIC HONOUR GUARD

The parties agree to the following:

1. The Employer shall determine the number of Service Members that are required to perform in this function/role. Every effort will be made to ensure even representation by platoon to mitigate the impact on paramedic operations.
2. The Employer will maintain a Terms of Reference that will outline the following, but is not limited to:
 - a) Honour Guard and Senior Honour Guard member description roles and selection criteria
 - b) Staffing models for Honour Guard events
 - c) Order of selection of members for events to evenly distribute opportunities
 - d) Selection of Honour Guard Officer-In-Charge who will report directly to the employer
3. Minimum staffing requirements for event categories including training are outlined in the Honour Guard Terms of Reference. In the event minimum staffing complement is not met with off duty members, on duty members will be redeployed from paramedic operations subject to approval by the Employer.
4. Service members applying for Honour Guard membership must apply to the Expression of Interest.
5. When attending Honour Guard events on a regularly scheduled day off, Honour Guard members will be paid at straight time or have the option of time in lieu at straight time for all hours worked. Honour Guard members shall be paid from the time they report to Paramedic Services HQ or other location as directed by the Employer to the time they return to Paramedic Services HQ or other location as directed by the Employer. This will be for a minimum of 3 hours and not to exceed normal hours of scheduled work for that member.
6. Honour Guard members attending the quarterly training sessions will be compensated in accordance with section 5 above.
7. Any event requiring overnight accommodation and/or travel out of Province/Country must be pre-approved by the Employer. Travel expenses, accommodation, mileage and meals will be paid as per relevant Regional policies. Staff are compensated at regular time for the time at the event itself, however staff will not be compensated for travel time or time outside of event.

8. Honour Guard members who complete the mandatory initial training session will be provided with an Honour Guard uniform at the employer's expense as per the Terms of Reference.
9. Once trained, Honour Guard members shall commit for a minimum period of twenty-four (24) months, attend at a minimum three (3) events per year and attend at least two (2) of the four (4) quarterly training sessions. If Paramedic Services does not attend three (3) events within a calendar year, then the training requirement will be considered as meeting this standard. If the Honour Guard member fails to meet this commitment, they shall no longer be eligible to participate in the Honour Guard at the discretion of the Employer.
10. Retired York Region Paramedics may join the Honour Guard as volunteers as defined in Article 3.8. Volunteers may receive an honorarium or other compensation for expenses but will not receive a wage or salary.
11. The Employer and the Union will meet annually to review the Terms of Reference.
12. The Employer agrees to cover all fees relating to maintenance of the issued Honour Guard uniform when a receipt is submitted where the employer does not maintain the uniforms. Any such request must be pre-approved by Paramedic Services management.

DATED this 5th day of February, 2026

 _____ For the Union	 _____ For the Employer
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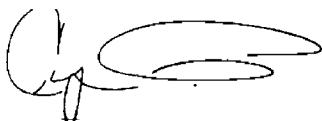
**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: ATTENDANCE SUPPORT PROGRAM RE: FIXED WORK ARRANGEMENTS

The Employer commits to meeting with the Union by no later than May 15, 2026, to review the Attendance Support Program and consider the usage and thresholds having regard to those employees in fixed work arrangements.

As part of the review above, the Parties will engage in an assessment of employees in fixed work arrangements who are in the ASP at the time, and will determine if adjustments should be made.

DATED this 5th day of February, 2026



For the Union



For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: PARAMEDIC SERVICES ELIGIBILITY LIST (E-LIST) FOR SRU

WHEREAS the Special Response Unit (SRU) has been a separate and distinct unit of York Region Paramedic Services since October 2008, made up of specially trained Advanced Paramedics who work in partnership with York Regional Police officers.

AND WHEREAS the Employer will create a prequalified list of candidates at least once every two years to fill the eligibility list.

AND WHEREAS the recruitment process to fill each SRU vacancy requires interested and qualified paramedics to successfully complete several specialized selection components which takes considerable amount of time to complete and resources to administer.

AND WHEREAS once appointed, SRU paramedics require several weeks of specialized training before they can work in this Unit.

AND WHEREAS the Parties acknowledge that the length of the recruitment and training processes creates delays in filling vacancies, which could have a detrimental impact on paramedic operations and public safety.

AND WHEREAS the parties are desirous of creating a pre-qualification process to establish an Eligibility List (E-List) for SRU paramedics,

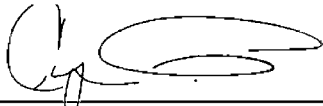
THEREFORE, the Parties agree as follows:

1. The Employer shall determine the number of Paramedics that are required to perform in the role of SRU paramedic, including the method of selection and criteria required.
2. An E-List will be created once every 24-months, to pre-qualify SRU candidates to fill all permanent vacancies and temporary vacancies.
3. E-Lists become effective bi-annually on January 1st and shall be valid for the filling of future vacancies that may occur during the following twenty-four (24) month period or until the list is depleted, whichever comes first.
4. Candidates must meet the qualifications for SRU ACP Paramedic position as set out in the job description and must pass all selection components to be placed on the E-List.
5. The selection of pre-qualified candidates shall be based on the criteria set out in Article 13.7 a) and excludes the provisions of Article 13.8 (Restrictions).
6. E-List candidates will be offered TFT- vacancies in order of their ranking on the current E-List. If an E-List candidate declines an offered vacancy, they will be moved to the bottom of

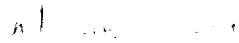
the E-List and will be offered again prior to any qualified probationary employee being offered a vacancy.

7. Members that have completed an active assignment will be placed back on the bottom of the E-List. New opportunities will be offered to those who have not had previously assigned positions.
8. Candidates who are on the E-List that are not assigned shifts or TFT opportunities will require ongoing training, competency, and monitoring. A successful fitness test is required to be offered a position and/or to remain on the E-List. Tests are conducted annually as established by the employer; staff must attend the dates offered.
9. It is understood that Paramedics in active TFT SRU assignments or in A2HC pool during the current E-List cycle may apply to a new E-List posting and will be ranked among other candidates, without undergoing the selection process, provided they have completed all required selection components previously. These members may elect to take part in the selection process to better their ranking score, however the new score will be used regardless of if it ranks them lower. Candidates will be required to complete the selection process to be ranked in the E-List.

DATED this 5th day of February , 2026



For the Union



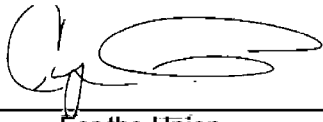
For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: ASSIGNMENT TO HIGHER CLASSIFICATION

In negotiations for the 2025 renewal Collective Agreement the Union sought changes to the Collective Agreement and Article 23.6. The concern raised involved employees filling roles in a higher classification on a temporary basis not being credited any time towards the aggregate in Article 23.6(d). The Region agrees to meet with CUPE within 120 days from ratification to discuss the Union's proposal for credit for time in temporary roles.

DATED this 5th day of February , 2026



For the Union

For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: IMPACC Pilot Program

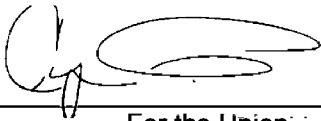
Within 90 days of ratification, the Parties will meet at Paramedic Services Labour Management to discuss the IMPACC Pilot Program.

The Region currently has Paramedics practicing at the IMPACC level. They are doing so under a model of care which may or may not be maintained by the Employer, the Ministry of Health, or Physician oversight.

So long as the Region is operating this model, a premium of \$1.00 per hour will be provided for all hours worked by those Paramedics who are both trained, and actively providing the expected level of care under the IMPACC model.

It is agreed that this is in resolution of any outstanding grievances related to IMPACC, and the internal ACP Training Program, and that as a result of this premium, IMPACC will not be considered in Paramedic Job Evaluation.

DATED this 5th day of February , 2026



For the Union



For the Employer

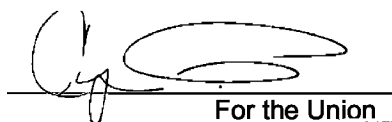
**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

**Re: PARAMEDIC SERVICES FLOAT POSITIONS AND PARAMEDIC OPERATIONS
DEPLOYMENT**

1. Full-time Paramedics not assigned permanently or temporarily to a work location will be designated as a Float Paramedic and be assigned to a geographic district. The number of float paramedic assignments in each district will be determined by the employer and based on operational demand.
2. Assignment to a geographic district will be determined by qualifications (PCP, ACP, CPLP, etc.) and bargaining unit seniority.
3. Float Paramedics shall be assigned based on qualifications (PCP, ACP, CPLP, etc.) to fill scheduled and/or unscheduled absences within their designated geographic district in an order of priority as determined by the employer to best meet operational demand.
4. Float Paramedics shall contact the Paramedic Services scheduling unit or the Real Time Operations Centre (RTOC) Superintendent, as determined by the Paramedic Services scheduling unit's current process, at least one (1) hour prior to the commencement of the scheduled start of their Float shift on Days and at least two (2) hours prior to the commencement of the scheduled start of their Float shift on Peak and/or Nights.
5. When no assignment is available within their district geographic area Float Paramedics will be assigned to vacancies outside of their district geographic area, in a priority order as determined by the employer based on operational demand. In these occurrences Float Paramedics shall be entitled to mileage subject to Letter of Intent – Mileage.
6. When a full-time employee is moved by the employer from an assignment resulting in a change in hours with less than forty-eight (48) hours prior to the commencement of the scheduled shift, that employee will be granted the difference of any hours worked at the overtime rate.
7. When a Paramedic is reassigned from a station after the commencement of their shift, the Employer shall provide transportation to and from the new assignment or reimburse pre-approved travel expenses or mileage costs.
8. Float Paramedics are not eligible for mileage if the work assignment out of their district geographic area is by employee request or mutually agreed upon.
9. Float Paramedics will be assigned to a shift pattern that currently exists with Paramedic Services or a combination thereof, but the hours of work (shift) may be changed, subject to Articles 15.7, 15.13 of the collective bargaining agreement and the Employment Standards Act.

10. The number of Float Paramedics shall remain at twenty percent (20%) of the number of full-time Paramedic positions in the bargaining unit at the time the last collective agreement expired. If the Employer changes its service such that additional full-time equivalent positions are created, such position(s) may be created as Float Paramedics until the point that Float Paramedics constitute fifty percent (50%) of the positions on the core schedule. Nothing in the foregoing shall result in the conversion of existing permanent positions beyond the existing twenty percent (20%) level.
11. The number of Float Paramedics assigned to each district geographic area shall be determined by the employer.
12. If a temporary reassignment outside of the district geographic area is required, the process shall be implemented in the following order, subject to qualifications (PCP, ACP, CPLP, etc.) and need, and by seniority within each category:
 - a. Casual Paramedics
 - b. Float Paramedics (includes TFT, PPT, and PFT)
 - c. Full-time Paramedics with a permanent station assignment
13. When a Paramedic is moved after the commencement of their shift by the employer to facilitate operational needs, the employer will provide transportation to and from the new assignment or reimburse the pre-approved travel expenses or mileage costs. An employee who moves by mutual agreement will also be eligible for mileage.
14. Float shift paramedic district bidding for available spaces shall take place no less than once a quarter.
15. Overtime call outs will be conducted in the following manner for Paramedic Operations:
 - a. Casuals with less than 8 shifts in the calendar month
 - b. Permanent Part-Time Paramedics (less than 36 hours per week)
 - c. PFT/TFT Operational Paramedics
 - d. Paramedics in other job classes including Acting/TFT Superintendents (e.g.: SRU, Lead Paramedics)
 - e. Casual Paramedics with greater than or equal to 8 shifts
 - f. Permanent Part-Time Paramedics (up to and including 11 shifts per four-week scheduling cycle)
 - g. Qualified management staff
16. Management may work in the position of a Paramedic for the purposes of maintaining their clinical practice. No full-time Paramedic will be displaced for this reason.

DATED this 5th day of February , 2026



For the Union



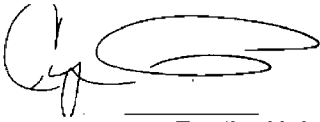
For the Employer

**LETTER OF UNDERSTANDING
BETWEEN
THE REGIONAL MUNICIPALITY OF YORK
AND
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 4900**

Re: BASE HOSPITAL

Within 90 days of ratification, the Parties will meet at Paramedic Services Labour Management to explore alternate processes for continuing medical education for Paramedics. Consideration will be given to alternate arrangements including the use of overtime and schedule adjustments for the purpose of maintaining employee competency in a growing system.

DATED this 5th day of February, 2026



For the Union



For the Employer

**CUPE 4900
PAY SCHEDULES
APRIL 1, 2025 – March 31, 2029**

York Region

CUPE 4900 - York Region Unit

Schedule 1 - YR

% of
Increase

Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	Effective April 1, 2025	Feb 5, 2026 Date of Ratification	Effective April 1, 2026	Effective April 1, 2026	Effective April 1, 2027	Effective April 1, 2028
							3.75%	\$ 3.25	3.50%	Grade 11A \$1.50 Grade 12A \$0.50	3.25%	2.25%
				1	1	Start	26.56		27.49		28.38	29.02
				1	2	6 months	27.72		28.69		29.62	30.29
				1	3	18 months	28.87		29.88		30.85	31.54
2140	Transportation Support Clerk	Y1A	35	2	1	Start	27.55		28.51		29.44	30.10
				2	2	6 months	28.73		29.74		30.71	31.40
				2	3	18 months	29.93		30.98		31.99	32.71
				3	1	Start	28.53		29.53		30.49	31.17
				3	2	6 months	29.77		30.81		31.81	32.53
				3	3	18 months	31.00		32.08		33.12	33.87
				4	1	Start	29.51		30.54		31.53	32.24
				4	2	6 months	30.79		31.87		32.90	33.64
				4	3	18 months	32.07		33.20		34.27	35.05
5340	Administrative Clerk	Y1A	35	5	1	Start	30.49		31.56		32.59	33.32
5320	Customer Service Associate I	Y1A	35	5	2	6 months	31.82		32.94		34.01	34.77
3560	Printshop Bindery Operator	Y1A	35	5	3	18 months	33.14		34.30		35.42	36.21
5310	Administrative Clerk-Intermediate	Y1A	35	6	1	Start	31.80		32.91		33.98	34.74
4120	Customer Service Associate II	Y1A	35	6	2	6 months	33.18		34.34		35.46	36.26
5140	Customer Service Representative - YRT	Y1A	35	6	3	18 months	34.55		35.76		36.92	37.75
3290	Family Visitor	Y1A	35	6								
5316	Office Services Operations Support	Y1A	35	6								
5210	Operations Support Clerk	Y1A	35	6								
5415	Pharmaceutical Inventory Assistant	Y1A	35	6								
5360	Administrative Clerk/Secretary	Y1A	35	7	1	Start	33.44		34.61		35.73	36.54
3040	Certified Dental Assistant	Y1A	35	7	2	6 months	34.88		36.10		37.28	38.12
1283	Customer Care Associate	Y1A	35	7	3	18 months	36.34		37.61		38.84	39.71
5241	Dental Claims Coordinator	Y1A	35	7								
4213	Policy and Procedures Coordinator	Y1A	35	7								
2535	Small Business Assistant	Y1A	35	7								
4033	Stores and Inventory Control Clerk	Y1A	35	7								
1553	Work Order Clerk	Y1A	35	7								
5370	Accounting Clerk - Intermediate	Y1A	35	8	1	Start	34.78		36.00		37.17	38.01
3145	Business Support Co-ordinator	Y1A	35	8	2	6 months	36.31		37.58		38.80	39.67
3570	Child Care Services Co-ordinator	Y1A	35	8	3	18 months	37.82		39.14		40.42	41.33
3586	Community Paramedicine Coordinator	Y1A	35	8								
5820	Construction Services Coordinator	Y1A	35	8								
2590	Customer Service Ambassador - On Street	Y1A	35	8								

York Region

CUPE 4900 - York Region Unit

Schedule 1 - YR

	Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	Effective April 1, 2025	Feb 5, 2026 Date of Ratification	Effective April 1, 2026	Effective April 1, 2026	Effective April 1, 2027	Effective April 1, 2028
% of increase							3.75%	\$ 3.25	3.50%	Grade 11A \$1.50 Grade 12A \$0.50		3.25%	2.25%
Competition Clause	2643	Logistics Analyst, Paramedic Services	Y1A	35	10								
	4505	MRO Materials Management Coordinator	Y1A	35	10								
	1630	Network Operations Co-ordinator	Y1A	35	10								
	1645	Operations Maintenance Planner/Scheduler	Y1C	40	10								
	5695	Realty Services Clerk	Y1A	35	10								
	5015	Realty Services Property Co-ordinator	Y1A	35	10								
	3030	Registered Practical Nurse	Y1A	35	10								
	5795	Research Analyst	Y1A	35	10								
	5455	Revenue Management Analyst	Y1A	35	10								
	3345	Social Assistance Case Coordinator I	Y1A	35	10								
	5060	Statistical Data Coordinator	Y1A	35	10								
	4155	Technician I	Y1B	37.5	10								
Competition Clause	2573	Video Services Coordinator	Y1A	35	10								
	3543	Scheduling Analyst	Y1A	35	11	1	Start	42.47		43.95		45.38	46.40
	3595	Asset Data Co-ordinator	Y1A	35	11	2	6 months	44.31		45.86		47.35	48.42
	3596	Asset Data Coordinator - 40	Y1A	40	11	3	18 months	46.15		47.77		49.32	50.43
	3073	Associate Accountant	Y1A	35	11								
	3013	Associate Analyst	Y1A	35	11								
	4860	Associate Planner	Y1A	35	11								
	5170	Automated Document Specialist	Y1A	35	11								
	4105	Business Operations Analyst	Y1A	35	11								
	5385	Business Operations Support Analyst	Y1A	35	11								
	0850	Children's Services Representative	Y1A	35	11								
	2035	Community Engagement Co-ordinator	Y1A	35	11								
	3225	Corporate Accommodation Planning Analyst	Y1A	35	11								
	2580	Customer Relations Co-ordinator	Y1A	35	11								
	5190	Development Engineering Application Coordinator	Y1B	37.5	11								
	4100	Document Specialist	Y1A	35	11								
	3085	Facilities Services Co-ordinator	Y1A	35	11								
	5590	Graphic Designer	Y1A	35	11								
	3300	Health Information Analyst	Y1A	35	11								
	2050	HIFIS Community Co-ordinator	Y1A	35	11								
	2063	Integrated Ontario Works Benefits Caseworker	Y1A	35	11								
	2083	Integrated Ontario Works Wraparound Caseworker	Y1A	35	11								
	4003	Integrity Analyst	Y1A	35	11								
	5565	ITS Asset Analyst	Y1A	35	11								
	2023	ITS Communications Co-ordinator	Y1A	35	11								
	3165	Nutrition Educator	Y1A	35	11								
	3315	Outreach Worker - Hostels	Y1A	35	11								

York Region

CUPE 4900 - York Region Unit

Schedule 1 - YR

% of
increase

Competition Clause

Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	Effective April 1, 2025	Feb 5, 2026 Date of Ratification	Effective April 1, 2026	Effective April 1, 2026	Effective April 1, 2027	Effective April 1, 2028
							3.75%	\$ 3.25	3.50%	Grade 11A \$1.50 Grade 12A \$0.50	3.25%	2.25%
5380	Payroll Clerk	Y1A	35	11	1	Start	42.47		43.95		45.38	46.40
1420	Print Shop Production Lead Hand	Y1A	35	11	2	6 months	44.31		45.86		47.35	48.42
4106	Project Support Coordinator	Y1A	35	11	3	18 months	46.15		47.77		49.32	50.43
1651	Public Access Defibrillator (PAD) Coordinator	Y1A	35	11								
4085	Real Estate Lease Co-ordinator	Y1A	35	11								
1543	Respiratory Protection Tester	Y1A	35	11								
4215	Schedule Analyst - Mobility Plus	Y1A	35	11								
1740	Senior Accounting Clerk	Y1A	35	11								
4590	Senior Service Representative	Y1A	35	11								
3325	Social Assistance Case Coordinator II	Y1A	35	11								
2520	Social Media Co-ordinator	Y1A	35	11								
3650	Space and Accommodation Co-ordinator	Y1A	35	11								
4275	Space Design and Accommodation Co-ordinator	Y1A	35	11								
3600	Team Lead, EMS Deployment	Y1A	35	11								
3675	Team Lead, Immunization Records Coordination	Y1A	35	11								
4165	Technician II	Y1B	37.5	11								
4535	Tenant Relations Specialist - HYI	Y1A	35	11								
2065	Web Content Specialist	Y1A	35	11								
4163	Instrumentation Technician	Y1C	40	11A	1	Start	42.47	45.72	47.32	48.82	50.40	51.54
					2	6 months	44.31	47.56	49.22	50.72	52.37	53.55
					3	18 months	46.15	49.40	51.13	52.63	54.34	55.56
2045	Asset Management Analyst	Y1A	35	12	1	Start	46.07		47.68		49.23	50.34
4515	Business Performance Specialist	Y1A	35	12	2	6 months	48.08		49.76		51.38	52.53
2043	Community Development Co-ordinator	Y1A	35	12	3	18 months	50.07		51.82		53.50	54.71
5136	Contract Administrator	Y1A	35	12								
5585	Contract Administrator, ITS	Y1A	35	12								
2355	Corporate Audio Visual Services Co-ordinator	Y1A	35	12								
3183	Corporate Graphic Design Specialist	Y1A	35	12								
5125	Economic Business Analyst	Y1A	35	12								
4000	Eligibility Review Officer	Y1A	35	12								
5045	Email Management Business Analyst	Y1A	35	12								
4020	Family Support Worker	Y1A	35	12								
4013	Finance Policy and Research Analyst	Y1A	35	12								
0190	Fleet Technician	Y1C	40	12								
1085	Integrated Service Planning and Accommodation Coordinator	Y1A	35	12								
4135	ITS Documentation & Curriculum Officer	Y1A	35	12								
4132	Knowledge Base Specialist	Y1A	35	12								
3925	Landscape Specialist	Y1A	35	12								
4430	Librarian/Resource Co-ordinator	Y1A	35	12								

York Region

CUPE 4900 - York Region Unit

Schedule 1 - YR

% of
increase

Competition Clause

Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	Effective April 1, 2025	Feb 5, 2026 Date of Ratification	Effective April 1, 2026	Effective April 1, 2026	Effective April 1, 2027	Effective April 1, 2028
						3.75%		\$ 3.25	3.50%	Grade 11A \$1.50 Grade 12A \$0.50	3.25%	2.25%
4895	Marketing & Communications Specialist	Y1A	35	12	1	Start	46.07		47.68		49.23	50.34
5780	Marketing Coordinator	Y1A	35	12	2	6 months	48.08		49.76		51.38	52.53
1545	Mask Fit Testing Specialist	Y1A	35	12	3	18 months	50.07		51.82		53.50	54.71
2013	Compliance & Systems Coordinator	Y1A	35	12								
4865	Outreach Counsellor	Y1A	35	12								
3115	Policy Analyst	Y1A	35	12								
5278	Procurement Systems Support Specialist	Y1A	35	12								
1540	Procurement Specialist	Y1A	35	12								
4080	Program Analyst (C&HS)	Y1A	35	12								
4090	Program Review Officer	Y1A	35	12								
2005	Program Support & Research Co-ordinator	Y1A	35	12								
4365	Program Systems Support Specialist	Y1A	35	12								
2570	Public Relations Co-ordinator	Y1A	35	12								
4078	Real Property Title Specialist	Y1A	35	12								
3143	Registered Pharmacy Technician	Y1A	35	12								
1575	Revenue Administrator (Transit)	Y1A	35	12								
0090	Team Lead, Customer Service	Y1A	35	12								
4420	Senior Document Specialist	Y1A	35	12								
9460	Small Business Consultant	Y1A	35	12								
3565	Special Constable	Y1C	40	12								
0130	Statistical Data Analyst	Y1A	35	12								
2203	Technical Writer	Y1A	35	12								
4634	Team Lead, Contract & Funding Coordinator	Y1A	35	12								
1023	Team Lead, Court Clerk	Y1A	35	12								
4015	Team Lead EMS Logistics Technician	Y1A	35	12								
4175	Technologist I	Y1B	37.5	12								
4145	Training & Testing Co-ordinator OCCMS	Y1A	35	12								
4130	Training Officer	Y1A	35	12								
4179	Transit Ability Coordinator	Y1A	35	12								
5596	Transit Fleet Co-ordinator	Y1A	35	12								
2545	Transportation Data and Support Analyst	Y1A	35	12								
9575	Visual Media Co-ordinator	Y1A	35	12								
1211	Early Interventionist - Inclusion Support Services (ISS)	Y1A	35	12								
1212	Early Interventionist - Infant and Child Development Services (ICDS)	Y1A	35	12								
4395	Web Communications Co-ordinator / Graphic Design	Y1A	35	12								
3213	Team Lead, Instrumentation Technician	Y1C	40	12A	1		46.07	49.32	51.04	51.54	53.22	54.42
					2		48.08	51.33	53.12	53.62	55.36	56.61
					3		50.07	53.32	55.18	55.68	57.49	58.79

York Region

CUPE 4900 - York Region Unit

Schedule 1 - YR

% of
increase

Competition Clause

Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	Effective April 1, 2025	Feb 5, 2026 Date of Ratification	Effective April 1, 2026	Effective April 1, 2026	Effective April 1, 2027	Effective April 1, 2028
							3.75%	\$ 3.25	3.50%	Grade 11A \$1.50 Grade 12A \$0.50	3.25%	2.25%
3065	Asset Management Specialist	Y1A	35	13	1	Start	50.65		52.42		54.12	55.34
3056	Building Information Management Specialist	Y1A	35	13	2	6 months	52.85		54.70		56.48	57.75
2125	Business Intelligence & Data Warehouse Analyst	Y1A	35	13	3	18 months	55.05		56.98		58.83	60.15
5760	Claims & Risk Analyst	Y1A	35	13								
3443	Communications & Social Media Specialist	Y1A	35	13								
0100	Community Program Co-ordinator	Y1A	35	13								
4640	Community Programs Promoter	Y1A	35	13								
2085	Continuous Quality Improvement Specialist	Y1A	35	13								
3313	Corporate Digital Specialist	Y1A	35	13								
3067	Corporate Design and Accommodation Specialist	Y1A	35	13								
3243	Corporate Public Relations Specialist	Y1A	35	13								
4575	Data Analysis Co-ordinator	Y1A	35	13								
5673	Department Communications Advisor	Y1A	35	13								
4193	Development Construction Coordinator	Y1C	40	13								
5055	Enterprise Content Management Business Analyst	Y1A	35	13								
5510	Financial Analyst	Y1A	35	13								
0990	Intermediate Accountant	Y1A	35	13								
4383	Instructional Design and Technology Specialist	Y1A	35	13								
4473	Lead, Fleet Technician	Y1C	40	13								
4353	Process Improvement Lead	Y1A	35	13								
5465	Program Co-ordinator, Environmental Compliance Data	Y1A	35	13								
5595	Program Co-ordinator, Planning & Business Performance	Y1A	35	13								
9565	Project Co-ordinator, Inflow and Infiltration Reduction	Y1A	35	13								
4373	Project and Professional Development Specialist	Y1A	35	13								
1160	Project Co-ordinator, Solid Waste Management	Y1A	35	13								
5025	Property Services Portfolio Co-ordinator	Y1A	35	13								
1233	Quality and Compliance Advisor	Y1A	35	13								
4066	Quality Assurance Specialist, Contact Centre	Y1A	35	13								
9465	Senior Small Business Consultant	Y1A	35	13								
4465	Stewardship Program Specialist	Y1A	35	13								
4245	Sustainable Energy Initiatives Coordinator	Y1A	35	13								
5135	Team Lead, Corporate Audio Visual Services Co-ordinator	Y1A	35	13								
3086	Team Lead, Facilities Services	Y1A	35	13								
4485	Team Lead OCCMS	Y1A	35	13								
4185	Technologist II	Y1B	37.5	13								
2585	Traffic Noise Abatement Coordinator	Y1A	35	13								
5670	Schedule Specialist	Y1A	35	13								
9055	Web Project Coordinator	Y1A	35	13								

York Region

CUPE 4900 - York Region Unit

Schedule 1 - YR

% of
increase

Competition Clause

Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	Effective April 1, 2025	Feb 5, 2026 Date of Ratification	Effective April 1, 2026	Effective April 1, 2026	Effective April 1, 2027	Effective April 1, 2028
							3.75%	\$ 3.25	3.50%	Grade 11A\$1.50 Grade 12A\$0.50	3.25%	2.25%
5570	Architectural Projects Coordinator	Y1A	35	14	1	Start	53.45		55.32		57.12	58.41
4580	CMMS Co-ordinator	Y1A	35	14	2	6 months	55.78		57.73		59.60	60.94
5860	Compliance & Licencing Officer	Y1A	35	14	3	18 months	58.08		60.12		62.07	63.47
3403	Corporate Communications Advisor	Y1A	35	14								
1080	Corporate Finance and Treasury Analyst	Y1A	35	14								
1195	Corporate/Regional Accountant	Y1A	35	14								
1197	Digital Education Program Specialist	Y1A	35	14								
3335	Economist	Y1A	35	14								
4025	Enterprise Content Management Administrator	Y1A	35	14								
5848	Fibre Asset Management & GIS Specialist	Y1A	35	14								
5900	Funding Analyst	Y1A	35	14								
5535	IAM Audit/Compliance Officer	Y1A	35	14								
5880	Indexing Specialist	Y1A	35	14								
3385	Invasive Species Specialist	Y1A	35	14								
3425	Investment & Cash Management Analyst	Y1A	35	14								
5520	Maintenance Coordinator	Y1A	35	14								
4235	Mechanical Co-ordinator	Y1A	35	14								
3033	Data Access and Quality Specialist	Y1A	35	14								
0160	Planner	Y1A	35	14								
3353	Planning Statistical Specialist	Y1A	35	14								
5930	Policy & Project Development Specialist	Y1A	35	14								
4375	Program Co-ordinator, Community Initiatives	Y1A	35	14								
5460	Program Co-ordinator, Housing	Y1A	35	14								
5483	Program Co-ordinator, Integrated Management System	Y1A	35	14								
4243	Program Co-ordinator, Systems Performance	Y1A	35	14								
4335	Program Co-ordinator, Transportation Safety and Training	Y1C	40	14								
3235	Program Evaluation Analyst	Y1A	35	14								
5085	Project Co-ordinator, Capital Delivery	Y1A	35	14								
3125	Public Health Dietician	Y1A	35	14								
5043	Real Estate Analyst	Y1A	35	14								
5063	Rural & Agri-Food Business Development Specialist	Y1A	35	14								
0123	Senior Risk Management Analyst	Y1A	35	14								
5865	Senior Statistical Data Analyst	Y1A	35	14								
3405	Climate Change Energy Initiatives Advisor	Y1A	35	14								
4035	Team Lead PCS/SCADA	Y1B	37.5	14								
3580	Team Lead Special Constable	Y1C	40	14								
3316	Team Lead Special Constable	Y1A	35	14								
4195	Technologist III	Y1B	37.5	14								
2020	Telecommunications Program Co-ordinator	Y1A	35	14								

York Region

CUPE 4900 - York Region Unit

Schedule 1 - YR

	Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	Effective April 1, 2025	Feb 5, 2026 Date of Ratification	Effective April 1, 2026	Effective April 1, 2026	Effective April 1, 2027	Effective April 1, 2028
% of increase							3.75%		\$ 3.25	3.50%	Grade 11A\$1.50 Grade 12A\$0.50	3.25%	2.25%
Competition Clause	5920	Construction Administrator	Y1C	40	15	1	Start	56.56		58.53		60.44	61.80
	4285	Corporate Accounting Specialist	Y1A	35	15	2	6 months	59.01		61.08		63.06	64.48
	3253	Departmental Data Analyst	Y1A	35	15	3	18 months	61.47		63.62		65.69	67.16
	1043	Department Engagement and Outreach Specialist	Y1A	35	15								
	3265	Environmental Specialist	Y1A	35	15								
	3295	Health Promoter	Y1A	35	15								
	3023	Infection & Prevention Control Specialist	Y1A	35	15								
	5533	Information Governance Officer	Y1A	35	15								
	4037	PCS SCADA Systems Integration and Automation Specialist	Y1B	37.5	15								
	4633	Pharmacist	Y1A	35	15								
	4600	Policy and Advocacy Co-ordinator	Y1A	35	15								
	4125	Program Co-ord, Strategic Accom. Planning & Asset Mgmt.	Y1A	35	15								
	5765	Program Coordinator, Water Resources	Y1A	35	15								
	3135	Public Health Nutritionist	Y1A	35	15								
	4255	Regional Greening Co-ordinator	Y1A	35	15								
	0250	Senior Accountant	Y1A	35	15								
	5525	Senior Business Development Advisor	Y1A	35	15								
	1090	Senior Financial Analyst	Y1A	35	15								
	1180	Senior Procurement Specialist	Y1A	35	15								
	3747	Team Lead, PSS Professional Education	Y1B	37.5	15								
	1050	Transportation Planner	Y1A	35	15								
	1073	Transportation Policy and Accessible Services Specialist	Y1A	35	15								
Competition Clause	4205	Engineer	Y1B	37.5	16	1	Start	61.35		63.50		65.56	67.04
	9555	Enterprise Data Governance Specialist	Y1A	35	16	2	6 months	64.02		66.26		68.42	69.96
	3215	Financial Policy Advisor	Y1A	35	16	3	18 months	66.70		69.03		71.27	72.88
	3053	Healthy Built Environment Specialist	Y1A	35	16								
	0191	Outside Plant Fibre Coordinator	Y1C	40	16								
	4143	Policy, Research & Initiatives Advisor	Y1A	35	16								
	1013	Program Lead, Paramedic & Senior Services	Y1A	35	16								
	4495	Senior Financial Advisor	Y1A	35	16								
	1350	Senior Planner	Y1A	35	16								
	9585	Senior Policy & Strategic Initiatives Advisor	Y1A	35	16								
	5925	Senior Program Analyst	Y1A	35	16								
	4560	Senior Transportation Specialist	Y1A	35	16								
	4730	Team Lead Revenue & Expenditure Control	Y1A	35	16								

York Region CUPE 4900, York Region Unit											Schedule 2 - YR		Grade 1, 2, 4 \$ 0.75 Grade 3, 4A \$ 1.00	
% of increase	Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	April 1 2025	Feb 5, 2026 Date of Ratification	April 1 2026	April 1 2026	April 1 2027	April 1 2027	April 1 2028
								3.75%	\$ 3.00	3.50%	\$ 1.00	3.25%	Special Wage Adjustment	2.25%
	5110	Primary Care Paramedic	Y2D	42	1	1	Start	42.72	45.72	47.32	48.32	49.90	50.65	51.78
	5145	Community Paramedic (PCP)			1	2	6 months	44.56	47.56	49.22	50.22	51.86	52.61	53.79
					1	3	18 months	46.39	49.39	51.12	52.12	53.82	54.57	55.79
Competition Clause	5315	Driver Safety & Training Officer (PCP)	Y2D	42	2	1	Start	44.51	47.51	49.17	50.17	51.80	52.55	53.73
	5235	Lead Paramedic (PCP)	Y2D	42	2	2	6 months	46.44	49.44	51.17	52.17	53.87	54.62	55.84
						3	18 months	48.37	51.37	53.17	54.17	55.93	56.68	57.96
	5120	Advanced Care Paramedic	Y2D	42	3	1	Start	47.28	50.28	52.04	53.04	54.76	55.76	57.02
	5155	Community Paramedic (ACP)			3	2	6 months	49.34	52.34	54.18	55.18	56.97	57.97	59.27
					3	3	18 months	51.40	54.40	56.31	57.31	59.17	60.17	61.52
	5325	Driver Safety & Training Officer (ACP)	Y2D	42	4	1	Start	49.77	52.77	54.61	55.61	57.42	58.17	59.48
	5245	Lead Paramedic (ACP)	Y2D	42	4	2	6 months	51.93	54.93	56.85	57.85	59.73	60.48	61.85
						3	18 months	54.10	57.10	59.09	60.09	62.05	62.80	64.21
	5246	Clinical Practice Lead Paramedic (Lead Paramedic (ACP))	Y2D	42	4A	1	Start	49.77	52.77	54.61	55.61	57.42	58.42	59.74
	5295	Special Response ACP	Y2D		4A	2	6 months	51.93	54.93	56.85	57.85	59.73	60.73	62.10
						3	18 months	54.10	57.10	59.09	60.09	62.05	63.05	64.47

York Region
CUPE 4900, York Region Unit

Schedule 2A - YR

Grade 3-11 \$ 1.50
 Grade 12-13 \$ 0.50

	Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	April 1, 2025	Feb 5, 2026 Date of Ratification	April 1, 2026	April 1, 2026	April 1, 2027	April 1, 2028
% of increase								3.75%	\$ 3.25	3.50%	Special Wage Adjustment	3.25%	2.25%
	1980	Operator in Training	Y2G	40	3	1	Start	29.48	32.73	33.87	35.37	36.52	37.34
	1885	Valve Inspection Technician	Y2G	40	3	2	6 months	30.77	34.02	35.21	36.71	37.90	38.75
					3	3	18 months	32.04	35.29	36.53	38.03	39.27	40.15
	1850	Operator I - Wastewater	Y2G	40	4	1	Start	31.79	35.04	36.26	37.76	38.99	39.87
	1820	Operator I - Water	Y2G	40	4	2	6 months	33.16	36.41	37.69	39.19	40.46	41.37
					4	3	18 months	34.54	37.79	39.12	40.62	41.94	42.88
	1840	Operator II - Wastewater	Y2G	40	5	1	Start	33.92	37.17	38.48	39.98	41.27	42.20
	1810	Operator II - Water	Y2G	40	5	2	6 months	35.40	38.65	40.00	41.50	42.85	43.81
	4950	Operator I + 1 License	Y2G	40	5	3	18 months	36.87	40.12	41.53	43.03	44.43	45.43
	3950	Operator II + 1 License	Y2G	40	6	1	Start	35.82	39.07	40.44	41.94	43.30	44.27
					6	2	6 months	37.38	40.63	42.05	43.55	44.97	45.98
					6	3	18 months	38.93	42.18	43.66	45.16	46.62	47.67
	0840	Remote Operator I	Y2G	40	7	1	Start	37.36	40.61	42.03	43.53	44.94	45.95
					7	2	6 months	38.98	42.23	43.71	45.21	46.68	47.73
					7	3	18 months	40.61	43.86	45.39	46.89	48.42	49.51
Competition Clause	1900	Operator III - Wastewater	Y2G	40	8	1	Start	39.32	42.57	44.06	45.56	47.04	48.10
	1800	Operator III - Water	Y2G	40	8	2	6 months	41.03	44.28	45.83	47.33	48.87	49.97
					8	3	18 months	42.74	45.99	47.60	49.10	50.70	51.84
	0870	Remote Operator II	Y2G	40	9	1	Start	41.41	44.66	46.22	47.72	49.27	50.38
	2950	Operator III + 1 License	Y2G	40	9	2	6 months	43.20	46.45	48.08	49.58	51.19	52.34
					9	3	18 months	45.00	48.25	49.94	51.44	53.11	54.31
	1890	Operator IV - Wastewater	Y2G	40	10	1	Start	43.09	46.34	47.97	49.47	51.07	52.22
	1790	Operator IV - Water	Y2G	40	10	2	6 months	44.96	48.21	49.89	51.39	53.06	54.26
					10	3	18 months	46.83	50.08	51.84	53.34	55.07	56.31
	4635	Operator IV + 1 License	Y2G	40	11	1	Start	44.82	48.07	49.75	51.25	52.92	54.11
	1865	Skilled Trades and Operator	Y2G	40	11	2	6 months	46.77	50.02	51.77	53.27	55.00	56.24
	0890	Remote Operator III			11	3	18 months	48.71	51.96	53.78	55.28	57.08	58.36
	4695	Team Lead, Remote Operations	Y2G	40	12	1	Start	47.18	50.43	52.19	52.69	54.40	55.63
					12	2	6 months	49.23	52.48	54.31	54.81	56.60	57.87
					12	3	18 months	51.28	54.53	56.44	56.94	58.79	60.11
	4425	Team Lead Operations WWW	Y2G	40	13	1	Start	48.59	51.84	53.65	54.15	55.91	57.17
	4405	Team Lead, Skilled Trades & Operator			13	2	6 months	50.70	53.95	55.83	56.33	58.17	59.47
					13	3	18 months	52.81	56.06	58.02	58.52	60.42	61.78
	4435	Senior Team Lead Operations WWW	Y2G	40	14	1	Start	53.51		55.38		57.18	58.47
					14	2	6 months	55.84		57.80		59.68	61.02
					14	3	18 months	58.16		60.20		62.15	63.55

**York Region
CUPE 4900, York Region Unit
Salary & Progression
Apprentice**

Schedule 2A - YR

Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	April 1, 2025 Rate	Feb 5, 2026 Rate	April 1, 2026 Rate	April 1, 2027 Rate	April 1, 2028 Rate
1836	Apprentice - Skilled Trades and Operator - OIT	Y2G	40	9A	Term/Step 5 @ 90%	40.50	43.42	44.94	47.80	48.87
1836	Apprentice - Skilled Trades and Operator - OIT	Y2G	40	9A	Term/Step 4 @ 80%	36.00	38.60	39.95	42.49	43.44
1836	Apprentice - Skilled Trades and Operator - OIT	Y2G	40	9A	Term/Step 3 @ 70%	31.50	33.77	34.96	37.18	38.01
1836	Apprentice - Skilled Trades and Operator - OIT	Y2G	40	9A	Term/Step 2 @ 60%	27.00	28.95	29.96	31.87	32.58
1836	Apprentice - Skilled Trades and Operator - OIT	Y2G	40	9A	Term/Step 1 @ 55%	24.75	26.54	27.47	29.21	29.87

***Percentage of step 3 rate of pay for grade 9 on Pay schedule 2A Oper**

Term	Advancement Criteria	Pay Rate (% of Electrician Job Rate)
Fully Qualified	Successful completion of trade license, fully qualified	100
Term 5	7201 – 9000 hours of on-the-job training	90
Term 4	5401 – 7200 hours of on-the-job training	80
Term 3	3601 – 5400 hours of on-the-job training	70
Term 2	1801– 3600 hours of on-the-job training	60
Term 1	First 1800 hours of on-the-job training	55

**Required
Hours**

1,800
1,800
1,800
1,800
1,800

9,000

York Region

Schedule 2B - YR

CUPE 4900, York Region Unit

Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	April 1, 2025 3.75%	April 1, 2026 3.50%	April 1, 2027 3.25%	April 1, 2028 2.25%
1570	Ticket Checker	Y2C	40	1	1	Start	24.92	25.79	26.63	27.23
				1	2	6 months	26.00	26.91	27.78	28.41
				1	3	18 months	27.08	28.03	28.94	29.59
				2	1	Start	26.23	27.15	28.03	28.66
				2	2	6 months	27.37	28.33	29.25	29.91
				2	3	18 months	28.52	29.52	30.47	31.16
				3	1	Start	27.55	28.51	29.44	30.10
				3	2	6 months	28.73	29.74	30.71	31.40
				3	3	18 months	29.93	30.98	31.99	32.71
1585	Transportation Maintenance Worker - Trainee	Y2C	40	4	1	Start	28.84	29.85	30.82	31.51
				4	2	6 months	30.12	31.17	32.18	32.91
				4	3	18 months	31.36	32.46	33.51	34.27
1410	Office Maintenance Worker	Y2B	37.5	5	1	Start	31.80	32.91	33.98	34.74
4210	Survey Assistant	Y2C	40	5	2	6 months	33.18	34.34	35.46	36.26
				5	3	18 months	34.57	35.78	36.94	37.77
5390	Transportation Maintenance Worker	Y2C	40	6	1	Start	33.44	34.61	35.73	36.54
0700	Dispatcher	Y2C	40	6	2	6 months	34.88	36.10	37.28	38.12
				6	3	18 months	36.34	37.61	38.84	39.71
5530	Building Superintendent	Y2C	40	7	1	Start	35.61	36.85	38.05	38.91
2375	Control Centre Co-ordinator	Y2C	40	7	2	6 months	37.18	38.48	39.73	40.63
3003	Construction Services Clerk	Y2C	40	7	3	18 months	38.72	40.07	41.37	42.30
4355	Facilities Maintenance Support Representative	Y2C	40	7						
4315	Fare Media Inspector	Y2C	40	7						
4855	Fleet Services - Stores & Equipment Co-ordinator	Y2C	40	7						
5685	Operations Dispatcher (Transit)	Y2C	40	7						
4220	Roads Data Collector	Y2C	40	7						
1190	Signshop Graphics Technician	Y2C	40	7						
2075	Traffic Management Centre Operator	Y2C	40	7						
5650	Transit Inspector	Y2C	40	7						
2395	Transportation Trainer	Y2C	40	7						

York Region

Schedule 2B - YR

CUPE 4900, York Region Unit

	Job Code	Job Title	Salary Plan	Hours	Pay Grade	Step	Progression	April 1, 2025	April 1, 2026	April 1, 2027	April 1, 2028
								3.75%	3.50%	3.25%	2.25%
Competition Clause	1340	Building Operator	Y2B	37.5	8	1	Start	37.36	38.67	39.93	40.83
	1720	Construction Inspector	Y2C	40	8	2	6 months	38.98	40.35	41.66	42.60
	1685	Mechanical Technician	Y2C	40	8	3	18 months	40.61	42.03	43.40	44.37
	4223	Roadway Pavement Marking Co-ordinator	Y2C	40	9	1	Start	39.69	41.08	42.42	43.37
					9	2	6 months	41.42	42.87	44.26	45.26
					9	3	18 months	43.15	44.66	46.11	47.14
	1280	Lead Operator, Roads	Y2C	40	10	1	Start	40.85	42.28	43.66	44.64
	1960	Signshop Graphics Co-ordinator	Y2C	40	10	2	6 months	42.63	44.12	45.56	46.58
	4230	Survey Technologist	Y2C	40	10	3	18 months	44.42	45.98	47.47	48.54
	2025	Lead Fleet Technician	Y2C	40	11	1	Start	42.82	44.32	45.76	46.79
	1380	Senior Building Operator	Y2B	37.5	11	2	6 months	44.69	46.26	47.76	48.84
					11	3	18 months	46.55	48.18	49.74	50.86
					12	1	Start	44.97	46.54	48.05	49.14
					12	2	6 months	46.93	48.58	50.15	51.28
					12	3	18 months	48.87	50.58	52.22	53.40
					13	1	Start	47.07	48.71	50.30	51.43
					13	2	6 months	49.11	50.83	52.48	53.67
					13	3	18 months	51.16	52.95	54.68	55.91

York Region

Schedule 3 - YR

CUPE 4900, York Region Unit

Effective April 1, 2025

Effective April 1, 2026

Job Code	Job Title	Salary Plan	Hours	Grade	Dept.	Step 1 April 1, 2025	Step 2 April 1, 2025	Step 3 April 1, 2025	Step 1 April 1, 2026	Step 2 April 1, 2026	Step 3 April 1, 2026
%	of	Increase							3.75%		
									3.50%		
4415	Support Analyst Assistant	Y3I	35	3	CS	36.07	37.63	39.20	37.33	38.95	40.57
1510	GIS Technician	Y3I	35	6	CS	39.34	41.05	42.76	40.72	42.49	44.26
1640	Support Analyst I	Y3I	35	9A	CS	42.98	45.29	46.71	44.48	46.87	48.35
3465	ERP Financial Systems Support Analyst	Y3I	35	10	Finance	46.40	48.41	50.43	48.02	50.11	52.19
3195	TMS Technologist	Y3I	35	10	PW	46.40	48.41	50.43	48.02	50.11	52.19
4045	Business Configuration Analyst	Y3I	35	11	CHS	48.52	50.64	52.74	50.22	52.41	54.59
3380	GIS Technologist	Y3I	35	11	Various	48.52	50.64	52.74	50.22	52.41	54.59
1750	Local Systems Support Officer	Y3I	35	12A	Various	49.68	52.33	53.99	51.41	54.17	55.88
4410	Support Analyst II	Y3I	35	12A	CS	49.68	52.33	53.99	51.41	54.17	55.88
3370	GIS Analyst	Y3I	35	13	Various	53.78	56.11	58.44	55.66	58.07	60.49
1655	Business Technology Analyst	Y3I	35	13A	CS	52.21	55.02	56.75	54.04	56.95	58.74
4153	Data Security Analyst	Y3I	35	13A	CS	52.21	55.02	56.75	54.04	56.95	58.74
1660	Network Analyst	Y3I	35	13A	Various	52.21	55.02	56.75	54.04	56.95	58.74
3455	Sr ERP Financial Systems Support Analyst	Y3I	35	14	Finance	54.49	56.86	59.23	56.40	58.85	61.30
4340	Application Administrator	Y3I	35	15	Various	59.34	61.92	64.50	61.41	64.08	66.76
1775	Co-ordinator, Roads Technology Assets	Y3I	35	15	CS	59.34	61.92	64.50	61.41	64.08	66.76
1670	Senior Communications Analyst	Y3I	35	15	CS	59.34	61.92	64.50	61.41	64.08	66.76
4350	Senior Support Analyst	Y3I	35	15	CS	59.34	61.92	64.50	61.41	64.08	66.76
3340	Technical Specialist	Y3I	35	15	Various	59.34	61.92	64.50	61.41	64.08	66.76
4685	Data Mgmt & Systems Integration Specialist	Y3I	35	15A	CS	57.62	60.73	62.65	59.64	62.86	64.84
2015	GIS Project Specialist	Y3I	35	15A	PW	57.62	60.73	62.65	59.64	62.86	64.84
5750	Senior Network Analyst	Y3I	35	15A	Finance	57.62	60.73	62.65	59.64	62.86	64.84
3175	Business Systems Support Specialist	Y3I	35	16	Various	62.61	65.34	68.07	64.81	67.63	70.45
4343	Data Scientist	Y3I	35	16	CS	62.61	65.34	68.07	64.81	67.63	70.45
2320	Database Administrator	Y3I	35	16	CS	62.61	65.34	68.07	64.81	67.63	70.45
5065	IT Architect	Y3I	35	16	CS	62.61	65.34	68.07	64.81	67.63	70.45
5075	Senior Application Administrator	Y3I	35	16	CS	62.61	65.34	68.07	64.81	67.63	70.45
4364	Technology Project Specialist	Y3I	35	16	Various	62.61	65.34	68.07	64.81	67.63	70.45
5895	Data Engineer	Y3I	35	17	CS	65.89	68.76	71.63	68.20	71.17	74.14
3365	Senior Cyber Security Analyst	Y3I	35	17	Various	65.89	68.76	71.63	68.20	71.17	74.14
3305	Team Lead, Disaster Recovery Planning	Y3I	35	17	CS	65.89	68.76	71.63	68.20	71.17	74.14
3341	Data Warehouse Developer	Y3I	35	18	CS	67.32	70.25	73.18	69.68	72.71	75.74
3363	Enterprise Architect	Y3I	35	18	CS	67.32	70.25	73.18	69.68	72.71	75.74
3573	Enterprise Information Architect	Y3I	35	18	CS	67.32	70.25	73.18	69.68	72.71	75.74
2325	Senior Database Administrator	Y3I	35	19	CS	73.52	76.70	79.89	76.09	79.39	82.69
3395	Graduated PHI Pending Certification	Y3M	35	3	CHS	44.58	46.53	48.46	46.14	48.15	50.16
5890	Sewer Use By-Law Enforcement Officer	Y3M	40	5	PW	47.22	49.27	51.32	48.87	50.99	53.11
5600	Tobacco & Electronic Cigarettes Control Offic	Y3M	35	5	CHS	47.22	49.27	51.32	48.87	50.99	53.11
3010	Certified Public Health Inspector	Y3M	35	6	CHS	50.12	52.31	54.48	51.87	54.14	56.39
3350	Infectious Disease Co-ordinator	Y3M	35	6	CHS	50.12	52.31	54.48	51.87	54.14	56.39
3020	Registered Dental Hygienist	Y3M	35	6	CHS	50.12	52.31	54.48	51.87	54.14	56.39
5550	Social Worker	Y3M	35	6	CHS	50.12	52.31	54.48	51.87	54.14	56.39
3170	Health Educator	Y3M	35	7	CHS	51.32	53.54	55.78	53.11	55.42	57.73
5705	Sr. Sewer Use By-law Enforcement Officer	Y3M	40	7	PW	51.32	53.54	55.78	53.11	55.42	57.73
5605	Sr. Tobacco Control Officer	Y3M	35	7	CHS	51.32	53.54	55.78	53.11	55.42	57.73
3330	Environmental Health Specialist	Y3M	35	8	CHS	54.96	57.35	59.74	56.89	59.36	61.83
2825	Occupational Therapist	Y3M	35	8	CHS	54.96	57.35	59.74	56.89	59.36	61.83
4200	Physiotherapist	Y3M	35	8	CHS	54.96	57.35	59.74	56.89	59.36	61.83
3000	Sr. Certified Public Health Inspector	Y3M	35	8	CHS	54.96	57.35	59.74	56.89	59.36	61.83
4295	Environmental Health Program Co-ordinator	Y3M	35	9	CHS	56.56	59.02	61.48	58.53	61.08	63.63
4455	Program Co-ordinator, Zoonotic Diseases	Y3M	35	9	CHS	56.56	59.02	61.48	58.53	61.08	63.63
3515	Team Lead, Registered Dental Hygienist	Y3M	35	9	CHS	56.56	59.02	61.48	58.53	61.08	63.63
3155	Envir. Research & Policy Analyst	Y3M	35	10	CHS	59.34	61.92	64.50	61.41	64.08	66.76
3140	Epidemiologist	Y3M	35	10	CHS	59.34	61.92	64.50	61.41	64.08	66.76
3025	Team Lead, Health Protection	Y3M	35	10	CHS	59.34	61.92	64.50	61.41	64.08	66.76
5840	Records & Information Analyst	Y3O	35	6	CS	44.26	46.19	48.11	45.81	47.80	49.79
5375	Real Estate Appraiser / Negotiator	Y3O	35	9	CS	50.20	52.38	54.56	51.95	54.21	56.47
5035	Capital Project Specialist	Y3O	37.5	10	PW	59.00	61.57	64.13	61.07	63.72	66.38
0270	Senior Real Estate Appraiser / Negotiator	Y3O	35	10A	CS	59.38	61.96	64.54	61.46	64.13	66.80
1330	Mechanic Fleet Services	Y3O	40	10B	PW	46.07	48.08	50.06	47.68	49.76	51.82
4300	Prosecutor	Y3O	35	11	CS	60.01	62.62	65.23	62.11	64.81	67.51
1290	Lead Mechanic Fleet Services	Y3O	40	11C	PW	50.65	52.86	55.05	52.42	54.71	56.98
5855	Hydrogeologist	Y3O	35	12	PW	64.13	66.92	69.71	66.37	69.26	72.15
3045	Team Lead Prosecutor	Y3O	35	12	CS	64.13	66.92	69.71	66.37	69.26	72.15
5995	Corporate Finance Treasury Specialist	Y3O	35	13	Finance	65.55	68.40	71.25	67.85	70.80	73.75
3355	Senior Economist	Y3O	35	13	Various	65.55	68.40	71.25	67.85	70.80	73.75

Competition Clause

York Region

Schedule 3 - YR

CUPE 4900, York Region Unit

Effective April 1, 2027

Effective April 1, 2028

% of Increase	Job Code	Job Title	Salary Plan	Hours	Grade	Dept.	Step 1 April 1, 2027	Step 2 April 1, 2027	Step 3 April 1, 2027	Step 1 April 1, 2028	Step 2 April 1, 2028	Step 3 April 1, 2028
							3.25%			2.25%		
Competition Clause	4415	Support Analyst Assistant	Y3I	35	3	CS	38.54	40.22	41.89	39.41	41.12	42.83
	1510	GIS Technician	Y3I	35	6	CS	42.04	43.87	45.69	42.99	44.85	46.72
	1640	Support Analyst I	Y3I	35	9A	CS	45.93	48.40	49.92	46.96	49.48	51.04
	3465	ERP Financial Systems Support Analyst	Y3I	35	10	Finance	49.58	51.74	53.89	50.70	52.90	55.10
	3195	TMS Technologist	Y3I	35	10	PW	49.58	51.74	53.89	50.70	52.90	55.10
	4045	Business Configuration Analyst	Y3I	35	11	CHS	51.85	54.12	56.36	53.02	55.33	57.63
	3380	GIS Technologist	Y3I	35	11	Various	51.85	54.12	56.36	53.02	55.33	57.63
	1750	Local Systems Support Officer	Y3I	35	12A	Various	53.09	55.93	57.69	54.28	57.18	58.99
	4410	Support Analyst II	Y3I	35	12A	CS	53.09	55.93	57.69	54.28	57.18	58.99
	3370	GIS Analyst	Y3I	35	13	Various	57.47	59.96	62.46	58.76	61.31	63.86
	1655	Business Technology Analyst	Y3I	35	13A	CS	55.80	58.80	60.65	57.05	60.12	62.01
	4153	Data Security Analyst	Y3I	35	13A	CS	55.80	58.80	60.65	57.05	60.12	62.01
	1660	Network Analyst	Y3I	35	13A	Various	55.80	58.80	60.65	57.05	60.12	62.01
	3455	Sr ERP Financial Systems Support Analyst	Y3I	35	14	Finance	58.23	60.76	63.29	59.54	62.13	64.72
	4340	Application Administrator	Y3I	35	15	Various	63.41	66.17	68.93	64.83	67.65	70.48
	1775	Co-ordinator, Roads Technology Assets	Y3I	35	15	CS	63.41	66.17	68.93	64.83	67.65	70.48
	1670	Senior Communications Analyst	Y3I	35	15	CS	63.41	66.17	68.93	64.83	67.65	70.48
	4350	Senior Support Analyst	Y3I	35	15	CS	63.41	66.17	68.93	64.83	67.65	70.48
	3340	Technical Specialist	Y3I	35	15	Various	63.41	66.17	68.93	64.83	67.65	70.48
	4685	Data Mgmt & Systems Integration Specialist	Y3I	35	15A	CS	61.57	64.90	66.95	62.96	66.36	68.45
	2015	GIS Project Specialist	Y3I	35	15A	PW	61.57	64.90	66.95	62.96	66.36	68.45
	5750	Senior Network Analyst	Y3I	35	15A	Finance	61.57	64.90	66.95	62.96	66.36	68.45
	3175	Business Systems Support Specialist	Y3I	35	16	Various	66.91	69.82	72.74	68.42	71.40	74.37
	4343	Data Scientist	Y3I	35	16	CS	66.91	69.82	72.74	68.42	71.40	74.37
	2320	Database Administrator	Y3I	35	16	CS	66.91	69.82	72.74	68.42	71.40	74.37
	5065	IT Architect	Y3I	35	16	CS	66.91	69.82	72.74	68.42	71.40	74.37
	5075	Senior Application Administrator	Y3I	35	16	CS	66.91	69.82	72.74	68.42	71.40	74.37
	4364	Technology Project Specialist	Y3I	35	16	Various	66.91	69.82	72.74	68.42	71.40	74.37
	5895	Data Engineer	Y3I	35	17	CS	70.41	73.48	76.55	72.00	75.13	78.27
	3365	Senior Cyber Security Analyst	Y3I	35	17	Various	70.41	73.48	76.55	72.00	75.13	78.27
	3305	Team Lead, Disaster Recovery Planning	Y3I	35	17	CS	70.41	73.48	76.55	72.00	75.13	78.27
	3341	Data Warehouse Developer	Y3I	35	18	CS	71.94	75.07	78.20	73.56	76.76	79.96
	3363	Enterprise Architect	Y3I	35	18	CS	71.94	75.07	78.20	73.56	76.76	79.96
	3573	Enterprise Information Architect	Y3I	35	18	CS	71.94	75.07	78.20	73.56	76.76	79.96
	2325	Senior Database Administrator	Y3I	35	19	CS	78.56	81.97	85.37	80.33	83.81	87.30
	3395	Graduated PHI Pending Certification	Y3M	35	3	CHS	47.64	49.72	51.79	48.72	50.84	52.95
	5890	Sewer Use By-Law Enforcement Officer	Y3M	40	5	PW	50.46	52.65	54.84	51.59	53.83	56.07
	5600	Tobacco & Electronic Cigarettes Control Offic	Y3M	35	5	CHS	50.46	52.65	54.84	51.59	53.83	56.07
	3010	Certified Public Health Inspector	Y3M	35	6	CHS	53.56	55.90	58.22	54.76	57.16	59.53
	3350	Infectious Disease Co-ordinator	Y3M	35	6	CHS	53.56	55.90	58.22	54.76	57.16	59.53
	3020	Registered Dental Hygienist	Y3M	35	6	CHS	53.56	55.90	58.22	54.76	57.16	59.53
	5550	Social Worker	Y3M	35	6	CHS	53.56	55.90	58.22	54.76	57.16	59.53
	3170	Health Educator	Y3M	35	7	CHS	54.84	57.22	59.61	56.07	58.51	60.95
	5705	Sr. Sewer Use By-law Enforcement Officer	Y3M	40	7	PW	54.84	57.22	59.61	56.07	58.51	60.95
	5605	Sr. Tobacco Control Officer	Y3M	35	7	CHS	54.84	57.22	59.61	56.07	58.51	60.95
	3330	Environmental Health Specialist	Y3M	35	8	CHS	58.73	61.29	63.84	60.06	62.67	65.28
	2825	Occupational Therapist	Y3M	35	8	CHS	58.73	61.29	63.84	60.06	62.67	65.28
	4200	Physiotherapist	Y3M	35	8	CHS	58.73	61.29	63.84	60.06	62.67	65.28
	3000	Sr. Certified Public Health Inspector	Y3M	35	8	CHS	58.73	61.29	63.84	60.06	62.67	65.28
	4295	Environmental Health Program Co-ordinator	Y3M	35	9	CHS	60.44	63.07	65.70	61.80	64.49	67.17
4455	Program Co-ordinator, Zoonotic Diseases	Y3M	35	9	CHS	60.44	63.07	65.70	61.80	64.49	67.17	
3515	Team Lead, Registered Dental Hygienist	Y3M	35	9	CHS	60.44	63.07	65.70	61.80	64.49	67.17	
3155	Envir.Research & Policy Analyst	Y3M	35	10	CHS	63.41	66.17	68.93	64.83	67.65	70.48	
3140	Epidemiologist	Y3M	35	10	CHS	63.41	66.17	68.93	64.83	67.65	70.48	
3025	Team Lead, Health Protection	Y3M	35	10	CHS	63.41	66.17	68.93	64.83	67.65	70.48	
5840	Records & Information Analyst	Y3O	35	6	CS	47.30	49.36	51.41	48.36	50.47	52.57	
5375	Real Estate Appraiser / Negotiator	Y3O	35	9	CS	53.64	55.97	58.30	54.85	57.23	59.62	
5035	Capital Project Specialist	Y3O	37.5	10	PW	63.05	65.79	68.53	64.47	67.27	70.07	
0270	Senior Real Estate Appraiser / Negotiator	Y3O	35	10A	CS	63.45	66.22	68.97	64.88	67.70	70.52	
1330	Mechanic Fleet Services	Y3O	40	10B	PW	49.23	51.38	53.50	50.34	52.53	54.70	
4300	Prosecutor	Y3O	35	11	CS	64.13	66.92	69.71	65.57	68.42	71.27	
1290	Lead Mechanic Fleet Services	Y3O	40	11C	PW	54.12	56.49	58.83	55.34	57.76	60.15	
5855	Hydrogeologist	Y3O	35	12	PW	68.53	71.51	74.49	70.07	73.12	76.17	
3045	Team Lead Prosecutor	Y3O	35	12	CS	68.53	71.51	74.49	70.07	73.12	76.17	
5995	Corporate Finance Treasury Specialist	Y3O	35	13	Finance	70.05	73.10	76.14	71.63	74.74	77.86	
3355	Senior Economist	Y3O	35	13	Various	70.05	73.10	76.14	71.63	74.74	77.86	

York Region CUPE 4900 SALARY SCHEDULE

Summer Students

				Effective October 1, 2025		
Classification	Year of Post Secondary Education *	Salary Plan	Hours	Range (select horizontally according to stream)		
				Admin	⇒	Prof/Tech
Co-op / Summer Student	1	Y1A	35	18.37	19.28	20.14
Co-op / Summer Student	2	Y1A	35	21.20	22.26	23.31
Co-op / Summer Student	3	Y1A	35	24.02	25.09	26.15
Co-op / Summer Student	4	Y1A	35	26.85	28.05	29.31

*For Co-op Students, *year* corresponds to the year in the program in which the co-op placement occurs

*For Summer Students, *year* corresponds to completed years of post secondary education

Ontario High School student Minimum Wage

	Effective date	
High School Student Under 18 as per Ontario.ca	01/Oct/2025	\$16.60