

**COLLECTIVE AGREEMENT**

**between**

**COMMUNITY LIVING BRITISH COLUMBIA (CLBC)**

**and the**

**B.C. GOVERNMENT AND SERVICE  
EMPLOYEES' UNION (BCGEU)**

**Effective from April 1, 2019 to March 31, 2022**

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## DEFINITIONS

For the purpose of this agreement:

- (1) "*bargaining unit*" - is the unit for collective bargaining for which the B.C. Government and Service Employees' Union was certified by the Labour Relations Board of British Columbia on March 8, 1974, and subsequently for which the Union was certified in the successorship for Community Living British Columbia (CLBC) on July 1, 2005.
- (2) "*basic pay*" - means the rate of pay negotiated by the parties to this agreement, including add to pay resulting from salary protection;
- (3) "*child*" - wherever the word "*child*" is used in this agreement, it shall be deemed to include a ward of the Director of Children's Services, or a child of a spouse;
- (4) "*common-law spouse*" - includes same sex and opposite sex individuals where the employee has signed a declaration or affidavit that they have been living in a common-law relationship or have been co-habiting for at least 12 months. The period of co-habitation may be less than 12 months where the employee has claimed the common-law spouse's child/children for taxation purposes;
- (5) "*continuous employment*" or "*continuous service*" - means uninterrupted employment in the Public Service of British Columbia and with Community Living British Columbia (CLBC) , including service prior to certification subject to the provisions of Clause 11.3 - Loss of Seniority;
- (6) "*day of rest*" - in relation to an employee, means a day other than a holiday on which an employee is not ordinarily required to perform the duties of their position. This does not include employees on a leave of absence;
- (7) "*demotion*" - means a change from an employee's position to one with a lower maximum salary;
- (8) "*Chief Executive Officer*" - means the Chief Executive Officer of Community Living British Columbia (CLBC) as defined in this agreement;
- (9) "*employee*" - means a member of the bargaining unit and includes:
  - "*regular employee*" - meaning an employee who is employed for work which is of a continuous full-time or continuous part-time nature;
  - "*auxiliary employee*" - meaning an employee who is employed for work which is not of a continuous nature such as:
    1. positions created to carry out special projects or work which is not continuous;
    2. temporary positions created to cover employees on vacation, short-term disability leave, education leave, compassionate leave, or other leave;
    3. temporary positions created by special programs such as the summer student employment program, winter works programs for the unemployed, emergencies such as floods or other special temporary programs;

"*employee*" - does not include:

  - excluded persons pursuant to Clause 2.1 - Bargaining Unit Defined;
  - incumbents of managerial or confidential positions mutually excluded by the parties to this agreement;
  - persons appointed to boards, commissions and agencies under the authority of an Act of the Legislative Assembly other than the *Public Service Act*.
- (10) "*Employer*" - means Community Living British Columbia (CLBC);

(11) "*headquarters or geographic location*" - is that area within a radius of 32 kilometres of where an employee ordinarily performs their duties. For the purposes of Clause 12.8 - Relocations, Articles 13 - Layoff and Recall, and 37 - Limited Employment and Privatization and relocation expenses arising therefrom, "*headquarters or geographic location*" will be redefined as a radius of 50 kilometres (32 kilometres in the GVRD or CRD) of where an employee ordinarily performs their duties.

When employees are relocated the headquarters area may be redefined where exceptional circumstances such as unusual road conditions exist;

(12) "*holiday*" - means the 24-hour period commencing at 0001 hours of a day designated as a paid holiday in this agreement;

(13) "*hours of operation*" - are the hours established by the Employer to provide adequate service to the public and to fulfil the functions of the work unit;

(14) "*hours travelled*" - means hours spent travelling from point to point on an hourly or daily basis laid down by the Employer and does not include meal breaks, lodging time, or time spent other than travelling;

(15) Joint Labour Management Committee shall hereby be referred to Joint Committee unless otherwise specified.

(16) "*lateral transfer*" or "*transfer*" - refers to the movement of an employee from one position to another which does not constitute a demotion or promotion;

(17) "*layoff*" - includes a cessation of employment, or elimination of a job resulting from a reduction of the amount of work required to be done by the Employer, a reorganization, program termination, closure or other material change in organization, and where should work become available, employees will be recalled in accordance with Article 13 - Layoff and Recall or Article 31 - Auxiliary Employees;

(18) "*leave of absence with pay*" - means to be absent from duty with permission and with pay;

(19) "*leave of absence without pay*" - means to be absent from duty with permission but without pay;

(20) "*probation*" - means

(a) If a person who is not an employee is appointed to a position in CLBC, the person is on probation until they have worked the equivalent of six months full-time employment.

(b) If the appointment is made from within CLBC, a subsequent probation period in the new position not exceeding the equivalent of six months full-time employment may be imposed.

(c) The CEO or designate may reject any employee during the probation period if the CEO or designate considers that the employee is unsuitable for employment in the position to which they were appointed.

(21) "*promotion*" - means a change from an employee's position to one with a higher maximum salary level;

(22) "*relocation*" - refers to the movement of an employee from one geographic location to another;

(23) "*resignation*" - means a voluntary notice by the employee that they are terminating their service on the date specified;

(24) "*rest period*" - is a paid interval which is included in the workday and is intended to give the employee an opportunity to have refreshments or a rest;

- (25) "*shift*" - means the period of scheduled straight-time working hours on a scheduled workday where the hours scheduled are consecutive except for the meal period;
- (26) "*spouse*" - includes husband, wife and common-law spouse;
- (27) "*termination*" - is the separation of an employee from CLBC for cause pursuant to Article 10 - Dismissal, Suspension and Discipline, Article 11 - Seniority, or Article 31 - Auxiliary Employees
- (28) "*travel status*" - with respect to an employee means the absence of the employee from their headquarters or geographic location while on work assignment with the approval of the Employer. Travel status does not apply to employees temporarily assigned to a position outside of their headquarters or geographic location.
- (29) "*Union*" - means the B.C. Government and Service Employees' Union (BCGEU);
- (30) "*workday*" - is a period of 24 consecutive hours commencing with the starting time of any shift. For the purpose of calculating compensatory overtime rates only, the time worked prior to, but adjoining to, a shift shall be deemed as time worked after a shift;
- (31) "*work schedule*" - means the roster of work hours and days to meet the annual hours of work.

## ARTICLE 1 - PREAMBLE

### 1.1 Purpose of Agreement

- (a) The purpose of this agreement is to establish and maintain orderly collective bargaining procedures between the Employer and the Union.
- (b) The parties to this agreement are determined to establish an effective working relationship at all levels of CLBC in which members of the bargaining unit are employed.
- (c) Subject to the provisions entered into between the Employer and the Union, the purpose of this agreement is to set out the terms and conditions of employment applicable to employees.

### 1.2 Future Legislation

In the event that any future legislation renders null and void or materially alters any provision of this agreement, the remaining provisions shall remain in effect for the term, and the parties shall negotiate a mutually agreeable provision to be substituted for the provision rendered null and void or materially altered.

### 1.3 Conflict With Policy

In the event that there is a conflict between the contents of this agreement and any policy made by the Employer, or on behalf of the Employer, this agreement shall take precedence over the said policy.

### 1.4 Singular and Plural

Wherever the singular is used in this agreement the same shall be construed as meaning the plural if the context requires unless otherwise specifically stated.

### 1.5 Human Rights Code

The parties hereto subscribe to the principles of the *Human Rights Code* of British Columbia.

In accordance with Clause 7.4 - Policy Meetings, the parties will continue to review methods of extending knowledge of the *Human Rights Code* within CLBC and for extending knowledge relating to the *Human Rights Code* to all employees.

CLBC, in cooperation with the Union, will promote a work environment that is free from discrimination where all employees are treated with respect and dignity.

Discrimination relates to any of the prohibited grounds contained in the BC *Human Rights Code*. Prohibited conduct may be verbal, non-verbal, physical, deliberate or unintended, unsolicited or unwelcome, as determined by a reasonable person. It may be one incident or a series of incidents depending on the context.

Employees have the right to employment without discrimination because of race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, age, sexual orientation, political beliefs, and criminal or summary offence unrelated to their employment.

Discrimination does not include actions occasioned through exercising in good faith the Employer's managerial/supervisory rights and responsibilities.

Protection against discrimination extends to incidents occurring at or away from the workplace during or outside working hours provided the acts are committed within the course of the employment relationship.

This clause does not preclude an employee from filing a complaint under Section 13 of the BC *Human Rights Code*, however, an employee shall not be entitled to duplication of process. An employee making a complaint of discrimination must choose to direct a complaint to either the BC Human Rights Tribunal or to the process specified in Clause 1.6 (b) - Other Resolution Processes. In either event a complaint of discrimination, if included as an element of a grievance, shall not be pursued through the process identified in Clause 1.6 (b) - Other Resolution Processes.

An employee who files a written complaint which would be seen by a reasonable person to be frivolous, vindictive or vexatious may be subject to disciplinary action. Disciplinary action taken may be grieved pursuant to Article 8 - Grievances.

#### **1.6 Inappropriate Workplace Behaviour: Bullying, Harassment, Discrimination, Sexual Harassment and Misuse of Managerial/Supervisory Authority**

The parties recognize the right of employees to work in an environment free from bullying, harassment, discrimination, sexual harassment and misuse of managerial/supervisory authority. The parties agree there is a need to take responsible action to prevent such behaviours and whenever they become aware of such behaviour, put a stop to it.

##### *Definitions*

The following definitions shall apply for the purposes of this Article only:

**Bullying and Harassment:** means inappropriate, vexatious or hostile conduct, comments, actions or gestures that the person knows or reasonably ought to have known would cause the receiver to be offended, humiliated or intimidated, including, but not limited to, acts of aggression verbal or written threats, or vandalism of personal property.

Bullying and harassment may refer to repeated incidents or may arise out of a single incident that has a lasting harmful effect on an employee. Bullying and harassment does not include any reasonable action taken by the Employer relating to the management and direction of staff or the workplace generally.

For the purposes of this clause, "*bullying between peers*" refers to:

- Vexatious behaviour by a person with no managerial or supervisory authority over the complainant, including but not limited to repeated hostile conduct, comments, actions, or gestures, that affects an employee's dignity and that results in a harmful work environment; or
- A single incident by a person with no managerial or supervisory authority over the complainant that has a lasting harmful effect on the complainant.

*Discrimination*: Means improper discrimination based on a person's sex, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sexual orientation, gender identity, age, or criminal conviction unrelated to the person's employment.

*Sexual Harassment*: Means conduct or comments of a sexual nature towards another person by a person who knows or ought reasonably to know that the conduct is unwanted or unwelcome. Prohibited conduct may be verbal, non-verbal, physical, deliberate or unintended, unsolicited or unwelcome, as determined by a reasonable person. It may be one incident or a series of incidents depending on the context. Examples of sexual harassment include but are not limited to:

- a person in authority asking an employee for sexual favours in return for being hired or receiving promotions or other employment benefits;
- sexual advances with actual or implied work related consequences;
- unwelcome remarks, questions, jokes or innuendo of a sexual nature, including sexist comments or sexual invitations;
- verbal abuse, intimidation, or threats of a sexual nature;
- leering, staring or making sexual gestures;
- display of pornographic or other sexual materials;
- offensive pictures, graffiti, cartoons or sayings;
- unwanted physical contact such as touching, patting, pinching, hugging;
- physical assault of a sexual nature.

Misuse of Managerial/Supervisory Authority: occurs when a person who supervises, or is in a position of authority, exercises that authority in a manner which serves no legitimate work purpose and which ought reasonably be known to be inappropriate. Misuse of managerial/supervisory authority does not include the good faith exercise of the Employer's managerial/supervisory rights and responsibilities, nor does it include a single incident of a minor nature where the harm, by any objective standard is minimal.

#### *General Matters*

##### *(a) Employment Relationship Defined Broadly*

Protection against bullying and harassment, discrimination, sexual harassment and misuse of managerial/supervisory authority extends to incidents occurring at or away from the workplace during or outside working hours provided the acts are committed within the course of the employment relationship.

##### *(b) Other Resolution Processes*

The complaint resolution process set out in this Article does not preclude a complainant from advancing a complaint through the BC Human Rights Tribunal or WorkSafeBC. In the event that a complainant files



a complaint through one or both of these forums, the Employer reserves the right to not proceed with the complaint resolution process outlined in this Article.

(c) *Bad Faith Complaints and Retaliation*

An employee who files a written complaint which would be seen by a reasonable person to be frivolous, vindictive or vexatious may be subject to disciplinary action. Similarly, any interference with an investigation, or retaliation against a person who has filed a complaint, or a respondent or witness, may result in disciplinary action.

(d) *Privacy*

No information related to a complaint under this Article will be disclosed by any person during and after the investigation or resolution of a complaint except as necessary to enable due process or facilitate the resolution of a complaint. Such disclosure may include providing a summary of the allegations set out in a complaint to the Respondent or relevant witnesses during the course of an investigation. Failure to comply with the privacy requirements set out in this Article may result in disciplinary action.

(e) *Employee Supports*

Employees can seek the assistance of their manager, a People Services Consultant or union at any point in the complaint or resolution process.

*Complaint Process*

(a) *Complaints to be Raised Promptly*

Incidents or complaints of bullying and harassment, discrimination, misuse of managerial/supervisory authority and sexual harassment should be reported as soon as possible to ensure a prompt and thorough investigation. Notwithstanding this expectation, complaints involving bullying, harassment, discrimination and misuse of managerial authority may be brought forward for up to six months following the date on which the incident occurred. For complaints involving sexual harassment, complaints may be brought forward for up to one year following the date on which the most recent incident occurred.

(b) *Interim Measures*

The Employer may take interim measures to separate the employees involved in a complaint, if deemed necessary. Any such action will not be disciplinary in nature, or seen as presumption of guilt or innocence. The Complainant will not be relocated without their agreement.

(c) *Resolution Procedures*

Before proceeding to the written complaint mechanism, an employee who believes they have a complaint of harassment, discrimination, sexual harassment, or bullying or misuse of managerial authority may approach their manager/supervisor, union, or People Services Consultant to discuss potential means of resolving a complaint and to request assistance in resolving the matter. If the matter is resolved to the complainant's satisfaction, the matter is deemed to be resolved.

(d) *Written Complaint*

The employee may make a written complaint to the first level of manager not involved in the complaint. The written complaint must include the following information:

- The name(s) of the people involved, including the name of the Complainant (anonymous complaints will not be investigated);

- The specific actions alleged to constitute bullying and harassment, discrimination, sexual harassment or misuse of managerial/supervisory authority;
- The dates of these specific actions;
- Names of witnesses;
- An explanation of why the actions complained of constitute bullying and harassment, discrimination, sexual harassment or misuse of manager/supervisory authority;
- An outline of the steps which have been taken to resolve the matter: and;
- The remedy sought.

Where a written complaint is filed, the excluded manager will review the written complaint and provide a copy to their People Services Consultant to determine how the complaint will be addressed. Once next steps have been determined, they will be communicated to the Complainant as soon as possible, but in no circumstance longer than 14 days. During this 14 day period, the Employer may take steps to resolve the complaint and, where appropriate, may refer the matter for investigation, which will be completed without unreasonable delay.

(e) *Investigation of Written Complaints*

Where a written complaint is received, the Employer may, depending on the circumstances of the case, appoint an Investigator to conduct an investigation into the allegations set out in the complaint. The investigator will interview the Complainant and Respondent as soon as possible, interview any witnesses, document the situation and produce a report of investigative findings, which will be shared with all parties. To protect employee privacy, specific corrective or disciplinary action taken as a result of the investigation will not be disclosed.

(f) *Appeal Process*

If the outcome of the complaint is not satisfactory to the Union, the Union may refer the matter to the CEO or their designate. The CEO or their designate will discuss the matter with the Union President or their designate within 30 days. If the parties are unable to determine a mutually agreeable resolution, they may engage a neutral third party to assist with a final resolution, which may involve a mediator or an arbitrator to render a final resolution.

## **1.7 Administrative Services Recognition Day**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

Administrative Services Recognition Day is the Wednesday of the last full week of April each year.

## **ARTICLE 2 - UNION RECOGNITION AND RIGHTS**

### **2.1 Bargaining Unit Defined**

- (a) The bargaining unit shall be comprised of all employees as defined in this agreement except those excluded by mutual agreement of the parties or by the *Labour Relations Board*.
- (b) The guidelines to be considered in negotiating exclusions shall be consistent with the *Labour Relations Code*.
- (c) (1) When the Employer wishes to commence negotiation for the exclusion of a position from the bargaining unit it shall notify the Union, in writing. The Employer will provide to the Union a copy of the organization chart for the immediate branch or program where the position is located,

a copy of the position's job description and a copy of the job description for the position which supervises the applied for position.

(2) The parties will then commence discussions with a view to reaching a mutually agreeable resolution to the exclusion status of the position.

Such discussions shall include an interview with the incumbent and their immediate supervisor. Where the position is vacant, the supervisor shall be interviewed. These interviews may be waived by mutual agreement.

(3) If no agreement is reached or if no response is received from the Union within 60 days of the date of notification in (1) above, the Employer may refer the matter to the *Labour Relations Board* for adjudication.

(4) Where a matter has been referred to the *Labour Relations Board*, the decision, if any, will be deemed to be binding on the parties.

(5) If the Labour Relations Board determines the position is included, union dues pursuant to Article 4 will accrue and be payable to the Union from the date the incumbent was placed in the position.

(6) The Employer shall provide to the Union by March 31<sup>st</sup>, on an annual basis, an updated organizational chart including a list of excluded positions and incumbents.

## **2.2 Bargaining Agent Recognition**

The Employer recognizes the B.C. Government and Service Employees' Union as the exclusive bargaining agent for all employees to whom the certification issued by the Labour Relations Board to the B.C. Government and Service Employees' Union on March 8, 1974, and varied by Successorship on July 1, 2005 applies.

## **2.3 Correspondence**

(a) The Employer agrees that all correspondence between the Employer and the Union related to matters covered by this agreement or component agreements shall be sent to the President of the Union or their designate.

(b) The Employer agrees that a copy of any correspondence between the Employer and any employee in the bargaining unit covered by this agreement or component agreements, pertaining to the interpretation or application of this agreement or a component agreement, as it applies to that employee, shall be forwarded to the President of the Union or their designate.

## **2.4 No Other Agreement**

No employee covered by this agreement shall be required or permitted to make a written or oral agreement with the Employer or its representatives which may conflict with the terms of this agreement.

## **2.5 No Discrimination for Union Activity**

The Employer and the Union agree that there shall be no discrimination, interference, restriction, or coercion exercised or practised with respect to any employee for reason of membership or activity in the Union.

## **2.6 Recognition and Rights of Stewards**

- (a) The Employer recognizes the Union's right to select stewards to represent employees. The Employer and the Union will agree on the number of stewards, taking into account both operational and geographic considerations.
- (b) The Union agrees to provide the Employer with a list of the employees designated as stewards for each jurisdictional area.
- (c) A steward, or their alternate, shall obtain the permission of their immediate supervisor before leaving their work to perform their duties as a steward. Leave for this purpose shall be with pay. Such permission shall not be unreasonably withheld. On resuming their normal duties, the steward shall notify their supervisor.
- (d) The duties of stewards shall include:
  - (1) investigation of complaints of an urgent nature;
  - (2) investigation of grievances and assisting any employee whom the steward represents in presenting a grievance in accordance with the grievance procedure;
  - (3) supervision of ballot boxes and other related functions during ratification votes;
  - (4) attending meetings at the request of the Employer.

## **2.7 Bulletin Boards**

The Employer shall provide bulletin board facilities for the exclusive use of the Union, the sites to be determined by mutual agreement. The use of such bulletin board facilities shall be restricted to the business affairs of the Union. It is further agreed that an electronic bulletin board will be provided by the Employer with the use of this board restricted to the business affairs of the Union.

## **2.8 Union Insignia**

- (a) A union member shall have the right to wear or display the recognized insignia of the Union. The Union agrees to furnish to the Employer at least one union shop card, for each of the Employer's places of operation covered by this agreement, to be displayed on the premises. Such card will remain the property of the Union and shall be surrendered upon demand.
- (b) The recognized insignia of the Union shall include the designation "BCGEU". This designation shall, at the employee's option, be placed on stenography typed by a member of the Union. This designation shall be placed below the signatory initials on typewritten correspondence.

## **2.9 Right to Refuse to Cross Picket Lines**

All employees covered by this agreement shall have the right to refuse to cross a picket line arising out of a dispute as defined in the *Labour Relations Code* of British Columbia. Any employee failing to report for duty shall be considered to be absent without pay. Failure to cross a picket line encountered in carrying out the Employer's business shall not be considered a violation of this agreement nor shall it be grounds for disciplinary action.

## **2.10 Time Off for Union Business**

- (a) *Without Pay* - with reasonable written notice leave of absence without pay and without loss of seniority will be granted:

- (1) to an elected or appointed representative of the Union to attend conventions of the Union and bodies to which the Union is affiliated;
  - (2) for elected or appointed representatives of the Union to attend to union business which requires them to leave their general work area;
  - (3) for employees who are representatives of the Union on a bargaining committee to attend meetings of the Bargaining Committee;
  - (4) up to five employees on a bargaining committee to carry on negotiations with the Employer; however, the Bargaining Committee reserve the right to use up to three additional persons for technical information or advice, who shall also be covered by the provisions of this clause;
  - (5) to employees called by the Union to appear as witnesses before an arbitration board, the Labour Relations Board, or the Human Rights Tribunal;
  - (6) to employees designated to sit as an observer on a selection panel in accordance with Clause 12.3 - Selection Procedures.
- (b) *With Pay* - leave of absence with basic pay and without loss of seniority will be granted to five employees who are representatives of the Union on the Union's Bargaining Committee to carry on negotiations with the Employer.
- (c) To facilitate the administration of this clause when leave without pay is granted, the leave shall be given with basic pay and the Union shall reimburse the Employer for salary and benefit costs, including travel time incurred. Leave of absence granted under this clause shall include sufficient travel time. The Union shall provide the Employer with reasonable notice prior to the commencement of leave under this clause. It is understood that employees granted leave of absence pursuant to this clause shall receive their current rates of pay while on leave of absence with pay. The Employer agrees that any of the above leaves of absence shall not be unreasonably withheld.
- (d) The Employer shall grant, on request, leave of absence without pay:
- (1) for employees selected for a full-time position with the Union for a period of one year;
  - (2) for an employee elected to the position of President or Treasurer of the B.C. Government and Service Employees' Union;
  - (3) for an employee elected to any body to which the Union is affiliated for a period of one year and the leave shall be renewed upon request.

## **2.11 Union Meetings**

- (a) Employees may attend a meeting with a representative of the Union at their worksite on a quarterly basis on a mutually agreeable date.
- (b) The Union shall provide not less than two-weeks' notice to the Director of People Services of the intended date and time of the meeting.
- (c) Meetings will take place after the conclusion of the employees' scheduled shift and shall not interfere with normal operations.

**2.12 Stewards**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

The Union will designate a steward to represent the employees within Provincial Assessment Centre.

**2.13 Time Off for Joint Union-Employer Business**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

Where employees are appointed by the Union as union representatives to joint union-employer committees as specified in this agreement they shall be granted leave of absence without loss of basic pay to attend such meetings.

**2.14 Union Representatives**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

(a) union representatives to meet with employees outside of normal working hours. In such cases, the President or the President's designate shall submit a request in writing to the Employer to meet with employees during working hours in their normal place of work. Subject to operational requirements, the Employer shall grant permission for such a meeting not to exceed one hour's duration. Attendance at such meetings shall be considered as time worked.

(b) The Employer may, upon written request from the President of the Union or the President's designate, allow reasonable time for a designated representative of the Union on the agenda of any course, training session, seminar or conference sponsored by the Employer. Such permission will not be unreasonably withheld

**2.15 Union Representatives**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

Upon receipt of written request, the Employer may allow time on the agenda of any course, seminar, or workshop held by the Employer for a staff representative from the Union to speak.

**2.16 Union Representatives**

(a) The Employer agrees that access to its premises will be granted to members of the staff of the Union when dealing or negotiating with the Employer, as well as for the purpose of investigating and assisting in the settlement of a grievance.

(b) Members of union staff shall notify the excluded designated supervisory official in advance of their intention and their purpose for entering and shall not interfere with the operation of the CEO or designate, or section concerned.

(c) In order to facilitate the orderly, as well as the confidential investigation of grievances, the Employer will make available to union representatives or stewards temporary use of an office or similar facility.

(d) The Employer agrees that access to its premises will be granted to local chairpersons, component chairpersons and members of the Provincial Executive. Notification shall be given to the Director of People Services in advance of the intention and purpose for entering the Employer's premises and such access shall not interfere with the operations of the Employer or section concerned.

(e) Notwithstanding Clause 2.16(d), the Employer agrees that access to its premises will be extended to persons designated by the President upon reasonable notice to the Director of People Services of

their intention and purpose for entering the Employer's premises and such access shall not interfere with the operations of the CEO or designate or section concerned.

### ARTICLE 3 - UNION SECURITY

- (a) All employees in the bargaining unit who on March 8, 1974 were members of the Union or thereafter become members of the Union shall, as a condition of continued employment, maintain such membership (subject only to the provisions of Section 17 of the *Labour Relations Code*).
- (b) All employees hired on or after March 8, 1974, shall, as a condition of continued employment, become members of the Union, and maintain such membership subject only to the provisions of Section 17 of the *Labour Relations Code*.
- (c) Nothing in this agreement shall be construed as requiring a person who was an employee prior to March 8, 1974, to become a member of the Union.

### ARTICLE 4 - CHECK-OFF OF UNION DUES

- (a) The Employer shall, as a condition of employment, deduct from the wages or salary of each employee in the bargaining unit, whether or not the employee is a member of the Union, the amount of the regular dues payable to the Union by a member of the Union.
- (b) The Employer shall deduct from any employee who is a member of the Union any assessments levied in accordance with the Union Constitution and (or) Bylaws and owing by the employee to the Union.
- (c) Deductions shall be made for each biweekly payroll period and membership dues or payments in lieu thereof shall be considered as owing in the period for which they are so deducted.
- (d) All deductions shall be remitted to the President of the Union not later than 28 days after the date of deduction and the Employer shall also provide a list of names as well as classifications of those employees from whose salaries such deductions have been made together with the amounts deducted from each employee.
- (e) Before the Employer is obliged to deduct any amount under (a) above, the Union must advise the Employer in writing of the amount of its regular dues. The amount so advised shall continue to be the amount to be deducted until changed by further written notice to the Employer signed by the President of the Union. When the change cannot reasonably be accommodated by the Employer's existing payroll system, then the cost of implementation shall be borne by the Union. In all cases, the Union shall provide the Employer with a reasonable notice period to implement any change.
- (f) From the date of the signing of this agreement and for its duration, no employee organization other than the Union shall be permitted to have membership dues or other monies deducted by the Employer from the pay of the employees in the bargaining unit.
- (g) The Employer shall supply each employee, without charge, a receipt for income tax purposes in the amount of the deductions paid to the Union by the employee in the previous year. Such receipts shall be provided to the employees prior to March 1<sup>st</sup> of the succeeding year.
- (h) An employee shall, as a condition of continued employment, complete an authorization form providing for the deduction from an employee's wages or salary the amount of the regular dues payable to the Union by a member of the Union.

- (i) A report of employees who cease employment will be provided to the Union on a quarterly basis.

#### **ARTICLE 5 - EMPLOYER AND UNION TO ACQUAINT NEW EMPLOYEES**

- (a) At the time of hire new employees will be advised that a collective agreement is in effect and of the conditions of employment set out in the articles dealing with Union Security and Dues Check-off. The Employer will provide a written list of new employees on a bimonthly basis to the Chair of the Labour Management Committee. The list will include employee's name, position title, and work location.
- (b) A new employee shall also be provided with:
  - (1) the name, location and work telephone number of the steward; and
  - (2) an authorization form for Union Dues Check-off.
- (c) Upon request, the steward shall be advised of the name, location and work telephone number of the new employee.
- (d) The steward will be given an opportunity to interview each new employee within regular working hours, without loss of pay, for 20 minutes sometime during the first 30 days of employment.
- (e) The Union will provide the Employer with an up-to-date list of stewards' names, work locations and work telephone numbers in order that the Employer may meet its obligation in (b)(1) above.
- (f) The Union will be provided with a copy of the completed and signed authorization form for dues check-off for all new employees.

#### **ARTICLE 6 - EMPLOYER'S RIGHTS**

The Union acknowledges that the management and directing of employees in the bargaining unit is retained by the Employer, except as this agreement otherwise specifies.

#### **ARTICLE 7 - EMPLOYER/UNION RELATIONS**

##### **7.1 Union and Employer Representation**

No employee or group of employees shall undertake to represent the Union at meetings with the Employer without the proper authorization of the Union. To implement this the Union shall supply the Employer with the names of its officers and similarly, the Employer shall supply the Union with a list of its supervisory or other personnel with whom the Union may be required to transact business.

##### **7.2 Union Bargaining Committees**

A union bargaining committee shall consist of employees who are representatives of the Union together with the President of the Union or designate. The Union shall have the right at any time to have the assistance of members of the staff of the Union when negotiating with the Employer.

##### **7.3 Technical Information**

The Employer agrees to provide to the Union such information that is available relating to employees in the bargaining unit, as may be required by the Union for collective bargaining purposes.



#### **7.4 Policy Meetings**

The Employer and the Union recognize the importance and necessity of the Principals to this agreement meeting regularly to discuss problems which may arise from time to time.

#### **7.5 Emergency Services**

The parties recognize that in the event of a strike or lockout as defined in the *Labour Relations Code* of BC situations may arise of an emergency nature. To this end, the Employer and the Union will agree to provide services of an emergency nature.

### **ARTICLE 8 - GRIEVANCES**

#### **8.1 Grievance Procedure**

- (a) The Employer and the Union recognize that grievances may arise concerning:
  - (1) differences between the parties respecting the interpretation, application, operation, or any alleged violation of a provision of this agreement, or arbitral award, including a question as to whether or not a matter is subject to arbitration; or
  - (2) the dismissal, discipline, or suspension of an employee bound by this agreement.
- (b) The procedure for resolving a grievance shall be the grievance procedure in this article.

#### **8.2 Step 1**

In the first step of the grievance procedure, every effort shall be made to settle the dispute with the designated local supervisor. The aggrieved employee shall have the right to have their steward present at such a discussion. If the dispute is not resolved orally, the aggrieved employee may submit a written grievance, through the Union steward, to Step 2 of the grievance procedure. Where the aggrieved employee is a steward, they shall not, where possible, act as a steward in respect of their own grievance but shall submit the grievance through another steward or union staff representative.

#### **8.3 Time Limits to Present Initial Grievance**

An employee who wishes to present a grievance at Step 2 of the grievance procedure, in the manner prescribed in Clause 8.4 - Step 2, must do so no later than 30 days after the date:

- (a) on which they were notified orally or in writing, of the action or circumstances giving rise to the grievance;
- (b) on which they first became aware of the action or circumstances giving rise to the grievance.

#### **8.4 Step 2**

- (a) Subject to the time limits in Clause 8.3 - Time Limits to Present Initial Grievance, the employee may present a grievance at this level by:
  - (1) recording their grievance on the appropriate grievance form, setting out the nature of the grievance and the circumstances from which it arose;
  - (2) stating the article(s) or clause(s) infringed upon or alleged to have been violated, and the remedy or correction required; and
  - (3) transmitting their grievance to the designated local supervisor through the Union steward.

(b) The local supervisor shall:

- (1) forward the grievance to the representative of the Employer authorized to deal with grievances at Step 2; and
- (2) provide the employee with a receipt stating the date on which the grievance was received.

#### **8.5 Time Limit to Reply at Step 2**

- (a) Within 21 days of receiving the grievance at Step 2, the representative designated by the Employer to handle grievances at Step 2 and the designated union representative shall meet to examine the facts, the nature of the grievance and attempt to resolve the dispute. This meeting may be waived by mutual agreement.
- (b) The representative designated by the Employer to handle grievances at Step 2 shall reply in writing to an employee's grievance within 30 days of receiving the grievance at Step 2.
- (c) Where the grievance concerns a disciplinary matter, the reply shall include a report of the Step 2 meeting and the results of investigations carried out by the Employer with regard to the facts and nature of the grievance. The report shall not be introduced as evidence at any arbitration proceeding.

#### **8.6 Failure to Act**

If the President of the Union, or their designate, does not present a grievance to the next higher level within the prescribed time limits, the grievance will be deemed to have been abandoned. However, the Union shall not be deemed to have prejudiced its position on any future grievance.

#### **8.7 Time Limits to Submit to Arbitration**

Failing satisfactory settlement at Step 2, and pursuant to Article 9 - Arbitration, the President, or their designate, may inform the Employer of their intention to submit the dispute to arbitration within:

- (a) 30 days after the Employer's decision has been received, or
- (b) 30 days after the Employer's decision was due.

#### **8.8 Administrative Provisions**

- (a) Replies to grievances at Step 2 of the grievance procedure and notification to arbitrate shall be by certified mail, courier or by facsimile.
- (b) Grievances, replies, and notification shall be deemed to have been presented on the date on which they were verifiably transmitted, and received on the date they were delivered to the appropriate office of the Employer or the Union.

#### **8.9 Dismissal or Suspension Grievances**

- (a) In the case of a dispute arising from an employee's dismissal, rejection on probation, suspension greater than 20 days or suspension for just cause pending investigation, the grievance may be filed directly at arbitration, with a copy to the CEO or designate, within 30 days of the date on which the dismissal, rejection on probation, or suspension occurred, or within 30 days of the employee receiving such notice.
- (b) In the case of a dispute arising from other suspensions, the grievance may commence at Step 2 of the grievance procedure within 30 days of the date on which the suspension occurred, or within 30 days of the employee receiving such notice.

**8.10 Deviation from Grievance Procedure**

- (a) The Employer agrees that, after a grievance has been initiated by the Union, the Employer's representatives will not enter into discussion or negotiation with respect to the grievance, either directly or indirectly with the aggrieved employee without the consent of the Union.
- (b) In the event that, after having initiated a grievance through the grievance procedure, an employee endeavours to pursue the same grievance through any other channel, then the Union agrees that, pursuant to this article, the grievance shall be considered to have been abandoned.
- (c) Where an employee has filed a complaint with the Ombudsman or the Employment Standards Branch, the grievance shall be deemed to be abandoned unless the complaint is withdrawn, in writing, within 45 days of it being filed.
- (d) Notwithstanding (b) above, an employee who has filed a complaint with the Human Rights Tribunal shall not have their grievance deemed abandoned through the filing of the complaint.

**8.11 Policy Grievance**

- (a) Where either party to this agreement disputes the application, interpretation, or alleged violation of an article of this agreement, the dispute shall be discussed initially with the CEO or designate or the Union, as the case may be, within 60 days of the occurrence. Where no satisfactory agreement is reached, either party may submit the dispute to arbitration, as set out in Article 9 - Arbitration.
- (b) Unless agreed by the Principals, this article shall not be used by the Union to initiate a grievance directly affecting an employee or group of employees where such employees themselves could otherwise initiate a grievance through the grievance procedure. This provision shall not be utilized to circumvent any mandatory provision of the grievance procedure.

**8.12 Technical Objections to Grievances**

It is the intent of both parties to this agreement that no grievance shall be defeated merely because of a technical error other than time limitations in processing the grievance through the grievance procedure. To this end an arbitration board shall have the power to allow all necessary amendments to the grievance and the power to waive formal procedural irregularities in the processing of a grievance in order to determine the real matter in dispute and to render a decision according to equitable principles and the justice of the case.

**8.13 Effective Date of Settlements**

Settlements reached at any step of the grievance procedure in this article, other than Clause 8.11 - Policy Grievance(s), shall be applied retroactively to the date of the occurrence of the action or situation which gave rise to the grievance, but not prior to the effective date in effect at the time of the occurrence or the date set by a board of arbitration.

**8.14 Amending Time Limits**

The time limits fixed in this grievance procedure may be altered by mutual consent of the parties, but the same must be in writing.

## ARTICLE 9 - ARBITRATION

### 9.1 Notification

- (a) Where a difference arising between the parties relating to the interpretation, application, or administration of this agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that a term or condition of this agreement has been violated, either of the parties may, after exhausting the grievance procedure in Article 8 - Grievances, notify the other party within 30 days of the receipt of the reply at the second step, of its desire to submit the difference or allegations to arbitration.
- (b) A submission of such a difference or allegation to arbitration shall be by certified mail or by courier to the other party. Submissions may be transmitted by facsimile, however, the sender must forward the original documents by mail within three business days of the facsimile transmission. The sender will retain a facsimile receipt to prove service.
- (c) Where the matter in dispute is a dismissal grievance, the parties shall set a date for the hearing to be held seven weeks from the date that such a hearing is requested.

### 9.2 Assignment of a Single Arbitrator

- (a) When a party has requested that a grievance be submitted to an arbitration and either party has requested that a hearing date be set, an arbitrator will be assigned from the mutually agreed upon list of single arbitrators.
- (b) Depending upon availability, single arbitrators shall be assigned cases on a rotating basis.
- (c) The parties shall agree upon a list of arbitrators which shall be appended to this agreement. An arbitrator may be removed from the list by mutual agreement.
- (d) The parties shall endeavour to develop and maintain a list of acceptable arbitrators which is gender balanced.

### 9.3 Board Procedure

- (a) In this article the term "*Board*" means a single arbitrator.
- (b) The Board may determine its own procedure in accordance with the relevant legislation and shall give full opportunity to all parties to present evidence and make representations. It shall hear and determine the difference or allegation and shall render a decision within 60 days of the conclusion of the hearing.

### 9.4 Decision of Board

The decision of the Arbitration Board shall be final, binding, and enforceable on the parties. The Board shall have the power to dispose of a discharge or discipline grievance by any arrangement, which it deems just and equitable. However, the Board shall not have the power to change this agreement or to alter, modify, or amend any of its provisions.

### 9.5 Disagreement on Decision

Should the parties disagree as to the meaning of the Board's decision, either party may apply to the Board to clarify the decision, which it shall make every effort to do within seven days.

## **9.6 Expenses of Arbitration Board**

Each party shall pay:

- (a) the fees and expenses of the Arbitrator it appoints; and
- (b) one-half of the fees and expenses of the Chairperson.

## **9.7 Amending Time Limits**

The time limits fixed in the arbitration procedure may be altered by mutual consent of the parties, but the same must be in writing.

## **9.8 Expedited Arbitration**

(a) The parties shall meet every four months or as often as required to review outstanding grievances filed at arbitration to determine by mutual agreement those grievances suitable for this process, and shall set dates and locations for hearings of groups of grievances considered suitable for expedited arbitration.

(b) All grievances shall be considered suitable for and resolved by expedited arbitration except grievances in the nature of:

- (1) dismissals;
- (2) rejection on probation;
- (3) suspensions in excess of 20 workdays;
- (4) policy grievances;
- (5) grievances requiring substantial interpretation of a provision;
- (6) grievances relating to Article 14 - Hours of Work;
- (7) grievances requiring presentation of extrinsic evidence;
- (8) grievances where a party intends to raise a preliminary objection;
- (9) demotions.

By mutual agreement, a grievance falling into any of these categories may be placed into the expedited arbitration process.

(c) The parties shall mutually agree upon single arbitrators who shall be appointed to hear and resolve groups of grievances.

(d) The Arbitrator shall hear the grievances and shall render a decision within two working days of such hearings. No written reasons for the decision shall be provided beyond that which the Arbitrator deems appropriate to convey a decision.

(e) Arbitration awards shall be of no precedential value and shall not thereafter be referred to by the parties in respect of any other matter.

(f) All settlements of expedited arbitration cases prior to hearing shall be without prejudice.

(g) A grievance determined by either party to fall within one of the categories listed in (b) above, may be removed from the expedited arbitration process at any time prior to hearing and forwarded to a regular arbitration hearing pursuant to Clause 9.2 - Assignment of a single arbitrator.

(h) The parties shall equally share the cost of the fees and expenses of the Arbitrator and hearing rooms.

**ARTICLE 10 - DISMISSAL, SUSPENSION AND DISCIPLINE****10.1 Burden of Proof**

In all cases of discipline, the burden of proof of just cause shall rest with the Employer.

**10.2 Dismissal**

The Employer may dismiss any employee for just cause. Notice of dismissal shall be in writing and shall set forth the reasons for dismissal.

**10.3 Suspension**

(a) The Employer may only suspend an employee for just cause. Notice of suspension shall be in writing and shall set forth the reasons for the suspension.

(b) Upon the employee's request, suspensions of less than five days will be removed from an employee's file after the expiration of five years from the date it was issued, provided there has not been a further infraction.

(c) The Employer has the right to suspend an employee without pay pending investigation if the employee's continued presence in the workplace constitutes a serious and immediate risk to the Employer's legitimate interests. In this respect, prior to suspending, the Employer must take reasonable steps to ascertain if such risk can be mitigated by closer supervision or reassignment to other work which is reasonably available.

The Employer's right to suspend a bargaining unit employee pending investigation as outlined above is consistent with the principles enunciated in *Phillips Cable* and *Ontario Jockey Club* decisions.

The reasons must be included in the letter of suspension.

**10.4 Dismissal and Suspension Grievance**

All dismissals and suspensions will be subject to formal grievance procedure under Article 8 - Grievances. A copy of the written notice of dismissal or suspension shall be forwarded to the President of the Union within five days of the action being taken.

**10.5 Right to Grieve Other Disciplinary Action**

(a) Disciplinary action grievable by the employee shall include:

- (1) written censures;
- (2) letters of reprimand;
- (3) adverse reports; or
- (4) adverse employee appraisals.

(b) An employee shall be given a copy of any such document placed on the employee's file which might be the basis of disciplinary action. Should an employee dispute any such entry in their file, they shall be entitled to recourse through the grievance procedure and the eventual resolution thereof shall become part of their personnel record.

(c) Upon the employee's request any such document, other than formal employee appraisals, shall be removed from the employee's file after the expiration of 18 months from the date it was issued provided there has not been a further infraction.

(d) The Employer agrees not to introduce as evidence in any hearing any document from the file of an employee, the existence of which the employee was not aware at the time of filing.

## **10.6 Employee Appraisal Forms**

- (a) Where a formal appraisal of an employee's performance is carried out, the employee shall be given sufficient opportunity to read, review and ask questions about the appraisal. Upon request, the employee will be given three working days to read and review the appraisal.
- (b) The appraisal form shall provide for the employee's signature in two places, one indicating that the employee has read and accepts the appraisal, and the other indicating that the employee disagrees with the appraisal. No employee may initiate a grievance regarding the contents of an employee appraisal unless the employee has signed in the place indicating disagreement with the appraisal.
- (c) An employee appraisal shall not be changed after an employee has signed it, without the knowledge of the employee, and any such changes shall be subject to the grievance procedure.
- (d) An employee shall receive a copy of their appraisal upon request.

## **10.7 Personnel File**

An employee, or the President of the Union or their designate with the written authority of the employee, shall be entitled to review the employee's personnel file(s), both paper and, if applicable, electronic, in the office in which the file is normally kept. The employee or the President, as the case may be, shall give the Employer adequate notice prior to having access to such file(s).

Where it is not practical for the employee to review the file in the office in which it is kept, the Employer shall make arrangements to have the file delivered to a CLBC office nearer to the employee's worksite, to allow the review under the supervision of a person designated by the Employer.

## **10.8 Right to Have Steward Present**

- (a) An employee shall have the right to have their steward present at any discussion with supervisory personnel which the employee believes might be the basis of disciplinary action. Where a supervisor intends to interview an employee for disciplinary purposes, the supervisor shall make every effort to notify the employee in advance of the purpose of the interview in order that the employee may contact their steward, providing that this does not result in an undue delay of the appropriate action being taken. This clause shall not apply to those discussions that are of an operational nature and do not involve disciplinary action.
- (b) A steward shall have the right to consult with a staff representative of the Union and to have a local union representative present at any discussion with supervisory personnel which the steward believes might be the basis of disciplinary action against the steward, providing that this does not result in an undue delay of the appropriate action being taken.

## **10.9 Rejection During Probation**

- (a) The Employer may reject any probationary employee for just cause. A rejection during probation shall not be considered a dismissal for the purpose of Clause 10.4 - Dismissal and Suspension Grievance. The test of just cause for rejection shall be a test of suitability of the probationary employee for continued employment in the position to which they have been appointed, provided that the factors involved in suitability could reasonably be expected to affect work performance.
- (b) Where an employee feels they have been aggrieved by the decision of the Employer to reject the employee during the probationary period, they may in accordance with Article 8 - Grievances, grieve the decision within 30 days of receiving the notice of rejection. Such grievance may be filed directly at arbitration in accordance with Clause 8.9(a).

### **10.10 Abandonment of Position**

An employee who fails to report for duty for 10 consecutive workdays without informing the Employer of the reason for their absence will be presumed to have abandoned their position. An employee shall be afforded the opportunity to rebut such presumption and demonstrate that there were reasonable grounds for not having informed the Employer.

## **ARTICLE 11 - SENIORITY**

### **11.1 Seniority Defined**

*For the purpose of this agreement:*

- (a) Service seniority shall mean the length of continuous service as a regular employee in the Public Service of British Columbia and service with CLBC, following successorship effective July 1, 2005. Regular employees in the Public Service of British Columbia as of June 30, 1974, shall be credited with service seniority equivalent to their length of continuous service as a permanent employee or their length of service as a continuous temporary employee with the Employer prior to that date. Service seniority for part-time employees shall be prorated on the basis of one year's service seniority for every 1827 hours completed.
- (b) Classification seniority for a regular employee shall be from that date upon which an employee is last appointed to their present classification with the status of a regular employee.
- (c) Notwithstanding the provisions of (b) above, a regular employee who is demoted shall have time previously spent at the level to which they are demoted included in their classification seniority, other than in cases where an employee takes a voluntary demotion in accordance with Clauses 12.7 - Transfers Without Posting or Appendix 3 Part IV - Rehabilitation Committee or is demoted through no fault of their own. In the latter cases, the employee shall have classification seniority equivalent to all time previously spent at the level to which they are demoted, together with all time spent in any higher classification within the same classification series or related series.
- (d) Employees appointed by CLBC who are not members of this bargaining unit will not be credited, for the purpose of layoff and recall, with service seniority until they have completed one year's employment after having been placed into a vacancy within this bargaining unit.
- (e) Employees who left the bargaining unit to fill a position, within CLBC, shall be immediately credited, for the purposes of layoff and recall, with their service seniority accrued within the bargaining unit. Upon completion of one year's service these employees will be credited with the remainder of their service seniority.

### **11.2 Seniority List**

A current service seniority list for regular employees as of December 31<sup>st</sup> will be provided by the Employer to the President of the Union on or before March 31<sup>st</sup> of the following year and for March 31<sup>st</sup> by June 30<sup>th</sup>, June 30<sup>th</sup> by September 30<sup>th</sup> and September 30<sup>th</sup> by December 31<sup>st</sup>.

### **11.3 Loss of Seniority**

- (a) A regular employee on leave of absence without pay, other than leave of absence for an elected or appointed position in the Union, or leave granted under Article 21 - Maternity, Parental and Pre-Adoption Leave, or leave taken in accordance with Article 20.14 - Canadian Armed Forces and Coast Guard Auxiliary, shall not accrue seniority for leave periods over 30 calendar days.



- (b) A regular employee on a claim recognized by the Workers' Compensation Board shall be credited with service seniority equivalent to what they would have earned had they not been absent and had been able to work.
- (c) A regular employee who is on leave of absence without pay in an elected or appointed position of the Union shall continue to accrue seniority without benefits during the leave period, provided that, upon returning, the employee shall accept the first available position in their original classification at the work location nearest their residence.
- (d) An employee shall lose their seniority as a regular employee in the event that:
  - (1) they are discharged for just cause;
  - (2) subject to Clause 11.4 - Re-Employment, they voluntarily terminate their employment or abandon their position;
  - (3) they are on layoff for more than one year; or
  - (4) except as provided in Clause 13.3(a)(4), they become an auxiliary employee.

#### **11.4 Re-Employment**

A regular employee who resigns their position and within 90 days is re-employed as a regular employee shall be granted leave of absence without pay covering those days absent and shall retain, effective the date of re-employment, all provisions and rights in relation to seniority and other fringe benefits, provided they have not withdrawn their superannuation contributions.

#### **11.5 Bridging of Service**

If a regular employee terminates as a result of a decision to care for a dependent parent, spouse or child, and is re-employed, upon application they shall be credited with length of service accumulated at time of termination for the purposes of benefits based on service seniority. The following conditions shall apply:

- (a) the employee must have been a regular employee with at least two years of service seniority at time of termination;
- (b) the resignation must indicate the reason for termination;
- (c) the break in service shall be for no longer than six years;
- (d) the previous length of service shall not be reinstated until successful completion of the probationary period on re-employment.

Former employees who meet the conditions outlined above will have in-service status when applying for re-employment, and shall, for the purpose of the selection process, be credited with points for the years of continuous service accumulated to the effective date of termination.

#### **11.6 Same Service Seniority Date**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

When two or more regular or auxiliary employees have the same service seniority date and when mutual agreement cannot be reached, then seniority shall be determined by chance.

**ARTICLE 12 - SERVICE CAREER POLICY****12.1 Postings**

- (a) Vacancies of a regular nature that are to be filled, for positions in the bargaining unit, shall be posted within 30 days. Such postings shall be throughout CLBC.
- (b) Eligibility lists may be established through the posting process and used to fill vacancies. When eligibility lists are established it shall be stated on the posting. Eligibility lists shall be in effect for a maximum of one year from the establishment of the list. The Employer agrees to share all eligibility lists on a bimonthly basis with the Labour Management Committee.
- (c) Vacancies of a temporary nature which are known to exceed seven months shall be posted within 30 days. Such postings will normally be limited to the geographic area.  
  
For the purpose of this clause "*geographic area*" shall mean that area from which persons could reasonably be expected to commute.
- (d) Notices shall be posted at least seven calendar days prior to the closing date of the competition, except as provided for in Clauses 12.7 - Transfers Without Posting, 12.8 - Relocations, 12.9 - Rehabilitation Committee and Article 13 - Layoff and Recall.
- (e) On posted competitions, an employee is ineligible for transfer or demotion from one geographic location to another within two years at the previous location. The closing date of the competition shall determine eligibility. The Employer panel may waive this restriction with the approval of the applicant's Manager or designate. This restriction does not apply to redundant employees or to promotions.
- (f) The notice of postings shall contain the following information: nature of position, qualifications, skills, whether shift work is involved, wage or salary rate or range, and where applicable, specific location. Such qualifications may not be established in an arbitrary or discriminatory manner.
- (g) Where the Employer determines that it is prepared to have a particular position filled by persons possessing either specified educational requirements or equivalencies, the posting shall specify that equivalent experience is acceptable.
- (h) Temporary vacancies of not more than seven months in duration shall be filled in accordance with the provisions in this agreement.
- (i) If an employee is required to use their own automobile in the performance of their duties, the Employer shall ensure that the position posting or advertisement shall include this requirement.

**12.2 Union Observer**

The President of the Union or their designate may sit as an observer on a selection panel, including panel deliberations following selection tests, for positions in the bargaining unit. The observer shall be a disinterested party. This clause shall not apply to excluded positions.

**12.3 Selection Procedures**

- (a) Appointments to and within CLBC will be based on applying the principle of merit. The matters to be considered in determining merit shall, having regard to the nature of the duties to be performed, include the applicant's education, skills, knowledge, experience, past work performance and years of continuous service with the Employer.
- (b) The initial assessment of applicants shall be a process which appraises the knowledge, skills and abilities of eligible applicants. The weighting of these factors shall be consistently applied within job

types within a classification, which have been evaluated under the selection standards project. Selection procedures shall also include consideration of years of continuous service, i.e., 0.5% of total competition points for each year of continuous service and to a maximum of 10% of total competition points (maximum of 20 years).

(c) Where an eligibility list has been established pursuant to Clause 12.1(b), qualified candidates shall be placed on the list in order of their respective point scores.

#### **12.4 Notification**

(a) Unsuccessful employee applicants to posted positions will be notified of the name and classification of the successful employee applicant.

(b) If the successful applicant is not an employee, upon request, an unsuccessful employee applicant will receive either the name of the successful applicant or a summary of the successful applicant's qualifications, skills and experience.

#### **12.5 Appeal Procedure**

(a) An employee who is an unsuccessful applicant may request from the individual responsible for the appointment a verbal or written explanation of the reasons why they were not appointed within five workdays of receiving notice of the appointment decision.

(b) Where written reasons are requested, the Employer shall provide written reasons within five workdays from the date of the request.

(c) An employee who has made a request under (a) above may request an inquiry with respect to the appointment. Any such request must include a detailed statement specifying the grounds on which the request is made and be directed to the Employer designate responsible for the position. The employee shall make the request within five workdays of receiving the written reasons from the Employer.

(d) The Employer designate who receives an application under (c) above must inquire into the appointment and confirm the appointment or proposed appointment or direct that the appointment or proposed appointment be reconsidered. The Employer designate will reply within five workdays.

(e) Except as provided in (g) below, an employee who is an unsuccessful applicant for an appointment to a position and who has made a request pursuant to (c) above and disagrees with the decision made in (d) above to confirm the appointment or proposed appointment may request a review of the appointment within five workdays of receiving the Employer's reply. An independent arbitrator (as listed in Appendix 9) will review the decision within ten workdays of receipt of the employee's request and determine if the appointment or proposed appointment is confirmed or whether it should be reconsidered. The Union and the Employer shall equally share the cost of the fees and expenses of the Arbitrator. Any decisions of the Arbitrator will be without prejudice and without precedent.

(f) A request for a review pursuant to (e) above must be in writing and may only be based upon the grounds submitted to the Employer designate under (c) above.

(g) The following are not subject to a review and may not form the basis of a grievance:

- (1) staffing decisions respecting positions outside the bargaining unit;
- (2) a temporary appointment of not more than seven months in duration;
- (3) an appointment of an auxiliary employee.

(h) All requests for reasons, inquiry or review and submissions must be within the time period prescribed.

## **12.6 Interview Expenses**

An in-service applicant for a posted position who is not on leave of absence without pay and who has been called for an interview shall be granted leave of absence with basic pay and shall have their authorized expenses paid. An employee granted leave under this clause shall notify their supervisor as soon as they are notified of their requirement to appear for an interview.

## **12.7 Transfers Without Posting**

- (a) Lateral transfers or voluntary demotions may be granted, without posting for:
  - (1) compassionate or medical grounds to regular employees who have completed their probationary period (compassionate grounds include caring for a family member);
  - (2) all employees who have become incapacitated by industrial injury or industrial illness.
- (b) In such cases the Appendix 3 Part IV - Rehabilitation Committee established in Appendix 3, Part 4 - Rehabilitation Committee shall consider any applications or requests presented to the Committee. Each request for special consideration shall be judged solely on its merit.
- (c) An employee whose spouse is also an employee and who is transferred pursuant to Clause 12.8 - Relocations or Article 13 - Layoff and Recall, Article 37 - Limited Employment and Privatization may be considered for a lateral transfer or voluntary demotion to available vacancies.

## **12.8 Relocations**

- (a) It is understood by the parties that, as a general policy, employees shall not be required to relocate from one geographic location to another against their will. However, the Employer and the Union recognize that in certain cases relocations may be in the interests of the Employer and/or the employee. In such cases, an employee will receive 90 days' written notice prior to the effective date of relocation and be fully advised of the reason for their relocation, as well as the possible result of refusal to be relocated.
- (b) Should a regular employee choose not to relocate, the employee shall elect prior to the date of relocation:
  - (1) for those employees with three or more years of service seniority:
    - (i) vacancy selection pursuant to Clause 13.5(c); or
    - (ii) early retirement pursuant to Clause 13.5(g); or
    - (iii) severance pay pursuant to Clause 13.5(i).
  - (2) For those employees with less than three years of service seniority:
    - (i) the options outlined in Clause 13.4 - Less Than Three Years' Service Seniority.

An employee shall elect one of these options no later than 30 days prior to the effective date of relocation and should they fail to do so, they shall be deemed to have resigned and shall be paid severance pay as outlined in Clause 13.4 - Less Than Three Years' Service Seniority. or 13.5(i), as applicable.

- (c) When a relocation is required and there is more than one regular employee performing the transferred work within the seniority block, the Employer will first attempt to effect the relocation on a voluntary basis. Where no employee from that group wishes to relocate voluntarily the least senior regular employee in the group shall be relocated and the provisions of (b) above apply.

**12.9 Positions Temporarily Vacant**

- (a) The Employer agrees to make every reasonable effort to ensure that the workloads of employees will not be unnecessarily increased as a result of positions temporarily vacant due to illness, vacation leave, in service training or any other reason.
- (b) The Employer will make every reasonable effort to maintain a list of qualified on call/auxiliary employees to provide vacancy coverage and to make every reasonable effort to backfill vacant positions.
- (c) Approval for release to a temporary assignment, where that assignment is a promotion, will not be unreasonably withheld.

**12.10 Substitution**

- (a) The Employer shall give regular employees the opportunity to substitute in higher paying positions and arrange for staff replacements at the lowest paying category.
- (b) For the purpose of substitution, first refusal shall be given to regular employees who are qualified to perform the work of the position requiring substitution and whose most recent employee appraisal indicates satisfactory performance.
- (c) Where a substitution opportunity arises pursuant to (b) above, the Employer will give consideration to offering the opportunity to regular employees in the headquarters area where the opportunity exists, provided the employees have given the Employer written notice of their interest to substitute and they meet the criteria established in (b) above. The parties recognize that it may not be appropriate for certain substitution opportunities to be offered to employees in a specific headquarters area. It is agreed that where the Employer determines that it is not operationally advantageous to select from these employees, the provisions of (b) above shall apply.
- (d) For the purpose of substitution and on call lists for the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker, substitution to a higher non-supervisory level position shall be offered to the most senior available qualified employee in the appropriate classification, subject to:
  - (1) the employee's ability to perform the job; and
  - (2) a current satisfactory evaluation report.
- (e) Where relief is required for positions temporarily vacant due to illness, vacation, leaves of absence, or for regular employees temporarily substituting in higher paying positions pursuant to Clause 12.10(d), the Employer agrees to maintain a list of on call employees to provide such relief.

**12.11 Assignment of Work**

- (a) The parties agree that it is essential to ensure that all employees be advised of their job expectations, duties and responsibilities.
- (b) Where an employee is concerned that they cannot complete assignments and/or their work obligations, it is their responsibility to seek advice and direction from their local supervisor. The local supervisor will then provide direction to the employee, as necessary, on how to complete the assigned duties. This may include instructions on the priorities of the assigned duties. Responsibility for any consequences of complying with the direction will not rest with the employee.

## 12.12 Personal Duties

- (a) It is understood by both parties that work not related to the business of the Employer should not be performed on the Employer's time.
- (b) To this end, it is agreed that an employee will not be required to perform duties of a personal nature for supervisory personnel.

## ARTICLE 13 - LAYOFF AND RECALL

### 13.1 Preamble

The Employer agrees not to exercise its right to cause a layoff that results in the cessation of employment for a regular employee except as provided in this article.

#### *Pre-Layoff Canvass*

Prior to the layoff of regular employee(s) under Clause 13.4 or 13.5, the Employer may at its option, within a seniority block, canvass any employee or group of employees within Community Living BC to invite:

- (a) voluntary placement into a vacant regular position within CLBC;
- (b) resignation with severance as provided for in Clause 13.4/13.5; or
- (c) where eligible, early retirement.

### 13.2 Workforce Adjustment (Phase 1)

- (a) The parties recognize that workforce adjustment will be necessary due to the elimination of positions resulting from a reduction in the amount of work required to be done by the Employer, reorganization, program termination or closure which impacts a number of employees.
- (b) The timeframe for Clause 13.2 - Workforce Adjustment (Phase 1) placement activities is 90 days, or a lesser time frame for smaller adjustments, from the date the employee receives written notice of redundancy as mutually agreed to by the Joint Committee. Such notice will only be issued after consultation with or advice to the Joint Committee.
- (c) The Employer will consult with the Union through the Joint Committee established pursuant to Article 29 - Joint Union/Management Committee respecting workforce adjustment which results in redundancy as required pursuant to (a) above. Workforce adjustment activities will be guided by the following principles and procedures:
  - (1) Both parties recognize the need for the co-operation of all participants to facilitate the placement of regular employees.
  - (2) The Employer must first minimize the impact on their regular employees through the appropriate:
    - (i) layoff of limited term employees;
    - (ii) cancellation of contracts for employment agency personnel;
    - (iii) cancellation of personal service contracts where a surplus regular employee qualified to do the work can be placed;
    - (iv) where necessary, layoff of auxiliary employees;

- (3) The placement process applies to junior regular employees or, where appropriate, other regular employees in the same classification and seniority block for placement into vacant positions for which they are qualified.
- (4) Surplus employees will be placed through lateral transfers in their same geographic locations where such vacancies are available.
- (5) Surplus employees not able to be placed through lateral transfers will be offered available comparable vacancies in their same geographic location. Where comparable placement offers are turned down by a surplus employee, they may be immediately referred to Clause 13.3 - Joint Labour Management Committee (Phase 2).
- (6) Acceptance of offers made to employees pursuant to this clause is voluntary. Where an employee accepts an offer, once confirmed in writing such acceptance is final and binding upon the employee, subject to the agreement of the Employer.

### **13.3 Joint Labour Management Committee (Phase 2)**

- (a) The parties will form a Joint Labour Management Committee whose purpose will be to minimize the impact on individual employees affected by redundancy.
- (b) The purpose of the Joint Committee will be:
  - (1) to facilitate and coordinate the placement of surplus regular employees into existing vacancies for which they are qualified within their own or other headquarters or geographic location;
  - (2) to guide the placement activities pursuant to Article 29 - Joint Union/Management Committee;
  - (3) to maximize placement opportunities and minimize job loss of affected employees by gathering relevant information, including lists of surplus staff and vacancies; and
  - (4) to recommend job orientation or appropriate training.
- (c) The Joint Committee will be comprised of three representatives of the Employer and three representatives of the Union. The Employer agrees that union representatives who require leave from work will not suffer any loss of basic pay for time spent on the work of the Joint Committee.
- (d) The parties agree that in order to maximize the placement of surplus employees into vacant positions, training may be required over and above that provided for in the agreement.
- (e) The parties agree that the Committee is a proper vehicle to identify employee skills, training options, and training sources. Where the Committee determines it is advisable to provide training to assist in such placement, it shall be offered.

Any training provided pursuant to this clause will be on a cost-effective basis for the purpose of continuing a surplus employee's service with the Employer.

- (f) The Joint Committee will be guided by the following principles:
  - (1) Once a regular employee is referred to the Joint Committee for placement, the Joint Committee will have three weeks to effect a placement under this process. If no placement by the Joint Committee is possible within this time frame, then the Employer may issue layoff notice and the procedures of Clause 13.4 - Less Than Three Years' Service Seniority or 13.5 Layoff Three or

More Years of Service Seniority, as applicable, will be utilized. This time frame may be extended by mutual agreement.

Where layoff notice is issued, the three week period may run concurrent with the notice period of 13.4(b) or 13.5(b), as applicable.

- (2) The Joint Committee shall review all referrals and:
  - (i) may recommend on the advisability and scope of a pre-layoff canvass;
  - (ii) may recommend staffing actions such as restricted competitions, under implementation, temporary assignments or secondments;
  - (iii) may recommend to the Principals on the advisability of an Early Retirement Incentive Plan;
  - (iv) identify employee skills, training options and training sources for surplus employees.
- (3) This placement process applies to junior regular employees or where appropriate other regular employees in the classification in the seniority block for placement into vacant positions for which they are qualified.

#### **13.4 Less Than Three Years' Service Seniority**

In the event of a layoff, the following shall apply to regular employees with less than three years' service:

- (a) *Layoff*
  - (1) The employee to be laid off shall be the employee with the least service seniority in the same classification and same seniority block.
  - (2)
    - (i) A regular employee designated for layoff may opt to use Clause 13.5(c)(2)(i) and (ii) providing the employee exercising such an option has the qualifications to meet the requirements of the job.
    - (ii) If there are no vacancies available an employee promoted from another position within the same seniority block may opt to displace the employee currently filling the position originally held by the employee designated for layoff, providing the employee exercising such a displacement option has greater seniority and is qualified and able to perform the job after a period of familiarization.
    - (iii) If an employee is not placed through the option of (a)(2)(ii) above, then they may opt to displace the junior employee currently filling a position within that classification originally held, providing the employee exercising this displacement option has greater seniority and is qualified and able to perform the job after a period of familiarization. This option shall be exercised only within the same seniority block and same geographic location.
    - (iv) The employee displaced pursuant to (ii) or (iii) shall have the options contained in (i).
  - (3) Upon layoff, a regular employee will have the option of displacing the most senior auxiliary employee, within the same seniority block and going onto auxiliary recall lists with the Employer within the geographic boundaries of the seniority block.



(4) A regular employee who chooses to go onto the auxiliary recall list pursuant to this section, shall retain their regular status unless they fail to maintain 1200 hours worked at the straight-time rate within the previous 26 pay periods except as provided under Article 21 - Maternity, Parental and Pre adoption Leave; but a regular employee recalled to auxiliary work will be considered to have auxiliary status for purposes of Clauses 15.3 - Notice of Work Schedules and 15.4 - Short Changeover Premium, the vacation scheduling provisions and notice of layoff as specified in (b) below.

Where an employee loses regular status by failing to maintain 1200 hours in 26 pay periods as referenced above, their previous regular service seniority shall be credited as auxiliary seniority for the purposes of layoff and recall only. Calculation shall be based on 1827 hours of auxiliary seniority per year of regular service seniority (prorated for partial years).

(5) Notwithstanding (1), (2) and (3) above, regular employees to be retained shall be qualified and able to perform the work which is available after a period of familiarization.

(b) The Employer shall notify regular employees, in writing, who are to be laid off, 20 workdays prior to the effective date of layoff. Copies of such notifications will be forwarded to the Union. If the employee has not had the opportunity to work 20 full days after notice of layoff, they shall be paid in lieu of work for that part of the 20 days during which work was not made available.

(c) An employee shall not accumulate seniority while on layoff.

(d) Providing regular status is maintained pursuant to (a)(4) above a regular employee with service seniority of less than three years and who is laid off, will be placed on a recall list, for the purposes of recall to a regular position within the geographic location, or the geographic boundaries of the seniority block whichever is greater, from which the employee has been laid off.

(e) Recall of regular employees shall be in order of service seniority providing the employee is qualified and able to perform the work which is available after a period of familiarization. Recall to available work of six months or longer duration shall be considered to be "*regular*" recall under this section rather than "*auxiliary*" recall under Clause 31.5 - Layoff and Recall or (3) above. An employee who declines an offer pursuant to this paragraph shall be deemed to have resigned but may, if eligible, claim early retirement.

(f) *Severance Pay*

(1) An employee may opt for severance pay on the date the layoff was scheduled to occur, in which case they shall be deemed to have resigned.

(2) A regular employee who has elected severance pay pursuant to this article shall be entitled to severance pay in an amount equal to three weeks' pay for every year (1827 hours at straight-time rate) of regular service seniority or major part thereof.

### **13.5 Layoff - Three or More Years of Service Seniority**

In the event of a layoff of employees with three or more years' seniority, the following shall apply:

(a) Where the employee's position is relocated, they shall be offered the position in the new location. An employee may decline an offer pursuant to this section.

(b) The Employer shall notify employees affected by Clause 13.5 - Layoff - Three or More Years' of Service Seniority, in writing, at least six weeks prior to the effective date. Copies of such notifications will be forwarded to the Union. If the employee has not had the opportunity to work their regularly

scheduled shifts during the six-week period after notice of layoff, they shall be paid in lieu of work for that part of the regularly scheduled shifts during which work was not made available.

(c) An affected employee subject to layoff shall have the right to fill vacancies and to displace employees in the following manner and sequence:

(1) The employee to be laid off shall be the employee with the least service seniority in the same classification, and same geographic location or the geographic limits of the seniority block, whichever is greater.

(2) The employee shall be placed on the basis of service seniority in accordance with (i) through (viii) below.

	Vacancy/ Displacement	Classification	Geographic Location
(i)	Vacancy	same	same
(ii)	Vacancy	comparable	same
(iii)	Displace	same	same
(iv)	Displace	comparable	same
(v)	Vacancy	same	other
(vi)	Vacancy	comparable	other
(vii)	Displace	same	other
(viii)	Displace	comparable	other

(3) In order to facilitate the administration of Clause 13.5(c)(2) above, an employee is required to immediately indicate if it is their intention to utilize the displacement/bumping option. The displacement/bumping option shall be voluntary and if the option is declined by the employee it shall not count as a job offer pursuant to this section. Should an employee wish to displace/bump, the Employer will identify the least senior employee within the classification, headquarters or geographic locations.

(4) For purposes of this clause, an employee may only displace a junior employee with less than three years' seniority.

(5) "Comparable" includes a job with a salary range not more than four grid levels below the employee's original classification. For employees whose salary range has been reduced in the previous three years due to a layoff, comparable shall include grid levels up to their previous classification.

(6) Notwithstanding (2) above, an employee may choose to take the options available to employees with less than three years' seniority as outlined in Clause 13.4 - Less Than Three Years' Service Seniority, rather than the options available to an employee with three or more years' service seniority.

(7) In the event that an employee is not placed pursuant to any of the above options they shall claim Section 6 above or early retirement or severance pay.

(d) *Job offers pursuant to (c) above:*

(1) If an employee refuses one job offer in the same classification and the same geographic location, they will be deemed to have resigned but may, if eligible, claim early retirement.

(2) If an employee refuses one job offer in a different classification in the same geographic location, and with a salary or maximum step pay range the same as their existing position, they shall claim early retirement or severance pay as outlined in Clause 13.5(i).

(3) If an employee refuses a maximum of two job offers in a different geographic location or with a salary or maximum step pay range comparable to their existing position they shall claim early retirement or severance pay as outlined in Clause 13.5(i).

(4) An employee who fails to elect between early retirement or severance pay in (2) and (3) above shall be paid severance pay as outlined in Clause 13.5(i).

(e) In all cases, the regular employee must possess the qualifications as determined by the Joint Committee, to perform the work available.

(f) *Retraining and Adjustment Period*

(1) Employees who assume a new position pursuant to this article will receive job orientation, including, where deemed appropriate by the Joint Committee, current in-service training, and shall be allowed a reasonable time to familiarize themselves with their new duties.

(2) In those circumstances where an employee is being placed in a regular vacancy, the Joint Committee shall also consider other training where it is complementary to current in-service training.

(3) Employees involved in training under this section shall receive their basic pay for the period of training, the cost of tuition and the cost of course-related materials.

(g) *Early Retirement*

A regular employee who is age 55 years or older and is entitled to receive a pension under the Public Service Pension Plan Rules, as of the effective date of layoff, and who has opted for and is entitled to severance pay pursuant to this article shall, upon application, be entitled to purchase all or part of any eligible service for which no contributions were made, as permitted by the Public Service Pension Plan Rules.

(h) *Pay Out of Sick Leave*

When an employee age 55 or older opts for severance pay or early retirement, they will also qualify in accordance with the agreement, for an amount equal to 50% of accumulated sick leave credits on the date of severance or retirement.

(i) *Severance Pay*

Prior to the expiry of the Notice of Layoff, or within 30 days of refusing job offers in accordance with Clause 13.5(d), a regular employee with greater seniority than three years will be entitled to resign with severance pay based upon three weeks current salary for each year (1827 hours at straight-time rate) of regular service seniority or major part thereof.

The employee will not receive an amount greater than 12 months current salary.

(j) Subject to Clause 13.5(d), employees shall remain at work and on pay until the steps under Clause 13.5(c)(2) are completed provided the employee:

- (1) has co-operated in the placement process; and
- (2) has opted for displacement; and
- (3) has not opted to use Clause 13.5(c)(6).

(k) Employees who relocate pursuant to Clause 13.5 - Layoff Three or More Years of Service Seniority shall be entitled to relocation expenses in accordance with Clause 27.15 - Relocation Expenses.

### 13.6 Joint Committee

- (a) The Joint Committee shall provide for continuing consultation and co-operation between the parties with respect to the relocation, training and placement of employees who have three or more years of seniority and who are subject to layoff.
- (b)
  - (1) The Joint Committee shall consist of five representatives, two appointed by the Union, two appointed by the Employer, and a chairperson.
  - (2) The Chairperson shall be appointed jointly by the parties.
  - (3) The Committee shall meet as required during working hours and leave without loss of pay shall be granted to committee members. Minutes shall be taken of all meetings and copies of such minutes shall be provided to the Employer and the Union.
- (c) The Union and the Employer representatives on the Committee shall have the authority to waive by mutual agreement any portion of Article 13 - Layoff and Recall where it is considered by them to be fair and equitable, provided such waiver is also with agreement of the employee who is seeking placement via the Joint Committee.
- (d) The Employer will make available to the Committee a monthly list of vacant positions by geographic location and a list of the employees issued notices, laid off, retired, received severance pay, or placed pursuant to Article 13 - Layoff and Recall, by classification, and geographic location.
- (e) The Joint Committee shall establish a schedule of comparable classifications.
- (f) The Chairperson of the Committee shall, at the request of either party, sit as an arbitrator over all disputes pertaining to the application or interpretation of Article 13 - Layoff and Recall after the parties have reviewed and attempted to resolve the dispute.
- (g) The Employer agrees to supply the Joint Committee with as much notice as possible of expected employees to be designated for layoff.

*Note:* For the purposes of this clause, and where the Committee considers it appropriate, the following definition of "*comparable*" may be used to effect a placement:

"*comparable*" includes a job with a salary range not more than four grid levels below or one grid level above the employee's original classification.

Where this definition is used, an employee shall not utilize the displacement/bumping options to obtain a promotion.

*Refer to Memorandum of Understanding # 16 Re: Clause 13.5 - Joint Committee.*

## ARTICLE 14 - HOURS OF WORK

### 14.1 Hours of Work

The annual hours of work exclusive of meal periods taken away from the workstation but including paid holidays will be 1827, which is equivalent to an average of 35 hours per week. The 1827 annual hours means that all work schedules will be based on that figure. Due to varying lengths of the calendar and work years and the varying times that employees may begin and end their work schedules, an employee will be required to work an average of 1827 hours.

## 14.2 Work Schedules

- (a) This agreement shall establish shift patterns, length of scheduled workdays and, where appropriate, averaging periods to meet the annual hours of work.
- (b) The Employer shall determine when various services are provided (hours of operation), the classifications of positions and the numbers of employees required to provide the services.
- (c) The Employer's designate and the Union steward at the local level will establish work schedules based upon the shift patterns and hours of work clauses in the agreement and the provisions of this article including the following:
  - (1) if either party wishes a change to existing work schedules it shall provide the other party with the earliest possible advance notice in writing;
  - (2) if a change is requested only at the local level, the notice shall be given to the appropriate union steward or designated employer representative. If a change is requested which involves more than one worksite, notice shall be given to the President of the Union or designated Employer official;
  - (3) the parties shall have 14 days, from the date notice is given to reach agreement on work schedules;
  - (4) if the parties are unable to reach agreement within 14 days either party may refer the matter to an Hours of Work Umpire on the appropriate form.
- (d) The Employer and the Union shall agree on a list of persons designated as "*Hours of Work Umpires*" who shall resolve hours of work disputes in accordance with the provisions of the agreement.
- (e)
  - (1) The Umpire shall have 14 days, which may be extended by mutual agreement of the Principals by a further seven days, in which to bring in a decision.
  - (2) The Umpire shall base their decision on work schedule information in the relevant agreement and the criteria to be applied in this section. The Umpire may consider a work schedule proposed by either party, however only work schedules which are consistent with the agreement may be considered.
  - (3) The party requesting a change from what has been previously agreed to shall bear the onus for justifying the change.
  - (4) In coming to a decision, the Umpire shall abide by the following rules:
    - (i) the decision must not be retroactive;
    - (ii) the hours of work schedule awarded shall not contain scheduled overtime;
    - (iii) the decision must not interpret the agreement except for the provisions of Clauses 14.2(e)(4) and 14.2(f).
- (f) The parties recognize that in reaching mutual agreement on work schedules, or where the Umpire is determining a schedule in accordance with the provisions of this article the following will also apply:
  - (1) work schedules shall meet the hours of operation and shall consider unusual or seasonal demands and functionally linked work groups within and without the bargaining unit;

- (2) work schedule changes, within existing hours of operation, must not result in increased cost to the Employer and where possible shall result in decreased cost to the Employer and/or improved efficiency and/or improved service to the public. The onus of proof shall be on the Employer to prove decreased cost;
- (3) consideration shall also be given to employee preferences, fairness and equity.
- (g) (1) In the event there is a dispute between the parties at the local level, the Employer may implement, on an interim basis, a new or changed work schedule by giving 14 days' notice, providing the length of workday is not increased beyond nine hours and providing the change is necessary because of an introduction of a new program or a change to the hours of operation. However, under extenuating circumstances the 14 days' notice may be concurrent with the period of notice in (c)(3) above.
  - (2) Where the proposed change is within existing hours of operation, no change shall be made without mutual agreement or an Umpire's decision.
- (h) Either party may grieve an Hours of Work Umpire decision made pursuant to Clause 14.2 - Work Schedules on the grounds that the award contravenes the requirements of Clause 14.2(e) or Clause 14.2(f). The grievance may be filed to a mutually agreed upon Hours of Work Arbitrator within 14 days of the receipt of the Umpire's award. The Hours of Work Arbitrator shall render a decision within 14 days of the conclusion of the hearing.
- (i) If any of the provisions of this article are in conflict with, or are restricted by, any provision of an agreement, the provisions of this article will apply.

### 14.3 Conversion of Hours

- (a) *Lieu Days* - where an employee is granted a lieu day pursuant to Clauses 17.3 - Holiday Falling on Day of Rest or 17.4 - Holiday Falling on a Schedule Workday, the time off granted will be seven hours per lieu day for a full-time employee and prorated for a part-time employee.
- (b) *Vacation* - where an employee is granted vacation pursuant to Clause 18.1 - Annual Vacation Entitlement, the annual vacation entitlement shall be converted to hours on the basis of a seven-hour day and vacation taken shall be deducted in accordance with the actual hours of the employee's daily shift in effect at the time the vacation is taken.
- (c) *Designated Paid Holidays* - where an employee is granted a designated paid holiday pursuant to Article 17 - Paid Holidays, the time off granted will be seven hours per designated paid holiday for a full-time employee and prorated for a part-time employee. Where the scheduled workday exceeds seven hours, the resulting difference shall be included in the work schedules established pursuant to Clause 14.2 - Work Schedules.

### 14.4 Rest Periods

- (a) All employees shall have two, 15-minute rest periods in each work period in excess of six hours, one rest period to be granted before and one after the meal period. Employees working a shift of three and one-half hours, but not more than six hours, shall receive one rest period during such a shift. Rest periods shall not begin until one hour after the commencement of work or not later than one hour before either the meal period or the end of the shift. Rest periods shall be taken without loss of pay to the employees.
- (b) An employee unable to take their rest period because the Employer directs them, for operational reasons, to work through their rest period shall be credited with the missed rest period at straight-time

rates in the form of ETO/CTO if the Employer prevented them from taking the rest period by the end of that workday.

#### **14.5 Standby Provisions**

(a) Where regular employees are required to stand by to be called for duty under conditions which restrict their normal off-duty activities, they shall be compensated at straight-time in the proportion of one hour's pay for each three hours standing by. An employee designated for standby shall be immediately available for duty during the period of standby at a known telephone number. No standby payment shall be made if an employee is unable to be contacted or to report for duty when required. The provisions of this clause do not apply to part-time employees who are not assigned a regular work schedule and who are normally required to work whenever called.

(b) Regular employees on standby in a relief operation, such as a staffing pool, shall be compensated one day's basic pay for 12 hours' standing by. Where the time spent on standby is followed by a full shift being worked, employees shall be compensated at the straight-time rate in the proportion of one hour's pay for each four hours of standing by in addition to their normal day's pay with a minimum of one hour's standby.

(c) Employees required to stand by under (a) above will not be required to stand by on two consecutive weekends or two consecutive designated paid holidays, except by mutual agreement. This provision will not apply in emergency situations.

Note: For the purpose of this provision only, "*...a known telephone number*", will include mobile (cell) telephone and radio telephones.

#### **14.6 Meal Periods**

(a) Meal periods shall be scheduled as close as possible to the middle of the shift and wherever possible to correspond to dining room facilities where such facilities are available.

(b) Meal periods shall be a minimum of 30 and not more than 60 minutes in length as mutually determined by the Union's and the Employer's designated representatives at the local level. An employee shall be entitled to take their meal period away from the workstation. Where this cannot be done, the time worked shall not exceed the scheduled workday or the applicable overtime rates shall apply.

#### **14.7 Flextime**

(a) For the purpose of this agreement, flextime means the hours worked by an employee, or a group of employees, who are given authority to:

- (1) choose their starting and finishing times; and
- (2) choose their length of workday within a stated maximum number of hours, subject to meeting the required annual hours of work in accordance with this agreement, through a specified averaging period which shall be determined at the Joint Committee level.

(b) The full-time employee on flextime who has a day of absence, whether with or without pay, will be deemed to be absent for seven hours, providing at least seven hours are required to complete the averaging period. If less than seven hours are required to complete the averaging period, such number of hours will be deemed to be hours of absence.

**14.8 Hours of Work and Work Schedules**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

- (a) Hours of work and work schedules for all employees shall be pursuant to Article 14 - Hours of Work. Work schedules shall be by mutual agreement between the Employer's designate and the Union's designate at the local level. Where mutual agreement has been reached for work schedules at the local level, copies of such schedules shall be submitted to the Employer and to the Union.
- (b) Adjustments in the annual work schedule will be made to reflect the provisions of Clause 14.3 Conversion of Hours for those employees whose regularly scheduled workday exceeds seven hours.
- (c) Work scheduling shall be within the following guidelines:

- (1) Basic work schedules and scheduling of surplus, shortage and/or lieu days as associated with the work schedules shall be as follows:

Shift Pattern	Length of Scheduled Workday	Annual Scheduled Workdays	Statutory Holidays	Lieu Days for Statutory Holidays	Annual Scheduled Workdays Minus Lieu Days	Surplus or Shortage (Days)
5:02	7.5	250	Not Worked	0	250	17
5:02	7.5	261	Worked	10	251	18
5:02	7	250	Not Worked	0	250	0
5:02	7	261	Worked	11	250	0
4:02	7.5	243	Worked	10	233	0
2:01	8	243	Worked	10	233	15
5:03	8	228	Worked	9	219	0
4:03	8.75	209	Worked	9	200	0

- (2) In recognition of the peculiar circumstances that do exist in certain areas the parties hereto agree to extend the foregoing parameters to grant increased flexibility to the Employer's designate and the Union's designate at the local level to negotiate shift schedules to suit the exigencies of the service.

- (3) Notwithstanding the work pattern selected, a meal period of not less than one-half hour and not more than one hour is guaranteed, except where included in the scheduled shift.

- (4) In certain special cases, where work sometimes depends on appropriate climatic or seasonal conditions, temporary departures from established work schedules may be allowed. In these cases, establishment of work schedules, not exceeding 10 hours per day for the particular case involved, will be permitted by mutual agreement at the local level. An accurate record of actual time worked shall be maintained.

- (5) In accordance with operational requirements and subject to (c)(6) below, the surplus and/or lieu days off will be scheduled by mutual agreement by the following methods:

- (i) scheduled into the roster which may be attached to the normal days of rest;
- (ii) scheduled into the roster which may not be attached to the normal days of rest;
- (iii) block of days attached to annual vacations and scheduled as per Clauses 18.10 - Vacation Period, 18.11 - Preference in Vacation, 18.12 - Vacation Schedules, 31.14 - Seniority Units, 31.15 - Annual Vacation and 31.16 - Auxiliary Days of Rest.



- (iv) block of days not attached to annual vacations;
- (v) random days which may or may not be attached to days of rest;
- (vi) a combination of the above.

(6) Surplus and/or lieu days not scheduled or taken in accordance with (c)(5) by September 1<sup>st</sup> of the current year shall be scheduled by mutual agreement to be taken by January 31<sup>st</sup> the following year.

#### **14.9 Interruptions in Work Patterns**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

- (a) It is agreed that interruptions to the pattern of days worked and days off in employee work schedules shall be kept to a minimum.
- (b) It is further agreed that should such interruptions occur, the resulting shortage or surplus shall be remedied within a three-month period following the quarter in which they occurred.
- (c) It is further agreed that the Employer will furnish employees whose work schedules have been interrupted with a notice at the end of each quarter indicating the number of days owed either by the Employer or the employee resulting from the interruption of work patterns.

#### **14.10 Rotation**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

Where the Employer's designate and the Union's designate at the local level agree that shifts be rotated, the shifts shall be rotated on an equitable basis among the employees involved.

#### **14.11 Split Shifts**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

- (a) The Employer and the Union agree that employees shall not be required to work split shifts except by mutual agreement of the parties.
- (b) The parties now record their agreement that split shifts shall upon the Employer's requirement, be worked by the employees.
- (c) Split Shifts may be amended by mutual agreement in accordance with (a) above.
- (d) For split shift employees where a break longer than one hour is scheduled, a premium shall be paid for all hours worked which shall be the greater of:
  - (1) split shift premium of 40¢ per hour or;
  - (2) the relevant shift premium.

No employee shall receive both premiums.

#### **14.12 Christmas or New Year's Off**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

Subject to Clause 17.6 - Christmas or New Year's Day Off, the Employer's designate and the Union's designate at the local level will endeavour to decide which methods will be used to enable the maximum

number of employees, as operations permit, to receive at least Christmas Day or the following New Year's Day off.

#### **14.13 Request for Change of Ward or Equivalent Area**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

- (a) Employees requesting a change in their designated ward or equivalent area shall do so in writing and shall receive a written response within 30 calendar days. Reasonable effort will be made to accommodate such requests. If the request is denied, reasons will be included in the response.
- (b) Where the Employer's designate and the Union's designate at the local level agree that wards or equivalent area be rotated, rotation will be done on an equitable basis among the employees involved.

#### **14.14 Preamble**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

- (a) The regular workweek for employees covered by this agreement shall consist of up to five consecutive days between Monday and Friday inclusive; however, the parties recognize the Employer's right to establish the hours of operation and the Union's right to negotiate work schedules to meet the hours of operation in accordance with the provisions of this article.
- (b) The regular workday shall consist of no more than nine hours per day (including authorized travelling time) exclusive of meal periods. Regular hours worked in accordance with this article shall total 35 hours per week averaged over a two-week period.

#### **14.15 Work Schedules**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

Work schedules shall be mutually agreed to between the Employer's designate and the Union's designate at the local level in accordance with the following:

- (a) *Shift Patterns*
  - (1) Five days on/two days off;
  - (2) Five days on/two days off; four days on/three days off;
  - (3) Four days on/three days off.
- (b) *Scheduling of Hours*
  - (1) Starting and finishing times scheduled by mutual agreement.
  - (2) Starting and finishing times unscheduled.
  - (3) Starting and finishing times unscheduled around a mutually agreed core period.
  - (4) Starting and finishing times unscheduled within a mutually agreed entry and exit period around a mutually agreed core period.

In sub-paragraphs (2), (3) and (4) above, the starting and finishing times are subject to Clause 14.7 - Flextime, and the parties acknowledge that the employee shall choose their starting and quitting times in accordance with the aforesaid clause and the provisions in this clause.

- (c) Any reasonable recurring combination of the above shift patterns may be implemented by mutual agreement provided that the relevant articles in the agreement are not contravened.
- (d) A record of the employee's work schedule shall be maintained at the local level.

**14.16 Scheduling of Lieu Days**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

(a) Pursuant to Clauses 17.3 - Holiday Falling On a Day of Rest, and 17.4 - Holiday Falling On a Scheduled Workday, lieu days accruing from statutory or designated holidays shall be taken either immediately before or after the paid holiday but in any event not more than two-weeks from the date of the paid holiday. If the lieu day is not taken within two-weeks, it shall be immediately scheduled on the vacation roster.

(b) When statutory or designated holidays fall within a two-week scheduling block, the additional hours to be worked in order to average 70 hours during the two-week block may be carried over to the next two-week scheduling block, if the scheduling of those additional hours is not possible during the original two-week period.

**14.17 Standby Provisions**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

The Employer will consult with the Union prior to initiating standby programs (involving regular employees) where they have not existed previously. This provision shall not apply to standby situations made necessary by emergency conditions.

**14.18 Preamble**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

The parties recognize the Employer's right to establish hours of operation to provide adequate service to the public and to fulfil the functions of the work unit. To this end, work schedules selected from Clauses 14.21 - Standard Hours, 14.24 - Shift Operations and 14.28 - Modified Workweek below, will be established pursuant to Article 14 - Hours of Work.

**14.19 Terminology**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

For the purpose of Article 14 - Hours of Work the following definitions apply:

- (a) "Fixed location employees" means those employees who spend all or the greater part of their time at a central work location where they generally perform their duties on a regular daily shift basis.
- (b) "Central work location" means the place at which an employee normally receives their office correspondence and work assignments.

**14.20 Standard Hours**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

- (a) Except as otherwise provided, the standard workweek shall consist of five consecutive days from Monday to Friday, inclusive.
- (b) Except as otherwise provided, the workday shall be seven hours duration exclusive of meal period, and these hours shall be scheduled between 8:00 a.m. and 5:00 p.m.

**14.21 Clean-up Time**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

Employees shall be allowed reasonable time during the workday or shift for clean-up purposes.

**14.22 Reporting to Work Location**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

Where employees are required to report to a central location in order to be assigned their work location, their shift or workday shall commence from the time they are required to report for assignment.

#### **14.23 Shift Operations**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

Where the hours of operation require employees to be scheduled for work outside the standard hours listed in Clause 14.21 - Standard Hours, shift schedules shall be established by mutual agreement at the local level. The shift patterns shall be either five days on and two days off or four days on and two days off unless otherwise agreed to by the parties to this agreement. Once the shift pattern and the length of the meal period have been agreed to, the length of the workday will be as required to meet the annual hours outlined in Clause 14.1 - Hours of Work.

#### **14.24 Allocation of Shifts**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

Where the parties to this agreement determine that shifts are to be rotated, such shifts shall be rotated on an equitable basis.

#### **14.25 Split Shifts**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

No shift shall be split for a period longer than the regularly scheduled meal period.

#### **14.26 Scheduling Lieu Days**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

Pursuant to Clauses 17.3 - Holiday Falling on a Day of Rest and 17.4 - Holiday Falling on a Scheduled Workday, days off in lieu of paid holidays shall be scheduled by mutual agreement and taken within 60 days following the paid holiday.

- (a) If the lieu day is not taken within the 60 days, it shall be immediately scheduled on the vacation roster.
- (b) This clause does not apply where the days in lieu of paid holidays are built into the shift pattern.

#### **14.27 Modified Workweek**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

- (a) Where there is mutual agreement between the union designate and the Employer's designate at the local level for a modified workweek, work schedules may be arranged on one of the following bases:
  - (1) 4/3 - the workday shall be eight hours and 45 minutes.
  - (2) 5/4 - the workday shall be seven hours and 47 minutes.
  - (3) 5/5/4 - the workday shall be seven hours and 30 minutes.
  - (4) 5/5/5/4 - the workday shall be seven hours and 22 minutes.
- (b) The foregoing work schedules shall be subject to the following provisions:
  - (1) It is understood that the implementation of modified workweek work schedules is dependent on receiving confirmation from the Employer prior to implementation.
  - (2) There shall be equitable rotation of the extra days off as mutually agreed at the local level.
  - (3) Pursuant to Clause 14.3(b) Conversion of Hours - Vacation, for vacation purposes employees shall remain on the agreed work schedules and vacation entitlement shall be

converted to hours. The scheduled daily hours shall be deducted from the vacation entitlement for each day of vacation taken.

(4) Pursuant to Clause 14.3(c) Conversion of Hours - Designated Paid Holidays, any shortfall arising from designated paid holidays falling within the schedule shall be scheduled by mutual agreement.

- (c) (1) The extra day off is scheduled by mutual agreement at the local level on Monday or Friday; or
- (2) is scheduled by mutual agreement within the applicable cycle in (a) above.

#### **14.28 Flextime**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

- (a) Pursuant to Clause 14.7 - Flextime, employees or groups of employees may be given the authority to work flextime by mutual agreement between the parties at the local level.
- (b) The averaging period for those employees on flextime shall be 70 hours per two-week period.
- (c) The workday for those employees on flextime shall not exceed 10 hours.

#### **14.29 Other Work Schedules**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

The parties recognize that there may be occasion, due to specific work needs, to grant approval for a work schedule for classifications formerly under another component agreement. If there is mutual agreement between the component bargaining Principals a letter of agreement, will be negotiated to reflect these special circumstances.

### **ARTICLE 15 - SHIFT WORK**

#### **15.1 Definition of Shifts and Shift Premiums**

(a) *Identification of Shifts:*

- (1) *Day Shift* - all hours worked on any shift which starts between 4:30 a.m. and 1:59 p.m. inclusive;
- (2) *Afternoon Shift* - all hours worked on any shift which starts between 2:00 p.m. and 8:59 p.m. inclusive;
- (3) *Night Shift* - all hours worked on any shift which starts between 9:00 p.m. and 4:29 a.m. inclusive.

(b) *Shift Premium (full-time employees):*

*For afternoon shift:*

\$1.35 per hour (effective March 29, 2009)  
\$1.40 per hour (effective April 1, 2016)

*For night shift:*

\$1.45 per hour (effective March 29, 2009)  
\$1.50 per hour (effective April 1, 2016)

## **15.2 Shift Premium Entitlement**

- (a) Employees working an afternoon or night shift as identified in Clauses 15.1(a)(2) and 15.1(a)(3) shall receive a shift premium for all hours worked on the shift.
- (b) An employee working a full shift which begins between 11:00 a.m. and 1:59 p.m. inclusive shall receive the afternoon shift premium for all hours worked after 2:00 p.m.
- (c) A part-time employee working less than the normal hours per day of a full-time employee will receive the afternoon shift premium for all hours worked on a shift more than half of which is regularly scheduled between 6:00 p.m. and 6:00 a.m., except that an employee regularly scheduled to start between 10:00 p.m. and 2:00 a.m. will receive instead the night shift premium.
- (d) Employees covered by flextime and/or modified workweek agreements who, by their own volition, choose to begin their shift at a time which would qualify them for a shift premium shall not be entitled to the premium. Employees who are required to begin their shift at a time which would qualify them for a shift premium in accordance with the above provisions shall receive the appropriate premium.
- (e) Shift premiums will apply to overtime hours worked in conjunction with a shift. An employee who is called out between 9:00 p.m. and 4:29 a.m. shall receive the night shift premium for each hour worked during the callout period up to the commencement of their regularly scheduled shift.

## **15.3 Notice of Work Schedules**

- (a) Work schedules for regular employees shall be posted at least 14 days in advance of the starting day of a new schedule.
- (b) In the event that the work schedule or shift for a regular employee or an auxiliary employee working a scheduled shift roster is changed without 48 hours' advance notice and such change is the result of the actions of another employee covered by this agreement utilizing the benefits provided for by the provisions of this agreement, the employee will receive a premium of 85¢ per hour in addition to their regular pay, for work performed on the first shift to which they changed.
- (c) In the event that an employee's work schedule or shift is changed without five days advance notice and the change results from causes other than defined in (b) above, the employee shall receive a premium at the applicable overtime rate for work performed on the first shift to which they changed, except that if the change results from no fault of the Employer they shall not receive a premium at overtime rates but shall receive the premium defined under (b) above.

## **15.4 Short Changeover Premium**

- (a) If shifts are scheduled so that there are not 24 hours between the start of an employee's shift and the start of their next shift, a premium calculated at the overtime rates will be paid for hours worked on the succeeding shift within the 24-hour period.
- (b) Where an employee exercises seniority rights to work shifts, one of which falls within the 24 hour period from the start of the previous shift, the employee shall not be entitled to claim the premium rate referred to in (a) above.

## **15.5 Exchange of Shifts**

Employees may exchange shifts with the approval of the Employer, provided that, whenever possible, sufficient advance notice in writing is given and provided that there is no increase in cost to the Employer.

**15.6 Shortfall of Annual Working Hours**

There shall be no payback for shortfall of annual working hours in the shift systems determined in the agreement.

**15.7 Work Schedules**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

The provisions of this article shall apply to employees who work rotating shifts.

Work schedules for employees who work rotating shifts shall be based on the following provisions:

(a) *Shift patterns shall be:*

- (1) five days on/two days off;
- (2) four days on/two days off;
- (3) four days on/three days off; or
- (4) any reasonable recurring combination of the above.

(b) Shifts shall be rotated on an equitable basis among the employees involved. Employees may only be frozen a specific shift by mutual agreement between the Employer and the Union.

**15.8 Split Shifts**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

The provisions of this article shall apply to employees who work rotating shifts.

(a) The Employer and the Union agree that employees will not be required to work split shifts except by mutual agreement of the parties.

(b) Where the Employer schedules a break longer than one hour, a premium shall be paid for all hours worked which shall be the greater of:

- (1) split shift premium of 40¢ per hour effective 1<sup>st</sup> pay period following date of signing; 45¢ - April 1, 2007; 50¢ - March 30, 2008; 55¢ - March 29, 2009; or
- (2) the relevant shift premium.

No employee shall receive both premiums.

**15.9 Days of Work**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

The provisions of this article shall apply to employees who work rotating shifts.

(a) Unless otherwise agreed to by the component bargaining Principals, no employee shall be scheduled to work more than five consecutive days.

(b) Employees required to work shifts shall receive a minimum of two consecutive days off within a seven-day period.

**ARTICLE 16 - OVERTIME****16.1 Definitions**

(a) "Overtime" - means work performed by a full-time employee in excess or outside of their regularly scheduled hours of work.

- (b) "*Straight-time rate*" - means the hourly rate of remuneration.
- (c) "*Time and one-half*" - means one and one-half times the straight-time rate.
- (d) "*Double-time*" - means twice the straight-time rate.
- (e) "*Double-time and one-half*" - means two and one-half times the straight-time rate.

## **16.2 Authorization and Application of Overtime**

- (a) An employee who is required to work overtime shall be entitled to overtime compensation when:
  - (1) the overtime worked is authorized in advance by the Employer; and
  - (2) the employee does not control the duration of the overtime worked.
- (b) Notwithstanding the foregoing, the Employer and the Union recognize that the nature of the work carried out by persons in some classifications is such that it may not be possible for the employee to obtain prior authorization for the necessary overtime work. In such cases the employee shall use their discretion in working the overtime and the Employer shall be considered to have authorized the overtime in advance. However, the Employer reserves the right, subject to the grievance procedure, to determine the legitimacy of the overtime claimed. In order to facilitate a fair and reasonable administration of the clause, the Employer will draw up regulations defining the circumstances under which an employee may undertake overtime work without prior authorization. Copies of these policies will be supplied to the Joint Committee.
- (c) For the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker, the following provisions will apply:
  - (1) The Employer will submit to the Union a list of positions designated to authorize overtime.
  - (2) These designated Management personnel shall be deemed to have delegated to a lower position the authority to authorize overtime if such delegation is made in writing.
- (d) The method of compensation for overtime shall be in accordance with the agreement.

## **16.3 Overtime Entitlement**

- (a) An employee will be entitled to compensation for authorized overtime in excess of:
  - (1) the scheduled daily hours; or
  - (2) the maximum daily hours for those employees on flextime; or
  - (3) the agreed averaging period.
- (b) For the purposes of calculating the hourly rate for overtime, an employee's biweekly rate shall be divided by 70.
- (c) Overtime shall be compensated in 30-minute increments; however, employees shall not be entitled to any compensation for periods of overtime of less than five minutes per day.

## **16.4 Recording of Overtime**

Employees shall record starting and finishing times for overtime worked in a form determined by the Employer.

## **16.5 Sharing of Overtime**

Overtime work shall be allocated equitably to qualified employees considering their availability and location.



## 16.6 Overtime Compensation

(a) Overtime worked shall be compensated at the following rates:

- (1) time and one-half for the first two hours of overtime on a regularly scheduled workday; and
- (2) double-time for hours worked in excess of the two hours referred to in (1) above;
- (3) double-time for all hours worked on a day of rest.

The compensation of overtime in (1) and (3) is to be on a daily basis and not cumulative.

(b) An employee who works on a designated holiday which is not a scheduled workday shall be considered to have worked overtime and shall receive their regular days' pay, and shall receive additional compensation at the rate of double-time for all hours worked; except for Christmas and New Year's when the additional compensation shall be at the rate of double-time and one-half for all hours worked.

(c) An employee on travel status who is required to travel on employer business outside their regular working hours shall be compensated at the applicable overtime rates for all hours travelled. The Employer may determine the means of such travel.

(d) (1) Overtime shall be compensated either in cash or time off, or a combination of both, at the employees option.

(2) If the employee opts for compensatory time off, such time off shall be taken at a time mutually agreed to between the Employer and the employee.

(3) If mutual agreement on the scheduling of compensatory time off cannot be reached, such unscheduled compensatory time off shall be taken in cash and the provisions of (4) below shall apply.

(4) Where overtime earned is paid in cash, the Employer shall make every reasonable effort to make payment by the end of the month following the month in which the overtime cash payment was requested.

(5) Any overtime still owing at the end of the calendar year may be taken as compensatory time off at a mutually agreeable time prior to the end of the fiscal year.

(6) Accumulated overtime shall be paid in cash at the fiscal year-end or on such other date(s) as provided in this agreement, or upon termination.

## 16.7 Overtime Meal Allowance

(a) When an employee is required to work in excess of two and one-half hours overtime immediately before or after completion of their scheduled daily hours, they shall be provided with a meal or shall be reimbursed with an overtime meal allowance, and a meal break of one-half hour with pay will be given. The overtime meal allowance shall be \$15.30.

(b) If the employee continues to work overtime beyond three hours, a further meal or allowance and meal break as above shall be provided upon completion of an additional four hours worked, and upon the completion of every three hours worked thereafter.

- (c) When an employee is not on standby and is called out for overtime prior to their scheduled shift and it was not possible to give sufficient notice to permit preparation of the meal normally taken to work, the Employer shall provide the meal or pay the overtime meal allowance.
- (d) In the case of an employee called out on overtime to work on a rest day, this clause will apply only to hours worked outside their regular shift times for a normal workday.
- (e) Where any of the meals provided under (a), (b), (c) or (d) above duplicates a meal to which an employee is entitled because of travel status or field allowance, then the employee shall receive only one benefit for each meal.

#### **16.8 No Layoff to Compensate for Overtime**

Employees shall not be required to layoff during regular hours to equalize any overtime worked.

#### **16.9 Right to Refuse Overtime**

- (a) All employees shall have the right to refuse to work overtime, except when required to do so in emergency situations, without being subject to disciplinary action for so refusing.
- (b) An employee on standby shall not have the right to refuse callout for overtime work.

#### **16.10 Overtime for Part-Time Employees**

- (a) A part-time employee working less than the normal hours per day of a full-time employee, and who is required to work longer than their regular workday, shall be paid at the rate of straight-time for the hours so worked, up to and including the normal hours in the workday of a full-time employee.
- (b) A part-time employee working less than the normal days per week of a full-time employee, and who is required to work other than their regularly scheduled workdays, shall be paid at the rate of straight-time for the days so worked up to and including the normal workdays in the workweek of a full-time employee.
- (c) Overtime rates shall apply to hours worked in excess of (a) and (b) above.

#### **16.11 Callout Provisions**

- (a) *Callout Compensation* - A regular employee who is called back to work outside their regular working hours shall be compensated for a minimum of three hours at overtime rates. They shall be compensated from the time they leave their home to report for duty until the time they arrive back upon proceeding directly to and from work.
- (b) *Callout Time Which Abuts the Succeeding Shift:*
  - (1) If the callout is for three hours or less, the employee will be required to work the callout period and the whole of the abutting shift. In this case, compensation shall be overtime rates for the callout period and straight-time rate for the regular shift.
  - (2) If the callout is for longer than three hours, the employee will be required to work the callout period and a portion of the abutting regular shift. The portion of the regular shift which must be worked will be regular shift less the amount that callout exceeds three hours. Compensation shall be at overtime rates for the callout period and straight-time for the regular shift without shortfall.
  - (3) For the purpose of (1) above it is agreed that "callout" means that an employee has been called out without prior notice.

(c) *Overtime or Callout Which Does Not Abut the Succeeding Shift:*

(1) When overtime is worked there shall be an elapsed time of eight hours between the end of overtime and the time the employee reports for duty on the next regular shift, with no shortfall out of their regular shift.

(2) In a callout situation where at least three hours which do not abut the succeeding shift are worked in the 10 hours preceding the start of the regular shift, there shall be an elapsed time of eight hours between the end of callout and the time the employee reports for duty on their next regular shift, with no shortfall out of the regular shift.

(3) If the elapsed eight hour period following results in only two hours or less of their regular shift available for work, employees shall not be required to report for work on that shift, with no shortfall.

(d) Time spent by an employee travelling to work or returning to their residence before and after callout shall not constitute time worked but shall be compensated at the overtime rate.

(e) Should the employee be required to work that period which is considered free from work in the regular shift, as provided for in (b)(2), (c)(1), and (c)(2) above, then that portion of the shift shall be compensated at overtime rates.

(f) An auxiliary employee who is called back to work in a circumstance such that they would be entitled to overtime compensation for the time worked, shall also be entitled to the provision of (a) above.

#### **16.12 Rest Interval After Overtime**

An employee required to work overtime adjoining their regularly scheduled shift shall be entitled to eight clear hours between the end of the overtime work and the start of their next regular shift. If eight clear hours are not provided, a premium calculated at overtime rates shall apply to hours worked on the next regular shift.

### **ARTICLE 17 - PAID HOLIDAYS**

#### **17.1 Paid Holidays**

(a) The following have been designated as paid holidays:

New Year's Day	British Columbia Day
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

(b) Any other day proclaimed as a holiday by the federal, provincial, or municipal governments for the locality in which an employee is working shall also be a paid holiday.

#### **17.2 Holidays Falling on Saturday or Sunday**

(a) For an employee whose workweek is from Monday to Friday and when any of the above-noted holidays fall on a Saturday and is not proclaimed as observed on some other day, the following Monday shall be deemed to be the holiday for the purpose of this agreement; and when a holiday falls on a Sunday and it is not proclaimed as being observed on some other day, the following Monday (or

Tuesday, where the preceding section already applies to the Monday), shall be deemed to be the holiday for the purpose of this agreement.

(b) Where there is a work dependency between employees covered by this agreement and private sector employees, the parties may, by mutual agreement, amend (a) above.

### **17.3 Holiday Falling on a Day of Rest**

(a) When a paid holiday falls on an employee's day of rest, the employee shall be entitled to a day off with pay in lieu. See Article 14 - Hours of Work for the scheduling of such lieu days.

(b) If an employee is called in to work on the day designated as the lieu day pursuant to (a) above, they shall be compensated at double-time rate.

### **17.4 Holiday Falling on a Scheduled Workday**

An employee who works on a designated holiday which is a scheduled workday shall be compensated at the rate of double-time for hours worked, plus a day off in lieu of the holiday; except for Christmas and New Year's when the compensation shall be at the rate of double-time and one-half for hours worked, plus a day off in lieu of the holiday. See Article 14 - Hours of Work for the scheduling of such lieu days.

### **17.5 Holiday Coinciding With a Day of Vacation**

Where an employee is on vacation leave and a paid holiday falls within that period, the paid holiday shall not count as a day of vacation.

### **17.6 Christmas or New Year's Day Off**

The Employer agrees to make every reasonable effort to ensure that employees required to work shift shall have at least Christmas Day or the following New Year's Day off.

### **17.7 Paid Holiday Pay**

Payment for paid holidays will be made at an employee's basic pay, except if an employee has been working in a higher paid position than their regular position for a majority of the 60 workdays preceding a paid holiday, in which case they shall receive the higher rate. For employees who work in excess of seven hours per day, they shall receive the higher rate if they have been working in a higher paid position for a majority of the 420 working hours preceding a paid holiday.

## **ARTICLE 18 - ANNUAL VACATIONS**

### **18.1 Annual Vacation Entitlement**

(a) *Definitions:*

"*Vacation year*" - for the purposes of this article a vacation year shall be the calendar year commencing January 1<sup>st</sup> and ending December 31<sup>st</sup>.

"*First vacation year*" - the first vacation year is the calendar year in which the employee's first anniversary falls.

(b) A regular full-time employee who has received at least 10 days' pay at straight-time rates for each calendar month will have an annual vacation entitlement as follows:

Vacation Years	Workdays
First to Second .....	15
Third .....	16
Fourth.....	17
Fifth .....	19
Sixth .....	20
Seventh .....	20
Eighth .....	22
Ninth .....	23
Tenth.....	24
Eleventh .....	25
Twelfth .....	26
Thirteenth to fifteenth.....	27
Sixteenth to eighteenth .....	28
Nineteenth.....	29
Twentieth.....	31
Twenty-first.....	32
Twenty-second.....	33
Twenty-third and twenty-fourth.....	34
Twenty-fifth and thereafter .....	35

(c) *Conversion of Hours* - where an employee is granted vacation pursuant to this article, and where the regularly scheduled workday is greater than seven hours per day, the annual vacation entitlement shall be converted to hours on the basis of a seven-hour day and deducted accordingly.

(d) Employees engaged on a part-time basis shall be entitled to annual vacation on a pro rata basis as above as outlined in the Letter of Intent 3 - Vacation Entitlement - Part-Time Employees. WCB wage loss benefits shall be considered as straight-time rates for the purpose of vacation accrual.

*Also reference MOU #20 Re: Vacation Entitlement - Part-time Employees.*

## **18.2 Vacation Earnings for Partial Years**

(a) During the first partial year of service a new employee will earn vacation at the rate of one and one-quarter days for each month for which they earn 10 days' pay.

(b) During the first and subsequent vacation years an employee will earn one-twelfth of the annual entitlement for each month in which the employee has received at least 10 days' pay at straight-time rates. Where an employee has taken more vacation than earned, the unearned portion taken shall be charged against future earned credits or recovered upon termination whichever occurs first.

## **18.3 Vacation Scheduling**

(a) With the exception of authorized vacation carryover under Clause 18.6 - Vacation Carryover, the scheduling and completion of vacations shall be on a calendar-year basis.

(b) The calendar year in which an employee's first anniversary falls shall be the first vacation year. For the purpose of additional leave entitlement, the calendar year in which the fifth anniversary falls shall be the fifth vacation year; in which the sixth anniversary falls shall be the sixth vacation year; etc.

(c) During the first six months of continuous employment an employee may, subject to mutual agreement at the local level, take vacation leave which has been earned.

(d) Vacation schedules, once approved by the Employer, shall not be changed, other than in cases of emergency, except by mutual agreement between the employee and the Employer. Employee requests for changes in a previously approved vacation schedule shall not be unreasonably withheld and approval is subject to operational requirements.

(e) Upon resignation, vacation credits that have been utilized yet not earned are understood to be owed to the Employer and must be reimbursed. Overdrawn vacation credits may be offset against wages or other monies owed to the employee.

(f) Upon acceptance to the Long Term Disability Plan, vacation credits that have been utilized yet not earned are understood to be owed to the Employer and may be recovered by the Employer. Overdrawn vacation credits may be offset against wages or other monies owed to the Employer.

#### **18.4 Vacation Pay**

Payment for vacations will be made at an employee's basic pay, except if an employee has been working in a higher paid position than their regular position for a majority of their regularly scheduled hours in the 60 workdays preceding their vacation, in which case they shall receive the higher rate.

#### **18.5 Approved Leave of Absence With Pay**

When an employee is hospitalized or under a physician's care and in receipt of the Short-Term Illness and Injury Plan benefits or on leave with pay in accordance with Clauses 20.1 - Bereavement Leave, 20.5 Leave of Court Appearances, 20.7 - Leave for Taking Courses and 20.8 - Educational Leave during their vacation period, there shall be no deduction from the vacation credits for such leave. The period of vacation so displaced shall be taken at a mutually agreed time. An employee intending to claim displaced vacation leave must advise the Employer and provide necessary documentation within seven days of returning to work.

#### **18.6 Vacation Carryover**

(a) An employee may carry over up to ten days' vacation leave per vacation year except that such vacation carryover shall not exceed ten days at any time. An employee shall not receive cash in lieu of vacation time except upon termination, resignation or retirement.

(b) A single vacation period which overlaps the end of a calendar year (December 31<sup>st</sup>) shall be considered as vacation for the vacation year in which the vacation commenced. The portion of vacation taken subsequent to but adjoining December 31<sup>st</sup> shall not be considered as vacation carryover, nor as a seniority choice for the subsequent vacation year.

#### **18.7 Callback From Vacation**

(a) Employees who have commenced their annual vacation shall not be called back to work, except in cases of extreme emergency.

(b) When, during any vacation period, an employee is recalled to duty, they shall be reimbursed for all expenses incurred by themselves, in proceeding to their place of duty and in returning to the place from which they were recalled upon resumption of vacation, upon submission of receipts (except for meals) to the Employer. Where an employee's spouse and/or dependent children also return from vacation due to the recall of the employee, they shall be reimbursed for reasonable expenses incurred in returning home.

(c) Time necessary for travel in returning to their place of duty and returning again to the place from which they were recalled shall not be counted against their remaining vacation entitlement.

### **18.8 Vacation Leave on Retirement**

An employee scheduled to retire and to receive a pension benefits under the Public Service Pension Plan Rules or who has reached the mandatory retiring age, shall be granted full vacation entitlement for the final calendar year of service.

### **18.9 Vacation Credits Upon Death**

Earned but unused vacation entitlement shall be made payable, upon termination due to death, to the employee's dependant, or where there is no dependant, to the employee's estate.

### **18.10 Prime Time Vacation Period**

(a) Subject to the provisions of this article, it is the intent of the parties that no employees shall be restricted in the time of year they choose to take their vacation entitlement. However, all employees shall be allowed to take at least four weeks of their vacation entitlement during the period of May 1<sup>st</sup> to September 30<sup>th</sup>, inclusive, which shall be defined as prime time vacation period.

(b) For those employees who have more than four weeks' vacation entitlement, the Employer shall make every reasonable effort to allow such employees to take their complete vacation entitlement during the prime time vacation period if they so desire.

(c) For the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker, and Activity Worker employees shall be permitted to take their vacation entitlement at any time during the calendar year as the vacation schedule based on operational requirements permits. The Employer shall allow the maximum number of employees to take their complete vacation entitlement during the period April 15<sup>th</sup> to October 15<sup>th</sup> inclusive. The Employer's designate and the Union's designate at the local level shall meet by October 1<sup>st</sup> to discuss methods to facilitate (a) above. This time limit may be altered or this meeting waived by mutual consent of the designates. By October 1<sup>st</sup>, the Employer shall commence soliciting employee vacation requests for the following year.

### **18.11 Vacation Schedules**

*(For the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

(a) Vacation schedules will be posted by March 1<sup>st</sup> of each year. This date may be altered at the local level by mutual agreement of the parties' designates.

(b) An employee who transfers to another work location where the vacation schedule has already been completed will not be entitled to exercise their seniority rights for that year only. However, every effort shall be made to grant vacation at the time of the employee's choice.

### **18.12 Preference in Vacation**

(a) Vacations shall be granted on the basis of service seniority within a classification series in the work unit.

(b) An employee shall be entitled to receive their vacation in an unbroken period.

(c) Where an employee chooses to break their vacation entitlement, additional selection(s) shall be made only after all other employees concerned have made their initial selection(s). Such additional selections shall be made in order of seniority.

(d) Regular vacations shall have priority over carried over vacation time during the prime time vacation period.

- (e) An employee transferred by the Employer shall maintain their vacation period and no other employee's vacation time shall be affected thereby.
- (f) The Employer shall make every reasonable effort to contact employees who are absent in order to establish such employees' preference for vacation.
- (g) For the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker, and Activity Worker:
- (1) Vacations shall be granted on the basis of service seniority within a classification series in the work unit. An employee shall be entitled to their vacation in an unbroken period. Employees wishing to split their vacations shall exercise seniority rights in the choice of their first vacation period. Such seniority shall prevail in the choice of the second vacation period, but only after all other first vacation periods have been selected. Such seniority shall prevail in the choice of subsequent vacation periods in like manner.
  - (2) All employees' requests for first choice of vacation selection shall be completed by December 1<sup>st</sup>.
  - (3) All employees' requests for second choice of vacation selection shall be completed by January 1<sup>st</sup>.
  - (4) All employees' requests for subsequent choices of vacation selection shall be completed by January 31<sup>st</sup>.
  - (5) All employees must have exercised their seniority rights by the dates specified above. An employee who does not exercise their seniority rights by the specified dates shall not be entitled to exercise them with respect to any vacation time previously selected by an employee with less seniority.
  - (6) Subject to 18.12(a), the dates provided for in Clauses (2), (3) and (4) above may be altered at the local level by mutual agreement of the parties' designates.

### 18.13 Vacation Schedules

- (a) Vacation schedules will be circulated and posted by January 31<sup>st</sup> of each year. This date may be altered at the local level by mutual agreement of the local chairperson and the Employer designate, but not later than March 1<sup>st</sup> of each year.
- (b) An employee who does not exercise their seniority rights within one week of receiving the vacation schedule shall not be entitled to exercise those rights in respect to any vacation time previously selected by an employee with less seniority.
- (c) An employee who voluntarily transfers to another work location where the vacation schedule has already been completed will not be entitled to exercise their seniority rights with respect to that vacation schedule. However, every effort will be made to grant vacation at the time of the transferred employee's choice.

### 18.14 Vacation Adjustments for Remote Locations

The parties agree that recruitment and retention is an issue in certain geographical locations. Employees who reside and work in the following locations will be provided an extra vacation day, effective as of the 2012 vacation year.

Alert Bay	Alexis Creek
Atlin	Bella Coola (including Hagensborg & Waglisla)



Burns Lake	Chetwynd
Dawson Creek	Dease Lake
Fort St. James	Fort St. John
Fort Nelson	Fraser Lake
Gold River	Haida Gwaii
Hazelton	Houston
Hudson's Hope	Kitimat
McBride	Mackenzie
New Denver	Port Alice
Port Hardy	Port McNeill
Prince Rupert	Smithers
Stewart	Terrace
Tumbler Ridge	Valemount

#### **ARTICLE 19 - SHORT-TERM ILLNESS & INJURY AND LONG-TERM DISABILITY**

Employees shall be entitled to coverage for short-term illness and injury and long-term disability in accordance with agreed-upon regulations which will be subject to review and revision during the period of this agreement by negotiations between the parties and included as Appendix 3 - Short-Term and Long-Term Disability.

#### **ARTICLE 20 - SPECIAL AND OTHER LEAVE**

##### **20.1 Bereavement Leave**

- (a) In the case of death in the immediate family an employee not on leave of absence without pay shall be entitled to special leave, at their regular rate of pay. The leave will include the date of the funeral or the date of death with, if necessary, an allowance for immediate return travelling time. Such leave shall normally not exceed five workdays. It is understood that the employee has the ability to split the five day entitlement between the date of death and the date of the funeral.
- (b) Immediate family is defined as an employee's parent, stepparent, spouse, child, stepchild, grandchild, brother, sister, stepsibling, father-in-law, and mother-in-law. Any relative permanently residing in the employee's household or with whom the employee permanently resides is also considered to be immediate family
- (c) In the event of the death of the employee's grandparents, son-in-law, daughter-in-law, brother-in-law, sister-in-law, the employee shall be entitled to special leave for one day for the purpose of attending the funeral.
- (d) If an employee is on vacation leave at the time of bereavement, the employee shall be granted bereavement leave and be credited the appropriate number of days to vacation leave credits.
- (e) Where established ethno cultural or religious practices provide for ceremonial occasions other than the bereavement period in (a) above, the balance of the bereavement leave as provided in (a) above, if any, may be taken at the time of the ceremonial occasion.

##### **20.2 Special Leave**

- (a) Where leave from work is required, an employee shall be entitled to special leave at their regular rate of pay for the following:
  - (1) wedding of the employee - three days; effective April 1, 2015 - two days;

- (2) attend wedding of the employee's child - one day;
  - (3) birth of the employee's child - two days;
  - (4) serious household or domestic emergency - one day;
  - (5) moving household furniture and effects - one day;
  - (6) attend their formal hearing to become a Canadian citizen - one day;
  - (7) attend funeral as pallbearer or mourner - one-half day;
  - (8) court appearance for hearing of employee's child - one day;
  - (9) in the case of serious illness or hospitalization of parent or stepparent of the employee, when no one other than the employee can provide for the needs of the parent or stepparent, and, after notifying their supervisor - one day per calendar year - this may be used in one-half shift increments; effective April 1, 2015 - two days per calendar year - this may be used in one-half shift increments;
  - (10) child custody hearing - one day per calendar year;
  - (11) employee or employee's child is a victim of domestic violence - three days per calendar year.
- (b) Two-weeks' notice is required for leave under (a)(1), (2), (5) and (6).
- (c) For the purpose of (a)(2), (4), (5), (6), (7), (8) (9) and (10), leave with pay will be only for the workday on which the situation occurs.
- (d) For the purpose of determining eligibility for special leave under (a)(5), an employee will qualify if they are maintaining a self-contained household and if they are changing their place of residence which necessitates the moving of household furniture and effects during their normal workday, and if they have not already qualified for special leave under (a)(5) on two occasions within the preceding 12 months.
- (e) For the purposes of special leave under (a)(11), the employee may choose to take the leave with pay intermittently up to three days or in one continuous period.

### **20.3 Family Illness**

- (a) In the case of illness or hospitalization of a dependent child, spouse or adult dependent child with a disability of an employee, and when no one at the employee's home other than the employee can provide for the needs of the ill child, spouse or adult dependent child with a disability, the employee shall be entitled, after notifying their supervisor, to use up to a maximum of two days' paid leave at any one time for this purpose.
- (b) The Employer may request a report from a qualified medical practitioner when it appears that a pattern of consistent absence is developing.

### **20.4 Full-Time Public Duties**

The Employer shall grant, on written request, leave of absence without pay:

- (a) for employees to seek election in a municipal, first nation, Metis, Inuit, provincial or federal election for a maximum period of 90 days;
- (b) for employees elected to a public office for a maximum period of five years.

(c) "First Nation" for the purposes of this agreement, is an Indian Band Council duly constituted under the *Federal Indian Act* or an aboriginal governing body authorized under the terms of a treaty duly ratified by the provincial and federal governments.

## **20.5 Leave for Court Appearances**

- (a) The Employer shall grant paid leave to employees, other than employees on leave without pay, who serve as jurors or witnesses in a court action, provided such court action is not occasioned by the employee's private affairs.
- (b) In cases where an employee's private affairs have occasioned a court appearance, such leave to attend at court shall be without pay.
- (c) An employee in receipt of their regular earnings while serving at court shall remit to the Employer all monies paid to them by the court, except travelling and meal allowances not reimbursed by the Employer.
- (d) In the event an accused employee is jailed pending a court appearance, such leave of absence shall be without pay.
- (e) For all the above leaves, the employee shall advise their supervisor as soon as they are aware that such leave is required.

## **20.6 Leave for Writing Examinations**

Leave of absence with pay shall be granted to allow employees time to write examinations for courses approved by the Employer. Employees shall advise the Employer of the time and place of the examination when they are made aware of the time and place.

## **20.7 Leave for Taking Courses**

- (a) An employee shall be granted leave with pay to take courses at the request of the Employer. The Employer shall bear the full cost of the course, including tuition fees, entrance or registration fees, laboratory fees, and course-required books, necessary travelling and subsistence expenses, and other legitimate expenses where applicable. Fees are to be paid by the Employer when due.
- (b) A regular employee may be granted leave without pay, or leave with partial pay, to take courses, including cultural education courses, in which the employee wishes to enrol.

## **20.8 Educational Leave**

Educational leave granted by the Employer to regular employees requesting such leave shall be in accordance with the following provisions:

- (a) The duration of educational leave granted to regular employees to take advanced or special training which will be of benefit to the employee or the Employer may be for varying periods up to one year, which may be renewed by mutual agreement.
- (b) In certain cases, educational leave may be approved for programs of independent study and (or) research when the criteria for evaluating the employee's performance on such leave can be clearly established and can be shown to be of significant benefit to the employee and the Employer.
- (c) Applications for educational leave for periods of four months or longer must be submitted to the appropriate employer designate two months prior to the beginning of the requested leave period.

- (d) Applications for leave of periods of less than four months should be submitted to the Employer with as much lead time as practical.
- (e) After consideration by the Employer, all applications for educational leave of four months or longer shall be forwarded to the Joint Committee established in Article 29 - Joint Union/Management Committee for review, together with the decision of the Employer, no later than two months from the date of submission. If the Committee decides that the Employer acted on an application for educational leave in a manner which may be in conflict with the established criteria, it may request that the decision be reconsidered. The employee shall be informed of the decision no later than three months from the date of submission. If an application for leave is denied, the employee shall be given the reasons in writing by the Employer. If an employee wishes to grieve the Employer decision, the grievance shall commence at Step 2 of the grievance procedure.
- (f) An employee granted educational leave under this clause shall receive up to 100% of their basic pay.
- (g) An employee granted educational leave under this clause shall be required to sign a statement with a copy to the employee to the effect that, on the completion of the training, they will remain in the service of the Employer for a period equivalent to three times the length of their educational leave multiplied by the percentage of basic pay.
- (h) Should they leave the service of the Employer before this period expires, they shall refund to the Employer the total cost of their training including allowances and expenses on a pro rata basis.
- (i) An employee granted educational leave without pay shall be required to sign a statement to the effect that on completion of the training they will remain in the employment of the Employer Canada for a period equivalent to the leave granted or refund any financial assistance granted under this clause on a pro rata basis.
- (j) Subject to operational requirements and budgetary considerations, educational leave will be granted to the maximum number of employees who make application.
- (k) Termination of employment by the employee or by the Employer for just cause will nullify any obligation of assistance by the Employer under this clause.
- (l) If an employee fails to return to work on the pre-arranged date without reasonable cause, the employee shall be required to repay in full all monies paid under this clause.
- (m) In the event that an individual receives outside support, such as a scholarship, fellowship, or bursary, the total of outside support plus salary support shall not exceed the individual's basic pay for the period of study leave. In the event of such combined support exceeding the basic pay, the excess amount shall be deducted from the employee's salary. It is the responsibility of the employee to report all additional sources of support to the Employer.

## 20.9 Elections

Any employee eligible to vote in a federal, First Nation, Metis, Inuit, provincial, or municipal election or a referendum shall have three or four consecutive clear hours, as prescribed by the applicable statute, during the hours in which the polls are open in which to cast their ballot.

"*First Nation*" for the purposes of this agreement, is an Indian Band Council duly constituted under the federal *Indian Act* or an aboriginal governing body authorized under the terms of a treaty duly ratified by the provincial and federal governments.

## 20.10 General Leave

Notwithstanding any provision for leave in this agreement, the Employer may grant a leave of absence without pay to an employee requesting leave for an emergency or other unusual circumstances. A leave of absence may also be granted for any other reason in which case approval shall not be unreasonably withheld. All requests and approvals for leave shall be in writing. Upon request, the Employer will give written reasons for withholding approval.

## 20.11 Leave for Medical and Dental Care

- (a) Where it is not possible to schedule medical and/or dental appointments or appointments with a registered midwife outside regularly scheduled working hours, reasonable time off for such appointments for employees or for dependent children shall be permitted, but where any such absence exceeds two hours, the full-time absence shall be charged to the entitlement described in Clause 20.12 - Maximum Leave Entitlement. *"Medical, dental and/or registered midwife appointments"* include only those services covered by the BC Medical Services Plan, the Dental Plan, the Extended Health Benefit Plan and assessment appointments with the Employee and Family Assistance Program.
- (b) Employees in areas where adequate medical and dental facilities are not available shall be allowed to deduct from their credit described in Clause 20.12 - Maximum Leave Entitlement the necessary time including travel and treatment time up to a maximum of three days to receive medical and dental care at the nearest medical centre for the employee, their spouse, dependent child and a dependent parent permanently residing in the employee's household or with whom the employee permanently resides. The Employer may request a certificate of a qualified medical or dental practitioner, as the case may be, stating that treatment could not be provided by facilities or services available at the employee's place of residence. An employee on leave provided by this clause shall be entitled to reimbursement of reasonable receipted expenses for accommodation and travel to a maximum \$350 (\$450 effective April 1, 2007; \$500 effective April 1, 2008) per calendar year.
- (c) An employee otherwise entitled to leave pursuant to (b) above who chooses to travel on a vacation day or a day of rest or to remain at work and not accompany their spouse, dependent child or dependent parent, as provided in (b) above, may claim the reimbursement of receipted expenses under the conditions stipulated.
- (d) Employees in receipt of STIIP benefits who would otherwise qualify for leave under this clause shall be eligible to claim expenses in the manner described above.
- (e) Where leave pursuant to (b) above would be reduced, the Employer may approve airfare payment for the employee in lieu of the \$350 (\$450 effective April 1, 2007, \$500 effective April 1, 2008) reimbursement, once per calendar year.
- (f) For the purpose of this clause, *"child"* includes a child over the age of 18 residing in the employee's household who is permanently dependent on the employee due to mental or physical impairment.

## 20.12 Maximum Leave Entitlement

Leaves taken under Clauses 20.2 - Special Leave, 20.3 - Family Illness and 20.11 - Leave for Medical and Dental Care shall not exceed a total of 70 hours per calendar year, unless additional special leave is approved by the Employer.

## 20.13 Emergency Service Leave

Where employees' services are required for emergency operations by request from the Provincial Emergency Program or appropriate police authority, leave from work as required may be granted without

loss of basic pay. If any remuneration, other than for expenses, is received, it shall be remitted to the Employer.

#### **20.14 Canadian Armed Forces**

(a) Employees who participate in activities related to the Reserve Component of the Canadian Armed Forces may be granted leave of absence as follows:

- (1) *With Pay* - where an employee is required to take annual training with Her Majesty's reserve forces provided any remuneration from the Government of Canada is remitted to the Employer;
- (2) *Without Pay* - where an employee participates in a program of training for the purpose of qualifying for a higher rank; or
- (3) *Without Pay* - where an employee, as a delegate, attends meetings of service associations or conferences related to the Canadian Armed Forces.

(b) Any remuneration received from the government of Canada for the purpose of activities related to the Canadian Armed Forces may be retained by the employee when on leave of absence without pay, or where they choose to use part or all of their annual vacation entitlement for these activities, or where they elect to take leave of absence without pay for annual training as stipulated in (a)(1) above.

#### **20.15 Donor Leave**

The Employer and the Union encourage employees to register as organ donors. An employee shall be granted the necessary leave of absence with pay for the purpose of donating bone marrow or an organ.

#### **20.16 Other Religious Observances**

- (a) Employees who are members of non-Christian religions are entitled to up to two days leave without pay per calendar year to observe spiritual or holy days. Such leave shall not be unreasonably withheld.
- (b) A minimum of two-weeks' notice is required for leave under this provision. Where two weeks' notice is not possible due to the unpredictable nature of the spiritual or holy days, then as much notice as possible shall be provided.
- (c) employees granted leave under this provision may utilize or reschedule CTO, ETO, unused vacation or lieu days.

#### **20.17 Extended Child Care Leave**

Upon completion of maternity, adoption and/or parental leave, including any extension to such leaves, a regular employee will be entitled, upon written application, to a leave of absence without pay to care for the child. Subject to Clause 11.3(a), the following conditions shall apply:

- (a) The employee's application shall be submitted to the Employer at least four weeks prior to the expiration of Article 21 - Maternity, Parental and Pre-Adoption Leave.
- (b) The combined length of leaves under this clause and under Article 21 - Maternity, Parental and Pre-Adoption Leave shall not exceed 18 months.
- (c) The employee's return to work requirements of Clauses 21.8(b) - Benefits Continuation and 21.11 - Maternity and/or Parental and/or Pre-Adoption Leave Allowance Repayment shall be

deferred until the expiration of this leave. Notification of return to work and return to work shall be subject to Clause 21.9 - Deemed Resignation.

(d) Upon return to work from this leave, the employee shall be placed in their former position or in a position of equal rank and basic pay.

## **20.18 Compassionate Care Leave**

An employee who is entitled to compassionate care benefits under the *Employment Insurance Act* is entitled to a leave of absence without pay of up to 27 weeks for the purpose of providing care or support to a gravely ill family member at risk of dying within 26 weeks. Notwithstanding Clause 11.3(a), there will be no interruption in the accrual of seniority or eligibility for benefits provided for under Article 25 - Health and Welfare.

*Note: It is understood that where an employee is on compassionate care leave and such leave ends due to death of a family member for which bereavement leave is provided under Clause 20.1 - Bereavement Leave, the bereavement leave shall commence at the beginning of the week following termination of compassionate care EI payments, except as provided for in Clause 20.1(e). There shall be no pyramiding of EI payments and bereavement leave with pay. Consequential amendment required to Clause 31.12 - Eligibility Requirements for Benefits.*

## **ARTICLE 21 - MATERNITY, PARENTAL AND PRE-ADOPTION LEAVE**

### **21.1 Maternity Leave**

- (a) An employee is entitled to maternity leave of up to 17 consecutive weeks without pay.
- (b) An employee shall notify the Employer in writing of the expected date of birth. Such notice will be given at least 10 weeks prior to the expected date of birth.
- (c) The period of maternity leave may commence up to thirteen weeks prior to the expected date of birth but shall commence no later than six weeks prior to the expected date of birth.
- (d) The commencement of leave at six weeks prior to the expected date of birth may be deferred for any period approved in writing by a duly qualified medical practitioner or registered midwife.
- (e) If an employee intends to commence maternity leave between thirteen and six weeks prior to the expected date of birth, an employee shall notify the Employer in writing at least four weeks before the employee proposes to begin maternity leave.

### **21.2 Parental Leave**

- (a) Upon written request an employee shall be entitled to opt for either standard parental leave of up to 37 consecutive weeks without pay or extended parental leave of up to 63 consecutive weeks without pay.
- (b) Where both parents are employees of the Employer, they shall each qualify for up to 37 weeks or 63 weeks of parental leave depending on their choice of either standard parental leave or extended parental leave.
- (c) Such written request pursuant to (a) above must be made at least four weeks prior to the proposed leave commencement date.
- (d) Leave taken under this clause shall commence:

- (1) in the case of a birth parent, immediately following the conclusion of leave taken pursuant to Clauses 21.1 - Maternity Leave or 21.3 - Benefit Waiting Period;
- (2) in the case of the other parent, immediately following the birth or placement of the adoptive child.
- (3) The commencement of the leave taken pursuant to (1) or (2) above may be deferred by mutual agreement. Such agreement shall not be unreasonably withheld. However, the leave must begin:
  - (i) Within a 52-week period after the date of birth or placement of the adoptive child for employees who choose standard parental leave; or
  - (ii) Within a 78-week period after the week of birth or placement of the adoptive child for employees who choose extended parental leave.

Such leave request must be supported by appropriate documentation.

- (e) An employee's election of either standard or extended parental leave is irrevocable. However, the employee may opt to return to work prior to the end of the leave. In the event that the employee opts to return to work prior to the end of the leave, the employee shall provide the Employer with at least four weeks notice of the return to work date.

### **21.3 Maximum Combined Entitlement**

An employee's combined entitlement to leave pursuant to Articles 21.1 and 21.2 is limited to 52 weeks for those who opt for standard parental leave or 78 weeks for those who opt for extended parental leave.

### **21.4 Benefit Waiting Period Allowance**

- (a) An employee who qualifies for and takes leave pursuant to Article 21.1 or 21.2 and is required by Employment Insurance to serve a one week waiting period for Employment Insurance Maternity/Parental benefits, shall be paid a leave allowance equivalent to one week at 85% of the employee's basic pay.
- (b) An employee who qualifies for and takes leave pursuant to Articles 21.1 or 21.2 and takes the maximum leave entitlement shall be paid a leave allowance equivalent to one week at 85% of the employee's basic pay for the last week of the leave entitlement.

### **21.5 Maternity Leave Allowance**

- (a) An employee who qualifies for maternity leave pursuant to Clause 21.1 - Maternity Leave, shall be paid a maternity leave allowance in accordance with the Supplementary Employment Benefit (SEB) Plan. In order to receive this allowance, the employee must provide to the Employer, proof that the employee has applied for and is eligible to receive employment insurance benefits pursuant to the *Employment Insurance Act*. An employee disentitled or disqualified from receiving employment insurance benefits is not eligible for maternity leave allowance.
- (b) Pursuant to the Supplemental Employment Benefit (SEB) Plan, the maternity leave allowance will consist of 15 weekly payments equivalent to the difference between the employment insurance gross benefits and any other earnings received by the employee and 85% of the employee's basic pay.

### **21.6 Parental Leave Allowance**

- (a) An employee who qualifies for parental leave pursuant to Clause 21.2 - Parental Leave, shall be paid a parental leave allowance in accordance with the Supplemental Employment Benefit (SEB) Plan.



In order to receive this allowance, the employee must provide to the Employer proof of application and eligibility to receive employment insurance benefits pursuant to the *Employment Insurance Act*. An employee disentitled or disqualified from receiving employment insurance benefits is not eligible for parental leave allowance.

(b) Pursuant to the Supplemental Employment Benefit (SEB) Plan, for those who opt for standard parental leave, the standard parental leave allowance will consist of a maximum of 35 weekly payments, equivalent to the difference between the employment insurance gross benefits and any other earnings received by the employee and 75% of the employee's basic pay. Where both parents are employees of the Employer, the employees shall determine the apportionment of the 35 weeks standard parental leave allowance between them.

(c) Pursuant to the Supplemental Employment Benefit (SEB) Plan, for those who opt for extended parental leave, the extended parental leave allowance will consist of a maximum of 61 weekly payments equivalent to the overall amount the employee would have received with 35 weekly payments calculated under the standard parental leave allowance. Where both parents are employees of the Employer, the employees shall determine the apportionment of the 35 weekly payments spread out over 61 weeks extended parental leave between them.

### **21.7 Pre-Placement Adoption Leave**

Upon request and with appropriate documentation, an employee is entitled to pre-adoption leave without pay of up to seven weeks (245 work hours) per calendar year with an allowance of 85% of their basic pay during the leave period.

The leave may be taken intermittently and only for the purpose of:

- attending mandatory pre-placement visits with the prospective adoptive child;
- to complete the legal process required by the child's or children's country including travel for an international adoption while the employee is in that country.

Leave under this provision will end with the placement of the adoptive child(ren).

Pre-placement visits are not normally required where the adoption is a direct placement. Examples of direct placement adoptions are:

- adoptions by a family member;
- adoptions by the partner of a birth parent; and
- adoptions by foster parents if the child or children were living with the foster parents immediately before the adoption process.

### **21.8 Benefits Continuation**

(a) For leaves taken pursuant to Clauses 21.1 - Maternity Leave, 21.2 - Parental Leave, 21.3 - Benefit Waiting Period, and 21.7 - Pre-Placement Adoption Leave the Employer shall maintain coverage for medical, extended health, dental, group life and long-term disability, and shall pay the Employer's share of these premiums.

(b) Notwithstanding (a) above, should an employee be deemed to have resigned in accordance with Clause 21.9 - Deemed Resignation or fail to remain in the employ of the Employer for at least six months or a period equivalent to the leave taken at (a) above, whichever is longer, after their return to work, the Employer will recover monies paid pursuant to this clause, on a pro rata basis.

## **21.9 Deemed Resignation**

An employee shall be deemed to have resigned on the date upon which leave pursuant to Clauses 21.1 - Maternity Leave, 21.2 - Parental Leave, 21.3 - Benefit Waiting Period or 21.7 - Pre-Placement Adoption Leave commenced unless they advised the Employer of their intent to return to work one month prior to the expiration of the leave taken pursuant to Article 21 - Maternity, Parental and Pre-Adoption Leave or Clause 20.17 - Extended Child Care Leave if they do not return to work after having given such advice.

## **21.10 Entitlements Upon Return to Work**

- (a) An employee who returns to work after the expiration of maternity, parental, or pre-adoption leaves shall retain the seniority the employee had accumulated prior to commencing the leave and shall be credited with seniority for the period of time covered by the leave.
- (b) On return from maternity, parental, or pre-adoption leaves, an employee shall be placed in the employee's former position or in a position of equal rank and basic pay.
- (c) Notwithstanding Clauses 18.1(b) - Annual Vacation Entitlement and 18.6 - Vacation Carryover, vacation entitlements and vacation pay shall continue to accrue while an employee is on leave pursuant to Clause 21.1 - Maternity Leave and its waiting period providing:
  - (1) the employee returns to work for a period of not less than six months, and
  - (2) the employee has not received parental allowance pursuant to Clause 21.6 - Parental Leave Allowance; and
  - (3) the employee was employed prior March 28, 2001.

Notwithstanding Clause 18.6(a) vacation earned pursuant to this clause may be carried over to the following year, or to be paid out, at the employee's option.

- (d) Employees who are unable to complete the return to work period in (c) as a result of proceeding on maternity, parental or pre-adoption leave shall be credited with their earned vacation entitlements and vacation pay providing the employee returns to work for a period of not less than six months following the expiration of the subsequent maternity, parental or pre-adoption leave.

## **21.11 Maternity and/or Parental and/or Pre-Adoption Leave Allowance Repayment**

- (a) To be entitled to the maternity, parental, benefit waiting period and/or pre-adoption leave allowances pursuant to Clauses 21.4 - Benefit Waiting Period, 21.5 - Maternity Leave Allowance, 21.6 - Parental Leave Allowance and/or 21.7 - Pre-Placement Adoption Leave, an employee must sign an agreement that they will return to work and remain in the Employer's employ for a period of at least six months or equivalent to the leaves taken, whichever is longer, after their return to work.
- (b) Should the employee fail to return to work and remain in the employ of the Employer for the return to work period in (a) above, the employee shall reimburse the Employer for the maternity, parental, benefit waiting period and/or pre-adoption leave allowance received under Clauses 21.4 - Benefit Waiting Period Allowance, 21.5 - Maternity Leave Allowance, 21.6 - Parental Leave Allowance and/or 21.7 - Pre-placement Adoption Leave above on a pro rata basis.

## **21.12 Benefits Upon Layoff**

Regular employees who have completed three months of service and are receiving an allowance pursuant to Clauses 21.4 - Benefit Waiting Period, 21.5 - Maternity Leave Allowance and/or 21.6 - Parental Leave Allowance shall continue to receive that allowance upon layoff, until the allowance has been exhausted, provided the notice of layoff is given after the commencement of the leave.

## ARTICLE 22 - OCCUPATIONAL HEALTH AND SAFETY

### 22.1 Statutory Compliance

The Union and the Employer agree to cooperate fully in matters pertaining to the prevention of accidents and occupational disease and in the promotion of the health and safety of all employees.

There shall be full compliance with all applicable statutes and regulations pertaining to the working environment.

### 22.2 Joint Occupational Health and Safety Subcommittee

There shall be established a Joint committee composed of up to five representatives of the Employer and up to five representatives of the Union. Employees shall be on leave of absence without loss of basic pay for time spent on this Committee. The Committee's responsibilities will be:

- (a) to review reports on matters referred by Occupational Health and Safety committees and make recommendations to the bargaining Principals regarding occupational health and safety matters, and
- (b) to monitor and assess results of the Training Program for Occupational Health and Safety subcommittee members.

### 22.3 Joint Occupational Health and Safety Committees

The parties agree that the intent of this agreement is to ensure that all employees shall have the maximum possible access to the Occupational Health and Safety Committee structure. Local Occupational Health and Safety committees will be established and operated as outlined below:

- (a) Union representatives shall be employees at the workplace appointed by the Union, and employer representatives shall be appointed by the Employer.
- (b) The Committees will function in accordance with the regulations made pursuant to the *Workers Compensation Act*, and will participate in developing a program to reduce risk of occupational injury and illness. All minutes of the meetings of the Committees shall be recorded on a mutually agreed to form and shall be sent to the Union and the Employer.
- (c) (1) The Employer shall initiate and maintain, at the regular place of employment, Local Occupational Health and Safety committees where there is:
  - (i) a workforce of 10 or more workers in an operation or work area classified as "A" (high) or "B" (medium) hazard by WCB First Aid Regulations, or
  - (ii) a workforce of 25 or more workers in an operation or work area classified as "C" (low) hazard by WCB First Aid Regulations.
  - (iii) Where workforce numbers are less than the minimum requirements of (i) and (ii), local committees may be established to encompass more than one worksite within a headquarters or geographic location. Such committees shall respect Administrative Management areas. Worksite combinations may be mutually agreed at the local level. Where mutual agreement cannot be reached at the local level, then either party may refer the matter to the Joint Occupational Health and Safety Subcommittee established in Clause 22.2 - Joint Occupational Health and Safety Subcommittee.

- (iv) Notwithstanding (iii) above, Local Occupational Health and Safety committees may, by mutual agreement between the designated representatives of the parties, extend the jurisdictional area for committee representation.
- (2) At any worksite where a committee has not been established pursuant to (1) above, a less formal program shall be maintained in accordance with the Workers' Compensation Board Industrial Health and Safety Regulations, Section 4, Clause 4.02(3). For the purpose of assisting in the administration of this program, the Employer will recognize an employee at that worksite designated by the Union who will function as a safety representative of the employees. Records of the meetings and matters discussed shall be forwarded to the Union and the nearest Local committee established in (1) above within the Administrative Management area.
- (3) Local occupational health and safety committees may encompass more than one component.
- (d) Employees who are representatives of the Committee shall not suffer any loss of basic pay for the time spent attending a committee meeting, job site inspection or accident investigation in accordance with WCB Regulations.
- (e) Committee meetings shall be scheduled during normal working hours whenever practicable. Time spent by designated committee members attending meetings held on their days of rest or outside their regularly scheduled hours of work shall not be considered time worked, but such committee members shall receive equivalent time off at straight-time.
- (f) Other committee business in accordance with (d) above shall be scheduled during normal working hours whenever practicable. When no other union designated committee member or union designated employee is available, time spent by employees attending to this committee business on their days of rest or outside their regularly scheduled hours of work shall not be considered time worked but such employees shall receive equivalent time off at straight-time.
- (g) Where more than one employer occupies a facility in common, a committee may be established by mutual agreement to encompass more than one employer. Where mutual agreement cannot be reached, then either party may refer the matter to the Joint Occupational Health and Safety Subcommittee established pursuant to Clause 22.2 - Joint Occupational Health and Safety Subcommittee for resolution.

#### **22.4 Unsafe Work Conditions**

No employee shall be disciplined for refusal to work on an assignment which, in the opinion of:

- (a) a member of the Local Occupational Health and Safety Committee, or
- (b) a person designated by a safety committee, or
- (c) a safety officer, or
- (d) a steward at a worksite where there is no safety committee,

after an on-site inspection and following discussion with a representative of the Employer, does not meet the standards established pursuant to the *Workers Compensation Act*.

Where an employee acts in compliance with Section 8.24 of the Workers' Compensation Board Industrial Health and Safety Regulations, they shall not be subject to disciplinary action.

## 22.5 Investigations of Safety Matters

- (a) Pursuant to Part 3, Division 10, Accident Reporting and Investigation of the *Workers Compensation Act*, all accidents shall be investigated jointly by at least one representative designated by the BCGEU and one management representative.
- (b) Reports shall be submitted on a PSC 38 (an accident investigation form) which may be amended by mutual agreement and copies sent to:
- (1) Workers' Compensation Board
  - (2) Occupational Health and Safety Committee
  - (3) Employer designate(s)
  - (4) BCGEU designate(s).

Nothing in this clause restricts the right of the Employer to require the management representative in (a) above, if a member of the bargaining unit, to complete other reports related to the accident under investigation.

In the event of a fatality of a BCGEU member, the Employer shall immediately notify the President, or designate, of the nature and circumstances of the accident and arrange as soon as possible for a joint investigation.

- (c) An employee who is a member of a local or joint occupational health and safety committee and who has been authorized by that committee to investigate safety matters shall not suffer any loss of basic pay for time so spent.
- (d) The employee shall be designated pursuant to the *Workers Compensation Act*.

## 22.6 Occupational First Aid Requirements and Courses

- (a) The Union and the Employer agree that First Aid Regulations made pursuant to the *Workers Compensation Act* shall be fully complied with.
- (b) Where the Employer requires an employee to perform first aid duties in addition to the normal requirements of the job, the cost of obtaining and renewing the Occupational First Aid Certificate shall be borne by the Employer, and leave to take the necessary courses shall be granted with pay.
- (c) Employees required to possess an Occupational First Aid Certificate and who are designated to act as the First Aid Attendant in addition to their normal job responsibilities shall receive the following allowance on the basis of the Level of certificate which they hold:
- *Level 3 Occupational First Aid Certificate:*
    - Effective April 1, 2019: \$59.16 per biweekly period
    - Effective April 1, 2020: \$60.43 per biweekly period
    - Effective April 1, 2021: \$61.55 per biweekly period
  - *Level 2 Occupational First Aid Certificate:*
    - Effective April 1, 2019: \$45.90 per biweekly period
    - Effective April 1, 2020: \$46.82 per biweekly period
    - Effective April 1, 2021: \$47.74 per biweekly period

The allowance shall be prorated for partial months. For the purpose of calculating the hourly rate, the biweekly allowance shall be divided by 70; however, no employee shall receive more than the monthly allowance for the Level of certificate which they hold.

Employees designated to act as the Occupational First Aid Attendant in addition to their normal job duties will receive their full monthly allowance while on approved leave with pay of up to 10 days or while on vacation leave with pay.

Where the Employer has an additional requirement for a First Aid Attendant on a temporary basis, then provided the employee acts as the First Aid Attendant for a minimum of 10 workdays in any month, they shall receive the full monthly allowance.

- (d) (1) In order to meet the requirements of (a) above, the Employer will designate in order of seniority from among those regular employees holding an appropriate *Occupational First Aid Certificate* to act as the First Aid Attendant in addition to the normal requirements of the job.
  - (2) Where no employee within the work unit possesses an *Occupational First Aid Certificate*, the opportunity to obtain a certificate will be offered to regular employees within the work unit in order of service seniority, provided the employee can meet the requirements of the *WCB Regulations* to undertake the training in order to obtain an *Occupational First Aid Certificate*.
  - (3) In the event that the procedures outlined above do not meet the requirements of (a), the Union will assist the Employer to meet their obligations by approaching regular employees in the work unit on behalf of the Employer.
  - (4) Where (d)(1), (2) and (3) do not meet, within a reasonable period of time, the requirements of the Employer to achieve (a) above, the Employer may:
    - (i) recall a qualified auxiliary employee in order of seniority from those holding the appropriate *Occupational First Aid Certificate*, and/or
    - (ii) include an *Occupational First Aid Certificate* as a desirable qualification on a posting pursuant to Clause 12.1 - Postings.
  - (5) Failing (4) above, the Employer may require the most senior regular employee within the work unit who can meet the requirements of the *WCB Regulations* to undertake *Occupational First Aid* training in order to obtain a certificate.
- (e) For the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker, in addition to the requirements of the Workers' Compensation Board, wherever three or more employees are required to work in an isolated location, one of the employees shall, whenever possible, hold a valid *Occupational First Aid Certificate*.

## **22.7 Injury Pay Provision**

An employee who is injured on the job during working hours and is required to leave for treatment or is sent home for such injury shall receive payment for the remainder of their shift without deduction from short-term disability leave.

## **22.8 Transportation of Accident Victims**

Transportation to the nearest physician or hospital for employees requiring medical care as a result of an on-the-job accident shall be at the expense of the Employer. The Employer shall ensure that adequate arrangements are made for the employee to return to the job site, assembly point or current local

accommodation whichever is most appropriate to the employee's condition. Transportation will be provided or paid by the Employer.

## **22.9 Video Display Terminals**

- (a) (1) Employees who are required to operate VDTs on a continuous basis shall be entitled to two additional 10 minute rest breaks per workday to be scheduled by agreement at the local level.
- (2) Employees required to continuously operate VDTs for three and one-half consecutive hours or longer but less than their full shift shall be reassigned to alternate work duties for one 10 minute period. Where alternate work duties are not available, employees shall receive a 10 minute rest break.

## **22.10 Dangerous Goods, Special Wastes, Pesticides and Harmful Substances**

Where employees are required to work with or are exposed to any dangerous good, special waste, pesticide or harmful substance, the Employer shall ensure that the employees are adequately trained in the identification, safe handling, use, storage, and/or disposal of same.

## **22.11 Radio Contact or Employee Check**

- (a) Where employees are required to perform duties in remote isolated areas, they shall be supplied with effective radio or radio-telephone communications or have a pre-arranged "*employee check*" made at specified intervals and at specified locations.
- (b) The Employer recognizes the need for coordination with operators on "*radio controlled*" industrial roads and agrees to make such arrangements as are required in particular circumstances to establish as safe a working environment as possible when employees are required to use such roads. Such arrangements may include radio equipment with the appropriate frequency where the use of the frequency has been authorized by the licensed user of that frequency. The Employer agrees to make every reasonable effort to obtain such authorization from the licensed user of that frequency.

## **22.12 Communicable Diseases**

- (a) The parties to this agreement share a desire to prevent acquisition and transmission of communicable disease where employees may come into contact with a person and/or possessions of a person with a communicable disease.
- (b) In respect of communicable diseases, the Joint Occupational Health and Safety Subcommittee will consider, review and make recommendations to the Principals on issues including:
  - (1) preventative protocol measures, including education, hygiene, protective equipment/apparel and vaccinations;
  - (2) post-exposure protocols;
  - (3) measures necessary for the establishment of a work environment with minimal risk to exposure to or infection by communicable diseases.
- (c) Officials of the BC Centre for Disease Control will be utilized for the purpose of accessing expertise in this area. Other consultants may be utilized, as deemed appropriate by the Committee.
- (d) Where a communicable disease policy is established the Local Occupational Health and Safety Committee or union designated safety representative shall be consulted regarding the worksite specific application of the policy.

Where officials of the BC Centre for Disease Control recommend that a vaccination is required as a preventative measure, such vaccination shall be made available to the employee at the Employer's expense.

### **22.13 Workplace Violence**

- (a) It is recognized that at certain worksites or in certain work situations employees may be at risk of physical violence or verbal abuse from customers, persons in care or custody, or the public.
- (b) *Where such potential exists:*
  - (1) employees at those worksites or in those work situations shall receive training in the recognition and management of such incidents;
  - (2) applicable physical and procedural measures to protect employees shall be implemented.
- (c) The Local Occupational Health and Safety Committee or union designated safety representative shall be consulted regarding the curriculum of training and the applicable physical and procedural measures referred to in (b) above.
- (d) The Joint Occupational Health and Sub-Safety Committee shall jointly develop a new or approve an existing training package on risk assessment.
- (e) Employees shall be informed concerning the potential for physical violence or verbal abuse from a client, persons in care or custody, or another member of the public, subject to statutory limitation.
- (f) Immediate critical incident stress debriefing and post traumatic counselling shall be made available for employees who have suffered as a result of violence. Leave required to attend such debriefing or counselling sessions will be without loss of pay.
- (g) It is the intent of the parties that employees, in workstations where there is a potential for violence from outside parties, shall pursue the matter through Local Occupational Health and Safety Committees.
- (h) Appropriate security systems shall be considered by the Local Occupational Health and Safety Committees. The Employer's worksite affected shall use the information and recommendations from these committees to continue, on an ongoing basis, the implementation of security systems, subject to such matters as:
  - (1) physical structure of the offices
  - (2) funding being available
  - (3) priorities of facilities to be affected
  - (4) type of system to be adopted
  - (5) employer and employee wishes

### **22.14 Pollution Control**

The Employer and the Union agree to limit all forms of environmental pollution.

### **22.15 Training Program for Occupational Health and Safety Subcommittee Members**

- (a) Training of Joint Occupational Health and Safety subcommittee members will be undertaken using the existing training program that has been jointly developed by the Joint Committee. Amendment of course material when required shall be by mutual agreement only.



- (b) The program will provide two days training for all OH&S committee members and designated safety representatives pursuant to Clause 22.3(c)(2) within six months of appointment. The Joint Occupational Health and Safety Subcommittee will determine the priority areas for scheduling of training.
- (c) The program shall, at a minimum, reflect the requirements and standards for a health and safety program recommended by the Workers' Compensation Board.
- (d) The training shall be carried out jointly by teams of qualified union and employer representatives, and will utilize various other appropriate instructional formats as may be agreed. Instructors shall receive appropriate training, as agreed to by the parties, in occupational health and safety and instructional techniques.
- (e) Union instructors shall be selected by the Union.
- (f) Union instructors, safety committee members and designated safety representatives attending or delivering the training including necessary travel time will be on leave of absence without loss of basic pay and shall be reimbursed for expenses by the Employer.

#### **22.16 Skin Protection from Ultra Violet Radiation**

The Local Occupational Health and Safety committees will identify situations where employee duties will involve unavoidable exposure to ultra-violet radiation for periods of time that would require an appropriate broad-spectrum sunscreen. The Local Occupational Health and Safety Committee shall provide employees with appropriate information on the necessity to wear suitable clothing and to avoid ultra-violet radiation in order to prevent illness or injury.

#### **22.17 Employee Safety Travelling To and From Work**

In accordance with the regulations established by the Workers' Compensation Board the parties will instruct their representatives on Local Occupational Health and Safety committees to review the matter of employee safety while travelling to or from their workplace. The Committees will make recommendations regarding the establishment of policies and/or procedures to eliminate or minimize such risk to employees. Where elimination of such risk is not reasonably possible, the Committees shall make recommendations to either manage or avoid the risk.

#### **22.18 Strain Injury Prevention**

- (a) The parties agree that there is a shared interest in minimizing and/or eliminating musculo-skeletal strain injuries or illnesses which are work related.
- (b) Local Occupational Health and Safety committees (or union and employer designated safety representatives) shall, in the performance of regular worksite inspections, identify the following risk factors which may contribute to risk:
  - (1) the work methods and practices;
  - (2) the layout and condition of the workplace and workstation;
  - (3) the characteristics of objects or equipment handled;
  - (4) the environmental conditions;
  - (5) the physical demands of work;

in a manner consistent with generic guidelines developed by the Joint Occupational Health and Safety Subcommittee.

(c) Where new equipment will be introduced to the workplace, or during the design and planning stages of new or renovated workplaces or workstations, the Employer shall seek the appropriate advice with respect to the risk factors noted in (b). Such advice will be sought from resources which will, where appropriate, include a joint occupational health and safety committee or designated safety representatives.

#### **22.19 Hygiene Facilities**

*(For the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

(a) In the interest of public health and general hygiene, proper facilities shall be provided in order that employees may shower and change their clothes.

(b) To facilitate the above, local Occupational Health and Safety committees will make recommendations regarding improving existing facilities and creating new facilities outlined in (a) herein, in accordance with their terms of reference as outlined in Clause 22.3 - Joint Occupational Health and Safety Committees.

#### **22.20 Safety Equipment**

The Employer shall supply all safety equipment required for the job under the Workers' Compensation Board Regulations. Employees will only be reimbursed for safety equipment that they purchase themselves where the purchase and reimbursement is pre-approved by the Employer.

#### **22.21 Supply and Maintenance of Equipment**

A regular employee shall not suffer any loss in salary in the event that they cannot carry out their normal duties by reason of the Employer failing to furnish or properly maintain equipment, machinery, or supplies or by reason of power failure or other circumstances occurring at the place of work.

#### **22.22 Safe Working Conditions**

The Employer undertakes to maintain office furniture, equipment, etc., in a practical and safe condition in order to avoid injury to employees or damage to their attire. Employees, for their part and in their own interest, are expected to advise the Employer of any such potentially injurious equipment.

#### **22.23 Survival First Aid Course**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

Those employees who by the nature of their employment are required to work in remote isolated areas shall be given the opportunity to take a Survival First Aid Course at the Employer's expense. Any disputes arising from the application or interpretation of this clause shall be referred to the Joint Occupational Health and Safety Subcommittee for resolution.

#### **22.24 Administration of Medication**

It is agreed that no employee formerly covered by the Administrative Services Component (see Appendix 1C) shall be required to administer medication in the course of their duties, with the exception of employees required to perform first aid duties pursuant to the *Workers Compensation Act* and Regulations.

**ARTICLE 23 - TECHNOLOGICAL CHANGE****23.1**

- (a) Both parties acknowledge the overall advantages and necessity of technological change and the ongoing requirement to facilitate technological change in the Employer's operations.
- (b) The parties recognize the need to develop orderly procedures to facilitate adjustments to and implementation of changes in technology.
- (c) In light of this mutual recognition the parties have agreed to the following:

**23.2**

The Employer agrees to provide the Union with as much notice as possible, but in any event not less than 60 days' notice of a technological change.

For the purpose of defining technological change, the following will apply:

- (a) The introduction by the Employer into its work, undertaking or business of equipment or material of a different nature or kind undertaking or business, or
- (b) A change in the manner, method or procedure in which the Employer carries on its work, undertaking or business that is directly related to the introduction of that equipment or material.

That significantly decreases the number of employees, but does not include normal layoffs resulting from a decrease in the amount of work to be done.

- (c) Upon receipt of a notice of technological change pursuant to Clause 23.2(a) the Joint Committee established under Article 29 - Joint Union/Management Committee, shall meet to consult on the impact of the proposed change.

- (d) The written notice identified in Clause 23.2(a) will provide the following information:

- (1) the nature of the change(s);
- (2) the anticipated date(s) on which the Employer plans to effect change(s);
- (3) the location(s) and number(s) of employees likely to be directly affected pursuant to (d) below.

- (e) Where notice of technological change has been given pursuant to Clause 23.2:

- (1) Regular employees who are assigned by the Employer to work with the new technology shall receive a period of training and familiarization. Employees involved in training under this clause shall receive their basic pay for the period of training. Where the employee cannot meet job requirements upon completion of the training and familiarization period, the employee shall be offered either the vacancy options, early retirement or severance pay provisions of Article 13 - Layoff and Recall.
- (2) To absorb those regular employees who are not assigned by the Employer to work with the new technology or who are displaced because of such technological change, the Employer will endeavour to utilize normal turnover of employees within the geographic location in which the change occurs, to the extent that turnover occurs during the period in which a technological change is being implemented.

- (3) When necessary to reduce staff due to technological change, it will be done as provided for in Article 13 - Layoff and Recall or Article 31 - Auxiliary Employees, as appropriate.

### 23.3

For purposes of this article, "*Technological Change*" shall not include normal layoffs resulting from a reduction of the amount of work required to be done.

### 23.4

Notwithstanding Clause 23.2(a), the parties recognize that there may be circumstances of statutory obligation where it is not possible to provide the notice set forth in this article. In such circumstances, notice shall be provided as soon as possible.

### 23.5

The parties recognize the value of maintaining ongoing communication and consultation concerning changes to workplace technology, other than technological change as defined in the *Labour Relations Code* of BC and provided for in Clause 23.2(a). Accordingly, the parties agree, pursuant to Article 29 - Joint Union/Management Committee, to meet to exchange information with respect to such changes at the request of either party.

## ARTICLE 24 - CONTRACTING OUT

The Employer agrees not to contract out any work presently performed by employees covered by this agreement which would result in the laying off of such employees.

## ARTICLE 25 - HEALTH AND WELFARE

### 25.1 Basic Medical Insurance

All regular employees, whether full-time or part-time, may choose to be covered by the Medical Plan, for which the British Columbia Medical Plan is the licensed carrier. Benefits and premium rates shall be in accordance with the existing policy of the plan. The Employer will pay 100% of the regular premium.

### 25.2 Extended Health Care Plan

The Employer shall pay the monthly premium for regular employees entitled to coverage under a mutually acceptable extended health care plan. This extended health care plan will be the same as the extended health care plan established pursuant to the 18<sup>th</sup> Main Public Service Agreement between the government of the Province of British Columbia (as represented by the BC Public Service Agency) and the B.C. Government and Service Employees' Union ("*the 18<sup>th</sup> Main Agreement*"). The parties agree that, should the terms of the extended health care plan established pursuant to the 18<sup>th</sup> Main Public Service Agreement change, these changes will also apply to the Employer's extended health care plan.

For clarity, the terms of the Employer's current extended health care plan, including the specific benefits provided through the plan, are set out below:

#### (a) Coordination of Benefits

- Effective April 1, 2019, allow an employee to be eligible for extended health and dental as both a member and a spouse of another employee covered under the BC Public Service Benefit Plans.

(b) *Waiting Period*

- Effective April 1, 2019, for regular employees, reduce the waiting period for extended health and dental from the first day of the month after completion of 6 full calendar months of regular employment to the 1<sup>st</sup> of the month following 3 full calendar months from their date of regular employment.

(c) *Lifetime Maximum*

- Effective April 1, 2019, increase the extended health lifetime maximum from \$500,000 to \$3 million per person, which includes coverage for out of province or out of country medical emergencies.

(d) *Chiropractic, Naturopathic, Podiatry and Acupuncture services*

- Effective January 1, 2021, increase the maximum annual limit for chiropractic services (from the current \$200 for an individual or \$500 for a family) to \$500 per person.
- Effective January 1, 2021, increase the maximum annual limit for naturopathic services (from the current \$200 for an individual or \$500 for a family) to \$500 per person.
- Effective January 1, 2021, increase the maximum annual limit for podiatry services (from the current \$200 for an individual or \$500 for a family) to \$500 per person.
- Effective January 1, 2021, increase the maximum annual limit for acupuncture services (from the current \$200 for an individual or \$500 for a family) to \$500 per person.

(e) *Counselling Services*

- Effective April 1, 2019, recognize qualified social worker in addition to registered clinical psychologist and registered clinical counsellor to the current combined maximum of \$500 per family per calendar year for counselling services.

(f) *Physiotherapy Services*

- Add an annual maximum for physiotherapy services at \$2,000 per year effective January 1, 2020.

(g) *Eye Examinations*

- Effective January 1, 2020, increase eye examinations from the current maximum of \$75 to \$100 maximum every 24 months for adults who are age 19 and older.

(h) *Massage Therapy*

- Effective April 1, 2019 massage therapy will be capped at \$750 per annum, per person.

(i) *Effective April 1, 2019*

- The annual deductible for extended health care benefits will be increased from \$80 to \$90.

(j) *Effective April 1, 2019*

- 80% coverage of total eligible paramedical expenses from the 1<sup>st</sup> visit.
- Reimbursement formula of 80% coverage for the first \$1,500 in eligible expenses in a calendar year after the annual deductible is applied. Any eligible expenses beyond the first \$1,500 would be covered at 100%, subject to plan maximums.

(k) *Effective April 1, 2019*

- Claims for reimbursement for hearing aids will be increased to \$1,500 per ear per 48 months for adults and 24 months for children. Batteries, recharging devices or other such accessories are not covered.

### **25.3 Dental Plan**

(a) The Employer shall pay the monthly premium for employees entitled to coverage under a mutually acceptable plan which provides:

- (1) Part A, 100% coverage;
- (2) Part B, 65% coverage;
- (3) Part C, 55% coverage.

(b) Effective April 1, 2001, orthodontic services are subject to a lifetime maximum payment of \$3,500 per patient.

### **25.4 Group Life**

(a) The Employer shall provide a mutually acceptable group life plan with benefits equivalent to three times an employee's annual salary, with a minimum of \$100,000. The Employee Basic Life Insurance includes provisions for accidental dismemberment, loss of sight, and an advance payment for terminally ill employees as described in Appendix 7 – Employee Basic Life Insurance

The Employer shall pay 100% of the premium on the base \$100,000 and the employee shall pay the premium for any insurance over the base minimum.

(b) Employees shall as a condition of employment, enrol in the Employee Basic Life Insurance and shall have the appropriate taxable benefit and, if applicable, premium deducted from their pay.

(c) The Employer shall offer the following optional plans for employees to purchase through payroll deduction:

- (1) Optional Family Funeral Benefit (formerly called Optional Spouse and Dependent Life Insurance);
- (2) Optional Life Insurance for employee, spouse and dependent children;
- (3) Optional Accidental Death and Dismemberment Insurance for employee, spouse and dependent children.

(d) The Employer and the Union agree to implement an Advanced Payment Program for the terminally ill under the circumstances described in Appendix 7 - Employee Basic Life Insurance.

### **25.5 Air Travel Insurance**

(a) In the event of death or disability incurred while travelling by aircraft on business of the Employer, regular and auxiliary employees will be covered by the terms and conditions of the blanket insurance policy. The existing benefits will not be decreased during the life of this agreement.

(b) The amounts specified in the policy will be paid to employees in case of disability; and in the case of death, to the employee's beneficiary as designated under the Group Life Plan, if any, or in the absence of such beneficiary, to the employee's estate.

(c) Coverage shall commence from the place of employment or residence, whichever may last occur, and end upon returning to the regular place of employment or residence, whichever may occur first.

Employees are not covered while piloting an aircraft in the course of their duties unless employed or paid as a pilot, or unless otherwise authorized.

#### **25.6 Employment Insurance**

Employment insurance coverage will be provided during the life of this agreement for regular and auxiliary employees who would, if employed by a private employer, be eligible for such coverage under the provisions of the *Employment Insurance Act*.

#### **25.7 Medical Examination**

Where the Employer requires an employee to submit to a medical examination or medical interview, it shall be at the Employer's expense and on the Employer's time, other than a medical examination under Appendix 3 - Short-Term and Long-Term Disability, Section 1.4 - Doctor's Certificate of Inability to Work.

#### **25.8 Legislative Changes**

If the premium paid by the Employer for any employee benefit stipulated in this agreement is reduced as a result of any legislative or other action by the government of British Columbia, the amount of the saving shall be used to increase other benefits available to the employees, as may be mutually agreed to between the parties.

#### **25.9 Employee and Family Assistance Program**

- (a) A province-wide Employee and Family Assistance Program for employees and members of their immediate family, with whom the employee normally resides, shall be provided.
- (b) This employer-funded, confidential, assessment/referral service will be monitored by a joint rehabilitation committee.
- (c) The Employer will consult with the Union regarding the selection of a service provider. The Employer will not select a service provider to which the Union has reasonable objections.
- (d) The Joint Rehabilitation Committee shall develop an awareness package that can be incorporated into existing supervisor and union training programs.

#### **25.10 Health and Welfare Plans**

- (a) A copy of the master contracts with the carriers for the extended health care, dental and group life plans shall be sent to the President of the Union.
- (b) The Employer will consult the Union before developing any brochure explaining the highlights of the plans for distribution to employees.
- (c) The cost of such a brochure shall be borne by the Employer.

#### **25.11 Designation of Spouse**

Where an employee has designated a common-law spouse for benefit coverage under this agreement and the employee wishes to designate another common-law spouse, a period of 12 months must elapse before the newly designated common-law spouse (and eligible dependant(s), if any) are entitled to benefit coverage.

## ARTICLE 26 - WORK CLOTHING

### 26.1 Purchase of Work Clothing

The Union and the Employer agree that preference will be given to BC suppliers when clothing or wearing apparel is purchased by the Employer. The aims of this policy are:

- to encourage business operations within BC;
- to foster new job-creating enterprises throughout the province; and
- to promote growth and stability in BC.

For the term of this agreement, where the Employer can demonstrate to the Union that where an article of clothing or wearing apparel:

- is manufactured in BC; or
- creates new jobs in BC at the provincial-industry standard rate of pay, the Union will consider the requirements of this clause have been met.

### 26.2 Replacement Provisions

An employee who is in receipt of an issue of uniform/clothing will have replacement made when they surrender unserviceable items previously issued.

### 26.3 Supply of Work Clothing

- (a) The Employer agrees to provide the appropriate uniform or wearing apparel to employees required to wear a uniform or standard form of dress.
- (b) The Employer recognizes the responsibility to provide employees, who are required to wear a uniform, with a quantity necessary to maintain required standards of hygiene.
- (c) Where the Employer requires the employee to wear distinctive or identifying clothing, the Employer shall provide such clothing.

### 26.4 Clothing Allowance

*(For the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

The Employer and the Union recognize that Health Care Workers working in treatment programs may be required to wear street clothes. In such instances, such employees shall be provided with an annual clothing allowance which shall be paid on a biweekly basis. The annual clothing allowance shall be \$245 effective April 1, 2019.

### 26.5 Maintenance of Clothing

- (a) It shall be the responsibility of the Employer to clean, launder, and maintain all clothing issued and required to be worn by the Employer.
- (b) Dry cleaning or laundering which is required as a result of an unusual incident occurring while on duty shall be the responsibility of the Employer.

### 26.6 Union Label

Upon depletion of existing stock, all uniforms and clothing issued by the Employer shall, whenever practical, bear a recognized union label.



## **26.7 Protective Clothing**

The Employer shall provide adequate protective clothing where the need arises.

- (a) This shall normally include smocks, laboratory coats, or coveralls where the employee's clothes may be soiled due to the work situation.
- (b) Where work is to be performed outdoors in inclement weather pursuant to (a) above, the necessary rainwear, parkas, or gloves shall also be made available.
- (c) The Employer shall continue to provide all wearing apparel and/or protective clothing presently issued to employees. Changes in present issue shall be by mutual agreement between the parties except where such changes are the result of changes in the nature of the employee's job that precludes the need of such clothing.
- (d) Protective clothing required for work under abnormal conditions may be made generally available. This is not intended to mean that protective clothing may not be individually assigned to an employee where the situation dictates. This provision is not intended to apply to clothing normally worn to and from work.

## **26.8 Tools and Equipment**

The Employer shall supply and maintain all tools and equipment required to perform the work.

# **ARTICLE 27 - PAYMENT OF WAGES AND ALLOWANCES**

## **27.1 Equal Pay**

The Employer shall not discriminate between male and female employees by employing a person of one sex for any work at a rate of pay that is less than the rate of pay at which a person of the other sex is employed for similar or substantially similar work.

## **27.2 Paydays**

- (a) Employees shall be paid biweekly every second Friday. Auxiliary employees shall receive their pay no later than four weeks after they commence employment. Terminating employees will receive their final pay within eight days of the end of their final pay period.
- (b) A comprehensive statement detailing all payments, allowances and deductions shall be provided in each pay period. All premiums and allowances payable shall be paid out no later than the payday at the end of the second biweekly pay period after the pay period in which the premium was earned.
- (c) The Employer shall provide for the direct deposit (electronic funds transfer) of the employee's pay in a participating chartered bank, trust company or credit union of the employee's choice on or before the appropriate payday. Employee participation shall be compulsory except where access to a financial institution with capability of accepting direct deposit is not available.
- (d) If the pay is not available on the payday, the Employer shall arrange for the employee to be provided on the payday with an adequate advance on their salary.

## **27.3 Rates of Pay**

- (a) Employees shall be paid in accordance with the rates of pay negotiated by the parties to this agreement, subject to Clause 27.7 - Salary Protection and Downward Reclassification of Position.

- (b) The distribution of pay shall be done in such a manner that the details of the pay shall be confidential.
- (c) The rates of pay in Appendix 1A and 1B - Salary Grid will be increased on the following dates:
- April 1, 2019 2.0%
  - April 1, 2020 2.0%
  - April 1, 2021 2.0%

#### **27.4 Substitution Pay**

- (a) An employee will be granted substitution pay where the employee is:
- (1) designated to perform the principal duties of or temporarily substitute in a higher paying position, or
  - (2) assigned to perform duties of a higher paying position which would warrant a higher classification.
- (b) The employee shall receive the rate for the job, where a single rate is established. If a salary range is established, they shall receive the minimum rate of the new salary range or the rate in the new salary range which is the closest step to 8% above their current rate, whichever is greater, but not more than the top of the new salary range. Employees on short-term disability leave, special leave, or any other paid leave of absence will be entitled to the basic rates of pay they received prior to substituting in a higher position.
- (c) Substitution pay is not payable when an employee has not been designated or assigned by the Employer to substitute, pursuant to (a)(1) or (2) above, or where an employee's current position normally requires periodic substitution in the higher position as defined in the functional job description.
- (d) Where this job description requires periodic substitution:
- (1) substitution pay shall not be payable for periods of substitution of 70 consecutive work hours or less in the higher position;
  - (2) substitution in excess of the 70 consecutive work hours shall be payable from the commencement of the first shift of substitution;
  - (3) substitution is not payable for any period of substitution during vacation relief in the higher position.
- (e) Payment for leave under Clauses 20.1 - Bereavement Leave and 20.2 - Special Leave will be made at an employee's basic pay, except if an employee has been working in a higher paid position than their regular position for a majority of their regularly scheduled hours in the four pay periods preceding their leave, in which case they shall receive the higher rate.
- (f) If an employee substitutes in a higher paying classification where the salary placement in the salary range is less than the salary they would have received if substituting in a classification between their current classification and the substituting classification, then the salary placement will be equivalent to the higher rate. This shall only apply to classifications in the same classification series or the classification series in which the employee is substituting. An employee shall not receive a salary greater than the maximum of the range of the classification in which the employee is substituting.

(g) Grievances concerning (a) above, that are filed at arbitration, may be referred by either party to the expedited classification appeal process where the dispute is a disagreement on the classification level.

#### **27.5 Rate of Pay on Reclassification or Promotion**

(a) When an employee is promoted or reclassified to a higher-paying position in the salary schedule, the employee will receive the rate for the position if a single salary, or, in the case of positions on a salary range, will receive the rate in the salary range which is the closest step to 8% above their previous rate, or the minimum of the new range, whichever is greater, but not more than the top of the new salary range.

(b) If an employee is promoted or reclassified to a higher paying classification where the salary placement in the salary range is less than the salary they would have received if substituting in a classification between their current classification and the new position, then the salary placement will be equivalent to the higher rate. This shall only apply to classifications in the same classification series or the classification series to which the employee is reclassified or promoted. An employee shall not receive a salary greater than the maximum of the range of the classification to which the employee is promoted or reclassified. Future increments, if any, shall be to the next higher step in the range of the classification to which the employee has been promoted or reclassified.

(c) The above does not apply to new classifications established pursuant to Clause 28.2 - Changes to the Job Evaluation Plan and Benchmarks/Reference Jobs.

#### **27.6 Pay on Temporary Assignment**

A regular employee temporarily assigned by the Employer to a position with a rate of pay lower than their regular rate of pay shall maintain their regular rate of pay.

#### **27.7 Salary Protection and Downward Reclassification of Position**

(a) An employee shall not have their salary reduced by reason of:

- (1) a change in the classification of their position; or
- (2) placement into another position with a lower maximum salary, that is caused other than by the employee.

That employee shall not receive negotiated salary increases until the salary of the employee's new classification equals or exceeds the salary which the employee is receiving.

When the salary of the employee's new classification equals or exceeds the salary which the employee is receiving, the employee's salary will be implemented at the maximum step of their new classification.

That employee shall receive the full negotiated salary increases for their new classification thereafter.

(b) Such changes in classifications or placements made pursuant to Article 13 - Layoff and Recall, and/or Clause 28.4(b) are covered by (a) above.

#### **27.8 Vehicle Allowances**

Vehicle allowances for all distances travelled on employer business shall be paid to employees required to use their own vehicles in the performance of their duties. The allowance shall cover distance to and from the employee's place of residence up to a total maximum of 32 kilometres, only when the employee is required to have their vehicle at work for use in the performance of their duties.

Vehicle allowance shall be:

Date	Rate per km
April 1, 2019	55¢

## 27.9 Meal Allowances

Employees on travel status away from their headquarters shall be entitled to a meal allowance for the time spent away from headquarters.

Meal	April 1, 2019	April 1, 2020	April 1, 2021
Breakfast	\$12.25	\$12.50	\$12.75
Lunch	\$14.25	\$14.50	\$14.75
Dinner	\$24.50	\$25.00	\$25.50

## 27.10 Transportation for Employees

(a) Transportation will be provided to employees who are required to work other than their normal working hours, and who must travel to or from their home during the hours between 11:30 p.m. and 6:00 a.m. and when convenient public transportation or other transportation facilities are not available. An employee shall be reimbursed for the cost of commercial transportation within their headquarters area, upon presentation of receipts.

(b) It is the intent of the Employer that where employees are required to obtain accommodation at a point distant from their place of residence, they will be permitted reasonable personal use of an employer's vehicle, if available, during their nonworking hours.

## 27.11 Abnormal Working Conditions

Premium rates for abnormal working conditions shall be in accordance with the provisions.

## 27.12 Upgrading Qualifications

Where the Employer requires an employee to upgrade their skills or qualifications in order to operate or maintain new equipment, the cost of training and normal living and travel expenses as laid down in this agreement will be borne by the Employer.

## 27.13 Accommodation, Board and Lodging

Accommodation, board and lodging allowances for employees required to work away from their headquarters shall be paid in accordance with Memorandum of Understanding #25 - Board and Lodging and Relocation Expenses.

## 27.14 Relocation Expenses

(a) Except as provided in (b) below, regular employees and eligible auxiliary employees who have to move from one geographic location to another after winning a competition, or at the Employer's request, shall be entitled to relocation expenses in accordance with Memorandum of Understanding #25 - Board and Lodging and Relocation Expenses. Employees shall not be entitled to relocation expenses where their new worksite is closer to their current residence.

(b) Where an employee receives relocation expenses as a result of winning a competition, and subsequently resigns within the two-year period immediately following the relocation, they will be required to reimburse the Employer expenses paid on a pro rata basis.

- (c) The provisions of (b) above do not apply to employees who resign in order to care for a dependent child or who resign or are deemed to have resigned pursuant to Clause 12.8 - Relocations, Article 13 - Layoff and Recall or Article 37 - Limited Employment and Privatization.

### **27.15 Relocation at Time of Retirement**

Where an employee, who has been relocated by the Employer or through a competition to an isolated location, gives not less than six months' notice prior to retirement to relocate elsewhere in the province, the Employer will pay the cost of moving the employee's household goods and effects in accordance with that part of the relevant regulations in effect at the time of the employee's retirement, providing that:

- (a) The employee shall have served a minimum of three years in the isolated location.
- (b) The employee actually moves to a location in the province within three months of the month in which they cease to be actively employed with CLBC.
- (c) For the purposes of this clause, the term "*isolated location*" shall include all the locations on the Isolation Index, or as altered by mutual agreement from time to time.
- (d) For the purposes of this clause, the term "*retirement*" shall refer to an employee who is scheduled to retire and to receive a superannuation allowance under the Public Service Pension Plan Rules.

### **27.16 Retirement Allowance and Pre-Retirement Leave**

- (a) Upon retirement from service, an employee who has completed 20 years of service with the Employer, and who under the provisions of the Public Service Pension Plan Rules is entitled to receive a pension benefit on retirement, is entitled to an amount equal to their salary for one month, and for each full year of service exceeding 20 years but not exceeding 30 years, is entitled to an additional amount equal to one-fifth of their monthly salary. The employee may opt to take the allowance as equivalent paid leave of absence to be taken immediately prior to retirement.
- (b)
  - (1) An employee scheduled to retire and to receive a pension benefit under the Public Service Pension Plan Rules, shall be entitled to:
    - (i) a special paid leave for a period equivalent to 50% of their accumulated sick bank credit, to be taken immediately prior to retirement; or
    - (ii) a special cash payment of an amount equivalent to the cash value of 50% of their accumulated sick bank credit, to be paid immediately prior to retirement and based upon their current rate of pay.
  - (2) Sick bank credit for the purpose of this clause means credit accumulated prior to January 1, 1978, which has not been utilized prior to retirement.
  - (3) Where an employee is permitted to purchase a period of war service under the Public Service Pension Plan Rules at retirement, they may use all or part of their entitlement for the purchase of war service.

### **27.17 Salary Rate Upon Employment**

The hiring rate of pay for a new employee shall not be higher than the rate of pay for an existing employee in the same classification within the seniority block with similar work experience, training, and education.

**27.18 Telephone Allowance**

Employees on travel status who are required to obtain overnight accommodation shall be reimbursed upon production of receipts for one five-minute telephone call home, to or within British Columbia, for each night away.

**27.19 Salary Rate on Demotion**

When an employee is demoted the employee shall receive the rate for the position if a single salary. If a salary range is established, the maximum reduction shall be the closest step to 8%, but where the differential between the employee's salary before demotion and the maximum salary of the lower position is greater than 8%, the new salary shall be the maximum of the new position.

**27.20 Hourly, Daily and Partial Month Calculations**

The formula for paying a biweekly or hourly salary is as follows:

$$\frac{\text{Annual Salary}}{26.0893} = \text{Biweekly Salary}$$

$$\frac{\text{Monthly Salary} \times 12 \text{ mos.}}{26.0893} = \text{Biweekly Salary}$$

$$\frac{\text{Biweekly Salary}}{70} = \text{Hourly Rate}$$

The daily rate shall be determined by multiplying the number of regularly scheduled hours in the employee's day shift by the hourly rate. For the purposes of converting a biweekly rate to a monthly rate, the formula will be as follows:

$$\frac{\text{Biweekly Rate} \times 26.0892857}{12} = \text{Monthly Salary}$$

The formula for paying a partial salary to employees paid on a biweekly basis is:

$$\text{Salary} = \text{hours worked and paid holidays} \times \text{biweekly salary divided by hours scheduled and paid holiday (paid holiday equals 7 hours)}.$$

When an article in this agreement has a reference to payments at the "end of the month following the month" in which an event occurs, payment will be "at the end of the second pay period following the pay period" in which the event occurs.

Similarly, a reference to payments on specified dates will mean payment on the closest pay period payday to the specified date.

**27.21 Child Care Expenses**

(a) Where an employee is requested or required by the Employer to attend:

- (1) employer endorsed education, training and career development activities, or
- (2) employer sponsored activities

which are not included in the normal duties of the employee's job, and are outside their headquarters or geographic location, such that the employee incurs additional child care expenses, the employee shall be reimbursed for the additional child care expense up to \$60 per day upon production of a receipt.

- (b) Where an employee, who is not on leave of absence, attends a course approved by the Employer outside the employee's normal scheduled workday such that the employee incurs additional child care expenses, the employee shall be reimbursed for the additional child care expense up to \$30 per day upon production of a receipt. This reimbursement shall not exceed 15 days per calendar year.
- (c) Reimbursement in (a) or (b) shall only apply where no one else at the employee's home can provide the child care.
- (d) The receipt shall be a signed statement including the date(s), the hourly rate charged, the hours of care provided and shall identify the caregiver/agency.

#### **27.22 Lodging Allowance**

Employees on travel status who stay in non-commercial lodging shall be entitled to claim

- (a) effective April 1, 2019 - \$32.28; and,
- (b) effective April 1, 2020 - \$32.93; and,
- (c) effective April 1, 2021 - \$33.59

per day except where the lodging is supplied by the Employer. An employee submitting a lodging allowance claim shall not be entitled to reimbursement for commercial lodging costs for the same period.

#### **27.23 Qualified Registered Professional Fees**

Regular full-time employees who have completed their probationary period and who are required as a condition of employment to maintain membership in an association as a Chartered Professional Accountant shall be reimbursed in full for annual membership or licensing fees (not to exceed 2019 fee schedule).

#### **27.24 Expenses Within Headquarters Area**

An employee in performing their duties within their headquarters area may claim unusual and/or extraordinary out-of-pocket expenses, subject to approval by the Employer. It is agreed that payment for out-of-pocket expenses is intended to include payment for meals where the situation warrants. It is not the intention to pay meal allowances where the employee can be reasonably expected to provide their own meal.

#### **27.25 Travel Expense Reimbursement**

The Employer shall provide for the direct deposit (electronic funds transfer) of travel expense reimbursement in a participating chartered bank, trust company or credit union of the employee's choice. Employee participation shall be compulsory except where access to a financial institution with capability of accepting direct deposit is not available.

#### **27.26 Dirty Pay**

*(For the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

Employees required to sort heavily soiled laundry shall have up to 15 minutes before their lunch break and before the end of their shift for the purpose of personal wash up and shall be paid a premium of 90 cents per hour for all hours on each shift so worked, provided they have worked at least one hour of the shift under such conditions.

#### **27.27 Damage to Personal Property**

Where an employee's personal property, excluding private automobiles utilized in the performance of their duties, is damaged by a client, patient, or resident while the employee is carrying out their duties,

and the damages are not covered by Workers' Compensation or insurance, the Employer shall reimburse the employee for the necessary repairs or replacement, subject to proof of supporting documentation such as purchase and/or repair receipts.

#### **27.28 Safety Footwear**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

Regular employees who are required by the Workers' Compensation Board Regulations or by the Employer to wear safety toe footwear in the performance of their regular duties shall, upon presentation of a receipt evidencing the purchase of same, be reimbursed in the amount of \$61 effective 1st pay period following date of signing. Such reimbursement may be received only once per calendar year. Part-time regular employees shall receive this reimbursement on a pro rata basis.

### **ARTICLE 28 - CLASSIFICATION AND RECLASSIFICATION**

No existing classification shall be eliminated except by prior consultation with the Union.

#### **28.1 Classification Plan**

(a) The Employer and the Union recognize the need to maintain the principles of Pay Equity to evaluate jobs in the bargaining unit. The parties also agree to apply the Public Service Job Evaluation Plan in accordance with those principles to all bargaining unit positions using the gender neutral plan factors and degrees in the Job Evaluation Plan.

The Job Evaluation Plan will be used to evaluate positions in the agreement and to determine their appropriate factor ratings.

(b) The Employer agrees to supply the President of the Union or their designate with the job descriptions for those classifications in the bargaining unit.

#### **28.2 Changes to the Job Evaluation Plan and Benchmarks/Reference Jobs**

(a) The Employer agrees that no changes to the job evaluation plan and benchmarks/reference jobs pertaining to positions covered by this agreement will be introduced without the mutual agreement of the parties.

(b) To facilitate the orderly change in the job evaluation plan, a joint technical working committee will be used. There will be equal representation of technical experts from the Employer and the Union on this Committee, and total membership from each side will not exceed four.

(c) The Committee shall formulate any necessary changes or new benchmarks/reference jobs in the job evaluation plans used within the Community Living BC bargaining unit and shall make joint recommendations to the bargaining Principals.

(d) When a new or substantially altered benchmark/reference job covered by this agreement is introduced, the factor ratings shall be subject to agreement between the Employer and the Union.

(e) Where the Joint Technical Working Committee is unable to agree to benchmark(s)/reference job(s) and/or agree on a factor rating, the matter may be referred to an agreed upon classification referee. The benchmark rating shall be effective on the date agreed to by the parties or the date set by the referee but, in any event, not earlier than the date of implementation.



### **28.3 Classification Appeal Procedure**

An employee shall have the right to appeal, through the Union, the classification of the position they occupy. Such an appeal shall not be considered a grievance under Article 8 - Grievances.

#### **Part 1**

(a) If an employee believes that the position they occupy is improperly classified, they shall complete and forward to their immediate supervisor, excluded manager and the Employer Part 1 of the Classification Appeal Form requesting a written job description describing duties and responsibilities, which shall be provided within 30 days of the request. Such job descriptions shall be consistent with the employee's assigned duties and must be signed by an excluded manager or designate. An organization chart will also be included at this step.

(b) The employee and their immediate supervisor/manager will review the job description and identify in writing any discrepancies between assigned duties and the job description content. If the excluded manager (or designate) agrees, the duties will be incorporated into the job description and signed by the excluded manager or designate.

#### **Part 2**

(c) If the employee believes that the position they occupy is improperly classified, the employee shall complete Part 2 of the Classification Appeal Form and forward it to the Employer and the Union within 30 days of receipt of the written job description or when the response was due at Clause 28.3(a) or the appeal will be deemed to have been abandoned. Any duties in dispute will be listed in writing by the employee and will accompany part 2 of the Form. If the employee has not received the job description within 30 days of their request in Part 1, the employee will list their duties and note those duties that they believe are evidence of a higher classification. Differences between the employee and the excluded manager or designate respecting any areas in the job description not being consistent with the assigned duties may be clarified, and where possible, resolved at the "joint on-site" interview or telephone conference. The Union's classification representative will be advised of the date, time and location of on-site interviews in order that they may attend. The Employer shall respond with a written rationale within 60 days of the onsite interview advising the Union of the factor ratings and grid classification.

#### **Part 3**

(d) If there remains a dispute respecting the classification level, the Union will be advised of the time and location of on-site interviews in order that a staff representative may attend. The Union will respond to the Employer within 60 days of receipt of the written response at Clause 28.3(c) or when the response was due. The Union will provide a written classification rationale explaining why the rating sought is more appropriate than the existing rating focusing on the area(s) in dispute for each appellant, or group of appellants, including reference to supporting benchmarks in the relevant classification/job evaluation plan.

(e) If the classification level remains in dispute, the Union and Community Living BC may agree to an alternative process in order to resolve the classification appeal.

(f) If the above procedure does not lead to a satisfactory resolution, the Union may submit the matter to adjudication under Clause 28.4 - Adjudication by providing the Employer with written notification. Any such notification shall be transmitted within 60 days of the response from the Union at Clause 28.3(e) or when the response was due. The appeal shall be deemed abandoned in the event that the appeal is not submitted to adjudication within the required time period.

- (g) These time limits may only be extended in writing by the mutual agreement of the parties.
- (h) A submission of a classification appeal to adjudication shall be transmitted to the Employer.

#### **28.4 Adjudication**

The parties shall jointly agree upon a list of referee(s) who shall make a final and binding decisions with respect to the proper classification of a position submitted to adjudication pursuant to Clause 28.3(f).

The referee shall be assigned to hearings, depending upon availability, on a rotating basis from the list of referees. For full hearings, the order of rotation may be varied by mutual agreement of the parties.

Expedited Adjudication - Classification appeals submitted to the adjudication stage may be submitted to a referee for a final and binding decision.

#### **28.5 Effective Dates**

The effective date of any resulting change in classification level shall be the first day of the biweekly pay period following the date of receipt by the employee of the written job description or when the response was due pursuant to Clause 28.3(a).

### **ARTICLE 29 - LABOUR/MANAGEMENT COMMITTEE**

#### **29.1 Establishment of Joint Committee**

There shall be established a joint committee composed of members equal in number, represented by the Employer and the Union to meet at the request of either party. The minimum size of this Committee shall be two union representatives and two senior employer representatives, and the maximum size shall be four union representatives and four employer representatives. This Committee is encouraged to call upon additional persons for technical information or advice. The Committee may establish subcommittees or ad hoc committees as it deems necessary and shall set guidelines and operating procedures for such committees. Agendas for all meetings will be set one week in advance, except as otherwise agreed by the co-chairpersons.

#### **29.2 Meetings of Committee**

The Joint Union/Management Committee shall meet at least once every 60 days or meet at the call of either party at a mutually agreeable time and place. Employees shall not suffer any loss of basic pay for time spent on this Committee. The parties shall exchange agenda issues/topics prior to the commencement of the meeting.

#### **29.3 Chairperson of Committee**

An employer representative and a union representative shall alternate in presiding over meetings.

#### **29.4 Responsibilities of Committee**

- (a) The Committee shall not have jurisdiction over wages or any other matter of collective bargaining, including the administration of this agreement. The Committee shall not supersede the activities of any other committee of the Union or of the Employer and shall not have the power to bind either the Union or its members or the Employer to any decisions or conclusions reached in their discussions.
- (b) In the event of any substantial re-organization which results in redundancy, relocation or reclassification, the Committee shall meet in order for the Employer to consult with the Union.

(c) Following a consultative and collaborative leadership approach, the Committee shall also have the power to make recommendations to the Union and the Employer on the following general matters:

- (1) reviewing matters, other than grievances, relating to the maintenance of good relations between the parties;
- (2) discussing issues relating to the workplace that affect the parties or any employee bound by this agreement;
- (3) correcting conditions causing grievances and misunderstanding;
- (4) reviewing ways in which the Employer can reduce workplace consumption of non-renewable and renewable resources, increase the amount of material that is reused in the workplace and implement recycling programs;
- (5) reviewing matters unresolved and referred to it by a local occupational health and safety committee. Upon receipt of such a referral the committee co-chairpersons shall notify the Joint Occupational Health and Safety Committee co-chairpersons. The Committee may make recommendations regarding health and safety issues to the Joint Occupational Health and Safety Subcommittee. Those portions of subcommittee minutes and/or other record of proceedings which address occupational health and safety issues, shall be forwarded to the co-chairpersons of the Joint Occupational Health and Safety Subcommittee, or their designates.
- (6) reviewing organizational health issues relating to the recruitment and retention of employees;
- (7) making recommendations on the criteria for the approval of applications pursuant to Clause 20.8(e) Educational Leave.
- (8) The parties agree that the Joint Committee, consisting of two union representatives and two employer representatives shall meet, at the call of either party, to review and make recommendations regarding hours of work for employees in the Social, Educational and Health Services employed in systems classifications.

Recommendations must be consistent with the terms and will be submitted to the bargaining Principals for approval.

(9) The mandate of this Committee shall include any article contained in this agreement where a joint committee is referenced (e.g. Articles 13 - Layoff and Recall, 14 - Hours of Work, 34 - Special Employment Programs; MOU #4 Telework; Workload). The Article 29 - Joint Union/Management Committee will conduct an initial review and provide recommendations. Recommendations could include, but are not limited to, a referral to a joint subcommittee to deal with the referred matter, where appropriate.

(10) The Committee will discuss opportunities to improve service, including contracting practices.

## ARTICLE 30 - SECONDMENT

### 30.1 Definition

"*Secondment*" means a process by which the Employer may assign an employee to another agency, board, society, commission, or employer.

### **30.2 Notice of Secondment**

The Employer agrees to make every effort to provide an employee with four weeks written notice of secondment. Where possible, the written notice of secondment shall indicate the term of secondment.

### **30.3 Provisions of BCGEU Agreement to Apply**

The provisions of the current union/employer collective agreement will apply to seconded employees. The agency, board, society, commission, or employer to which the employee is seconded will receive written notice of this article and will be provided with a copy.

### **30.4 Employer's Representative Designated to Handle Grievances at the 2<sup>nd</sup> Step**

The Employer will inform the employee of the Employer's representative designated to handle grievances at the second step. Where a seconded employee has a grievance, the employee will discuss the grievance with their supervisor. Failing resolution, the employee may submit a written grievance, through a steward nominated by the Union, to the second step of the grievance procedure.

## **ARTICLE 31 - AUXILIARY EMPLOYEES**

### **31.1 Auxiliary Employees**

- (a) An auxiliary employee shall receive a letter of appointment clearly stating their employment status and expected duration of employment.
- (b) Auxiliary employees who have worked 1827 hours in 33 pay periods and who are employed for work which is of a continuous full-time or continuous part-time nature, shall be converted to regular status effective the beginning of the month following the month in which they attain the required hours.
- (c) For the purposes of (b) above and Clauses 31.6 - Application of Agreement, 31.9 - Medical, Dental and Group Life Insurance, 31.11 - Annual Vacations and 31.12 - Eligibility Requirements for Benefits, hours worked shall include:
  - (1) hours worked at the straight-time rate;
  - (2) hours compensated in accordance with Clause 31.10 - Designated Paid Holidays;
  - (3) hours that a seniority rated auxiliary employee cannot work because they are on a recognized WCB claim arising from their employment with the Employer to a maximum of 420 hours of missed work opportunity within 14 calendar weeks from the beginning of the claim;
  - (4) annual vacation pursuant to Clause 31.11(d) - Annual Vacations;
  - (5) compensatory time off provided the employee has worked 1827 hours in 33 pay periods;
  - (6) missed work opportunities during leaves pursuant to Clause 2.10(a) - Time Off for Union Business-Without Pay, except that during the first 33 pay periods of employment such credit shall be limited to 105 hours;
  - (7) leaves pursuant to Clause 2.10(b) - Time Off for Union Business-With Pay;

Notwithstanding (3) above, an auxiliary employee eligible for conversion to regular status shall not be converted until the employee has returned to active employment for 140 hours. The effective date of such conversion shall be the first of the month following the date on which eligibility for conversion occurs.

(d) For the purposes of (b) above and Clauses 31.6 - Application of Agreement, 31.9 - Medical, Dental and Group Life Insurance, 31.11 - Annual Vacations and 31.12 - Eligibility Requirements for Benefits, hours beyond the 210 hours in (c)(3) above, that an auxiliary employee cannot work because they are on a recognized WCB claim arising from their employment with the Employer are not added to the 1827 or 1200 hours nor are the days charged against the 33 or 26 pay periods.

### **31.2 In-Service Status for Applying for Regular Positions**

(a) Auxiliary employees who have worked in excess of 30 days (210 hours), will be recognized as in service applicants when applying for regular positions.

(b) Subject to Clause 31.4 - Loss of Seniority, an auxiliary employee who has worked in excess of 30 days (210 hours) prior to application for a regular position, or an auxiliary employee who is on layoff status and who has worked in excess of 30 days (210 hours) prior to being laid off, will have their length of service as an auxiliary employee recognized with regard to the nature of the duties to be performed, including the applicant's education, skills, knowledge, experience and past work performance.

(c) Auxiliary employees who have worked in excess of 30 days (210 hours) as outlined in (b) above and who have to move from one geographic location to another after winning a competition, or at the Employer's request, shall be entitled to relocation expenses in accordance with Clause 27.15 - Relocation Expenses.

### **31.3 Seniority**

(a) (1) For the purpose of layoff and recall and other seniority related provisions of this agreement, an auxiliary employee who has worked in excess of 30 days shall accumulate service and classification seniority within a seniority unit, as defined in the agreement, on the basis of:

- (i) all hours worked at the straight-time rate;
- (ii) designated paid holidays or days off in lieu in accordance with Clause 31.10 - Designated Paid Holidays;
- (iii) annual vacation in accordance with Clause 31.11 - Annual Vacations;
- (iv) leave pursuant to Clause 31.12 - Eligibility Requirements for Benefits or Clause 31.6(c) - Application of Agreement;
- (v) compensatory time off provided the employee has worked 1827 hours in 33 pay periods;
- (vi) missed work opportunities during leaves pursuant to Clause 2.10(a) - Time Off for Union Business - Without Pay except that during the first 33 pay periods of employment such credit shall be limited to 105 hours;
- (vii) leaves pursuant to Clause 2.10(b) - Time Off for Union Business - With Pay.

(2) The total hours above shall be converted to a seven-hour shift to establish seniority.

(3) Upon completing 30 workdays (seven-hour shifts), an auxiliary employee's seniority shall include the accumulated 30 workdays.

(b) Subject to Clause 31.4 - Loss of Seniority, service and classification seniority of an auxiliary employee shall transfer with them if they are moved by the Employer from one seniority unit to another.

- (c) Auxiliary employees who are on a claim recognized by the Workers' Compensation Board which arises out of a work-related injury while employed by the Employer, shall earn seniority for all hours the employee would have worked had they not been injured and been able to stay on the job.
- (d) A current service seniority list shall be posted in the seniority unit by December 31<sup>st</sup>, March 31<sup>st</sup>, June 30<sup>th</sup> and September 30<sup>th</sup>. Upon request, a copy of the service seniority list shall be provided to the steward.

### **31.4 Loss of Seniority**

An auxiliary employee will lose their service and classification seniority when:

- (a) they are terminated for just cause;
- (b) they voluntarily terminate or abandon their position;
- (c) they are on layoff for more than nine months;
- (d) they are unavailable for, or decline, four offers of re-employment as provided in Clause 31.5 - Layoff and Recall; or
- (e) they become a regular employee.

### **31.5 Layoff and Recall**

- (a) Layoff of auxiliary employees shall be by classification in reverse order of service seniority within a seniority unit as defined in agreement.
- (b) Auxiliary employees on layoff shall be recalled in order of service seniority within a seniority unit, provided the auxiliary employee is qualified to carry out the work which is available.
- (c) Notwithstanding (a) above, auxiliary employees hired for seasonal work or a term certain shall be laid off upon completion of the season or term and shall be subject to recall procedures in accordance with (b) above.
- (d) Auxiliary employees hired pursuant to Article 34 - Special Employment Programs, or for special projects, as mutually agreed to between the Employer and the Union, shall be considered terminated for cause in accordance with Clause 31.4(a) - Loss of Seniority upon completion of their project or program. The Employer will provide the Union with a copy of each appointment letter for employees hired under Clause 31.5(c) - Layoff and Recall, within 30 days of the appointment.
- (e) The Employer will schedule time periods during which auxiliary employees on layoff will be contacted as work is available. These scheduled time periods will be established by seniority units based on the scheduling patterns for that unit, such that auxiliary employees will not be required to be available more than three hours on any one day or for more than one period per shift, at their contact point established pursuant to (g) below.

Calls made to auxiliary employees outside of the scheduled time periods will be treated in accordance with the applicable sections of this article.
- (f) Auxiliary employees will be advised, in writing, of the scheduled time periods and of any changes thereto. Auxiliary employees, on layoff, are required to be personally available at their contact point during these scheduled time periods. The exceptions to this provision are detailed in (h) and (j) below.

(g) Auxiliary employees will provide a direct communication link that will give them personal contact with their work unit/recall section. This communication link must be appropriate to the Employer operation and may include telephone, written communication, electronic mail etc.

(h) (1) Where a written communication link is established, a single attempt by registered mail or electronic mail will be made to contact the auxiliary employees.

(2) Where telephone/radio telephone communication is used, two attempts, at least five minutes apart, will be made to contact the auxiliary employees.

(3) Where a pager is used, a single attempt will be made and the auxiliary employee must respond to the Employer within five minutes of the page.

Notwithstanding the above, in the case of an emergency situation, a single verbal attempt will be made to contact the auxiliary employees.

(i) Auxiliary employees are responsible for advising their work unit/recall section, in writing, of their current phone number, address, radio call numbers, etc., as established in (g) above, and for the accuracy and completeness of the information provided. Where public communication or display media are used by the Employer to advise auxiliary employees of work available, the auxiliary employees will check such media in the manner indicated by the Employer. Auxiliary employees are responsible for maintaining the necessary equipment required to receive notice, in an operable condition, except where such maintenance is beyond their control.

(j) Auxiliary employees on layoff who experience problems with their communication link established under (g) above, or who will not be available at their contact point during the scheduled time period for those reasons outlined in (n) below, are required to contact their work unit/recall section in advance of the scheduled time periods as designated by the Employer. The auxiliary employees may be required to contact their work unit/recall section during the scheduled time period to obtain a specific work schedule, etc.

(k) If the Employer is unable to contact auxiliary employees during the scheduled time periods established in (e) above, they will immediately advise the employees by registered mail of the date, time and result of the contact attempt(s), and that they are considered to have been unavailable for work for purposes of Clause 31.4(d) - Loss of Seniority. If the Employer is unable to contact auxiliary employees outside of the scheduled time periods they will not count such unavailability for purposes of Clause 31.4(d) - Loss of Seniority except as specified in (l) below.

(l) Where auxiliary employees are contacted outside of the scheduled time periods and decline work in an emergency situation, other than for reasons outlined in (n) below, they will be considered to have declined work for purposes of Clause 31.4(d) - Loss of Seniority.

(m) Where auxiliary employees are contacted during the scheduled time periods established in (e) above, and decline the work offered, such decline will be considered to be a decline for purposes of Clause 31.4(d) - Loss of Seniority.

(n) Auxiliary employees who are unavailable in the following circumstances, and who call in to their work unit/recall section at the times designated by the Employer, will not have the decline or unavailability count as an occurrence for purposes of Clause 31.4(d) - Loss of Seniority:

(1) absence on a WCB claim;

(2) maternity leave, parental leave or adoption leave;

(3) absence on bereavement as per Clause 31.6(c) - Application of Agreement;

- (4) leave to participate in activities of a Reserve Component of the Canadian Armed Forces;
- (5) illness; proof of illness may be required if the absence is greater than five days or where it appears a pattern of consistent or frequent absence is developing;
- (6) illness of, or inability to obtain child care for a dependent child of an auxiliary employee, where no one other than the employee can care for the child. Proof of illness or inability to obtain child care may be required if a pattern of consistent absence is developing. Such leave will not exceed two days;
- (7) union leave per Clause 2.10 - Time Off for Union Business;
- (8) jury duty;
- (9) medical or dental appointments;
- (10) approved leave under Clause 31.11(b) - Annual Vacations;
- (11) an offer of work which is less than 3½ hours duration;
- (12) an offer of work which would constitute a short changeover (Clause 15.4 - Short Changeover Premium).

Employees who decline work pursuant to (11) or (12) will remain eligible to be recalled for other available work on the same day and to accept or decline that work in accordance with the terms of this agreement.

(o) Auxiliary employees subject to recall shall lose their service and classification seniority and shall be considered terminated for just cause where they are unavailable for or decline work on four separate occasions in the calendar periods between April 1<sup>st</sup> and September 30<sup>th</sup> inclusive or October 1<sup>st</sup> and March 31<sup>st</sup> inclusive.

(p) (1) Auxiliary employees, with the agreement of the Employer, may specify days and/or times of availability. Such agreed to days and/or times and any agreed to alterations thereto, shall be in writing and include the days and/or times, and effective date.

(2) Where a recall for work on such days and/or times occurs, it shall be made on the basis of seniority and in accordance with the provisions of (b) and (e) through (n) above.

(3) Should an auxiliary employee wish to revert from having specified days and/or times of availability to full availability, the employee may do so by providing the Employer with 10 days written notice.

(q) Auxiliary employees unavailable for, or declining work offered to them, will not accumulate service or classification seniority for the hours that might have been worked. This may result in changes in ranking on the seniority list as junior employees work these hours.

(r) The Employer is not required to recall auxiliary employees who have already accumulated 1827 hours in 26 pay periods.

(s) (1) Auxiliary employees who report for work at the call of the Employer shall be paid for all hours worked with a minimum of two hours pay at their regular rate unless the employee is unfit to perform their duties or has failed to comply with the Industrial Health and Safety Regulations of the Workers' Compensation Board.



(2) Where an employee commences work they shall receive three and one-half hours pay at their regular rate unless:

- (i) their work is suspended for reasons completely beyond the control of the Employer; or
- (ii) the duration of the work assignment is known in advance by the employee;

in which instances the provisions of (s)(1) shall apply.

It is understood that only one decline/unavailability may be counted per calendar day and when an employee declines or is unavailable for recall for work during a calendar day, the Employer shall not be required to make further offers of work to the employee for the calendar day which the employee has declined or been unavailable for.

### 31.6 Application of Agreement

(a) Except as otherwise noted in this article, the provisions of Article 11 - Seniority, Article 13 - Layoff and Recall, Article 17 - Paid Holidays, Article 18 - Annual Vacations, Article 19 - Short-Term Illness and Injury and Long-Term Disability, Article 20 - Special and Other Leave, Article 21 - Maternity, Parental and Pre-Adoption Leave, and Article 25 - Health and Welfare, do not apply to auxiliary employees. The provisions of other articles apply to auxiliary employees, except as otherwise indicated.

(b) Any auxiliary employee who is eligible to vote in a federal, provincial, First Nation, Metis, Inuit or municipal election or a referendum shall have three or four consecutive clear hours, as prescribed by the applicable statute, during the hours in which the polls are open in which to cast their ballot.

"First Nation" for the purposes of this agreement, is an Indian band council duly constituted under the federal "Indian Act" or an aboriginal governing body authorized under the terms of a treaty duly ratified by the provincial and federal governments.

(c) Where leave from work is required, auxiliary employees shall be entitled to the provisions of Clause 20.1 - Bereavement Leave.

(d) Maternity and parental leave for auxiliary employees with less than 1827 hours worked in 33 pay periods shall be in accordance with the *Employment Standards Act*.

### 31.7 Health and Welfare

In lieu of health and welfare benefits, auxiliary employees shall receive compensation of:

Date	Rate per hour	Max Biweekly
April 1, 2019	75¢	\$52.50
April 1, 2020	77¢	\$53.90
April 1, 2021	79¢	\$55.30

### 31.8 Weekly Indemnity

(a) Auxiliary employees are eligible for weekly indemnity benefits upon accumulation of 400 hours of auxiliary seniority. Once established, eligibility for weekly indemnity is retained unless the auxiliary employee loses auxiliary seniority. Weekly indemnity benefits are payable for each period of illness up to a maximum of 15 weeks at 60% of the auxiliary employee's normal average earnings. Normal average earnings are calculated by averaging the total of the straight-time compensation and the compensation paid in accordance with Clause 31.7 - Health and Welfare in the six most recent biweekly pay periods in which earnings occurred.

- (b) The benefit waiting period in each case of illness will be seven calendar days. This means that benefits will be paid from the eighth day of illness.
- (c) Subject to Clause 31.8(b) - Weekly Indemnity, full benefits will be reinstated:
- (1) in the case of new illness, after the auxiliary employee returns to active employment following the most recent absence due to illness and accumulates 150 more hours of auxiliary seniority;
  - (2) in the case of a recurrence of a previous illness, after the auxiliary employee returns to active employment following the most recent absence due to that illness and accumulates 400 more hours of auxiliary seniority.
- (d) The payment of benefits to a person who is laid off or separated prior to termination of their illness shall be continued after the layoff or separation until the total number of weeks for which benefits have been paid in respect of that illness is 15 weeks or the duration of the illness, whichever occurs first, except that benefits will cease on the effective date of a scheduled layoff or separation, if the illness occurs two months (or less) before that layoff or separation, provided that notice of the layoff or separation was given prior to the occurrence of the illness.
- (e) The benefits described in this clause shall not be available to an auxiliary employee whose illness, injury, or personal circumstances may be described by any one of the following conditions:
- (1) who is not under the care of a licensed physician;
  - (2) whose illness is occupational and is covered by Workers' Compensation;
  - (3) whose illness is intentionally self-inflicted;
  - (4) whose illness results from service in the Armed Forces;
  - (5) whose illness results from riots, wars or participation in disorderly conduct;
  - (6) who is ill during a period of paid vacation;
  - (7) whose illness is sustained while they are committing a criminal offence;
  - (8) who is engaged in an employment for a wage or profit;
  - (9) who is ill during a strike or lockout at the place where they were employed if that illness commences during the strike or lockout;
  - (10) who is serving a prison sentence;
  - (11) who would not be entitled to benefits payable pursuant to Part I of the "*Employment Insurance Act*" because they are not in Canada;
  - (12) who is absent from work because of plastic surgery performed solely for cosmetic purposes except where the need for surgery is attributable to an illness or injury.
- (f) The parties agree that the complete premium reduction from Service Canada accruing through the improved sick leave plan and the weekly indemnity plan will be returned to the Employer. This is in exchange for the implementation of the above-mentioned plans.

### **31.9 Medical, Dental and Group Life Insurance**

- (a) Auxiliary employees will be eligible for coverage under Clauses 25.1 - Basic Medical Insurance, 25.2 - Extended Health Care Plan, 25.3 - Dental Plan, 25.4 - Group Life and 25.9 - Employee

and Family Assistance Program after completion of 1827 hours worked in 33 pay periods or after working three consecutive years without loss of seniority and maintaining 1200 hours worked at the straight-time rate within the previous 26 pay periods. Such auxiliary employees eligible for benefits under this clause will not receive the payment under Clause 31.7 - Health and Welfare.

(b) An auxiliary employee will cease to be entitled to coverage under (a) above when they lose their seniority in accordance with Clause 31.4(a), (b), (c) or (d) - Loss of Seniority.

(c) Auxiliary employees qualified under (a) above shall be entitled to maintain coverage under such plans for a maximum period of six consecutive months immediately following the month in which the layoff occurs by paying the premium themselves.

(d) When an auxiliary employee on layoff, who has previously qualified under (a) above and has not ceased to be entitled under (b) above, is recalled, the employee shall immediately be entitled to the benefits under (a) above.

### **31.10 Designated Paid Holidays**

(a) Auxiliary employees shall be compensated for the paid holiday who have:

- (1) worked, or received pay at straight-time rates for the day before and the day after a paid holiday; or
- (2) worked, or received pay at straight-time rates for 15 of the previous 30 days; or
- (3) worked, or received pay for at least 105 hours at the straight-time rate in the previous 30 days.

This clause shall not apply to employees who have been terminated and not on layoff status.

(b) An auxiliary employee who is qualified under (a) to receive compensation for the paid holiday but does not work on the paid holiday, shall receive compensation for the day based on the following formula:

*Straight-time hours paid in the previous 30 calendar days divided by the straight-time hours of work of a full-time employee for the same 30 calendar day period multiplied by the hourly rate multiplied by seven.*

(c) An auxiliary who is qualified in (a) to receive compensation for the holiday and who works on that day shall be compensated at the same rate as regular employees in the same situation, as outlined in Article 17 - Paid Holidays. The day off in lieu provided through the application of Article 17 - Paid Holidays shall be compensated on the basis of the formula in (b) above.

(d) Auxiliary employees who work on the designated holiday, but do not meet the conditions of (a) above shall receive straight-time for hours worked on the holiday.

### **31.11 Annual Vacations**

(a) Auxiliary employees will be entitled to receive vacation pay at the rate of six percent of their regular earnings. Auxiliary employees shall receive their earned vacation biweekly.

(b) Auxiliary employees after six months from their date of hire, may elect to take a leave of absence without pay of up to 15 workdays, not to exceed 105 hours, in any calendar year. An employee seeking such unpaid leave shall make application, in writing, a minimum of seven workdays prior to the requested leave.

- (c) The granting and scheduling of any such leave shall be subject to operational requirements, the vacation schedules of employees and provided there is no increased cost to the Employer. The days need not be consecutive.
- (d) Auxiliary employees who have completed 1827 hours worked in 33 pay periods shall be eligible for annual vacation leave in accordance with the provisions of this clause and Clause 18.1 - Annual Vacation Entitlement, except that the first vacation year is the calendar year in which the anniversary of eligibility occurs. Auxiliary employees eligible for annual vacation shall not be entitled to vacation pay as in (a) above or leave in accordance with (b) above.
- (e) The calendar year in which an employee qualifies for vacation leave under (d) will be considered the first partial year of service for purposes of vacation entitlement and subject to Clause 18.6 - Vacation Carryover any unused vacation entitlement earned during that year will be paid to the employee on the final payday of that year.
- (f) Upon qualifying for vacation leave an auxiliary employee will be paid any earned vacation pay owing to that date and thereafter will earn vacation leave in accordance with Clause 18.2 - Vacation Earnings for Partial Years.
- (g) Vacation leave shall be scheduled in accordance with the provisions of the appropriate appendices, except that employees hired for vacation relief or for seasonal operations may be restricted as to the time of year they may schedule vacation.
- (h) Vacation schedules, once approved by the Employer, may be rescheduled if it is displaced by an emergency or because the employee is absent on an approved WCB claim.
- (i) Auxiliary employees who qualify for vacation leave shall be covered by the provisions of Clauses 18.4 - Vacation Pay, 18.6 - Vacation Carryover, 18.7 - Callback From Vacation, 18.8 - Vacation Leave on Retirement and 18.9 - Vacation Credits Upon Death.

### **31.12 Eligibility Requirements for Benefits**

Auxiliary employees will qualify for Short-Term Illness and Injury Plan (STIIP), Clauses 20.2 - Special Leave, 20.3 - Family Illness, 20.4 - Full-Time Public Duties, 20.5 - Leave for Court Appearances, 20.9 - Elections, 20.11 - Leave for Medical and Dental Care, 20.12 - Maximum Leave Entitlement, 20.13 - Emergency Service Leave and Article 21 - Maternity, Parental and Pre-Adoption Leave as follows:

- (a) An employee will be entitled to benefits under this clause after completion of 1827 hours worked in 33 pay periods.
- (b) An auxiliary employee will cease to be entitled to coverage when they:
  - (1) fail to maintain 1200 hours worked at the straight-time rate within the previous 26 pay periods except as provided under Article 21 - Maternity, Parental and Pre-Adoption Leave,
  - (2) lose their seniority in accordance with Clause 31.4(a), (b), (c), or (d) - Loss of Seniority.
- (c) Benefits will not be paid on layoff except as provided in Appendix 3 - Short and Long-Term Disability, Section 1.10 - Benefits Upon Layoff or Separation.
- (d) Auxiliary employees on layoff or subject to recall will not be eligible for benefits until after their return to work and subject to meeting the eligibility requirements. ("*Return to work*" is understood to mean the employee completed at least one-half of a scheduled workday or shift.)

- (e) Where there is no established work schedule the calculation of hours for the purposes of STIIP benefits shall be based on the average number of hours worked during the six pay periods immediately preceding absence due to illness.
- (f) The maximum six-month period identified in Appendix 3, Part 1 shall be a maximum seven-month period.

### **31.13 Application of Agreement**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

The following provisions do not apply to auxiliary employees: Clauses 14.10 - Change of Work Location, 14.11 - Rotation, 14.13 - Christmas or New Year's Off, 18.10 - Vacation Period, 26.5 - Clothing Allowance, 35.1 - Training and Career Development, and 32.20 - Supply and Maintenance of Equipment.

- (a) Auxiliary employees on layoff and subject to recall and who are unavailable to work due to illness or injury and who call in to their work unit/recall section at the times designated by the Employer, will be eligible for STIIP benefits provided a less senior auxiliary employee is recalled to do the available work. STIIP benefit entitlement will be based on the hours worked by the junior employee replacing the senior employee making the STIIP claim.
- (b) Notwithstanding Clause 31.5(n)(5) - Layoff and Recall, auxiliary employees claiming entitlement to STIIP pursuant to this Memorandum, may be required to provide the Employer proof of illness for each claim in accordance with Appendix 3, Section 1.4 criteria - Doctor's Certificate of Inability to Work.
- (c) STIIP benefits under this Memorandum are only payable to one auxiliary employee per recalled position in accordance with (1) above.
- (d) Auxiliary employees making a STIIP claim must call in to their work unit/recall section on a daily basis, unless the employee making a claim for STIIP provides acceptable medical documentation supporting an extended absence.

### **31.14 Seniority Units**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

For the purposes of Clauses 31.3(a) Seniority and 31.5(a) Layoff and Recall, a seniority unit shall be defined as follows: Nursing, Housekeeping, and Resident Program department.

### **31.15 Annual Vacation**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

Pursuant to Clause 31.11 - Annual Vacations, when an auxiliary employee qualifies for annual vacation leave, their selection(s) of vacation period(s) shall not restrict the choices of regular employees. Such auxiliary employees shall select their vacation periods in accordance with the methods outlined in Clauses 18.11 - Preference in Vacation and 18.12 - Vacation Schedules.

### **31.16 Auxiliary Days of Rest**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

- (a) Auxiliary employees hired on an "on call" basis shall not be recalled to available work unless they have had at least two days off in the six calendar days immediately preceding the available work, unless precluded by insufficient on call staff being available.

(b) Auxiliary employees who work the same number of consecutive full shifts at straight-time rates as regular employees in the same classification covered by the same local Hours of Work Agreement, shall be given the same number of consecutive days of rest as the regular employees. Such days of rest shall be contiguous with and immediately following the days worked. Auxiliary employees shall not have the right to be recalled on those days of rest.

### **31.17 Clothing Allowance**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

Auxiliary nursing employees who are required to wear street clothes shall be eligible for benefits under Clause 26.5 - Clothing Allowance completion of 1827 hours of work at straight-time rates during a 15 month period.

### **31.18 Auxiliary Seniority Units**

Pursuant to Clause 31.5 - Layoff and Recall, seniority units shall be as specified in Appendix 4 - Seniority Blocks and Units. Should it become necessary to amend the following as a result of operational or organizational changes, the matter shall be referred to the Joint Labour Management Committee concerned, where it exists, for consideration and recommendation to the bargaining Principals.

## **ARTICLE 32 - GENERAL CONDITIONS**

### **32.1 Child Care Facility**

- (a) The Employer and the Union agree that the Joint Committee will facilitate the establishment of community based child care centres.
- (b) The Joint Committee shall be composed of up to four union representatives and up to four employer representatives. The designates of each party shall be gender balanced. Employees representing the Union on this Joint Committee shall be on leave of absence without loss of basic pay for time on this Committee.
- (c) The Joint Committee may facilitate the establishment of community based child care facilities where viable.
- (d) The Joint Committee may establish subcommittees where appropriate to facilitate objectives of this clause.
- (e) The Joint Committee shall include representation and participation from interested community based groups or organizations. The Committee shall determine which community based groups or organizations shall be represented.
- (f) The Joint Committee may seek the advice and support of other Public Sector program areas, ARES, and the Employee Benefit Trust.
- (g) Where suitable space is available in a CLBC or government owned or leased facility without major or structural modification, the space may be made available for the purpose of establishing the community based child care facility. The Employer's sole financial responsibility is limited to the provision of such space.

### **32.2 Commuting**

- (a) The Employer shall actively participate in environmentally sustainable employee transit, cycling programs which encourage employees to use public transit and/or to carpool to their worksites.

(b) The Employer and the Union agree that there shall be no change in parking regulations and policies except by mutual agreement of the parties.

(c) A joint employer/union parking committee shall be established to study the matter of employee parking and make recommendations to the parties.

### **32.3 Tools and Allowances**

All matters with respect to the provision of tools and allowances shall be in accordance with the terms of the appropriate appendices.

### **32.4 Comprehensive Insurance**

The Employer agrees to provide comprehensive insurance covering tools, reference texts, and instruments owned by the employees and required to be used in the performance of their duties at the request of the Employer.

### **32.5 Hosting Expenses**

Where employees have guest speakers, recruiting officers, consultants, community relations personnel, or other non-service personnel at their workplace in the course of their duties, they shall, subject to prior approval, be reimbursed for reasonable expenses upon production of receipts.

### **32.6 Emergency Survival Techniques**

The Employer shall provide courses or valid instructional material which teach essentials of emergency survival techniques for all employees who are required to work under isolated field conditions. Such courses or instructional material are to be provided for all regular and auxiliary employees prior to commencement of their field assignments.

### **32.7 Lockers**

Where employees are required to change their uniforms in the course of their normal duties, and where space is available, lockers, which can be locked, shall be provided.

### **32.8 Supply and Maintenance of Equipment**

(a) An employee shall not suffer loss in salary in the event that they cannot carry out their normal duties by reason of the Employer failing to furnish or properly maintain equipment, machinery, supplies, or by reason of power failure or other circumstances occurring at the place of work.

(b) This clause shall not apply to short-term relief personnel beyond the day of occurrence.

### **32.9 Administration of Medication**

Employees required to administer injections or substances defined by the *Narcotic Control Act* shall be trained at the expense of the Employer.

### **32.10 Indemnity**

(a) *Civil Action* - except where there has been flagrant or wilful negligence on the part of an employee, the Employer agrees not to seek indemnity against an employee whose actions result in a judgment against the Employer. The Employer agrees to pay any judgment against an employee arising out of the performance of their duties. The Employer also agrees to pay any legal costs incurred in the proceedings including those of the employee.

- (b) *Criminal Actions* - where an employee is charged with an offence resulting directly from the proper performance of their duties and is subsequently not found guilty, the employee shall be reimbursed for reasonable legal fees.
- (c) *Canada Shipping Act* - where an employee is called before a hearing held under the *Canada Shipping Act* resulting directly from the proper performance of their duties, the employee shall be reimbursed for reasonable legal fees.
- (d) At the option of the Employer, the Employer may provide for legal services in the defence of any legal proceedings involving the employee (so long as no conflict of interest arises between the Employer and the employee) or pay the legal fees of counsel chosen by an employee.
- (e) Where an employee is required to defend their professional actions arising out of the proper performance of their duties, in a proceeding before their professional licensing body, the Employer will provide either legal counsel or, at the Employer's option, reimbursement of reasonable legal fees incurred in such defence.
- (f) In order that the above provisions shall be binding upon the Employer, the employee shall notify the Employer immediately, in writing, of any incident or course of events which may lead to legal action against them, and the intention or knowledge of such possible legal action is evidenced by any of the following circumstances:
  - (1) when the employee is first approached by any person or organization notifying them of intended legal action against them;
  - (2) when the employee themselves require or retain legal counsel in regard to the incident or course of events;
  - (3) where any investigative body or authority first notifies the employee of any investigation or other proceeding which might lead to legal action against the employee;
  - (4) when information first becomes known to the employee in the light of which it is a reasonable assumption that the employee would conclude that they might be the object of legal action; or
  - (5) when the employee receives notice of any legal proceeding of any nature or kind.

### **32.11 Payroll Deductions**

An employee shall be entitled to have deductions from their salary assigned for the purchase of Canada Savings Bonds, BC Bonds or an RRSP of the employee's choice.

### **32.12 Political Activity**

- (a) *Municipal, School Board and Aboriginal Council Offices:*
  - (1) Employees may seek election to municipal, school board and aboriginal council offices, provided that:
    - (i) the duties of the municipal or school board office other than regular council or board meetings do not impinge on normal working hours as an employee;
    - (ii) there is no conflict of interest between the duties of the municipal or school board of aboriginal council office and the duties of the CLBC's position;



(iii) where the municipal council, the school board, the aboriginal council or committees of the council or board hold meetings during the employee's normal working hours, the Employer shall grant leave without pay to attend such meetings.

(2) Where leave without pay is granted to attend committee meetings, such leave shall be in accordance with Clause 20.10 - General Leave, and provided that such leave shall not exceed 26 days per calendar year.

(3) The employee shall provide at least one week's written notice to the Employer.

(b) *Federal and Provincial Offices:*

There are no restrictions other than the oath of office on employees engaging in political activities on their own time as campaign workers. If an employee is nominated as a candidate for election, the employee shall be granted leave without pay in accordance with Clause 20.4(a) to engage in the election campaign. If elected, the employee shall be granted leave of absence in accordance with Clause 20.4(b). If not elected, the employee shall be allowed to return to their former position.

### **32.13 Copies of Agreements**

(a) The Union and the Employer desire every employee to be familiar with the provisions of this agreement, and their rights and obligations under it. For this reason, sufficient copies will be printed for distribution to employees. The cost of such printing and distribution shall be borne equally by the parties.

The Union shall distribute the collective agreements to its members and the Employer shall reimburse the Union for 50% of the distribution costs.

(b) The cover shall read as follows:

**COLLECTIVE AGREEMENT**  
**between**  
**COMMUNITY LIVING BRITISH COLUMBIA (CLBC)**  
**and the**  
**B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION (BCGEU)**  
Effective from April 1, 2019 to March 31, 2022

(c) All agreements shall be printed in a union shop and shall bear a recognized union label.

(d) The Employer will provide copies of the printed collective agreement within 90 days of the signing of the collective agreement. Ninety days may be waived in extenuating circumstances.

### **32.14 Travel Advance**

Regular employees not covered by a work party advance, and who do not qualify to obtain a corporate card, will be provided with an adequate travel advance if they are required to proceed on travel status. The amount of advance will be determined by such factors as time away from headquarters and the frequency of reimbursement.

### **32.15 Private Vehicle Damage**

Where an employee's vehicle is damaged by a person in the care or custody of the Employer as a direct result of the employee being employed by the Employer, the Employer shall reimburse the employee the lesser of actual vehicle damage repair costs, or the cost of any deductible portion of insurance coverage on that vehicle up to a maximum of \$600.

**32.16 Personal Property Damage**

On request, and with reasonable notice, the Employer shall provide a secure space for employees to store such personal possessions, wallets and/or purses when the employees are at their worksite.

**32.17 Disclosure of Information**

The Employer and the Union recognize that it is in the public interest for employees to be able to disclose information regarding breaches of a statute, danger to public health and safety or a significant danger to the environment.

No employee shall be disciplined for bringing forth in good faith an allegation of wrongdoing in accordance with the following procedure:

- (a) An employee shall direct their concern or allegation to the employee's immediate supervisor.
- (b) If the employee feels that their allegation has not been adequately addressed at this level or if the allegation relates directly to the immediate supervisor, the employee may refer the matter in writing to the next level of excluded management not directly involved in the matter.
- (c) The written notice should provide full particulars of the allegation including the name(s) of individual(s) involved, the date(s) the wrongdoing is alleged to have occurred and any supporting documentation in the employee's possession, or of which the employee is aware.
- (d) The excluded manager will acknowledge, in writing, receipt of the employee's notice and will investigate and take such action as may be required respecting the allegation. If the employee feels that their allegation has not been adequately addressed at this level, they will so advise the excluded manager prior to proceeding to the next level of this process.
- (e) Where the employee is not satisfied that the allegation has been resolved or is not satisfied with the timeliness of the response at any level, the employee may refer the matter in writing to the Chief Executive Officer, including the detailed information outlined above.
- (f) Where an allegation involves the Chief Executive Officer, the employee shall forward their allegation to the President and Board of Directors of CLBC.
- (g) These procedures do not relieve an employee from the requirements of the Standards of Conduct guidelines, nor do these procedures restrict the employee from exercising their rights or obligations under any applicable statute.

**32.18 Electronic Monitoring**

- (a) Monitoring equipment may be used to protect the safety of employees, clients and persons in the care or custody of CLBC or to protect the assets or property of CLBC.
- (b) Monitoring equipment will not be installed by the Employer in staff washrooms or lunch rooms.

**32.19 Safety Footwear**

*(applies to the following PAC positions: Janitor, Dietary Aide, Line Cook, Mental Health Support Worker and Activity Worker)*

Regular employees who are required by the Workers' Compensation Board Regulations or by the Employer to wear safety toe footwear in the performance of their regular duties shall, upon presentation of a receipt evidencing the purchase of same, be reimbursed \$65.50 effective March 29, 2009.

Such reimbursement may be received only once per calendar year. Part-time regular employees shall receive this reimbursement on a pro rata basis.

### **32.20 Personal Research**

Subject to approval by the Employer, an employee may use facilities normally used in the course of their duties to carry out personal research or projects. The cost of materials shall be borne by the employee. Such approval shall not be unreasonably withheld by the Employer.

### **32.21 Copyrights**

- (a) (1) The Employer and the Union agree that original articles, technical papers, information reports and/or instructional notes prepared by the employee in the course of their duties for the Employer, shall be retained by the Employer.
- (2) The Employer further agrees that the employee may be granted permission to quote selected portions of such material in a larger work or to publish the material in related journals.
- (b) The Employer agrees that an employee may prepare articles, technical papers and/or instructional notes on their own time, and copyright for such material shall be vested in the employee.
- (c) Confidential information shall not be disclosed without written permission of the CEO of CLBC.

### **32.22 Oaths and Medical Examinations**

When the Employer requires employees to take oaths, or undergo medical examinations or x-rays as required for employment, the Employer shall grant the necessary time off.

### **32.23 Temporary Assignment Travel**

- (a) When an employee is assigned temporarily to a worksite within the province that is so far removed that they are unable to return to their designated headquarters at the end of each workday, the following conditions shall apply:
  - (1) Travel between their place of temporary accommodation and the worksite shall be considered as time worked except where the distance by public paved road is less than 20 km. Where unusual road conditions exist, the 20 km will not apply.
  - (2) Employees shall be provided with return economy air fare in order to allow them to return to their place of residence and return to the worksite at the end of each workweek on the employee's time.
  - (3) Employees who choose not to return to their place of residence shall not receive the return air fare.
- (b) (a) above does not apply to employees who participate in employer training programs as a condition of employment. In-service employees participating in such training programs shall be afforded the opportunity of returning to their headquarters for a weekend at the end of a two-week period at the Employer's expense. Travel shall be on the employee's time and accommodation expenses for the weekend period, if any, shall be the employee's responsibility. The Employer shall determine the mode of transportation to be taken by the employee.

### **32.24 Travel Conditions**

- (a) Employees required to travel outside the province shall be reimbursed for receipted expenses incurred in the course of their duties and which do not conflict with Company Travel policy. Receipts

shall not be required for expense categories currently paid without receipts within British Columbia. Types and amounts of receipted expenses that will be reimbursed outside the province will be pre-authorized.

(b) Employees will be provided reasonable stopover time, where required, in view of fatigue occasioned by international travel.

(c) Hours of work for employees on travel shall not be more than seven hours per day exclusive of meal periods, or not more than 70 hours per two-week period, except that working hours need not be prescribed within set periods on the clock but should meet the requirements of the assignments.

(d) The Employer shall consult with the employee whose duties require them to be absent from their headquarters for extended periods, and subject to operational requirements, shall allow the employee to travel at a time convenient to the employee.

### **32.25 Change of Work Location**

The following provision apply for a change of work locations under 50 km of where an employee ordinarily performs their duties (32 km in GVRD or CRD):

(a) Except in the case of temporary assignment changes for a duration of less than one month, and except in the case of emergencies, the Employer will give a regular employee 14 days advance notice in writing stating the reasons, prior to implementing any change in the employee's designated work location, ward or equivalent area.

(b) In the above-cited circumstances, shop stewards will be given an additional seven days advanced notice prior to implementing any change in the steward's designated work location.

(c) The provisions of (a) and (b) above do not apply to those regular employees designated as floating relief.

## **ARTICLE 33 - EMPLOYMENT EQUITY**

(a) The Employer is committed to providing a work environment free of any form of adverse discrimination.

(b) The parties hereto subscribe to the principles of the *Human Rights Code* of British Columbia.

(c) The parties recognize the need to implement an employment equity program.

(d) The goals of employment equity are to create a workforce which, at all levels, is representative of the diverse population it serves; and to ensure that individuals are not denied employment, advancement or training opportunities for reasons unrelated to ability to do the job.

(e) Regulations, policies and procedures with respect to recruitment, selection and promotion shall facilitate:

(1) opportunities for external recruitment and internal advancement to develop a workforce that is representative of the diversity of the people of British Columbia; and

(2) the long-term career development and advancement of employees.

(f) All matters relating to Employment Equity will be referred to Joint Labour Management Committee.

**ARTICLE 34 - SPECIAL EMPLOYMENT PROGRAMS****34.1 Training Program**

(a) *The objectives of the Training Program are:*

- (1) to provide a training program leading to long-term employment for persons with disabilities and disadvantaged persons;
- (2) to increase awareness among employers of the value of hiring persons with disabilities and disadvantaged persons;
- (3) to increase the personal development and work skills of persons with disabilities and disadvantaged persons;
- (4) to encourage the employment of persons with disabilities and disadvantaged persons in CLBC.

The purpose of the program is to provide training for employment for those individuals who experience difficulty in competing in the labour market; to provide training and encourage the development of skills which will assist those individuals to overcome such difficulty and so become active participants in the labour force.

Each position will be designed with a training outline and will indicate a proposed time by which training will be completed.

(b) Individuals on the Training Program will be given special jobs not normally carried out by the employees in the bargaining unit, or jobs where they are not expected to carry out the principal duties of that job.

(c) There will be an initial training work term not to exceed six continuous months of employment. At the completion of this 910 hours' work term, an assessment of the abilities and skills of each individual will be made. If the individual is deemed not yet "*job-ready*", they may be eligible for an extension under the training program, not to exceed six months. Pay for the initial work term and the period of extension, if required, will be at the levels shown in Appendix 2 - Special Employment Program Rates.

(d) Individuals on the training program will be considered auxiliary employees. Benefits in the agreement will apply. The training program will be considered as a special program and Clause 31.5(d) - Layoff and Recall will apply. Notwithstanding Clause 31.5(d) - Layoff and Recall, once individual have completed their work assignments under the program, they will be considered to have in-service status for the purpose of applying on competitions only. The in service status shall remain in effect for nine months after completion of their final work assignment under the Program.

(e) Notwithstanding any other provision of this collective agreement, the Employer may conclude an individual's participation in the Program at any time for good and sufficient reasons.

(f) Notwithstanding Article 10 - Dismissal, Suspension and Discipline, and Clause 28.3 - Classification Appeal Procedure, if there is a dispute regarding the reasons in (e) above, or a dispute as to whether an individual hired under this program should be classified in accordance with (b) above, the matter shall be referred to an agreed arbitrator.

(g) Individuals shall be classified and paid in accordance with Appendix 2 - Special Employment Program Rates.

(h) The hours of work for these employees will be as per the hours in the work unit.

### **34.2 Co-operative Education Training Program**

The purpose is to establish the salary rate and working conditions for students hired under the Co-operative Education Training Program within CLBC.

- (a) Employees hired under the Co-operative Education Training Program will be considered auxiliary employees and receive the appropriate benefits as per this agreement.
- (b) The program will be restricted to persons registered in a recognized co-operative education program at a participating post-secondary institution. The length of appointment for students under this article will correspond to the requirements of their academic program.
- (c) Co-operative education will be considered supernumerary to the established workforce. As such, Clause 31.5(d) - Layoff and Recall will apply to these programs.
- (d) No employees hired under this program will be employed where it would result in a layoff or failure to recall a qualified employee.
- (e) Employees hired under this program will be classified and paid in accordance with Appendix 2 -Special Employment Program Rates at Level 2 or 3 as appropriate.
- (f) The standard hours of work for employees under this program will be seven hours per day and 35 hours per week.
- (g) The standard hours of work may be varied by mutual agreement at the local level, consistent with local hours of work agreements, provided that no employee works more than 10 hours in one day and 70 hours in a biweekly period.
- (h) Employees hired under the Co-operative Education Training Program shall be assigned work that augments their field of study.

### **34.3 Youth Employment Program**

The purpose is to establish the salary and working conditions for students hired by the Employer under the youth employment programs.

- (a) Employees hired to carry out the principal duties of a job covered by this agreement shall be classified accordingly and paid according to the rate established for that position.
- (b) Employees hired under this program will be classified and paid a biweekly salary in accordance with Appendix 2 - Special Employment Program Rates.
- (c) Employees hired under this program will be considered auxiliary employees and receive the appropriate benefits as per this agreement. No student will be hired under this program to perform work previously done by an employee on layoff or for which an employee on layoff has right of recall.
- (d) Notwithstanding Clause 27.3 - Rates of Pay, if there is a dispute as to whether an employee hired under this program should be classified in accordance with (a) or (b), the dispute shall be referred to a joint union management committee. If mutual agreement cannot be reached, the parties shall be referred to an independent adjudicator.
- (e) The program will be considered a special employment program and Clause 31.5(d) - Layoff and Recall will apply.
- (f) The hours of work shall average 35 hours per week and shall be consistent with the hours of work established for the work group to which the employee is assigned.

- (g) The hours of work may be varied by mutual agreement between the Union and the Employer provided that no employee works more than 10 hours in one day or 70 hours in a biweekly period.

## **ARTICLE 35 - TRAINING AND CAREER DEVELOPMENT**

### **35.1 Purpose**

- (a) Both parties recognize that changing legislation and policy, improved equipment, methods, and procedures may create changes in the job structure the workforce. The parties also recognize that a skilled workforce is maintained through training sufficient to enable employees to perform their current duties and responsibilities.
- (b) The parties also recognize the need to provide employees with the opportunity for career development by enabling them to prepare for promotional advancement and generally upgrade their present skills. The matter of career development shall be dealt with in a manner consistent with Clause 20.8 - Educational Leave.
- (c) The Employer shall determine the training necessary for employees to perform their current employment duties.
- (d) It is recognized that training and development activity is a joint responsibility shared between the Employer and the recipient employee.
- (e) All training and development opportunities are subject to the availability of training and development funding, training policies and operational requirements.

### **35.2 Joint Labour Management Committee**

- (a) Subcommittees on education and training may make recommendations to the Joint Committees on:
- (1) in-service training needs and programs and training assistance;
  - (2) training programs for employees affected by technological change, affected by new methods of operation and/or wishing to improve their qualifications;
  - (3) minimum training periods free from normal workload responsibilities.
- (b) Whenever necessary, the Joint Committees may seek the advice of internal or external training resources.

### **35.3 Professional Development**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

- (a) In order that each employee shall have the opportunity for an exchange of knowledge and experience with colleagues in the private and public sectors, regular employees shall be entitled to up to 10 days leave with pay per year for the following purposes:
- (1) To attend conferences or conventions related to the employee's field or specialization;
  - (2) To participate in seminars, workshops, symposia, or similar out-service programs to keep up to-date with knowledge and skills in their respective field;
  - (3) A maximum of two of the ten Professional Development Days shall be available to undertake research of work related topics approved by the supervisor. Scheduling shall be by mutual agreement.

A request for leave under this clause must include a research plan and the employee will be required to submit a report upon completion.

- (b) Professional development leave shall not be cumulative.
- (c) Employees wishing to proceed on professional development leave shall submit a request, in writing, to the Employer indicating the leave required and the relevance of the particular event to the employee's job. On their return, the employee will submit a summary of the symposium/seminar to the Employer for distribution to other employees.
- (d) The Employer may reimburse an employee, proceeding on professional development leave, all or part of their expenses.
- (e) An employee who attends a conference, convention, seminar, staff meeting, or meeting of a similar nature, at the request of the Employer, shall be deemed to be on duty and, as required, on travel status; however, such time shall not be counted as part of the professional development leave.
- (f) Where an employee participates in pre-approved professional development activity, pursuant to this clause, on a day of rest, they will be allowed the equal time off at a mutually agreed time. This clause is not intended to include time spent on travel.

#### **35.4 Training Assistance**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

- (a) Employees shall be reimbursed for 100% of the tuition for job-related courses approved by the Employer the guidelines for which are outlined in Clause 35.5 - Educational Assistance below.
- (b) Tuition fees for approved courses which lead to a diploma or a degree shall be reimbursed in the amount of 75%.
- (c) Termination of employment will nullify any obligation of assistance by the Employer.

#### **35.5 Educational Assistance**

*(applies to classifications formerly under the AS Component - see Appendix 1C)*

To qualify for reimbursement, an employee must be a regular employee upon enrolment.

To be approved, the courses described below must be related to the employee's present position or career development:

- (a) on-campus or extension courses taken for credit and given by accredited higher educational institutions;
- (b) correspondence courses taken from recognized schools;
- (c) vocational or business courses taken from recognized schools;
- (d) technical courses taken from recognized engineering/ technical institutions;
- (e) seminars.

All applications for training assistance must be submitted prior to registration in the course.

The employee shall initially pay the tuition fees, with reimbursement provided on proof of successful completion of the program.



**35.6 Exchange Programs**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

The Employer agrees that exchange programs between CLBC and other jurisdictions, public and private, will be encouraged. Employees will be given the opportunity to participate in exchange programs at full pay and allowances.

**35.7 Equipment Demonstrations**

Where an employee is, or will be, required to operate technical equipment or use new methods during the course of their duties, and where seminars, demonstrations, or conferences are held pertaining to such technical equipment or new methods, the employee shall, upon approval of their application, be entitled to attend such demonstrations, conferences or seminars. Employees will suffer no loss of basic pay as a result of such attendance.

**35.8 In-Service Examinations**

Employees shall be permitted to write any in-service examinations required by the Employer upon completion of the necessary terms of service and/or upon completion of the required in-service training program. Employees who fail to successfully complete any in-service examination shall, upon request, receive a copy of their examination paper and shall be eligible to be re-examined at the first available opportunity after completion of a further six months service. This provision shall not apply to examinations set as a condition of initial employment.

**35.9 Preparation for In-House Examinations**

Where workloads permit, employees shall be granted reasonable time during the regular workday to prepare for examinations held by the Employer and to complete courses offered by the Employer. The parties recognize, however, that the employees who avail themselves of the provisions of this clause have a responsibility to devote some of their own time to prepare themselves for examinations and to complete courses.

**35.10 Training**

- (a) Employees who are required by the Employer to participate in in-service training or orientation courses of a duration of 30 days or less shall be reimbursed for accommodation, meals, and travel expenses according to the provisions of the Employer's current travel expense regulations. Accommodation, board, and lodging allowances for employees required to attend in-service courses of a duration of more than 30 days shall be in accordance with the Employer's current regulations pursuant to Clause 27.13 - Accommodation, Board and Lodging. The provisions of this clause do not apply to a new appointee where that employee is assigned to a training centre as their initial posting.
- (b) Such training may be in the form of in-service training, courses, seminars, demonstrations, conferences, refresher courses or on-the-job instruction as appropriate.
- (c) Leave required for such training shall be in accordance with Clause 20.7 - Leave for Taking Courses.

**35.11 On-The-Job Training**

The local supervisor shall be responsible for providing job training to employees filling vacant or new positions.

## ARTICLE 36 - SAFEGUARDING VULNERABLE PEOPLE

### 36.1 Purpose

The parties recognize that within the CLBC there are employees whose work assignment brings them in contact with vulnerable individuals. It is in the public interest that such employees do not have a history of behaviour which is incompatible with such assignments.

The parties recognize that an employee's privacy and reputation must be recognized and protected. Accordingly, information gathered to establish suitability for work assignments which include contact with vulnerable individuals is to be treated with confidentiality to the fullest extent compatible with meeting the Employer's responsibility of safeguarding vulnerable people.

Vulnerable people includes adults with physical/mental disabilities, and includes children.

### 36.2 Confidential Disclosures

(a) Within 20 days of a request by the Employer an employee shall provide the Employer with such authorization and information as the police may require in order to establish whether a record exists in areas of crime incompatible with such assignments. The Employer shall not be entitled to consider police records other than those arising from the above mentioned crimes.

(b) Refusal to provide the necessary information shall render the employee ineligible to work with vulnerable people. Upon failure or refusal to provide the necessary information the employee shall be given 20 workdays notice of removal from the assignment. Such employees shall have the options outlined in Article 13 - Layoff And Recall. During the notice period the employee shall be assigned duties which do not involve vulnerable people or will be paid in lieu of work.

Where an employee provides false or misleading information, the Employer may take appropriate action. Such action shall only be for just cause and may be grieved pursuant to Article 8 - Grievances.

(c) Within 30 days of the signing of this agreement, the Principals shall mutually agree to a third party who will be responsible for the following:

- (1) to receive police records as requested by the Employer;
- (2) to forward such records to the Employer without information which identifies the employee while retaining a cross-reference means of identification;
- (3) upon request of the Employer, to provide the employee name corresponding to a record and to notify the employee.

(d) Where an employer has called for an employee name, the employee shall have an opportunity to make written explanation regarding the record as it relates to their suitability.

The decision that an employee is not cleared for work in a position of trust will be made by the Employer. Where the Employer has called for an employee name and decides that the record does not render the employee unsuitable, the record shall be destroyed.

(e) Upon the decision of the Employer that an employee is not cleared for work with vulnerable people, the employee shall be given 20 workdays notice of removal from the assignment. Such employees shall have the options outlined in Article 13 - Layoff and Recall. During the notice period the employee shall be assigned duties which do not involve vulnerable people or will be paid in lieu of work.

The decision of the Employer shall be subject to the grievance procedure commencing at Step 2 within 30 days of the written decision being received.

**ARTICLE 37 - LIMITED EMPLOYMENT AND PRIVATIZATION****37.1 Limited Employment**

(a) *Definitions* - In Clause 37.3 - Referral of Disputes of this article:

"*Limited Term Employee*" means:

(1) a person described in the definitions between the Employer and the Union as "*persons appointed on a temporary limited basis for a specific term of less than 31 calendar days.*"

(2) (i) The Employer agrees to provide the Union with written reports every three months of each calendar year regarding usage of service of employees from employment agencies.

(ii) *Reports will be forwarded as follows:*

- a. by April 30<sup>th</sup> or the period January 1<sup>st</sup> to March 31<sup>st</sup>;
- b. by July 31<sup>st</sup> for the period April 1<sup>st</sup> to June 30<sup>th</sup>;
- c. by October 31<sup>st</sup> for the period July 1<sup>st</sup> to September 30<sup>th</sup>;
- d. by January 31<sup>st</sup> for the period October 1<sup>st</sup> to December 31<sup>st</sup>.

(iii) *Each report shall include:*

- a. the name of the employment agency and individual concerned;
- b. the location at which such services are provided;
- c. the dates of utilization.

(b) *Limited Term Employee*

(1) No individual will be permitted to work on a subsequent appointment of less than 31 days without the elapse of a period of 31 days since the expiry of that individual's most recent appointment of less than 31 days. If a person is appointed and the person's appointment extends beyond 30 days, that person shall be re-appointed as an auxiliary employee effective the date the appointment is extended, however, seniority shall be credited for hours worked.

(2) For the purposes of Clause 37.1 - Limited Employment of this article non-working periods in excess of seven days within a period of 90 days shall not be counted for purposes of calculating whether an appointment is for a period of less than 31 days.

(c) *Employment Agencies*

(1) An "*employment agency*" is defined as a person or business organization who is in the business of recruiting and providing the services of individuals to other persons or organizations, including the Employer.

(2) No assignment of work to any one individual from an employment agency shall exceed 30 days.

(d) *Combination Usage*

The Employer agrees that it will not utilize limited-term employees and individuals from employment agency(s) or a combination of either, in succession to perform the same duties for a period in excess of 30 days within a period of 90 days.

### 37.2 Privatization

(a) *Definitions* - In Clause 37.2 - Privatization of this article:

"*Privatization*" means a disposition of assets and/or arrangements for the delivery of services identified in a minute of the Executive Council as a privatization.

"*Privatization Impact Review Committee*" means a committee of three representatives of the Employer and three representatives of the Union that will meet within 10 calendar days of the announcement of a planned privatization.

"*Private Employer*" means an employer other than the government of the Province of British Columbia.

(b) *Privatization Impact Review Committee*

(1) The Privatization Impact Review Committee will meet to examine a privatization or planned privatization. The Employer will inform the Privatization Impact Review Committee of the number and work locations of employees affected by a privatization or planned privatization.

(2) The Privatization Impact Review Committee will meet to review and examine a privatization or planned privatization.

(3) The Privatization Impact Review Committee will examine the privatization or planned privatization to determine the impact of the privatization upon the members of the bargaining unit.

(4) Within 14 days of meeting pursuant to (b)(2), members of the Privatization Impact Review Committee may make a written report to the CEO in which a privatization or planned privatization will occur regarding the impact of the privatization or planned privatization upon members of the bargaining unit and may make written recommendations intended to ameliorate the impact of privatization upon the members of the bargaining unit.

(c) *Employee Options*

(1) In the event that a privatization proceeds and the service and/or operation is privatized, employees who have been offered continued employment with the private employer will have the option of remaining employees of the Employer in accordance with this article, or becoming employees of the private employer.

(2) Regular employees affected by privatization who have not been offered continued employment with the private employer shall be placed in accordance with their service seniority in the following sequence:

(i) The employee shall select an available comparable vacancy or displacement in accordance with a) through h) below. The employee must possess the skill and ability to perform the job after a period of job orientation.

	<b>Vacancy/ Displacement</b>	<b>Classification</b>	<b>Geographic Location</b>
a)	Vacancy	same	same
b)	Vacancy	comparable	same
c)	Displace	same	same
d)	Displace	comparable	same
e)	Vacancy	same	other
f)	Vacancy	comparable	other
g)	Displace	same	other
h)	Displace	comparable	other

In order to facilitate the administration of (i) above, an employee is required to immediately indicate if it is their intention to utilize the displacement/ bumping option. The displacement/bumping option shall be voluntary. Should an employee wish to displace/bump, the Employer will identify the least senior employees within the classification, headquarters or geographic locations.

For purposes of this clause, a regular employee may only access (iv)a. below or displace another regular employee if the displacing employee has three or more years of service seniority and the employee being displaced has less than three years of service seniority.

(ii) If an employee cannot be placed in accordance with (i) above, they may select an available comparable vacancy which they will be able to perform with a period of training and familiarization. Where an employee is being placed in such a position, the Joint Committee may also consider other training where it is complementary to current in-service training.

(iii) The Joint Committee under Clause 37.3 - Referral of Disputes of this article shall provide for continuing consultation and co-operation between the parties and shall assist with the placement of employees.

(iv) If the employee is not placed under (i), (ii) or (iii) above the employee may select either:

- a. temporary assignment to a job within the geographic limitations developed by the Joint Committee for a period of six months. In such circumstances the employee's rate of pay shall be maintained and any negotiated increases shall apply for the period of the temporary assignment, or;
- b. severance pay based upon three weeks' current salary for each year (1827 hours at straight-time rate) of regular service seniority to a maximum of 12 months' current salary.
- c. an employee may choose to take the options available to employees as outlined in Clause 13.4 - Less Than Three Years' Service Seniority.
- d. job offers pursuant to (i) above:
  - If an employee refuses one job offer in the same classification and the same geographic location, they will be deemed to have resigned but may, if eligible, claim early retirement.

- If an employee refuses one job offer in a different classification in the same geographic location, and with a salary or maximum step pay range the same as their existing position, they shall claim early retirement or severance pay as outlined in (b) above.
  - If an employee refuses a maximum of two job offers in a different geographic location or with a salary or maximum step pay range comparable to their existing position they shall claim early retirement or severance pay as outlined in (b) above.
- e. An employee who fails to select an available comparable vacancy or displacement, or fails to elect between early retirement or severance pay shall be paid severance pay as outlined in this article.
- (v) Upon the expiry of the six-month period referred to in (iv) a) above, the Joint Committee may require placement of the employee in an available comparable vacancy. If the employee refuses placement under this provision, they shall be deemed to have resigned their employment and shall accept severance pay.
- (vi) An employee who is placed, refuses placement or is displaced shall not be considered to be laid off under this agreement, however regular employees displaced may exercise rights pursuant to Clause 13.3 - Joint Labour Management Committee (Phase 2).
- (3) Regular employees affected by privatization who have been offered continued employment with the private employer but who elect to remain as employees of the Employer shall be placed in vacancies in accordance with their service seniority as follows:
- (i) the employee shall follow the procedures in (2)(i), (ii) and (iii) above.
  - (ii) upon the expiry of the six-month period referred to in (2)(iv) a) above, the Joint Committee may require placement of the employee in an available comparable vacancy. If the employee refuses placement under this provision, they shall be deemed to have resigned their employment.
  - (iii) an employee who is deemed to have resigned under (ii) above shall not be considered to be laid off under this agreement.
- (4) A regular employee who continues employment with a private employer may, within 24 months of leaving employment with the Employer, apply for job vacancies with the Employer and, for the purpose of such application only, their employment with the Employer will be deemed to have continued uninterrupted.
- (i) If, within a three-year period after a service or operation is privatized, the private employer providing such service or operation ceases such operation, then the Employer shall ensure that the privatized employee's employment is maintained.
  - (ii) In the event that the first contract with the private employer is not renewed, then employees who had accepted continued employment shall have the right to bid back to vacancies with the Employer for the next ensuing 12 months.
- (5) In this article "*comparable*" includes a job with a salary range not more than four grid levels below the employee's original classification.

(6) Where a privatization occurs, the Employer shall maintain funds sufficient to satisfy an amount equivalent to severance pay existing at the date of privatization which will be payable upon the occurrence of circumstances referred to in (4)(ii) or (iii), in an escrowed account.

(7) Where an auxiliary employee either is not offered employment with a private employer or elects to remain an employee of the Employer, the Joint Committee shall have the authority to place the auxiliary employee in such manner as it deems fit in accordance with the principles of this article.

### **37.3 Referral of Disputes**

(a) A joint committee shall be constituted to hear and determine any dispute between the parties over the application, interpretation, operation or alleged violation of this article.

(b) The Joint Committee shall consist of five representatives, two appointed by the Union, two appointed by the Employer, and a chairperson. The Chairperson shall be appointed jointly by the parties.

(c) The Joint Committee shall not have the authority to amend, modify, or otherwise alter this article or the agreement.

(d) If the Joint Committee is unable to resolve any disputes over the interpretation, application, operation or alleged violation of this article, and any dispute related to the placement of employees under Clause 36.2 - Confidential Disclosures of this article, the Chairperson of the Committee shall, at the request of either party, sit as an arbitrator over all disputes pertaining to this article.

(e) The Joint Committee shall have the authority, in such circumstances as they deem appropriate, to:

- (1) relieve against the limitations contained in Clause 37.2(c)(2)(iv) - Privatization, and
- (2) define "*comparable*" for the purposes of Clause 37.2(c)(2) - Privatization as follows:
  - "*comparable*" includes a job with a salary range not more than four grid levels below or one grid level above the employee's original classification.
  - Where this definition is used, an employee shall not utilize the displacement/bumping options of Clause 37.2(c)(2) - Privatization to obtain a promotion.

## **ARTICLE 38 - TERM OF AGREEMENT**

### **38.1 Duration**

This agreement shall be binding and remain in effect to midnight March 31, 2022.

### **38.2 Notice to Bargain**

(a) This agreement may be opened for collective bargaining by either party giving written notice to the other party on or after January 1, 2022 but in any event not later than midnight, January 31, 2022.

(b) Where no notice is given by either party prior to January 31, 2022, both parties shall be deemed to have given notice under this clause on January 31, 2022, and thereupon Clause 38.3 - Commencement of Bargaining applies.

(c) All notices on behalf of the Union shall be given by the President of the Union and similar notices on behalf of the Employer shall be given by the Chief Executive Officer, or designate of CLBC.

**38.3 Commencement of Bargaining**

Where a party to this agreement has given notice under Clause 38.2 - Notice to Bargain, the parties shall, within 14 days after the notice was given, commence collective bargaining.

**38.4 Change in Agreement**

Any change deemed necessary in this agreement may be made by mutual agreement at any time during the life of this agreement.

Such agreed changes shall be incorporated into this agreement as an addendum.

**38.5 Agreement to Continue in Force**

Both parties shall adhere fully to the terms of this agreement during the period of bona fide collective bargaining.

**38.6 Effective Date of Agreement**

The provisions of this agreement, except as otherwise specified, shall come into force and effect April 1, 2019.



**SIGNED ON BEHALF OF  
THE UNION:**

---

Stephanie Smith  
President

---

Linda Atamanik, Chair  
Bargaining Committee

---

Nancy Bell  
Bargaining Committee Member

---

Tory Kincross  
Bargaining Committee Member

---

Lillian Tugwell  
Bargaining Committee Member

---

Judy Fox-McGuire  
Component 6 Vice President

---

Mike Eso  
BCGEU Regional Coordinator

**SIGNED ON BEHALF OF  
THE EMPLOYER:**

---

Ross Chilton  
Chief Executive Officer

---

Karen Mackay  
Bargaining Committee Chair

---

Angel Khanna  
Bargaining Committee Member

---

Isamelle Dy  
Bargaining Committee Member

---

Amber Mitchell  
Bargaining Committee Member

---

Graeme Norton  
Legal Counsel

---

Sara Miller  
VP, Corporate Services

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

**APPENDIX 1A AND 1B****Re: Salary Grid**

1. As of April 1, 2001, new employees will be placed in agreement Appendix 1A and will utilize all steps of the range within their grid level.
2. Employees on staff March 31, 2001, will be placed in agreement Appendix 1B and will utilize all steps of the range within their grid level.
3. Commencing April 1, 2001, employees in classifications above Grid 12 and who are at or attaining Step 3 of the range as specified in Appendix 1B shall be placed at the identical salary of Appendix 1A at Step 5 on April 1, 2001, or on the date they attained Step 3, whichever is later.
4. Effective April 1, 2001, all substitutions, promotions or reclassifications will utilize Appendix 1A.  
Effective the date of ratification, all classifications below Range 13 Salary Schedules, Appendix 1A will utilize a 5 step grid as set out in the attached schedule.
1. Employees hired after the date of ratification, will be placed in agreement Appendix 1A and will utilize all steps of the range within their grid level.
2. Employees in classifications below Grid 13, who are on staff as of the date of ratification, will be placed in Agreement Appendix 1B and will utilize all steps of the range within their grid level.
3. Commencing the date of ratification, employees in classifications below Grid 13 and who are at or attaining Step 3 of the range as specified in Agreement Appendix 1B shall be placed at the identical salary of Agreement Appendix 1A at Step 5 on the date of ratification, or on the date they attain Step 3, whichever is later.
4. Effective the date of ratification, all substitutions, promotions or reclassification will utilize Agreement Appendix 1A.
5. Special Employment Program classifications (e.g., Youth Employment Program) shall maintain the single rate.
6. If the date of ratification, is not the first day of a pay period, implementation will occur on the first day of the pay period following the date of ratification.

<b>Effective April 1, 2019</b>					
<b>Grid Level</b>	<b>Step</b>	<b>Annual</b>	<b>Monthly</b>	<b>Bi-weekly</b>	<b>Hourly</b>
G1	1	31,729.02	2,644.09	1,216.17	17.3739
1	1	34,133.41	2,844.45	1,308.33	18.6904
	2	35,014.45	2,917.87	1,342.10	19.1729
	3	35,925.23	2,993.77	1,377.01	19.6716
	4	36,865.22	3,072.10	1,413.04	20.1863
	5	38,274.31	3,189.53	1,467.05	20.9579
2	1	35,014.45	2,917.87	1,342.10	19.1729
	2	35,925.23	2,993.77	1,377.01	19.6716
	3	36,865.22	3,072.10	1,413.04	20.1863
	4	37,836.53	3,153.04	1,450.27	20.7181
	5	39,292.31	3,274.36	1,506.07	21.5153

3	1	35,925.23	2,993.77	1,377.01	19.6716
	2	36,865.22	3,072.10	1,413.04	20.1863
	3	37,836.53	3,153.04	1,450.27	20.7181
	4	38,841.23	3,236.77	1,488.78	21.2683
	5	40,344.23	3,362.02	1,546.39	22.0913

4	1	36,865.22	3,072.10	1,413.04	20.1863
	2	37,836.53	3,153.04	1,450.27	20.7181
	3	38,841.23	3,236.77	1,488.78	21.2683
	4	39,879.58	3,323.30	1,528.58	21.8369
	5	41,432.94	3,452.75	1,588.12	22.6874

5	1	37,836.53	3,153.04	1,450.27	20.7181
	2	38,841.23	3,236.77	1,488.78	21.2683
	3	39,879.58	3,323.30	1,528.58	21.8369
	4	40,952.37	3,412.70	1,569.70	22.4243
	5	42,555.82	3,546.32	1,631.16	23.3023

6	1	38,841.23	3,236.77	1,488.78	21.2683
	2	39,879.58	3,323.30	1,528.58	21.8369
	3	40,952.37	3,412.70	1,569.70	22.4243
	4	42,059.60	3,504.97	1,612.14	23.0306
	5	43,717.32	3,643.11	1,675.68	23.9383

7	1	39,879.58	3,323.30	1,528.58	21.8369
	2	40,952.37	3,412.70	1,569.70	22.4243
	3	42,059.60	3,504.97	1,612.14	23.0306
	4	43,206.23	3,600.52	1,656.09	23.6584
	5	44,918.47	3,743.21	1,721.72	24.5960

8	1	40,952.37	3,412.70	1,569.70	22.4243
	2	42,059.60	3,504.97	1,612.14	23.0306
	3	43,206.23	3,600.52	1,656.09	23.6584
	4	44,389.12	3,699.09	1,701.43	24.3061
	5	46,158.23	3,846.52	1,769.24	25.2749

9	1	42,059.60	3,504.97	1,612.14	23.0306
	2	43,206.23	3,600.52	1,656.09	23.6584
	3	44,389.12	3,699.09	1,701.43	24.3061
	4	45,612.44	3,801.04	1,748.32	24.9760
	5	47,440.52	3,953.38	1,818.39	25.9770

10	1	43,206.23	3,600.52	1,656.09	23.6584
	2	44,389.12	3,699.09	1,701.43	24.3061
	3	45,612.44	3,801.04	1,748.32	24.9760
	4	46,876.47	3,906.37	1,796.77	25.6681
	5	48,764.29	4,063.69	1,869.13	26.7019

11	1	44,389.12	3,699.09	1,701.43	24.3061
	2	45,612.44	3,801.04	1,748.32	24.9760
	3	46,876.47	3,906.37	1,796.77	25.6681
	4	48,182.24	4,015.19	1,846.82	26.3831
	5	50,132.68	4,177.72	1,921.58	27.4511

12	1	45,612.44	3,801.04	1,748.32	24.9760
	2	46,876.47	3,906.37	1,796.77	25.6681
	3	48,182.24	4,015.19	1,846.82	26.3831
	4	49,531.58	4,127.63	1,898.54	27.1220
	5	51,546.98	4,295.58	1,975.79	28.2256

13	1	46,876.47	3,906.37	1,796.77	25.6681
	2	48,182.24	4,015.19	1,846.82	26.3831
	3	49,531.58	4,127.63	1,898.54	27.1220
	4	50,926.05	4,243.84	1,951.99	27.8856
	5	53,008.76	4,417.40	2,031.82	29.0260

14	1	48,182.24	4,015.19	1,846.82	26.3831
	2	49,531.58	4,127.63	1,898.54	27.1220
	3	50,926.05	4,243.84	1,951.99	27.8856
	4	52,368.01	4,364.00	2,007.26	28.6751
	5	54,518.81	4,543.23	2,089.70	29.8529

15	1	49,531.58	4,127.63	1,898.54	27.1220
	2	50,926.05	4,243.84	1,951.99	27.8856
	3	52,368.01	4,364.00	2,007.26	28.6751
	4	53,856.66	4,488.06	2,064.32	29.4903
	5	56,079.99	4,673.33	2,149.54	30.7077

16	1	50,926.05	4,243.84	1,951.99	27.8856
	2	52,368.01	4,364.00	2,007.26	28.6751
	3	53,856.66	4,488.06	2,064.32	29.4903
	4	55,396.19	4,616.35	2,123.33	30.3333
	5	57,692.83	4,807.74	2,211.36	31.5909

17	1	52,368.01	4,364.00	2,007.26	28.6751
	2	53,856.66	4,488.06	2,064.32	29.4903
	3	55,396.19	4,616.35	2,123.33	30.3333
	4	56,986.34	4,748.86	2,184.28	31.2040
	5	59,358.64	4,946.55	2,275.21	32.5030

18	1	53,856.66	4,488.06	2,064.32	29.4903
	2	55,396.19	4,616.35	2,123.33	30.3333
	3	56,986.34	4,748.86	2,184.28	31.2040
	4	58,629.96	4,885.83	2,247.28	32.1040
	5	61,096.97	5,091.41	2,341.84	33.4549

19	1	55,396.19	4,616.35	2,123.33	30.3333
	2	56,986.34	4,748.86	2,184.28	31.2040
	3	58,629.96	4,885.83	2,247.28	32.1040
	4	60,332.55	5,027.71	2,312.54	33.0363
	5	62,911.22	5,242.60	2,411.38	34.4483

20	1	56,986.34	4,748.86	2,184.28	31.2040
	2	58,629.96	4,885.83	2,247.28	32.1040
	3	60,332.55	5,027.71	2,312.54	33.0363
	4	62,123.58	5,176.97	2,381.19	34.0170
	5	64,786.52	5,398.88	2,483.26	35.4751

21	1	58,629.96	4,885.83	2,247.28	32.1040
	2	60,332.55	5,027.71	2,312.54	33.0363
	3	62,123.58	5,176.97	2,381.19	34.0170
	4	63,973.31	5,331.11	2,452.09	35.0299
	5	66,726.25	5,560.52	2,557.61	36.5373

22	1	60,332.55	5,027.71	2,312.54	33.0363
	2	62,123.58	5,176.97	2,381.19	34.0170
	3	63,973.31	5,331.11	2,452.09	35.0299
	4	65,884.61	5,490.38	2,525.35	36.0764
	5	68,727.30	5,727.28	2,634.31	37.6330

23	1	62,123.58	5,176.97	2,381.19	34.0170
	2	63,973.31	5,331.11	2,452.09	35.0299
	3	65,884.61	5,490.38	2,525.35	36.0764
	4	67,860.10	5,655.01	2,601.07	37.1581
	5	70,798.53	5,899.88	2,713.70	38.7671

24	1	63,973.31	5,331.11	2,452.09	35.0299
	2	65,884.61	5,490.38	2,525.35	36.0764
	3	67,860.10	5,655.01	2,601.07	37.1581
	4	69,900.80	5,825.07	2,679.29	38.2756
	5	72,937.86	6,078.16	2,795.70	39.9386

25	1	65,884.61	5,490.38	2,525.35	36.0764
	2	67,860.10	5,655.01	2,601.07	37.1581
	3	69,900.80	5,825.07	2,679.29	38.2756
	4	72,010.38	6,000.87	2,760.15	39.4307
	5	75,147.62	6,262.30	2,880.40	41.1486

26	1	67,860.10	5,655.01	2,601.07	37.1581
	2	69,900.80	5,825.07	2,679.29	38.2756
	3	72,010.38	6,000.87	2,760.15	39.4307
	4	74,190.40	6,182.53	2,843.71	40.6244
	5	77,432.00	6,452.67	2,967.96	42.3994

27	1	69,900.80	5,825.07	2,679.29	38.2756
	2	72,010.38	6,000.87	2,760.15	39.4307
	3	74,190.40	6,182.53	2,843.71	40.6244
	4	76,442.17	6,370.18	2,930.02	41.8574
	5	79,791.25	6,649.27	3,058.39	43.6913

28	1	72,010.38	6,000.87	2,760.15	39.4307
	2	74,190.40	6,182.53	2,843.71	40.6244
	3	76,442.17	6,370.18	2,930.02	41.8574
	4	78,769.08	6,564.09	3,019.21	43.1316
	5	82,230.34	6,852.53	3,151.88	45.0269

29	1	74,190.40	6,182.53	2,843.71	40.6244
	2	76,442.17	6,370.18	2,930.02	41.8574
	3	78,769.08	6,564.09	3,019.21	43.1316
	4	81,174.51	6,764.54	3,111.41	44.4487
	5	84,751.09	7,062.59	3,248.50	46.4071

30	1	76,442.17	6,370.18	2,930.02	41.8574
	2	78,769.08	6,564.09	3,019.21	43.1316
	3	81,174.51	6,764.54	3,111.41	44.4487
	4	83,716.65	6,976.39	3,208.85	45.8407
	5	87,354.80	7,279.57	3,348.30	47.8329

31	1	78,769.08	6,564.09	3,019.21	43.1316
	2	81,174.51	6,764.54	3,111.41	44.4487
	3	83,716.65	6,976.39	3,208.85	45.8407
	4	86,342.80	7,195.23	3,309.51	47.2787
	5	90,100.70	7,508.39	3,453.55	49.3364

32	1	81,174.51	6,764.54	3,111.41	44.4487
	2	83,716.65	6,976.39	3,208.85	45.8407
	3	86,342.80	7,195.23	3,309.51	47.2787
	4	89,054.26	7,421.19	3,413.44	48.7634
	5	92,937.39	7,744.78	3,562.28	50.8897

33	1	83,716.65	6,976.39	3,208.85	45.8407
	2	86,342.80	7,195.23	3,309.51	47.2787
	3	89,054.26	7,421.19	3,413.44	48.7634
	4	91,855.73	7,654.64	3,520.82	50.2974
	5	95,865.39	7,988.78	3,674.51	52.4930

Effective April 1, 2020					
Grid Level	Step	Annual	Monthly	Bi-weekly	Hourly
G1	1	32,363.52	2,696.96	1,240.49	17.7213

1	1	34,816.17	2,901.35	1,334.50	19.0643
	2	35,714.69	2,976.22	1,368.94	19.5563
	3	36,643.73	3,053.64	1,404.55	20.0650
	4	37,602.51	3,133.54	1,441.30	20.5900
	5	39,039.77	3,253.31	1,496.39	21.3770

2	1	35,714.69	2,976.22	1,368.94	19.5563
	2	36,643.73	3,053.64	1,404.55	20.0650
	3	37,602.51	3,133.54	1,441.30	20.5900
	4	38,593.38	3,216.12	1,479.28	21.1326
	5	40,078.12	3,339.84	1,536.19	21.9456

3	1	36,643.73	3,053.64	1,404.55	20.0650
	2	37,602.51	3,133.54	1,441.30	20.5900
	3	38,593.38	3,216.12	1,479.28	21.1326
	4	39,618.17	3,301.51	1,518.56	21.6937
	5	41,151.17	3,429.26	1,577.32	22.5331

4	1	37,602.51	3,133.54	1,441.30	20.5900
	2	38,593.38	3,216.12	1,479.28	21.1326
	3	39,618.17	3,301.51	1,518.56	21.6937
	4	40,677.13	3,389.76	1,559.15	22.2736
	5	42,261.54	3,521.80	1,619.88	23.1411

5	1	38,593.38	3,216.12	1,479.28	21.1326
	2	39,618.17	3,301.51	1,518.56	21.6937
	3	40,677.13	3,389.76	1,559.15	22.2736
	4	41,771.32	3,480.94	1,601.09	22.8727
	5	43,406.86	3,617.24	1,663.78	23.7683

6	1	39,618.17	3,301.51	1,518.56	21.6937
	2	40,677.13	3,389.76	1,559.15	22.2736
	3	41,771.32	3,480.94	1,601.09	22.8727
	4	42,900.72	3,575.06	1,644.38	23.4911
	5	44,591.57	3,715.96	1,709.19	24.4170

7	1	40,677.13	3,389.76	1,559.15	22.2736
	2	41,771.32	3,480.94	1,601.09	22.8727
	3	42,900.72	3,575.06	1,644.38	23.4911
	4	44,070.31	3,672.53	1,689.21	24.1316
	5	45,816.72	3,818.06	1,756.15	25.0879

8	1	41,771.32	3,480.94	1,601.09	22.8727
	2	42,900.72	3,575.06	1,644.38	23.4911
	3	44,070.31	3,672.53	1,689.21	24.1316
	4	45,276.94	3,773.08	1,735.46	24.7923
	5	47,081.27	3,923.44	1,804.62	25.7803

9	1	42,900.72	3,575.06	1,644.38	23.4911
	2	44,070.31	3,672.53	1,689.21	24.1316
	3	45,276.94	3,773.08	1,735.46	24.7923
	4	46,524.79	3,877.07	1,783.29	25.4756
	5	48,389.39	4,032.45	1,854.76	26.4966

10	1	44,070.31	3,672.53	1,689.21	24.1316
	2	45,276.94	3,773.08	1,735.46	24.7923
	3	46,524.79	3,877.07	1,783.29	25.4756
	4	47,814.12	3,984.51	1,832.71	26.1816
	5	49,739.51	4,144.96	1,906.51	27.2359

11	1	45,276.94	3,773.08	1,735.46	24.7923
	2	46,524.79	3,877.07	1,783.29	25.4756
	3	47,814.12	3,984.51	1,832.71	26.1816
	4	49,145.98	4,095.50	1,883.76	26.9109
	5	51,135.29	4,261.27	1,960.01	28.0001

12	1	46,524.79	3,877.07	1,783.29	25.4756
	2	47,814.12	3,984.51	1,832.71	26.1816
	3	49,145.98	4,095.50	1,883.76	26.9109
	4	50,522.19	4,210.18	1,936.51	27.6644
	5	52,578.03	4,381.50	2,015.31	28.7901

13	1	47,814.12	3,984.51	1,832.71	26.1816
	2	49,145.98	4,095.50	1,883.76	26.9109
	3	50,522.19	4,210.18	1,936.51	27.6644
	4	51,944.58	4,328.72	1,991.03	28.4433
	5	54,069.03	4,505.75	2,072.46	29.6066

14	1	49,145.98	4,095.50	1,883.76	26.9109
	2	50,522.19	4,210.18	1,936.51	27.6644
	3	51,944.58	4,328.72	1,991.03	28.4433
	4	53,415.49	4,451.29	2,047.41	29.2487
	5	55,609.08	4,634.09	2,131.49	30.4499



15	1	50,522.19	4,210.18	1,936.51	27.6644
	2	51,944.58	4,328.72	1,991.03	28.4433
	3	53,415.49	4,451.29	2,047.41	29.2487
	4	54,933.89	4,577.82	2,105.61	30.0801
	5	57,201.57	4,766.80	2,192.53	31.3219

16	1	51,944.58	4,328.72	1,991.03	28.4433
	2	53,415.49	4,451.29	2,047.41	29.2487
	3	54,933.89	4,577.82	2,105.61	30.0801
	4	56,504.21	4,708.68	2,165.80	30.9400
	5	58,846.76	4,903.90	2,255.59	32.2227

17	1	53,415.49	4,451.29	2,047.41	29.2487
	2	54,933.89	4,577.82	2,105.61	30.0801
	3	56,504.21	4,708.68	2,165.80	30.9400
	4	58,126.18	4,843.85	2,227.97	31.8281
	5	60,545.70	5,045.48	2,320.71	33.1530

18	1	54,933.89	4,577.82	2,105.61	30.0801
	2	56,504.21	4,708.68	2,165.80	30.9400
	3	58,126.18	4,843.85	2,227.97	31.8281
	4	59,802.68	4,983.56	2,292.23	32.7461
	5	62,318.99	5,193.25	2,388.68	34.1240

19	1	56,504.21	4,708.68	2,165.80	30.9400
	2	58,126.18	4,843.85	2,227.97	31.8281
	3	59,802.68	4,983.56	2,292.23	32.7461
	4	61,539.18	5,128.27	2,358.79	33.6970
	5	64,169.50	5,347.46	2,459.61	35.1373

20	1	58,126.18	4,843.85	2,227.97	31.8281
	2	59,802.68	4,983.56	2,292.23	32.7461
	3	61,539.18	5,128.27	2,358.79	33.6970
	4	63,365.95	5,280.50	2,428.81	34.6973
	5	66,082.37	5,506.86	2,532.93	36.1847

21	1	59,802.68	4,983.56	2,292.23	32.7461
	2	61,539.18	5,128.27	2,358.79	33.6970
	3	63,365.95	5,280.50	2,428.81	34.6973
	4	65,252.73	5,437.73	2,501.13	35.7304
	5	68,060.72	5,671.73	2,608.76	37.2680

22	1	61,539.18	5,128.27	2,358.79	33.6970
	2	63,365.95	5,280.50	2,428.81	34.6973
	3	65,252.73	5,437.73	2,501.13	35.7304
	4	67,202.38	5,600.20	2,575.86	36.7980
	5	70,101.95	5,841.83	2,687.00	38.3857

23	1	63,365.95	5,280.50	2,428.81	34.6973
	2	65,252.73	5,437.73	2,501.13	35.7304
	3	67,202.38	5,600.20	2,575.86	36.7980
	4	69,217.26	5,768.11	2,653.09	37.9013
	5	72,214.40	6,017.87	2,767.97	39.5424

24	1	65,252.73	5,437.73	2,501.13	35.7304
	2	67,202.38	5,600.20	2,575.86	36.7980
	3	69,217.26	5,768.11	2,653.09	37.9013
	4	71,298.93	5,941.58	2,732.88	39.0411
	5	74,396.51	6,199.71	2,851.61	40.7373

25	1	67,202.38	5,600.20	2,575.86	36.7980
	2	69,217.26	5,768.11	2,653.09	37.9013
	3	71,298.93	5,941.58	2,732.88	39.0411
	4	73,450.51	6,120.88	2,815.35	40.2193
	5	76,650.62	6,387.55	2,938.01	41.9716

26	1	69,217.26	5,768.11	2,653.09	37.9013
	2	71,298.93	5,941.58	2,732.88	39.0411
	3	73,450.51	6,120.88	2,815.35	40.2193
	4	75,674.10	6,306.18	2,900.58	41.4369
	5	78,980.66	6,581.72	3,027.32	43.2474

27	1	71,298.93	5,941.58	2,732.88	39.0411
	2	73,450.51	6,120.88	2,815.35	40.2193
	3	75,674.10	6,306.18	2,900.58	41.4369
	4	77,971.00	6,497.58	2,988.62	42.6946
	5	81,387.14	6,782.26	3,119.56	44.5651

28	1	73,450.51	6,120.88	2,815.35	40.2193
	2	75,674.10	6,306.18	2,900.58	41.4369
	3	77,971.00	6,497.58	2,988.62	42.6946
	4	80,344.35	6,695.36	3,079.59	43.9941
	5	83,875.01	6,989.58	3,214.92	45.9274

29	1	75,674.10	6,306.18	2,900.58	41.4369
	2	77,971.00	6,497.58	2,988.62	42.6946
	3	80,344.35	6,695.36	3,079.59	43.9941
	4	82,798.05	6,899.84	3,173.64	45.3377
	5	86,446.11	7,203.84	3,313.47	47.3353

30	1	77,971.00	6,497.58	2,988.62	42.6946
	2	80,344.35	6,695.36	3,079.59	43.9941
	3	82,798.05	6,899.84	3,173.64	45.3377
	4	85,391.06	7,115.92	3,273.03	46.7576
	5	89,102.00	7,425.17	3,415.27	48.7896

31	1	80,344.35	6,695.36	3,079.59	43.9941
	2	82,798.05	6,899.84	3,173.64	45.3377
	3	85,391.06	7,115.92	3,273.03	46.7576
	4	88,069.65	7,339.14	3,375.70	48.2243
	5	91,902.69	7,658.56	3,522.62	50.3231

32	1	82,798.05	6,899.84	3,173.64	45.3377
	2	85,391.06	7,115.92	3,273.03	46.7576
	3	88,069.65	7,339.14	3,375.70	48.2243
	4	90,835.38	7,569.62	3,481.71	49.7387
	5	94,796.25	7,899.69	3,633.53	51.9076

33	1	85,391.06	7,115.92	3,273.03	46.7576
	2	88,069.65	7,339.14	3,375.70	48.2243
	3	90,835.38	7,569.62	3,481.71	49.7387
	4	93,692.94	7,807.75	3,591.24	51.3034
	5	97,782.70	8,148.56	3,748.00	53.5429

Effective April 1, 2021					
Grid Level	Step	Annual	Monthly	Bi-weekly	Hourly
G1	1	33,010.79	2,750.90	1,265.30	18.0757

1	1	35,512.49	2,959.37	1,361.19	19.4456
	2	36,429.01	3,035.75	1,396.32	19.9474
	3	37,376.57	3,114.71	1,432.64	20.4663
	4	38,354.66	3,196.22	1,470.13	21.0019
	5	39,820.62	3,318.39	1,526.32	21.8046

2	1	36,429.01	3,035.75	1,396.32	19.9474
	2	37,376.57	3,114.71	1,432.64	20.4663
	3	38,354.66	3,196.22	1,470.13	21.0019
	4	39,365.36	3,280.45	1,508.87	21.5553
	5	40,879.59	3,406.63	1,566.91	22.3844

3	1	37,376.57	3,114.71	1,432.64	20.4663
	2	38,354.66	3,196.22	1,470.13	21.0019
	3	39,365.36	3,280.45	1,508.87	21.5553
	4	40,410.50	3,367.54	1,548.93	22.1276
	5	41,974.29	3,497.86	1,608.87	22.9839

4	1	38,354.66	3,196.22	1,470.13	21.0019
	2	39,365.36	3,280.45	1,508.87	21.5553
	3	40,410.50	3,367.54	1,548.93	22.1276
	4	41,490.60	3,457.55	1,590.33	22.7190
	5	43,106.83	3,592.24	1,652.28	23.6040

5	1	39,365.36	3,280.45	1,508.87	21.5553
	2	40,410.50	3,367.54	1,548.93	22.1276
	3	41,490.60	3,457.55	1,590.33	22.7190
	4	42,606.70	3,550.56	1,633.11	23.3301
	5	44,275.11	3,689.59	1,697.06	24.2437

6	1	40,410.50	3,367.54	1,548.93	22.1276
	2	41,490.60	3,457.55	1,590.33	22.7190
	3	42,606.70	3,550.56	1,633.11	23.3301
	4	43,758.80	3,646.57	1,677.27	23.9610
	5	45,483.30	3,790.28	1,743.37	24.9053

7	1	41,490.60	3,457.55	1,590.33	22.7190
	2	42,606.70	3,550.56	1,633.11	23.3301
	3	43,758.80	3,646.57	1,677.27	23.9610
	4	44,951.60	3,745.97	1,722.99	24.6141
	5	46,732.98	3,894.42	1,791.27	25.5896

8	1	42,606.70	3,550.56	1,633.11	23.3301
	2	43,758.80	3,646.57	1,677.27	23.9610
	3	44,951.60	3,745.97	1,722.99	24.6141
	4	46,182.50	3,848.54	1,770.17	25.2881
	5	48,022.84	4,001.90	1,840.71	26.2959

9	1	43,758.80	3,646.57	1,677.27	23.9610
	2	44,951.60	3,745.97	1,722.99	24.6141
	3	46,182.50	3,848.54	1,770.17	25.2881
	4	47,455.39	3,954.62	1,818.96	25.9851
	5	49,357.30	4,113.11	1,891.86	27.0266

10	1	44,951.60	3,745.97	1,722.99	24.6141
	2	46,182.50	3,848.54	1,770.17	25.2881
	3	47,455.39	3,954.62	1,818.96	25.9851
	4	48,770.29	4,064.19	1,869.36	26.7051
	5	50,734.30	4,227.86	1,944.64	27.7806

11	1	46,182.50	3,848.54	1,770.17	25.2881
	2	47,455.39	3,954.62	1,818.96	25.9851
	3	48,770.29	4,064.19	1,869.36	26.7051
	4	50,129.02	4,177.42	1,921.44	27.4491
	5	52,157.99	4,346.50	1,999.21	28.5601

12	1	47,455.39	3,954.62	1,818.96	25.9851
	2	48,770.29	4,064.19	1,869.36	26.7051
	3	50,129.02	4,177.42	1,921.44	27.4491
	4	51,532.63	4,294.39	1,975.24	28.2177
	5	53,629.69	4,469.14	2,055.62	29.3660

13	1	48,770.29	4,064.19	1,869.36	26.7051
	2	50,129.02	4,177.42	1,921.44	27.4491
	3	51,532.63	4,294.39	1,975.24	28.2177
	4	52,983.45	4,415.29	2,030.85	29.0121
	5	55,150.43	4,595.87	2,113.91	30.1987

14	1	50,129.02	4,177.42	1,921.44	27.4491
	2	51,532.63	4,294.39	1,975.24	28.2177
	3	52,983.45	4,415.29	2,030.85	29.0121
	4	54,483.85	4,540.32	2,088.36	29.8337
	5	56,721.27	4,726.77	2,174.12	31.0589

15	1	51,532.63	4,294.39	1,975.24	28.2177
	2	52,983.45	4,415.29	2,030.85	29.0121
	3	54,483.85	4,540.32	2,088.36	29.8337
	4	56,032.51	4,669.38	2,147.72	30.6817
	5	58,345.59	4,862.13	2,236.38	31.9483

16	1	52,983.45	4,415.29	2,030.85	29.0121
	2	54,483.85	4,540.32	2,088.36	29.8337
	3	56,032.51	4,669.38	2,147.72	30.6817
	4	57,634.39	4,802.87	2,209.12	31.5589
	5	60,023.65	5,001.97	2,300.70	32.8671

17	1	54,483.85	4,540.32	2,088.36	29.8337
	2	56,032.51	4,669.38	2,147.72	30.6817
	3	57,634.39	4,802.87	2,209.12	31.5589
	4	59,288.72	4,940.73	2,272.53	32.4647
	5	61,756.50	5,146.38	2,367.12	33.8160

18	1	56,032.51	4,669.38	2,147.72	30.6817
	2	57,634.39	4,802.87	2,209.12	31.5589
	3	59,288.72	4,940.73	2,272.53	32.4647
	4	60,998.61	5,083.22	2,338.07	33.4010
	5	63,565.27	5,297.11	2,436.45	34.8064

19	1	57,634.39	4,802.87	2,209.12	31.5589
	2	59,288.72	4,940.73	2,272.53	32.4647
	3	60,998.61	5,083.22	2,338.07	33.4010
	4	62,770.07	5,230.84	2,405.97	34.3710
	5	65,452.84	5,454.40	2,508.80	35.8400

20	1	59,288.72	4,940.73	2,272.53	32.4647
	2	60,998.61	5,083.22	2,338.07	33.4010
	3	62,770.07	5,230.84	2,405.97	34.3710
	4	64,633.37	5,386.11	2,477.39	35.3913
	5	67,404.05	5,617.00	2,583.59	36.9084

21	1	60,998.61	5,083.22	2,338.07	33.4010
	2	62,770.07	5,230.84	2,405.97	34.3710
	3	64,633.37	5,386.11	2,477.39	35.3913
	4	66,557.72	5,546.48	2,551.15	36.4450
	5	69,422.06	5,785.17	2,660.94	38.0134

22	1	62,770.07	5,230.84	2,405.97	34.3710
	2	64,633.37	5,386.11	2,477.39	35.3913
	3	66,557.72	5,546.48	2,551.15	36.4450
	4	68,546.51	5,712.21	2,627.38	37.5340
	5	71,503.99	5,958.67	2,740.74	39.1534

23	1	64,633.37	5,386.11	2,477.39	35.3913
	2	66,557.72	5,546.48	2,551.15	36.4450
	3	68,546.51	5,712.21	2,627.38	37.5340
	4	70,601.56	5,883.46	2,706.15	38.6593
	5	73,658.70	6,138.23	2,823.33	40.3333

24	1	66,557.72	5,546.48	2,551.15	36.4450
	2	68,546.51	5,712.21	2,627.38	37.5340
	3	70,601.56	5,883.46	2,706.15	38.6593
	4	72,724.97	6,060.41	2,787.54	39.8220
	5	75,884.38	6,323.70	2,908.64	41.5520

25	1	68,546.51	5,712.21	2,627.38	37.5340
	2	70,601.56	5,883.46	2,706.15	38.6593
	3	72,724.97	6,060.41	2,787.54	39.8220
	4	74,919.60	6,243.30	2,871.66	41.0237
	5	78,183.63	6,515.30	2,996.77	42.8110

26	1	70,601.56	5,883.46	2,706.15	38.6593
	2	72,724.97	6,060.41	2,787.54	39.8220
	3	74,919.60	6,243.30	2,871.66	41.0237
	4	77,187.54	6,432.30	2,958.59	42.2656
	5	80,560.37	6,713.36	3,087.87	44.1124

27	1	72,724.97	6,060.41	2,787.54	39.8220
	2	74,919.60	6,243.30	2,871.66	41.0237
	3	77,187.54	6,432.30	2,958.59	42.2656
	4	79,530.36	6,627.53	3,048.39	43.5484
	5	83,014.85	6,917.90	3,181.95	45.4564

28	1	74,919.60	6,243.30	2,871.66	41.0237
	2	77,187.54	6,432.30	2,958.59	42.2656
	3	79,530.36	6,627.53	3,048.39	43.5484
	4	81,951.19	6,829.27	3,141.18	44.8740
	5	85,552.55	7,129.38	3,279.22	46.8460

29	1	77,187.54	6,432.30	2,958.59	42.2656
	2	79,530.36	6,627.53	3,048.39	43.5484
	3	81,951.19	6,829.27	3,141.18	44.8740
	4	84,453.93	7,037.83	3,237.11	46.2444
	5	88,175.05	7,347.92	3,379.74	48.2820

30	1	79,530.36	6,627.53	3,048.39	43.5484
	2	81,951.19	6,829.27	3,141.18	44.8740
	3	84,453.93	7,037.83	3,237.11	46.2444
	4	87,098.87	7,258.24	3,338.49	47.6927
	5	90,884.16	7,573.68	3,483.58	49.7654

31	1	81,951.19	6,829.27	3,141.18	44.8740
	2	84,453.93	7,037.83	3,237.11	46.2444
	3	87,098.87	7,258.24	3,338.49	47.6927
	4	89,830.94	7,485.91	3,443.21	49.1887
	5	93,740.68	7,811.72	3,593.07	51.3296

32	1	84,453.93	7,037.83	3,237.11	46.2444
	2	87,098.87	7,258.24	3,338.49	47.6927
	3	89,830.94	7,485.91	3,443.21	49.1887
	4	92,651.97	7,721.00	3,551.34	50.7334
	5	96,692.16	8,057.68	3,706.20	52.9457

33	1	87,098.87	7,258.24	3,338.49	47.6927
	2	89,830.94	7,485.91	3,443.21	49.1887
	3	92,651.97	7,721.00	3,551.34	50.7334
	4	95,566.67	7,963.89	3,663.06	52.3294
	5	99,738.35	8,311.53	3,822.96	54.6137

#### APPENDIX 1C

##### Re: Classification Titles and Grid Ranges

The parties will add/or delete mutually agreed inactive classification titles from this list. Should positions in any of these classifications become active in the future, the positions will revert to the classification title and grid ranges in effect in the second BCGEU/CLBC collective agreement, unless mutually agree to amend.

Classification Title	Former Union Comp	Grid Range	Effective Date
Activity Worker R13	HSA	13	
Administrative Officer R13	AS	13	
Administrative Officer R14	AS	14	Eliminated @ March 31, 2021
Administrative Officer R15	AS	15	Grid 14 to 15 @ April 1, 2021
Administrative Officer R15	AS	15	
Administrative Officer R18	AS	18	
Administrative Officer R21	AS	21	
Administrative Officer R24	AS	24	
Administrative Officer R27	AS	27	
Administrative Officer R30	AS	30	
Building Maintenance Worker (Janitor) R6	HSA	6	
Clerk R9	AS	9	
Clerk R11	AS	11	
Clerk R14	AS	14	
Clerk R14	AS	14	Eliminated @ March 31, 2021
Clerk R15	AS	15	Grid 14 to 15 @ April 1, 2021
Communications Officer R24	AS	24	
Communications Officer R27	AS	27	
Communications Officer R30	AS	30	
Dietary Aide R7	HSA	7	
Financial Officer R14	AS	14	Eliminated March 31, 2021
Financial Officer R15	AS	15	Grid 14 to 15 @ April 1, 2021
Financial Officer R18	AS	18	
Financial Officer R21	AS	21	
Financial Officer R24	AS	24	
Financial Officer R27	AS	27	
Financial Officer R30	AS	30	
Information Systems R18	SIH	18	
Information Systems R21	SIH	21	
Information Systems R24	SIH	24	
Information Systems R27	SIH	27	
Information Systems R30	SIH	30	
Line Cook R11	HSA	11	
Mental Health Support Worker R13	HSA	13	
Occupational Therapist/Rehabilitation Assistant R14	SIH	14	
Occupational Therapist Assistant R24	SIH	24	
Office Assistant R7	AS	7	Eliminate @ March 31, 2020
Office Assistant R9	AS	9	Grid 7 to 9 @ April 1, 2020
Policy Analyst R27	SIH	27	
Policy Analyst R30	SIH	30	
Social Program Officer R14	SIH	14	
Social Program Officer R18	SIH	18	



Classification Title	Former Union Comp	Grid Range	Effective Date
Social Program Officer R21	SIH	21	
Social Program Officer (Growth to R24)	SIH	19/20/21/22	Eliminate @ March 31, 2021
Social Program Officer (Growth to R24)	SIH	20/21/22/23	Effective April 1, 2021
Social Program Officer R24	SIH	24	
Social Program Officer R26	SIH	26	
Social Program Officer R27	SIH	27	
Social Program Officer R28	SIH	28	
Social Program Officer R30	SIH	30	

### HOSPITAL & ALLIED SERVICES

*Definition* - This component includes those positions providing direct care in institutions or support services generally.

### SOCIAL, INFORMATION & HEALTH SERVICES

*Definition* - This component consists of those classifications involved in sociological, cultural, education, research, health care delivery, and the direct technical support functions thereto.

### ADMINISTRATIVE SERVICES

*Definition* - This component consists of those classifications which act in direct support to administrative, social and legal programs by providing such services as clerical, stenographic, business-machine operation, etc., or which are of an administrative or supervisory nature which may include technical support and auditing, taxation, systems, or regulatory/enforcement in a commercial environment.

## APPENDIX 2

### Re: Special Employment Program Rates

Definition	Grid	Steps Used		
		1	3	5
<b>Youth Employment Program - Level 1</b> Students enrolled in full-time studies at an accredited educational institution within the past six months at Grade 12 or below	<b>G1</b>	--		
<b>Youth Employment Program - Level 2</b> Students enrolled in full-time studies at an accredited educational institution within the past six months at a post-secondary level.		X		X
<b>Training Program - Level 1</b> Employees without a post-secondary degree or certificate working in their initial work term.		X		
<b>Training Program - Level 2</b> Level 1 employees working in a subsequent work term.				
<b>Co-op Education Training Program - Level 1</b> Employees registered in a recognized co-operative education program at a participating post-secondary institution, who are working towards a diploma or Bachelor's degree.				--

Definition	Grid	Steps Used		
		1	3	5
<b>Information Technology Work Practicum</b> Employees registered in a recognized information technology education program at a participating post-secondary institution with a minimum instructional period of six months and a maximum work practicum period of four months.				
<b>Training Program – Level 3</b> Employees who have completed a post-secondary degree or certificate (minimum 2-year course) classification and are placed into training positions where they are performing work consistent with the education level. Employees with a degree or certificate who are not performing work consistent with their educational level shall be placed into Level 1.				
<b>Co-op Education Training Program - Level 2</b> Employees registered in a recognized co-operative education program at a participating post-secondary institution, who are working towards a post-graduate degree.				
<b>Internship Program</b> Employees who are recent graduates from a university or who have received a college diploma or certificate and who are hired as part of an Internship Program.				

### APPENDIX 3

#### Re: Short and Long-Term Disability

##### Part I - Short-Term Illness and Injury Plan

##### 1.1 Eligibility and Entitlement

- (a) Regular employees shall be covered by the Short-Term Illness and Injury Plan upon completion of six months of active service with the Employer.
- (b) Regular employees with less than six months of service who are unable to work because of illness or injury are entitled to six days coverage at 75% pay in any one calendar year.
- (c) Regular employees with three months but less than six months of service will be entitled to 15 weeks (75 workdays) of coverage, consisting of the above six days, or what remains of the six days entitlement, at 75% pay, and the remainder of the 15 weeks at two-thirds of pay, not to exceed the Employment Insurance maximum weekly sickness benefit.
- (d)
  - (1) Notwithstanding (a), (b) and (c) above, where a regular employee is on a claim recognized by the Workers' Compensation Board while the employee was on the Employer's business, they shall be entitled to leave with pay up to 130 days for any one claim in lieu of benefits as outlined in Section 1.2. Such leave period will run concurrent with the related STIIP period.
  - (2) Employer and employee contributions and deductions for Superannuation and Employment Insurance during the period of absence will comply with statutory requirements.
  - (3) During the leave period, the employee will receive net take-home pay equal to wage loss benefits (inclusive of any earnings over and above basic pay) as calculated by the WCB, less any voluntary deductions and those employee deductions referenced in (2) above.

- (4) If net take-home pay as calculated in (3) above is less than the employee would receive if they had continued to work, the Employer will top up so there is no difference in net take-home pay.
- (5) The compensation payable by the Workers' Compensation Board shall be remitted to the Employer.
- (e) Pay for a regular part-time employee under this plan shall be based on their part-time percentage of full-time employment at date of present appointment.
- (f) For the purpose of calculating six days per calendar year, one day shall be considered to be one day regardless of the regularly scheduled workday. Calculation for part-time employees and partial days will be on a pro-rated basis.
- (g) The maximum six-month period identified in Appendix 3, Part 1 shall be a maximum seven-month period for auxiliary employees who qualify for benefits pursuant to this agreement, Article 31.12.

## **1.2 Short-Term Plan Benefit**

- (a) In the event an employee is unable to work because of illness or injury they will be entitled to a benefit of 75% of pay for a period not to exceed six months from date of absence (short-term plan period).
- (b) The 75% benefit may be supplemented, at the employee's option, in quarter day increments by the use of the following in descending order:
  - (1) accumulated sick leave credit under the old sick leave plan;
  - (2) compensatory time off (CTO);
  - (3) banked earned time off (ETO), excepting where scheduled in a shift schedule;
  - (4) earned vacation entitlement;
  - (5) unearned vacation entitlement to a maximum of 70 hours.

## **1.3 Recurring Disabilities**

- (a) Employees who return to work after being absent because of illness or injury, and within 15 consecutive scheduled days of work again become unable to work because of the same illness or injury are considered to still be within the original short-term plan period as defined in Section 1.2(a). STIIP is considered to be one continuous leave if the employee has been off for the same illness/injury without returning to work for 15 consecutive scheduled workdays before taking another day for the same illness or injury.
- (b) Employees who return to work after being absent because of illness or injury and within 15 consecutive scheduled days of work again become unable to work because of a new illness or injury unrelated to the illness or injury that caused the previous absence shall be entitled to a further six months of benefits under this plan.
- (c) Employees who return to work after being absent because of illness or injury, and after working 15 or more consecutive scheduled days of work, again become unable to work because of the same illness or injury will be entitled to a further six-month period of benefits under this plan, except as provided in (d) below.
- (d) Where an employee is returning to work after a period of illness or injury and where the Rehabilitation Committee has approved such return on a trial basis for assessment and/or rehabilitation purposes, the short-term plan period shall continue to be as defined in Section 1.2(a). Such trial period must be approved during the period the employee is receiving short-term benefits, however, the end of the trial period can go beyond the short-term plan benefit period.

(e) Employees who return to work after a period of illness or injury and who do not work the same number of hours that were scheduled prior to the illness or injury shall receive prorated benefits under this plan, however, not beyond six calendar months from the initial date of absence as defined in Section 1.2(a), if absence is due to the same illness or injury.

(f) Scheduled days of work, as noted in (a), (b) & (c) above, shall mean days where the employee is actually at work.

#### **1.4 Doctor's Certificate of Inability to Work**

The Employer may require an employee who is unable to work because of illness or injury to provide a statement from:

- (a) a medical practitioner qualified to practise in the Province of BC; or
- (b) where necessary, from a medical practitioner licensed to practise in the province of Alberta or the Yukon; or
- (c) the consulting physician to whom the employee is referred by the medical practitioner in (a) or (b) above, providing medical evidence of the employee's inability to work in any of the following circumstances:
  - (1) where it appears that a pattern of consistent or frequent absence from work is developing;
  - (2) where the employee has been absent for six consecutive scheduled days of work;
  - (3) where at least 30 days have elapsed since the last statement was obtained and the employee has been in receipt of plan benefits throughout that period.

The Employer may amend or waive the requirement for medical certificates for employees who have a prolonged or terminal illness.

With the exception of the CLBC's Doctor's Certificate and doctor's certificate referenced above, where the Employer requires a medical assessment from the employee's physician specifying the employee's employment limitations and/or capabilities, the employee will be reimbursed, upon production of receipt, for 50% of the cost of the medical assessment. Effective April 1, 2020, the employee will be reimbursed, upon production of receipt, for 50% of the cost of all of the medical certificates referenced above.

Benefits will cease to be paid when an employee fails to provide satisfactory evidence of medical disability during the benefit period.

#### **1.5 Integration With Other Disability Income**

Short-term benefits will be reduced by all other disability income benefits to which the absent employee is entitled except disability income which was being received prior to the illness or injury resulting in the employee being absent from work and which is unrelated to the illness or injury causing the current absence and the ¼ day accumulation that is being used to supplement the plan, pursuant to Section 1.2(b). Other disability income benefits will include:

- (a) any amount the absent employee receives from any group insurance, wage continuation or pension plan of the Employer;
- (b) any amount of disability income provided by any compulsory Act or law, except Employment Insurance sickness benefits and WCB benefits payable in accordance with Section 1.1(d);
- (c) any periodic benefit payment from the Canada or Quebec Pension Plan or other social security plan of any country.

Notwithstanding the above, in the case of ICBC Weekly Indemnity payments or, in the case of personal insurance coverage integration will apply to the extent that the combination of Plan benefits and ICBC Weekly Indemnity payments, or personal insurance disability income benefits exceed either:

- (1) 100% of pay; or
- (2) the applicable benefit percentage of the individual's average total monthly income in the 12-month period immediately preceding commencement of the disability, whichever is the greater. Where this provision is to apply, the employee will be required to provide satisfactory evidence of their total monthly income.

Notwithstanding the above, where an employee makes a successful wage loss claim against a third party for an injury for which the employee received or would receive STIP benefits, the Employer will be entitled to recover or decrease Plan benefits by an amount equal to the amount that Plan benefits in combination with the wage loss claim paid exceed 100% of pay.

This section does not apply to a war disability pension paid under an *Act* of the governments of Canada or other commonwealth countries.

### **1.6 Benefits Not Paid During Certain Periods**

Benefits will not be paid when an employee is:

- (a) receiving designated paid holiday pay;
- (b) engaged in an occupation for wage or profit;
- (c) on strike or is locked out unless the strike or lockout occurred after the illness or injury resulting in the employee being absent from work;
- (d) serving a prison sentence;
- (e) on suspension;
- (f) on paid absence in the period immediately preceding retirement;
- (g) on any leave of absence without pay.

Notwithstanding (g) above, where an illness or injury occurs during a period of approved:

- (1) educational leave;
- (2) general leave of absence not exceeding 30 days;
- (3) maternity leave, parental leave, or adoption leave

which prevents the employee from returning to work on the scheduled date of return, the short-term plan will be effective from the date of disability due to illness or injury and benefits will be paid for the balance of the six-month period remaining from the scheduled date of return to work.

- (h) not actively engaged in a treatment program where the employee's physician determines it to be appropriate to be involved in such a program. An employee shall be afforded the opportunity to demonstrate there were reasonable grounds for not being engaged in a treatment program.

### **1.7 Employee to Inform Employer**

The employee shall inform the Employer as soon as possible of their inability to report to work because of illness or injury. The employee shall inform the Employer of the date of return to duty, in advance of that date, in order that relief scheduled for that employee can be notified.

### **1.8 EIC Premium**

The parties agree that the complete premium reduction from Service Canada accruing through the improved illness and injury plan will be returned to the Employer.

### **1.9 Benefits Upon Layoff or Separation**

- (a) Subject to (b) and (c) below, regular employees who have completed three months of service and who are receiving benefits pursuant to Section 1.1(c), 1.1(d), or 1.2 shall continue to receive such benefits upon layoff or separation until the termination of the illness or until the maximum benefit entitlement has been granted, whichever comes first, if the notice of layoff or separation is given after the commencement of the illness for which the benefits are being paid.
- (b) In the event that layoff or separation notice was given prior to the commencement of the illness, benefits will cease on the effective date of the layoff or separation only if the illness commenced within two months of the effective date of the layoff or separation.
- (c) Benefits will continue to be paid in accordance with (a) above for which notice of layoff or separation was given prior to the commencement of the illness and if the illness commenced more than two months before the effective date of the layoff or separation.

## **Part II - Long-Term Disability Plan**

### **2.1 Eligibility**

- (a) (1) Regular full-time employees shall be covered by the Long-Term Disability Plan upon completion of six months active employment with the Employer. To be covered by the Plan, a regular part-time employee must be working in a position that requires at least half-time work on a regularly scheduled basis, and must have completed six months active service in such a position.  
  
\* Employees must submit their LTD Plan application within four weeks following the end of the STIIP period. An employee who fails to submit their application for LTD benefits within four weeks of the end of the STIIP period will be presumed to have abandoned their claim for LTD benefits. An employee shall be afforded the opportunity to rebut such presumption to the Plan Administrator and demonstrate that there were reasonable grounds for not having applied for LTD benefits within the prescribed time period.
- (2) Where an employee is converted from auxiliary to regular status, plan coverage shall commence the earlier of (a)(1) above, or upon the completion of six months of full-time, unbroken employment from the date the employee qualified for Short-Term Illness and Injury Plan benefits under Clause 31.12 - Eligibility Requirements for Benefits.
- (b) An employee who is not actively at work because of illness or injury on the workday coincident with, or immediately preceding, the date they would otherwise have become eligible for coverage under the Plan will not be eligible for coverage until the date the employee returns to active employment.
- (c) Coverage in the plan is a condition of employment.

### **2.2 Long-Term Disability Benefit**

In the event an employee, while covered under this plan, becomes totally disabled as a result of an accident or a sickness, then, after the employee has been totally disabled for six months, including periods approved in Sections 1.3(a) and (c), they shall be eligible to receive a monthly benefit as follows:

- (a) While the employee has a sick bank balance to be used on a day-for-day basis, full monthly earnings will continue until the sick bank is exhausted, and Section 2.6 will not apply.

(b) When an employee has no sick bank, or after it is exhausted, the employee shall receive a monthly benefit equal to the sum of:

- (1) 70% of the first \$2,700 of monthly earnings; and
- (2) 50% of the monthly earnings above \$2,700.

For the purposes of the above, earnings shall mean basic monthly earnings as at the date of disability as determined by the Employer.

The basic monthly earnings as at the date of disability shall be the salary in effect for the last month of the short-term plan period, or equivalent six-month period, taking into consideration any retroactive adjustments. The date of disability for determining the commencement of the first 25 months of disability shall be the day following the last month of the short-term plan period, or an equivalent six-month period.

As of April 1, 2022, annual increases to (b)(1) will be calculated by applying a percentage increase equivalent to the annual percentage general wage increase for all employees under the collective agreement. It is understood that the adjustment in (b)(1) will only apply to new claims to set the benefit amount to be paid at the beginning of each LTD claim and into the future and that Appendix 3, 2.18 Benefit Level will not also apply at the time the benefit level is set.

(c) The long-term disability benefit payment will be made as long as an employee remains totally disabled in accordance with Section 2.3, and will cease on the date the employee recovers, or at the end of the month in which the employee reaches age 65, or resigns or dies, whichever occurs first.

(d) An employee in receipt of long-term disability benefits will be considered an employee for purposes of pension benefits and will continue to be covered by group life, extended health, dental and medical plans. Employees also remain eligible for Article 27.16 – Retirement Allowance and Pre-Retirement Leave provided the employee has completed 20 years of service prior to receipt of long-term disability benefits and they otherwise meet the requirements of Article 27.16. Employees will not be covered by any other portion of a collective agreement but will retain the right of access to a rehabilitation committee established there under and will retain seniority rights should they return to employment within nine months following cessation of benefits. A temporary assignment or auxiliary appointment will not disqualify an employee from the nine-month access period.

(e) When an employee is in receipt of the benefit described in (b) above, contributions required for benefit plans in (d) above and contributions for superannuation will be waived by the Employer.

(f) An employee engaged in rehabilitative employment with the Employer and who is receiving partial long-term disability benefit payments will have contributions required for benefit plans in (d) above and contributions for superannuation waived by the Employer, except that superannuation contributions shall be deducted from any salary received from the Employer to cover the period of rehabilitative employment.

### **2.3 Total Disability**

(a) Total disability, as used in this Plan, means the complete inability because of an accident or sickness of a covered employee to perform all the duties of their own occupation for the first 25 months of disability except where accommodation has been made which enables an employee to work:

- (1) in their own occupation, or
- (2) in a job other than their own occupation.

Where accommodation has been made which enables an employee to return to work they will not be considered totally disabled and the rate of pay shall be the rate for the job.

If the rate of pay for this job is less than the rate of pay of the employee at the date of disability, the employee's salary will be protected in accordance with Clause 27.7 - Salary Protection and Downward Classification of Position at the employee's basic rate at the date of disability.

After the first 25 months of total disability, where accommodation has been made that enables an employee to return to a job other than their own occupation, the employee will not be considered totally disabled and their basic rate shall be the basic rate for the job or 75% of the basic rate of their own occupation, whichever is greater.

After the first 25 months of total disability, employees able by reason of education, training or experience to perform the duties of a gainful occupation for which the rate of pay is not less than 75% of the current rate of pay of their regular occupation at date of disability will not be considered totally disabled and will therefore not be eligible for benefits under this Long-Term Disability Plan.

During a period of total disability an employee must be under the regular and personal care of a legally qualified doctor of medicine.

- (b) (1) If an employee becomes totally disabled and during this period of total disability engages in rehabilitative employment, where they are unable to perform the principal duties of their previous classification, the employee may earn in combination with benefits from this Plan up to 100% of their earnings at the date of disability. In the event that income from rehabilitative employment and the benefit paid under this Plan exceed 100% of the employee's earnings at date of disability, the benefit from this Plan will be further reduced by the excess amount.
- (2) If an employee is able to perform the principal duties of the position they are placed into on rehabilitative employment, the employee may earn, in combination with benefits from this Plan, up to 100% of their earnings at the date of disability or the position's current rate of pay, whichever is greater.

*"Rehabilitative employment"* shall mean any occupation or employment for wage or profit or any course or training that entitles the disabled employee to an allowance, provided such rehabilitative employment has the approval of the employee's doctor and the Employer.

The rehabilitative employment of a disabled employee will continue until such time as the employee's earnings from rehabilitative employment reach 100% of the employee's earnings at the date of disability but in no event for more than 25 months from the date benefit payments commence.

If earnings are received by an employee during a period of total disability and if such earnings are derived from employment which has not been approved of as rehabilitative employment by their doctor and the Employer, then the regular monthly benefit from the Plan will be reduced by 100% of such earnings, if the monthly earnings are in excess of \$200 per month.

- (3) In the event that an employee has been classified as totally disabled for all occupations and engages in approved rehabilitative employment, the provisions of (1) and (2) above apply except that the rehabilitative employment may continue for 25 months from the date rehabilitative employment commenced.

- (4) In the case where rehabilitative employment has been approved while an employee is receiving a benefit under the provisions of Section 2.2(a), the provisions of Section 2.3(c)(1) shall not apply until the employee is receiving a benefit under Section 2.2(b).



## 2.4 Exclusions from Coverage

The Long-Term Disability Plan does not cover total disabilities resulting from:

- (a) war, insurrection, rebellion, or service in the Armed Forces of any country after the commencement of this plan;
- (b) voluntary participation in a riot or civil commotion except while an employee is in the course of performing the duties of their regular occupation.

## 2.5 Pre-Existing Conditions

An employee shall not be entitled to long-term disability benefits from this Plan if their total disability resulted from an illness or injury with respect to which medical treatment, services or supplies were received in the 90 - day period prior to the date of hire unless they have completed 12 consecutive months of service after the date of hire during which time they have not been absent from work due to the aforementioned illness or injury with respect to which medical treatment, services or supplies were received. This clause does not apply to present employees who have been continuously employed for a period of five years immediately preceding this claim.

## 2.6 Integration With Other Disability Income

In the event a totally disabled employee is entitled to any other income as a result of the same accident, sickness, mental or nervous disorder that caused them to be eligible to receive benefits from this Plan, the benefits from this Plan will be reduced by 100% of such other disability income.

Other disability income shall include, but not necessarily be limited to:

- (a) any amount payable under the *Workers Compensation Act* or Law or any other legislation of similar purpose; and
- (b) any amount the disabled employee receives from any group insurance, wage continuation or pension plan of the Employer that provides disability or retirement income; and
- (c) any amount of disability income provided by any compulsory Act or law; and
- (d) any periodic primary benefit payment from the Canada or Quebec Pension Plans or other similar social security plan of any country to which the disabled employee is entitled or to which they would be entitled if their application for such a benefit were approved; and
- (e) any amount of disability income provided by any group or association disability plan to which the disabled employee might belong or subscribe.

The amount by which the disability benefit from this Plan is reduced by other disability income will normally be the amount to which the disabled employee is entitled upon becoming first eligible for such other disability income. Future increases in such other disability income resulting from increases in the Canadian Consumer Price Index or similar indexing arrangements will not further reduce the benefit from this Plan.

Notwithstanding the above, in the case of ICBC Weekly Indemnity payments or, in the case of personal insurance coverage, integration will apply to the extent that the combination of Plan benefits and ICBC Weekly Indemnity payments or, personal insurance disability income benefits exceed either:

- (1) 100% of basic pay; or
- (2) the applicable benefit percentage of the individual average total monthly income in the 12-month period immediately preceding commencement of the disability, whichever is the

greater. Where this provision is to apply the employee will be required to provide satisfactory evidence of their total monthly income.

Notwithstanding the above, where an employee makes a successful wage loss claim against a third party for an injury for which the employee received or would receive LTD benefits, the Employer will be entitled to recover or decrease Plan benefits by an amount equal to the amount that Plan benefits in combination with the wage loss claim paid exceed 100% of pay subject to the following:

- The amount of plan benefit recovered or decreased will be reduced limited to the legal fees attributed to the Employer's share of total claim recovery.
- The existence of an action commenced by or on behalf of an employee does not preclude the Employer from joining the employee's action or commencing an action on its own behalf respecting the benefits paid.
- Where the Employer or the employee intends to commence or join such an action, they shall advise the other in writing of that intention.

This section does not apply to a war disability pension paid under an *Act* of the governments of Canada or other commonwealth countries.

## **2.7 Successive Disabilities**

(a) If, following a period of total disability with respect to which benefits are paid from this Plan, an employee returns to work on a full-time basis for a continuous period of six months or more, any subsequent total disability suffered by that employee, whether related to the preceding disability or not, shall be considered a new disability and the disabled employee shall be entitled to benefit payments in accordance with the provisions of this Plan.

(b) In the event the period during which such an employee has returned to work is less than six months and the employee again suffers a total disability and that is related to the preceding disability, the subsequent disability shall be deemed a continuation of the preceding disability, and the disabled employee shall be entitled to benefit payments in accordance with the provisions of this Plan as though they had not returned to work.

(c) Should such an employee suffer a subsequent disability that is unrelated to the previous disability and, provided the period during which the employee returned to work is longer than one month, the subsequent disability shall be considered a new disability and the employee shall be entitled to benefit payments in accordance with the provisions of this Plan. If the period during which the employee returned to work is one month or less, the subsequent disability shall be deemed a continuation of the preceding disability and the disabled employee shall be entitled to benefit payments in accordance with the provisions of this Plan.

(d) Limitation of benefits for successive disabilities in (b) and (c) above must be determined within one year from the date of absence due to successive disability.

## **2.8 Cessation of Benefits**

An employee shall cease to be eligible for benefits of this Plan at the earliest of the following dates:

- (a) on the date of commencement of paid absence prior to retirement;
- (b) on the date of termination of employment with the Employer.

- (c) In the event that the maximum retirement provisions of the Public Service Pension Plan Rules are declared inoperative or are otherwise struck down by a Court of competent jurisdiction, (a) above will read: *"at the end of the month in which the employee reaches their 65<sup>th</sup> birthday"*.

Benefits will not be paid when an employee is serving a prison sentence.

Cessation of active employment as a regular employee shall be considered termination of employment except when an employee is on authorized leave of absence with or without pay.

## **2.9 Leave of Absence**

Employees on leave of absence without pay may opt to retain coverage under the plan and shall pay the full premium, except when on approved maternity leave. Coverage will be permitted for a period of 18 months of absence without pay except that if the leave is for educational purposes the maximum period will be extended to two years. If an employee on leave of absence without pay or with partial pay, who has elected coverage under this Plan, becomes disabled, benefits under this Plan will be based upon monthly earnings immediately prior to the current leave of absence.

## **2.10 Benefits Upon Plan Termination**

In the event this Long-Term Disability Plan is terminated, the benefit payments shall continue to be paid in accordance with the provisions of this Plan to disabled employees who became disabled while covered by this Plan prior to its termination.

## **2.11 Contributions**

The cost of this Plan will be borne by the Employer.

## **2.12 Waiver of Contributions**

Employee contributions to this Plan shall be waived with respect to disabled employees during the time such an employee is in receipt of disability benefit payments from this Plan.

## **2.13 Claims**

- (a) Long-term disability claims will be adjudicated and paid by a claims-paying agent to be appointed by the Employer. In the event a covered employee disputes the decision of the claims-paying agent regarding a claim for benefits under this Plan, the employee may arrange to have their claim reviewed by a claims review committee composed of three medical doctors; one designated by the claimant, one by the Employer, and a third agreed to by the first two. Written notice of a disputed claim or an appeal under this Plan shall be sent to the Plan Administrator.

- (b) (1) Written notice of an appeal must be submitted to the Plan Administrator within 60 days from the date the claims-paying agent rejected the claim. Due to extenuating circumstances, the time frame may be extended by the Plan Administrator.

- (2) Where the claims-paying agent denies benefits due to insufficient medical evidence being provided, an employee will have 60 days in which to provide satisfactory medical evidence to support their claim.

In such circumstances the 60-day appeal period in (1) above will not commence until the claims-paying agent renders its decision based on the medical evidence provided.

Where the employee fails to provide further satisfactory medical evidence within the 60-day period, the claim will be deemed to have been denied and the appeal period in (1) above shall commence.

- (c) The expenses incurred by a claims review committee will be paid by the Plan.

(d) Where an employee has disputed the decision of the claims-paying agent and is awaiting the outcome of a review or an appeal, the employee will be considered to be on leave of absence without pay during the portion of the waiting period when they are not receiving pay or benefit allowance. During the waiting period an employee will continue to be covered by group life, extended health, dental and medical plans.

(e) LTD benefits received will be reduced by the same amount of benefits received for the same period under the *Employment and Assistance Act* and/or the *Employment and Assistance for Persons with Disabilities Act* (referenced in this section as the "Acts"), except where the benefits received for that period under these Acts are repaid to government. Where the employee has been deemed eligible for benefits under these Acts, which benefits exceed the LTD benefits level, LTD benefits will not be subject to reduction for that additional amount.

#### **2.14 Physical Examination**

The Employer, at its own expense, shall have the right and be given the opportunity to have a medical doctor appointed by the Employer examine, as often as it may reasonably require, any employee whose illness or injury is the basis of claim upon this Plan.

#### **2.15 Canadian Currency**

All monies payable to or from this plan shall be payable in Canada in Canadian currency.

#### **2.16 Administration**

The Employer will be the administrator of the Plan. All questions arising as to the interpretation of this Plan shall be subject to the grievance and arbitration procedures in Articles 8 - Grievances and 9 - Arbitration.

#### **2.17 Implementation by Regulation**

The provisions of this Plan shall become part of a memorandum of understanding between the parties and will be implemented by regulation.

#### **2.18 Benefit Level**

Persons receiving benefits shall receive the same increases to their benefit level as do the employees covered by the terms and conditions of this collective agreement receive in wage increases.

### **Part III - Joint Committee**

There shall be a joint advisory committee which shall consist of up to three representatives appointed by the Employer and up to three representatives appointed by the Union. The Employer and the Union may each appoint one alternate committee member. A role of the Joint Committee shall be to consider on all matters related to the effective administration of the Short-Term Illness and Injury and Long-Term Disability Plans, and to consider any questions which may arise related to interpretation or application of the wording of Appendix 3 - Short and Long-Term Disability.

### **Part IV - Rehabilitation**

(1) It is the intent of both parties to encourage and facilitate the early return to gainful employment of employees who have been ill or injured. To this end, a rehabilitation committee will be established as follows:

(a) The Committee shall consist of up to four members, up to two appointed by the Employer, up to two appointed by the Union.

- (b) The Committee shall review cases of regular employees who have completed their initial probationary period and are no longer capable of performing the duties of their own occupation due to illness or injury. Such employees shall make application for rehabilitation pursuant to Appendix 3 - Short and Long-Term Disability, Part IV - Rehabilitation.
  - (c) The Committee shall also review cases of all employees who have become incapacitated through industrial injury or illness. Following the review of such cases the Committee, taking into account the best interests of the employee and the Employer, shall make recommendations to the CEO or designate.
  - (d) The Committee shall also review cases of regular employees who have completed their initial probationary period who request a transfer on compassionate grounds. Following the review of such cases, the Committee, taking into account the best interests of the employee and the Employer, shall make recommendations to the CEO or designate.
  - (e) Where the Committee is unable to decide upon recommendations for a particular case, the matter shall be referred to the bargaining Principals for final disposition.
  - (f) The Rehabilitation Committee shall meet not less than once a month during working hours, and leave without loss of pay shall be granted to committee members. Minutes of all meetings shall be taken and copies shall be provided to the Employer and the Union.
  - (g) Members of the Committee are committed to maintain confidentiality of medical and other information received in their capacity as committee members.
- (2) In the event that a regular employee becomes incapacitated through accident or sickness and they are unable to perform all the duties of their own occupation, the following shall apply:
- (a) For the purpose of this section, incapacity shall mean where the employee is unable to perform all the duties of their own occupation as defined in Section 2.3(a) of the Long-Term Disability Plan.
  - (b) Where the employee meets the definition in (a) above, the Employer shall provide the employee with an application to the Rehabilitation Committee. An employee who fails to:
    - (i) sign the application form;
    - (ii) make themselves reasonably available and co-operate with a reasonable rehabilitation/return to work process;
    - (iii) actively engage in a treatment program where the employee's physician determines it to be appropriate to be involved in such a program shall have benefits suspended.

Prior to having benefits suspended, an employee shall be afforded an opportunity to demonstrate that there were reasonable grounds for failing to meet the above obligations.
  - (c) The application shall be completed and returned to the Employer who shall within 10 workdays forward the application to the Rehabilitation Committee. The Committee members shall be provided with copies of the application.
  - (d) The Rehabilitation Committee will, based on the information, coordinate the necessary medical and/or vocational assessments and determine the following:
    - (i) if the application is properly before the Committee;

- (ii) based on the assessment, determine whether the employee is immediately capable of performing modified, alternative or rehabilitative employment;
  - (iii) if no to (2) above the Committee may, based on the assessments, implement the necessary training to place the employee in alternative or rehabilitative employment;
  - (iv) In considering modified, alternative or rehabilitative employment, the Committee may provide advice and make recommendations to the CLBC to return the incapacitated employee to work considering the following accommodations:
    - a. modification of the duties of the employee's job;
    - b. flexibility in scheduling hours of work within existing hours of operation;
    - c. provision of technical or mechanical aids.
  - (v) where the employee is considered capable of performing alternative employment or once the rehabilitative employment is considered to be successful, and the employee is therefore able to perform the duties of a gainful occupation, they shall be subject to Article 13 - Layoff and Recall excluding displacement options pursuant to Clauses 13.4 - Less Than Three Years' Service Seniority and 13.5(c)(2) - Three or More Years' Service Seniority .
- (e) (1) An employee in receipt of STIIP benefits, whose prognosis for return to work exceeds eight weeks, may be referred to the Rehabilitation Committee.
- (2) In those cases where a return to their own occupation is unlikely, employees may be referred, by either party to the Rehabilitation Committee while on STIIP. In such cases, Part IV(c), and (d) will apply.
- (f) Where an employee has a physical occupational illness or injury, the CLBC will, where feasible, accommodate the employee's incapacity so as to avoid a time loss illness or injury. Where a time loss illness or injury occurs, the compensation payable shall be in accordance with the applicable terms of Appendix 3.
- (g) Where the CEO or designate has concerns with a recommendation made in accordance with 2(d)(iv) above, the concern will be reviewed with the Rehabilitation Committee.

#### APPENDIX 4

##### Re: Seniority Blocks and Units

The purpose of this memorandum is to record the agreement that the 11 Quality Service Areas are the new Seniority Blocks for CLBC.

REGIONS	SENIORITY BLOCKS (Quality Service Areas) Applies to regular employees	SENIORITY UNITS Applies to auxiliary employees
VANCOUVER COASTAL	Vancouver Coastal QS Area	1. Vancouver, North Shore, Richmond 2. Squamish 3. Gibsons 4. Powell River
VANCOUVER ISLAND	Central & Upper Island QS Area	1. Nanaimo/Ladysmith 2. Duncan 3. Parksville 4. Port Alberni 5. Courtenay

REGIONS	SENIORITY BLOCKS (Quality Service Areas) Applies to regular employees	SENIORITY UNITS Applies to auxiliary employees
FRASER		6. Port Hardy 7. Campbell River
	South Island QS Area	1. Victoria
	Simon Fraser QS Area	1. Coquitlam, Pt Coquitlam, Port Moody, Burnaby, Maple Ridge
	Surrey-Delta QS Area	1. Surrey, Delta
INTERIOR	Upper Fraser QS Area	1. Abbotsford, Chilliwack, Langley
	Kootenay QS Area	1. Cranbrook 2. Castlegar 3. Creston
	North Okanagan-Shuswap QS Area	1. Vernon 2. Salmon
	South-Central Okanagan QS Area	1. Kelowna, Penticton
NORTH	Thompson-Cariboo QS Area	1. Kamloops 2. 100 Mile House 3. Williams Lake
	North QS Area	1. Prince George 2. Terrace 3. Dawson Creek 4. Quesnel 5. Smithers 6. Prince Rupert 7. Ft. St. John
HEADQUARTERS	HEADQUARTERS	
PAC - Provincial Assessment Centre	PAC - Provincial Assessment Centre	

## APPENDIX 5

### Re: Workload

It is in the interest of the Employer and the employees that all employees are aware of their job expectations and responsibilities.

It is the responsibility of supervisors and managers to ensure that staff perform their duties in accordance with CLBC Policies and Procedures and to ensure that procedures are in place to address statutory requirements.

Where an employee is concerned that they cannot complete assignments or respond to urgent matters to fulfil work requirements it is their responsibility to immediately seek advice and direction from their direct supervisor/manager.

Where work demands and priorities cannot be accomplished within appropriate time frames, managers will determine methods and procedures regarding work demands and priorities to ensure that service quality is maintained by employees and the Employer.

To assist in achieving the above objectives, the following procedures shall be utilized when an employee is of the opinion that they are unable to fulfil work requirements because of their work demands. All participants in these procedures will act in a timely and expeditious fashion at each stage. Where the employee is not satisfied with the timeliness of the response at any stage, they may proceed to the next stage.

**Stage 1**

The employee shall discuss the matter with their direct supervisor/manager and specify what work demands are causing them to be unable to fulfil the work requirements of their job. The direct supervisor/manager will direct the employee as to the manner in which the employee should proceed in order for the employee to carry out their assigned duties.

**Stage 2**

If after the completion of Stage 1, the employee continues to hold the opinion that they are unable to fulfil work requirements because of the specified work demands, then the employee will advise their direct supervisor, in writing on the agreed form, of this fact, giving reasons and details of the work demands which give rise to the employee's continuing view that they are unable to fulfil the work requirements of their job. These details shall include identification of the specific CLBC Policy and Procedures which the employee believes they are unable to fulfil.

The direct supervisor/manager will issue written direction to the employee within 14 days as to how the employee is to proceed in order for the employee to fulfil work requirements. Responsibility for any consequences of complying with the direction will not rest with the employee.

**Stage 3**

Should the employee continue to hold the opinion that they are unable to fulfil their work requirements after the completion of Stage 2, the employee may refer the matter, in writing, to a designated representative of the CLBC, who is excluded from the bargaining unit, who will direct such action as may be required to resolve the issue within 14 days. The employee will be provided with a copy of such direction in writing. Responsibility for any consequences of complying with the direction will not rest with the employee.

A copy of the employee's written submission, the supervisor's written response and the excluded manager's written direction will be forwarded to the Joint Union/Management Committee.

This appendix is not subject to the grievance or arbitration procedures of Articles 8 - Grievances and 9 - Arbitration.

**APPENDIX 7****Re: Employee Basic Life Insurance**

The Employee Basic Life Insurance shall include the following provisions:

1. Accidental Dismemberment and Loss of Sight with the following benefits:

- (1) loss of both hands or feet ..... the principal sum;
- (2) loss of sight of both eyes ..... the principal sum;
- (3) loss of one hand and one foot ..... the principal sum;
- (4) loss of one hand or one foot and sight of one eye ..... the principal sum;
- (5) loss of one hand or one foot ..... one-half the principal sum;
- (6) loss of the sight of one eye ..... one-half the principal sum.

2. Advance Payment of Group Life Benefits for Terminally Ill Employees:

The guidelines regarding payment of group life benefits for terminally ill employees pursuant to Clause 25.2 - Extended Health Care Plan are as follows:



- (1) Death must be "*expected*" within 24 months. The employee's attending physician will be required to provide sufficient medical information, including the employee's diagnosis and prognosis, to allow the group life insurance carrier to assess the life expectancy.
- (2) Requests for advance payments must be in writing.
- (3) Authorization from the Employer must be submitted with the employee's request.
- (4) The amount of the payment will be 50% of the life insurance coverage, subject to a maximum of \$50,000.
- (5) A signed release will be obtained from the insured employee prior to payment being made. A release is not required from designated revocable beneficiaries as they have no legal rights to life insurance proceeds until after the insured's death. Situations involving irrevocable beneficiaries or divorce judgments will require special releases.

## **APPENDIX 8**

### **Re: Flexible Work Arrangements Policy**

#### **1. Purpose**

The objective of this policy is to provide parameters and guidance regarding flexible working arrangements, specifically mobile work and job sharing. Additional flexible work arrangements such as flextime, modified workweek and deferred salary leave are available as detailed in relevant guidelines and collective agreements.

#### **2. Goal**

This policy supports the goal of a flexible and motivated work environment.

#### **3. Application and Scope**

This policy applies to bargaining unit employees of CLBC.

#### **4. Principles**

The Employer is committed to flexible work arrangements that are advantageous to both the Employer and employees. It supports collaborative and participative processes that encourage flexibility, innovation, work/life balance and the enhancement of productivity and organizational success.

#### **5. Mandatory Requirements**

##### **5.1 General**

Flexible work arrangements are not appropriate for all employees. They are neither an obligation nor a right. Participation in flexible work arrangements is voluntary and is not a condition of employment.

##### **5.2 Mobile Work Arrangements**

Mobile work arrangements usually involve employees working at their homes or some other site, but the employee's base office continues to be the official workplace, regardless of where they may work on a particular day.

Management pre-approval is required prior to the commencement of a mobile work arrangement. As part of this process, Managers will:

- ensure that services and/or productivity are maintained or improved;
- provide a corporate laptop and cell phone; all other equipment and supplies required for the mobile work arrangement shall be utilized in the office;
- determine that no additional net costs will be generated; and,
- confirm that the mobile workplace meets all requirements of WorkSafeBC Industrial Health and Safety Regulations.

Upon entering into a mobile work arrangement, employees will agree to:

- sign a Mobile Work Arrangement Agreement as established by the Employer and comply with the terms of the agreement;
- comply with all requirements of WorkSafeBC Industrial Health and Safety Regulations;
- secure and protect the property, documents and information belonging to the Employer. Employees will not be liable for loss or damage to such property or information except where the employee has failed to take reasonable precautions to secure it, or where the loss or damage is the result of a wilful act by the employee or a member of their family;
- follow safe work practices and ensure prompt notification to appropriate personnel of any job related accidents that occur at the mobile workplace;
- ensure that any meetings with clients are not held in the employee's personal residence; and,
- ensure that dependent care arrangements are in place and that personal responsibilities are managed in a way which allows the employee to successfully meet their job responsibilities. Mobile work arrangement is not a substitute for dependent care.

### **5.3 Job Sharing**

Job Share is an arrangement between two employees (partners) who perform the duties of a position previously performed by one full-time employee. Job Share situations are not promotional opportunities; therefore half of a job share cannot be posted or advertised as a promotional opportunity.

Partners in a job share proposal must both be qualified for the position and at the same level, or a higher classification than the position to be shared. The partners are appointed to and paid at the classification level of the shared position.

Job Share arrangements are at the discretion of the excluded manager responsible for the position. Job Share arrangements can be considered where one of the partners proposing the job share already occupies the full-time position under consideration, or where two partners propose to share a vacant position that is at a classification level that is the same or lower than the partners' current positions.

Job Share arrangements may be approved on a trial basis for a three-month period to enable all the parties to assess whether the job share arrangement is suitable.

#### **Initiation of Job Share Arrangements**

Job Sharing proposals must be submitted in writing to the excluded manager for approval and must include the following:

- identification of the partners and the position to be shared, including classification levels;
- a written statement signed by both partners requesting part-time employment to job share as outlined in the proposal;

- information on the qualifications and experience of the proposed partners;
- a description of how job duties and responsibilities will be shared and workload priorities determined on an ongoing basis;
- a proposal on how extended absences may be covered;
- details on arrangements to communicate necessary information to each other, clients, colleagues and the supervisor; and
- preferred start date and work schedules (subject to relevant collective agreements, if applicable).

If approved, the job share proposal is confirmed in writing and becomes the job share agreement. The job sharing partners are then appointed as part-time employees and are subject to the applicable policies (e.g. Recruitment, Selection and Appointment, Lateral Transfer and Demotion). Benefits are in accordance with those approved for part-time employees. Most benefits are prorated based on the number of hours the partner works; some benefits are paid in full to both partners.

The appointment letter should address the terms and conditions of employment and the agreed to terms of the job share arrangement. If the Employer intends to increase either partner's hours of work due to operational requirements or as the result of the extended absence of the other partner, it must be stated in the appointment letter.

Acceptance of the appointment must be in writing.

### **Changes to Job Share Arrangements**

Changes to job share arrangements may be initiated by either the Employer or the employee. All changes must be in writing and approved by the responsible excluded manager.

If the appointment letter states that the employee's hours may be increased, this is not meant to be a permanent change in hours unless requested by the employee and approved by the excluded manager, nor is it meant to limit the excluded manager's responsibility to determine how operational requirements will be met on each occasion. Partners will give as much notice as possible of an extended absence or change to a job share arrangement so the supervisor can give adequate notice before increasing a partner's hours of work.

### **Termination of Job Share Arrangements**

The job share arrangement may be terminated, in writing, by either the Employer or the employee.

The Employer may terminate a job sharing arrangement for bona fide operational reasons.

#### **If the Employer terminates the job sharing agreement:**

It is the Employer's responsibility to find part-time work for employees who do not wish regular full-time work. This may include a new job share arrangement if there is a suitable vacant position and the supervisor/manager of that position agrees.

#### **If either partner terminates the job share arrangement:**

- the remaining partner may request to fill the position full-time;
- the remaining partner may find another job share partner (through solicitation of interest) and develop a new job share proposal for approval by the excluded manager;
- the excluded manager has the option of creating two part-time positions and posting one of them (half a job share cannot be posted as a promotional opportunity). In this case, the

manager would not have the ability to increase the remaining part-time employee's hours to cover extended absences without the employee's agreement; and,

- the Employer will endeavour to find a suitable position for the remaining job sharing partner; however; the onus is on the remaining employee to find alternative employment.

#### **6. Other Authorities and References**

- B.C. Government and Service Employees' Union (BCGEU) Main Public Service Agreement, Information Appendix II - regarding Flexible Work Arrangements Policy.
- Eleventh Nurses' and Agreements, Information Appendix G.
- The Professional Employees' Association (PEA) and Agreements, Memorandum of Understanding #5 - Telework.
- Policy: Special Employee Categories, Terms and Conditions of Employment for Excluded Employees.
- Policy - General Benefits.
- Employee Benefits Website at: [http://www.bcpublicservice.ca/policies/Directives/5-8/08-1gen\\_benefits.htm](http://www.bcpublicservice.ca/policies/Directives/5-8/08-1gen_benefits.htm)

#### **APPENDIX 9 Re: List of Arbitrators**

Joan Gordon  
Irene Holden  
Chris Sullivan  
Ken Saunders  
Corinn Bell  
Marli Rusen

#### **MEMORANDUM OF UNDERSTANDING #2 Re: Temporary Market Adjustments**

The parties recognize that recruitment and retention challenges with specific bargaining unit positions may occur over the life of the collective agreement. The intention of this memorandum is to provide an expeditious means of addressing salary issues which may be associated with such recruitment and retention challenges.

Temporary market adjustment(s) subject to this Memorandum are guided by the following:

1. Positions identified to receive a TMA may include specialized and/or unique positions that are not part of a larger generic group; or the recruitment challenge can be directly linked to the geographic location of the work.
2. The TMA is not considered as base pay, but is pensionable and effective April 1, 2013, is applied to overtime. Effective April 1, 2015, the TMA will be included in all calculations involving base pay.

3. An eligible employee in receipt of salary protection pursuant to Clause 27.7 - Salary Protection and Downward Reclassification Position will have the TMA reduced by the corresponding amount of salary protection.

4. Except in cases of temporary appointments and substitution pay, an eligible regular employee in receipt of a TMA will continue to receive the TMA should it be discontinued pursuant to #5 below so long as they remain in the position and the principal duties of the position remain unchanged.

5. Any temporary market adjustment is subject to mutual agreement between the bargaining Principals for the term of the current collective agreement except that the Employer may terminate the payment of any TMA with 60 days' notice to the Union. Except as provided in #4 above, payment of the TMA will cease on the expiry or termination date.

This Memorandum supersedes and nullifies any former agreement(s) respecting the matter of temporary market or wage adjustments.

The parties agree to temporary market adjustments as per the attached Appendix A to Memorandum of Understanding #1 to expire in accordance with #5 above.

**Renewed**

**APPENDIX A TO MOU #2**  
**Re: Temporary Market Adjustments**

	<b>Position / Classification</b>	<b>TMA %</b>
1.	Information Systems R24	6.6
	Information Systems R27	6.6
	Information Systems R30	9.9
2.	Financial Officer R18 *	6.6
	Financial Officer R21 *	6.6
	Financial Officer R24 *	6.6
	Financial Officer R27 *	6.6
	Financial Officer R30 *	6.6
3.	<i>Effective April 1, 2019:</i> Occupational Therapist (R24)	9.9
	<i>Effective April 1, 2020:</i> Information Systems R18 (Service Centre Analyst)	3.3
	<i>Effective April 1, 2020:</i> Information Systems R21 (Software Quality Assurance Tester)	3.3
	<i>Effective April 1, 2020:</i> Social Program Officer R24 (Senior Facilitators and Quality Service Analysts [6 years plus in the role])	0.5
	<i>Effective April 1, 2021:</i> Clerk R15 (Supervisor of Administrative Services [SAS])	0.5

**MEMORANDUM OF UNDERSTANDING #3****Re: Gainsharing**

The parties acknowledge that suggestions for gainsharing improvements may arise or be negotiated at any time during the life of this agreement to provide additional (one-time, or ongoing) payments. Where such initiatives are identified, the bargaining Principals will meet to review the proposal and consider whether it should be included within the scope of this Memorandum.

***Renewed***

**MEMORANDUM OF UNDERSTANDING #5****Re: The Application of Agreement - Article 13.3(a)(4) and Article 19**

Regular employees who have opted for auxiliary recall and who are unable to work on recall or during the recall period due to illness or injury will be covered by Appendix 3 - Short and Long-Term Disability, Part 1 - STIIP provided:

- (a) they meet all the conditions of the Plan, and
- (b) no other employee aside from the regular incumbent is in receipt of STIIP in respect of that work.

Notwithstanding Appendix 3 - Short and Long-Term Disability, the extent of the STIIP benefit only covers the period of lost work opportunity.

***Renewed***

**MEMORANDUM OF UNDERSTANDING #6****Re: STIIP Claims**

It is the parties' joint interest to:

- 1. ensure appropriate and consistent adjudication of claims for STIIP;
- 2. ensure that requests for additional information on CLBC doctor's certificate forms are limited to instances where the information is objectively incomplete; and
- 3. promote opportunities for voluntary rehabilitation initiatives that enable earlier return.

During the term of this agreement, the parties will jointly explore a process by which the above objectives may be achieved.

Where STIIP benefits have been denied and/or management is not accepting doctors' certificates which the Union believes are adequate and meet the criteria for information required consistent with the mutually agreed CLBC doctor's certificate, and where in the Union's view this demonstrates an abuse of process, a union Ddirector and the Director of Human Resources will expeditiously address the issue.

This is not intended to circumvent the grievance process outlined in the collective agreement.

Also refer to Appendix 3.

***Amended and Renewed***

**MEMORANDUM OF UNDERSTANDING #7**  
**Re: Joint Advisory Committee**

1. There shall be a joint advisory committee which shall consist of three representatives appointed by the Employer and three representatives appointed by the Union. The Employer and the Union may each appoint one alternate committee member. The purpose of the Committee shall be to consider and make recommendations to the bargaining Principals on all matters related to the effective administration of the Short-Term Illness and Injury Plan and Long-Term Disability Plan and the Rehabilitation Committee to consider and make recommendations to the bargaining Principals on any questions which may arise related to interpretation or application of the wording of Appendix 3 - Short and Long-Term Disability. The Committee shall consider and report back on all matters related to the plans.

*Note: The above language is current language in Appendix 3 - Short and Long-Term Disability - Part III - Joint Committee.*

2. The Joint Advisory Committee will make recommendations concerning the Rehabilitation Committee in order to:

(a)

- improve access to the rehabilitation process for employees incapacitated for their own occupation through illness or injury;
- improve rehabilitation programs to return employees to their own or other occupations as soon as possible;
- identify and address systemic causes of illness and injury and consequent STIIP/LTD usage.

(b) Clearly establish responsibility for case management with the Committee providing advice and recommendations as required. Such recommendations may include:

- improved placement options for those employees who are capable of performing alternative employment, in addition to the recommendations identified in Appendix 3 Short and Long-Term Disability, Part IV(4)(2) (d)(4).

(c) Ensure sharing of all information pertinent to a case with the parties involved (union, employer, insurance carrier).

Develop confidentiality standards specific to the process and consistent with the current legislation to protect the privacy of information shared.

(d) Establish responsibilities for initiating an investigation of a worksite where there is a pattern of frequent or repetitive absence which significantly exceed the government average. Where health and safety measures may be indicated or where otherwise appropriate, the Committee may coordinate their investigation with the Joint Occupational Health and Safety Subcommittee and make recommendations to the parties depending on the findings.

(e) Review current forms used for STIIP and LTD and Rehabilitation in order to make them simpler and more effective and/or eliminate duplication.

3. The parties share a desire to minimize health risks and improve absenteeism rates due to illness and injury and agree to jointly explore programs and processes to obtain that goal.

(a) review and make recommendations to the bargaining Principals where implementation of a program may be reasonably expected to have a positive impact on employee health and absenteeism rates; and

(b) review and make recommendations to the bargaining Principals regarding establishment or modification of musculoskeletal and other injury and illness prevention programs in areas where the incidence of such injury warrants further prevention activity.

(c) review and make recommendations to the bargaining Principals on an earlier and consistently applied adjudication of benefits during the STIIP period by the LTD benefit carrier under a mutually agreed plan.

The Joint Committee shall consult with the Joint Occupational Health and Safety Subcommittee, the Rehabilitation Committee and/or Joint Committees, as appropriate.

#### 4. *Illness and Injury Plans*

The parties agree there is a need to review illness and injury programs in CLBC. These programs cover all CLBC employees whether included in a bargaining unit or excluded. In order to involve all parties in studying this issue and making recommendations we propose a steering committee be struck to provide leadership in this area. The Committee should have representation from all unions and excluded managers, and CSSEA.

The following phases or stages should be considered in developing a long-term solution to the illness and injury issues.

##### *Phase I: Preliminary Data Review*

It is appropriate to take a quick look at CLBC's claim and cost experience. In this phase, a review is made of the CLBC's statistical claim data relating to the salary continuance program, to determine whether there are cost savings opportunities that warrant pursuit, and to identify STIIP/LTD trends.

##### *Phase II: Review and Analysis of Current Process*

The second phase provides a more in depth analysis of the available statistical claims data to determine:

- analysis of STIIP/LTD incidence in relation to both the documented and undocumented administration practices;
- claim types with potential for prevention and for rehabilitation initiatives.

It also involves a review of the policies and procedures, forms or other documents related to:

- STIIP/LTD case management;
- health promotion and disability prevention;
- STIIP/LTD claim cost management;

and review of current documents for clarity, consistency and compatibility with CLBC's environment, and expected results.

This process may involve interviewing designated personnel who have roles and responsibilities relating to STIIP/LTD management to determine practices currently in place that are not reflected in documented policies and procedures.

##### *Phase III: Presentation of Findings*

The third phase draws on the financial and claims analysis, and the review of processes and discussion, and results in development of a report setting findings and recommendations for improvement in leave recording systems, practices and procedures.



Examples of issues that may be covered in such a report include:

- STIIP/LTD reporting;
- short and long-term disability plan documentation;
- submission of forms to and communication with appropriate agencies;
- short and long-term disability follow-up practices;
- return to work procedures;
- medical intervention;
- supervisory roles and responsibilities at various levels;
- claims and cost monitoring; and

the review and analysis of past claims experience should determine priorities and assist in developing strategies that will be the most effective, and that reduce costs. It should also identify critical issues relating to control of short and long-term disability and the changes that are necessary to meet CLBC's objectives.

#### *Phase IV: Redrafting of Process/Implementation and Training*

Policies and procedures should reflect a fair, consistent and continuous process. The practices flowing from the revised policies and procedures should aid in maintaining union and employee interest as well as managerial commitment to STIIP/LTD disability management over the long-term.

#### ***Renewed***

### **MEMORANDUM OF UNDERSTANDING #8 Re: Community Living BC Doctor's Certificate**

#### **Manager/Supervisor's Responsibility**

Managers/Supervisors are responsible for approving STIIP leaves for their employees.

The CLBC Doctor's Certificate may be used to obtain medical evidence of an employee's inability to work in any of the following circumstances:

- (a) where it appears that a pattern of consistent or frequent absence of work is developing;
- (b) where the employee has been absent for six consecutive scheduled days of work;
- (c) where at least 30 days have elapsed since the last statement was obtained and the employee has been in receipt of plan benefits throughout that period.

Where an employee has provided satisfactory evidence for a particular absence due to medical disability, it is not appropriate for the Manager/Supervisor to require further CLBC Doctor's Certificate other than as detailed in (c) above.

Dependent on the nature of the illness or injury, it may be appropriate and reasonable for the Manager/Supervisor to pose specific questions of the employee's physician. Such questions will be in writing and shall be provided to the physician through the employee.

#### **Employee Responsibility**

Employees are responsible for reporting absences due to injury or illness to their Manager/Supervisor.

Employees are responsible for providing evidence of medical disability through their physician so the Manager/Supervisor will be able to properly assess whether an employee is unable to work because of illness or injury.

### **Physician's Responsibilities**

CLBC Doctor's Certificate must clearly state the physical/mental limitations impacting the employee's ability to perform their job.

This does not require detailing the actual diagnosis. It does require detailing the physical/mental limitations and restrictions resulting from that diagnosis. Further information may be required including the expected return to work date (where applicable), and whether a follow-up treatment program is required.

When the doctor's certificate states vague physical concerns, such as "*employee is sick*" or "*employee is unable to work*", the Manager/Supervisor will not be able to make a determination of eligibility for STIP benefits. Clear statements of the physical/mental limitations and restrictions will greatly assist in facilitating positive outcomes, for example "*employee is unable to bend at the knees*" in situations where there is a requirement to lift 20 pound boxes or "*employee cannot concentrate and is unable to drive when driving is required as part of the job duties.*"

### **General**

If Managers/Supervisors or employees have questions related to the completion of this form, they can call their Human Resource Consultant for advice.

Further information can be found in Appendix 3 - Short and Long-Term Disability.

### ***Renewed***

## **MEMORANDUM OF UNDERSTANDING #13 Re: Priority Placement and Employment Equity**

The parties support the recruitment and development of a well-qualified and efficient organization that is representative of the diversity of the people of British Columbia and the training and development of employees to foster career development and advancement.

The parties will co-operate in the identification and removal of barriers which restrict or inhibit people from being employed, advanced or trained in the CLBC.

Some examples of typical barriers are:

- discriminatory attitudes or behaviour such as bias, stereotyping and harassment by co-workers, supervisors and managers;
- failure to appreciate cultural differences because of a lack of familiarity with the cultural values of the designated groups or the group's lack of familiarity with the cultural values of the CLBC;
- lack of information about opportunities for employment, training, special projects or promotions, etc.;
- physical barriers such as workplaces, facilities, jobs and tools that may need to be adapted for use by individuals from the designated groups;

- systemic barriers such as employment policies, practices and systems which have an adverse impact on designated groups. An example of a systemic barrier is a qualification statement requiring years of experience rather than specifying the type and depth of experience that is needed.

In order to meet the above objectives and to redress existing employment imbalances and disadvantages the Employer may use remedial measures such as:

- providing career counselling, mentorship programs, internship training opportunities or other developmental opportunities to employees;
- outreach recruitment (including outreach to other ministries) encouraging members of designated groups to apply for jobs in the CLBC, providing them with information on employment opportunities, how to apply for positions, how to prepare for interviews, etc.

Where the application of remedial measures outlined above do not meet the objectives of the *Act*, the Chief Executive Officer of the CLBC or their designate may, after consulting with the President of the B.C. Government and Service Employees' Union or their designate, in respect to a vacancy or class of vacancies in the Public Service bargaining unit, identify that applicants to a posting be:

- limited to employees covered by Appendix 3 Part IV - Rehabilitation Committee, 13.3 - Joint Labour Management Committee (Phase 2), 13.4 - Less Than Three Years' Service Seniority, Article 37 Limited Employment;
- limited to employees to encourage career development and advancement;
- limited to employees of a stated occupational group, position level or organizational unit;
- limited to employees in a stated geographical area or locale.

Where the application of remedial measures outlined above do not meet the objectives of the *Act*, the Chief Executive Officer of CLBC, or designate, and the President of the B.C. Government and Service Employees' Union or designate may mutually agree to limit or give preference in a manner intended to achieve employment equity objectives.

***Renewed***

#### **MEMORANDUM OF UNDERSTANDING #14**

##### **Re: Employment Security**

1. During the term of this memorandum of understanding the Employer agrees not to exercise its right to cause a layoff which results in the cessation of employment for an employee in the bargaining unit who has regular status as of April 1, 2019. Such employees are grand-parented with the provisions of this memorandum.
2. This memorandum does not apply to regular employees who are normally subject to layoff because of business cycle or seasonal work.
3. In order for the Employer to satisfy the provision of point 1 above, the Union recognizes that workforce adjustment activity will be necessary whether due to reorganization, program termination, relocation, closures, etc.
4. JWASC will coordinate such workforce adjustment activity in accordance with its mandate as outlined in Clause 13.3 - Joint Labour Management Committee (Phase 2).

5. In order to facilitate the Employer's commitment and workforce adjustment measures necessary as a result of this commitment, it is agreed that, following the application of Phase 1 (Clause 13.2 - Workforce Adjustment (Phase 1):

- (a) A regular employee with less than 3 years' service seniority who refuses one reasonable offer of continued employment will be deemed to have resigned.
- (b) A regular employee with 3 or more years' service seniority who refuses an offer of continued employment at the same classification level and same geographic location will be deemed to have resigned.
- (c) A regular employee with 3 or more years' service seniority who refuses one offer of continued employment in a different classification (with the same maximum salary) in the same geographic location, will be deemed to have resigned with applicable severance pay.
- (d) A regular employee with 3 or more years' service seniority who refuses two job offers in a different geographic location or with a comparable pay range will be deemed to have resigned with applicable severance pay.

Where a regular employee with three or more years' service seniority refuses one job offer in their same geographic location pursuant to (c) above or refuses their final job offer pursuant to (d) above in their same geographic location, the number of weeks of severance pay shall be reduced by an amount equivalent to the number of weeks the employee has remained on pay after expiry of the six week notice period in 13.4(b).

6. The determination of employees to be subject to workforce adjustment will be consistent with the seniority provisions of Article 13 - Layoff and Recall.

7. Greater than 3 year regulars are entitled to displace less than 3 year regulars pursuant to Article 13 - Layoff and Recall. Employees who do not immediately exercise their option to displace will not be covered by the security provisions of this Memorandum and Clause 13.5 Layoff Three or More Years of Service Seniority shall apply. Less than 3 year regulars are entitled to the auxiliary recall option in lieu of a reasonable offer of continued employment.

8. Regular employees with more than three years' service seniority who are placed pursuant to this Memorandum shall have their salary protected pursuant to Clause 27.7 - Salary Protection and Downward Reclassification of Position.

9. It is understood that if an employee is impacted in subsequent layoffs/workforce adjustment within a three year period that their original headquarters remains the same unless they have relocated. An employee intending to rely on this provision must advise the Employer within 30 days of receiving a job offer.

10. The Chairperson of the Article 13 - Layoff and Recall Joint Committee shall, at the request of either party, sit as an arbitrator over all disputes pertaining to the application or interpretation of this memorandum of understanding after the parties have reviewed and attempted to resolve the dispute.

11. The provisions of Article 13 - Layoff And Recall shall be subject to the provisions of this memorandum of understanding.

12. This memorandum remains in force and effect for the term of this agreement.

***Amended & Renewed***

**MEMORANDUM OF UNDERSTANDING #15****Re: Respecting the Authority of Article 13 - Layoff and Recall Joint Management Committee and Clause 13.5 - Joint Committee**

The structure of the layoff and recall/employment security provisions are such that those regular employees with three or more years of service seniority have stronger security than regular employees with less than 3 years seniority. Likewise, all regular employees have stronger security than auxiliary employees.

Consistent with the above, the parties acknowledge that the Article 13 - Layoff and Recall Joint Committee may need to exercise its discretion as provided for in Clause 13.5(c) in order to maintain the employment of regular employees over auxiliary employees, including regulars with less than three years seniority.

This letter will be effective from the date of ratification until the expiration.

This will confirm the following process will be implemented when an employee placed in a regular position pursuant to Article 13 - Layoff and Recall is rejected on subsequent probation:

- (a) Union representatives to the Article 13 - Layoff and Recall Joint Committee will be advised. The Joint Committee may also review and discuss situations where a potential rejection on probation is identified in advance.
- (b) The Employer will expeditiously initiate efforts to consider placement of the employee in an appropriate vacancy.
- (c) The Employer will search for an appropriate vacancy for nine months from the date the employee was rejected from subsequent probation.
- (d) While subject to placement as a result of a rejection on subsequent probation, employees will be off pay and not entitled to benefits.

***Amended & Renewed*****MEMORANDUM OF UNDERSTANDING #17****Re: Workforce Planning**

The parties commit to establish a joint process to undertake workforce planning, where an analysis is done to examine the capacity of the workforce to meet organizational requirements. A workforce plan may consider internal policies and systems, including:

- reviewing organizational data;
- anticipating the impacts of organizational choices;
- capitalizing on changing the nature of work to achieve long-term strategic goals;
- allowing the organization to better meet the needs of both the internal and external stakeholders and
- achieving a better understanding of the workforce and managing the workforce more effectively and efficiently.

The analysis will provide a basis by which recommendations can be made concerning:

- improved service delivery;

- organizational structure, including program delivery strategies and methodologies;
- allocations of staffing resources and interrelationships of staff position, roles and responsibilities; and
- workforce expectations such as workload levels and deployment of staff to achieve organization goals.

The parties will work collaboratively on the design, analysis and strategy development, will articulate key challenges and make recommendations for improvements. The Employer will provide an independent expert to inform the project.

The Labour Management Committee will assume responsibility and will establish the terms of reference for this project.

***Renewed***

### **MEMORANDUM OF UNDERSTANDING #18**

#### **Re: Regular Part-Time Employees**

The parties acknowledge that as a general principle regular part-time employees should have access to continuous full-time employment or increased hours of work opportunities up to full-time hours, prior to auxiliary employees.

In view of the above, the parties agree to renew pilot project(s) where regular part-time employees will be given the opportunity to accept work beyond their regular part-time schedule at other facilities or programs, by mutual agreement.

The parties also agree to establish a joint labour committee to monitor the implementation and success of the pilot project(s), which shall utilize the following approach:

- (a) Regular part-time employees, with the agreement of the Employer, may specify that they wish to opt for temporary full-time or increased hours of work opportunities.
- (b) Such agreements identified in (a) above shall be in writing and be effective for a six month period commencing April 1, 2001.
- (c) Where it is known for at least a week in advance that such temporary full-time work or increased hours of work opportunity is available, subject to operational requirements, the Employer will preschedule regular part-time employees on the basis of service seniority, prior to auxiliary employees, provided:
  - (1) Opportunities for additional work assignments must be for at least a full block within a cycle (e.g. five shifts on a 5:2 pattern; four shifts on a 4:3 pattern);
  - (2) The maximum biweekly hours shall not exceed the regular full-time hours of a full-time employee in the same work unit;
  - (3) There shall be no increased cost to the Employer, including but not limited to premiums or penalties attributed to going on or coming off the temporary full-time or increased hours of work schedule;
  - (4) Work assigned/offered must be within the same classification which the regular part-time employee usually works as a regular part-time employee;

(5) Part-time employees whose part-time status is derived from a job share agreement shall not be entitled to increase their hours under this arrangement, except by mutual agreement.

(6) Lost work opportunities resulting from part-time regular employees accepting a full-time or an increased hours of work opportunity or reverting to their part-time position following completion of the full-time or additional work assignment shall not be the Employer's responsibility.

(7) Employees who have worked an increased hours of work schedule for any period in excess of two calendar weeks and who are subsequently unable to report for work due to illness or injury during the period of increased hours of work, and are entitled to benefits pursuant to Appendix 3 - Short and Long-Term Disability, will have their STIIP benefit calculated on the basis of the increased hours of work. This calculation based upon increased hours of work will continue for the duration of the increased hours of work and thereafter revert to a benefit based upon the employee's part-time appointment.

### ***Renewed***

## **MEMORANDUM OF UNDERSTANDING #19**

### **Re: Hours of Work/Work Schedule Agreement - SIH Component**

*(applies to classifications formerly under the SIH Component - see Appendix 1C)*

### **HOURS OF OPERATION:**

Refers to hours during which CLBC Facilitators & Analysts are available to meet with families and/or individuals.

- Monday to Thursday (8 a.m. to 9 p.m.)
- Friday (8 a.m. to 5 p.m.)
- Saturday (9 a.m. to 5 p.m.)

**Note:** *Hours of Operation differ from Office hours; the latter refers to the hours during which CLBC offices are open for business whereas Hours of Operation refers to hours during which CLBC Facilitators & Analysts may schedule appointments and be available to meet the needs of families and individuals served.*

### **PRINCIPLES:**

1. Flexibility around availability to the families and individuals that CLBC serves.
2. Employee engagement. Staff feels accountable and committed to the needs of the individuals/families served and are able to schedule work to accommodate their own work/life balance.
3. Manager may schedule staff to meet operational requirements that will ensure safety, office coverage and ensure service to families and individuals.

The Employer proposes the following work schedule to allow greater flexibility locally:

5/4 or 4/5 within a two workweek period with starting and finishing times unscheduled. The workweek could include Saturdays, but the Employer's intention is not to have employees work six days a week. The Manager at each local work unit negotiates scheduled earned day off within the two-week period.

**Note:** *Employer may assign duties to meet operational requirements and by connection, the priority and time to be spent on these priorities. Within this context, the Employer may impose requirements*

*respecting the amount and timing of duties, which to some extent may restrict the employee's flexibility in determining times and direction of work.*

**COMMENTS:**

- Employer will need to be cognizant of short changeover premium - i.e. cannot schedule an employee to work without 24 hours between start of shift and start of next shift.

All locally negotiated agreements must be approved and signed off by the CLBC Provincial Labour Management Committee.

***Amended & Renewed***

**MEMORANDUM OF UNDERSTANDING #20**  
**Re: Vacation Entitlement - Part-Time Employees**

This will confirm our discussion during bargaining regarding the application of Article 18 to part-time employees. Clause 18.1(d) provides annual vacation entitlement for part-time employees on a pro rata basis. However, as discussed the ten day threshold outlined in Clause 18.1(b) respecting monthly accrual (one-twelfth of annual vacation entitlement) does not apply to part-time employees. Rather, a part-time employee's vacation entitlement is simply "*adjusted*" for each occurrence, if any, where straight-time rates are not received (e.g., STIIP or leave without pay).

By way of example, a half-time employee working 3.5 hours x 5 days per week who is in their seventh vacation year would have annual vacation entitlement of 70 hours (20 days x 3.5 hours).

A half-time employee works on average 875 hours per year (250 days x 3.5 hours).

If this employee is absent on STIIP (and does not elect top-up) for 5 days or 17.5 hours, their annual vacation entitlement would be reduced by 1.4 hours ( $17.5/875 \times 70 = 1.4$  hours).

Similarly, if this employee works full-time for 5 days or an additional 17.5 hours, their annual vacation entitlement would be increased by 1.4 hours.

It should be noted that the above adjustments are made on a biweekly basis.

***Renewed***

**MEMORANDUM OF UNDERSTANDING #25**  
**Re: Board and Lodging and Relocation Expenses**

**Definitions**

For the purpose of these regulations:

"*stationary employees*" are employees who occupy positions that require them to:

- (a) carry out their duties on a day-to-day basis at their headquarters; and/or
- (b) travel from their headquarters for short periods of time; and/or
- (c) travel from their headquarters more or less on a continuous basis, but whose assignments are of sufficiently short duration so that temporary headquarters cannot be practically assigned;



"*mobile employees*" are those that occupy positions requiring assignment to a "*temporary*" headquarters for a significant period of time for each specific project and who are required to carry out their duties on a day to day basis from their assigned temporary headquarters; these employees are usually required to change their temporary headquarters on a continual basis and would not be domiciled at a permanent headquarters;

"*local hire*" is a person who is hired or is domiciled within 80 kilometres of the job site by means of the shortest road route;

"*travel status*" with respect to an employee means absence of the employee from the employee's designated headquarters or geographic location on CLBC business with the approval of the Employer, but travel status does not apply to employees temporarily assigned to a position outside of the designated headquarters or to field status employees;

"*headquarters or geographic location*" is that area within a radius of 32 kilometres where employees ordinarily perform their duties. When employees are relocated, the headquarters area may be redefined where exceptional circumstances such as unusual road conditions exist;

"*dependants*" for the purpose of definition, dependants are spouse, dependent children and anyone for whom the employee claims exemption on federal income tax returns;

"*private dwelling house*" refers to the single family residence of the employee on a reasonable amount of property required to support such a house, owned by the employee and/or the spouse, and for which evidence of title can be provided. "*House*", "*residence*" and "*property*" refer solely to the property occupied as the principal residence of the employee at the time of relocation, including mobile homes.

"*reasonable amount of property*" where an employee elects to purchase a dwelling house on a piece of property that would not be considered a "*reasonable amount*" (i.e., hobby farm, etc.), the following formula shall be used to determine the value of the private dwelling house for legal fee reimbursement purposes:

- (a) value of an average serviced lot in or close to the nearest town;
- (b) assessed value of actual house on site;
- (c) total added value in (a) and (b).

## **Part I - Board and Lodging Regulations**

### **1.1 Board and Lodging Allowances**

#### **(a) Local Hire**

No board and lodging will be supplied or no living allowance will be paid to persons hired locally for a project. Should such persons be transferred to another project where the distance involved requires the persons to reside away from their original point of domicile, then board and lodging allowances will apply.

#### **(b) Employees at Their Headquarters**

No board and lodging will be supplied, or living allowance or meals and/or accommodation paid to employees while at their permanent place of residence or to "*stationary*" or "*seasonal field*" employees while at their permanent headquarters, except as specifically authorized by the agreement or any component agreement.

(c) *Travel Status*

The following class of employees, under the stated conditions, shall be entitled to the current meal allowance and accommodation reimbursement, or the current private accommodation allowance in lieu of accommodation reimbursement:

- (1) "stationary" employees who are required to travel away from their permanent headquarters up to a maximum of 60 days at one location on a continuous basis;
- (2) "mobile" employees who are required to travel away from their temporary headquarters, or, who are moving from one assigned temporary headquarters to another, and for a period up to 30 days at the beginning of each assignment to enable them to arrange suitable longer term accommodation;
- (3) Notwithstanding any provisions contained in (c)(1), (2), or (3) above, travel status will not apply where the Employer decides to provide for or supplies free board and lodging.

(d) *Board and Lodging*

The following class of employees, when not on travel status, and under the conditions stated, shall be entitled to board and lodging supplied by the Employer or by means of local community services:

- (1) "stationary" employees assigned to a temporary headquarters;
- (2) "mobile" employees assigned to a temporary headquarters;

(e) *Per Diem Living Allowance*

The per diem living allowance is intended to cover only those living costs which are considered over and above normal for those employees whose positions require mobility or require that the employee live in the field thereby making it impractical to establish a relatively permanent residence or reside at their permanent residence.

- (1) Where employees would otherwise be entitled to travel status under Subsection (c) or board and lodging supplied under (d) above, employees may elect a per diem living allowance in lieu of travel status or board and lodging supplied, in which case employees shall be responsible to find and pay for their own accommodation and make and pay for their own board arrangements.
- (2) The election of the per diem allowance by employees shall not result in greater transportation costs to the Employer than would have resulted if board and lodging was supplied by the Employer.
- (3) Where employees are entitled, the per diem living allowance will be \$36.50; effective April 1, 2016 - \$38.50; and effective April 1, 2018 - \$40.50 per day, for each calendar day in the month. This will be paid via the payroll (subject to income tax) one month in arrears to enable the pay offices to calculate the correct entitlement. This allowance will be paid for the periods employed on the job and will include days of rest, statutory and declared holidays, short-term illness and injury absence, approved WCB leave with pay, other approved leave of absence with or without pay for periods up to five days. Without limiting or extending the provisions of this section, the per diem allowances will not be payable during the following periods:
  - (i) non-approved unpaid absences from the job including abutting weekends;
  - (ii) unpaid WCB leave and unpaid absence due to illness or injury in excess of five days, except that where such conditions occur and the employee remains at the job area,

then board and lodgings will be supplied by the Employer, but not beyond the period of hire or 20 days, whichever is the lesser;

- (iii) while on educational leave with or without pay;
- (iv) termination pay for vacation and pre-retirement leave upon retirement;
- (v) while employees are moving from one job site to another or from one headquarters to another and on travel status.

(4) Where employees have elected free board and lodging it is understood and agreed that 50% of the per diem living allowance will be payable where the Employer is unable to supply board but lodging is supplied.

(5) Where employees have elected the per diem allowance, it is understood and agreed that, in the following situations, 50% of the per diem allowance will be payable where the employee and the Employer mutually agree that it is necessary to retain employees' accommodation at designated headquarters, and in such cases the Employer's agreement shall not be unreasonably withheld:

- (i) where employees are temporarily assigned away from designated headquarters and are on travel status or supplied with free board and lodging;
- (ii) where employees are on annual holidays, banked holidays, or compensatory time off with pay; for the purposes of calculating the allowance, holiday, or compensatory time off will be considered to commence on the first working day off the job, and will end the day before the employee's return to work;
- (iii) where employees are on leave with pay for union business;
- (iv) where employees are in receipt of STIIP in excess of five consecutive days, on approved WCB leave with pay in excess of five consecutive days or on other approved leaves of absence with or without pay for periods in excess of five consecutive days.

Where the employee and Employer do not find it necessary to retain accommodation at the employee's headquarters under the circumstances outlined in this section, then no per diem allowance is payable.

(6) It is understood that the Employer will advise employees in advance as to what type of board and lodging facilities are or will be made available, and employees will advise in writing if requested, prior to final arrangements being made, whether or not they wish to accept board and lodging supplied or elect the per diem living allowance. The decision reached will remain in effect for the duration of the project, except that changes may be made by mutual agreement.

(7) Where employees have elected the per diem living allowance, it is understood and agreed that the Employer will be required to provide sufficient notice in writing of the termination date of the project to enable employees to avoid possible duplication of accommodation payments. In the event the project terminates earlier than the notice date given, employees shall be entitled, upon production of receipts, to any duplication accommodation costs incurred directly resulting from the insufficient notice. Where the project terminates later than the notice date given, employees shall be entitled, upon production of receipt, to any abnormal increase of costs in accommodation, or any duplication of accommodation costs, directly resulting from extending the termination date of the project. This would not include normal increases in rent that may be experienced during the extended period.

## 1.2 Moving of Trailers and Household Effects

It is understood and agreed that it is necessary for some "*mobile*" and "*stationary*" employees to move from one assignment to another to carry out their normal duties. In these cases, the regular relocation expenses will not apply, instead, the Employer shall be responsible for arranging and paying for the moving of an employee's single wide mobile trailer or home up to the maximum width allowed on the highway with a permit, and one vehicle, and/or household effects.

## 1.3 Type of Accommodation

It is agreed and understood that where the Employer supplies lodging using community services whenever possible, the employee will be entitled to single accommodation, and the sharing of a room with other employees will not be required except under unusual circumstances, such as where sufficient accommodation is not available. Where employees are sharing accommodation with persons other than employees entitled to lodging, or where an employee chooses to use accommodation in excess of single accommodation, the employee will be responsible for all lodging costs in excess of the single accommodation rate.

## Part II - Relocation Expenses

### 2.1 Policy

(a) *Relocation expenses will apply:*

(1) to regular employees and to auxiliary employees who qualify pursuant to Clause 31.2 In Service Status for Applying for Regular Positions who have to move from one headquarters or geographic location to another after completing their probation period and after winning an in-service competition where the position is permanently located at another headquarters or geographic location;

(2) to employees who have to move from one headquarters or geographic location to another at the Employer's request to fill a position which is permanently located at another headquarters or geographic location.

(b) Relocation expenses will not apply, but instead the applicable travelling, living and moving expenses provided under the Treasury Board Order on Board and Lodging will apply to the following groups of employees who will not be considered to be on relocation:

(1) to mobile and other employees whose normal duties require moves from one temporary headquarters to another or from one assignment to another;

(2) to mobile and other employees who are successful applicants for posted positions, where such positions are not permanently located at one headquarters or geographic location;

(3) to apprentice employees when there is a pre-programmed change in their headquarters or geographic location.

(c) To employees entitled to relocation expenses, the Employer will pay travelling, living and moving expenses on relocation in accordance with the following provisions.

### 2.2 Travel Expenses on Relocation

(a) *Initial Trip to Seek New Accommodation*

The Employer shall grant, with no loss of basic pay, prior to relocation, at a time mutually agreeable to the Employer and the employee, up to five days plus reasonable travel time, to an employee being

relocated and shall reimburse the employee for travel expenses for the employee and spouse in accordance with Treasury Board Order on Travel Expenses.

Any time beyond specified time may be charged against the employee's annual vacation credits, however, expenses will not be payable. This leave must be for the specific purpose of locating accommodation, with the intent, in as many instances as possible, that furniture and household effects may be delivered directly to the new residence.

(b) *Travelling Expenses Moving to New Location*

The Employer shall provide reimbursement of travel expenses incurred during relocation for employees and dependants, for the actual travel time, plus accommodation and meals up to seven days at the new location when employees are unable to move into the new accommodation. Such expense allowances will be in accordance with the current Treasury Board Order on Travel Expenses.

<i>Meals:</i>	Adults - full rate Children 12 and under - one-half rate
<i>Motel or Hotel:</i>	on production of receipts
<i>Private lodging:</i>	at old or new location - current rate

(c) Where dependants of an employee relocate at a time different than the employee, the Employer shall reimburse the employee for their dependants' travel expenses, meals and accommodation incurred while travelling to the new headquarters area. In such cases where the employee remains eligible for benefits pursuant to Section 2.3, the employee will be reimbursed for their dependants' meals at the new location for a period of up to seven days.

The above allowances will be in accordance with the current Treasury Board Order on Travel Expenses.

### **2.3 Living Expenses Upon Relocation at New Location**

After the first seven days has expired at the new location and the employee can establish to the satisfaction of the Employer that there is no suitable housing available, then:

- (a) the Employer shall pay an employee not accompanied by dependants at the new location, a living allowance of \$25 per day up to a maximum of 30 days; or
- (b) the Employer shall pay an employee accompanied by dependants at the new location, a living allowance of \$30 per day up to maximum of 60 days;
- (c) where an employee is receiving the payment in (a) above and is later joined by their dependants at the new location and the employee is still eligible for payment under this section, the payment shall be as in (b) above. However, the maximum period of payment under (a) and (b) shall not exceed 60 days.

### **2.4 Moving of Household Effects and Chattels**

On relocation, the Employer shall arrange and pay for the following:

- (a) moving of household effects and chattels up to 8,165 kg. including any item(s) which the contracted mover will accept as part of a load which includes household appliances and furniture, hobbies, boats, outboard motors and pianos;
- (b) comprehensive insurance to adequately protect the employee's household effects and chattels during the move up to a maximum of \$60,000;

- (c) where necessary, insured storage up to two months, upon production of receipts;
- (d) the packing and unpacking of the employee's household effects and chattels;
- (e) when an employee is being relocated and opts to move their own household effects and chattels, the employee shall receive one of the following allowances:
  - (1) \$500 for a move not exceeding a distance of 240 kilometres;
  - (2) \$800 for a move which exceeds a distance of 240 kilometres;
  - (3) \$250 where the employee is entitled to receive the amount pursuant to Section 2.7(d).
- (f) where the employee exercises an option pursuant to (e) above then the provisions of (a) and (d) above shall not apply.

## **2.5 Moving of Mobile Homes**

- (a) *Employer in either of the following circumstances:*
  - (1) where the employee's new headquarters area is on the list of isolated areas, providing no suitable accommodation is available; or
  - (2) where an employee is living in a mobile home which was moved to its present location by the Employer, and the employee's headquarters prior to the impending relocation is named on the list of isolated locations.
- (b) Where an employee's mobile home is moved by the Employer under this section then the Employer shall also arrange and pay for the following:
  - (1) moving of single wide mobile trailer or home up to the maximum width allowed on the highway with a permit including any skirting, cabanas or attachments. Where mobile homes in excess of the above are involved, the Employer will pay:
    - (i) the equivalent cost of moving a single wide mobile trailer or home up to the maximum width allowed on highways with a permit; or
    - (ii) the real estate and legal fees involved in selling the extra wide trailer up to a maximum of \$5,000
  - (2) comprehensive insurance to adequately protect the employee's household effects, chattels and trailer during the move up to a maximum of \$60,000.
  - (3) the setting up and levelling of a mobile home or double wide, at the new location to a maximum of \$600 upon production of receipts;
  - (4) the packing and unpacking of the employee's household effects and chattels if required.
- (c) Where an employee is living in a mobile home and is not included in (a) above, and chooses to move the mobile home to the new headquarters area, the employee shall be entitled to reimbursement for costs covered in (b) above up to a maximum of \$2,500 upon production of receipts.
- (d) Where the employee opts under this section to have a mobile home moved, there shall be no entitlement to the provisions of Sections 2.4 and 2.10.

## **2.6 Moving of Personal Vehicles Upon Relocation**

The Employer shall reimburse employees for the cost of transporting one personal vehicle and one trailer towed by the personal vehicle.

The vehicle and trailer, where applicable, may be driven in which case current vehicle allowance rates for the vehicle only will apply, or, vehicle and trailer, where applicable may be shipped by rail or boat, in which case the cost of the least expensive method will be paid.

In addition, the Employer will pay for any additional transportation charges such as ferry fares for the vehicle and trailer with or without load.

## **2.7 Incidental Expenses on Relocation**

The Employer shall pay to the employee upon relocation only one of the following amounts, to cover incidental expenses on relocation, and once the employee has claimed one allowance no alternate further claim may be made:

- (a) when an employee purchases a private dwelling house in the new location - \$600;
- (b) when the employee is moving to rental accommodation in the new location - \$300;
- (c) when an employee is moving with a mobile home - \$200;
- (d) when the employee is moving to room and board - \$150;

The application for incidental expenses on relocation must be made by the employee on the appropriate form within 60 days of the employee's arrival at the new location, unless there is no available suitable housing, in which case application must be made within 60 days of suitable housing becoming available.

## **2.8 Notice to Employee Upon Relocation**

It is understood and agreed that the Employer will provide employees with reasonable notice of the relocation effective date, and wherever possible, at least one month's notice shall be given. Where less than one month's notice is given, or the relocation date is altered either earlier or later than the relocation effective date given which directly results in duplication of rent costs to the employee, then the Employer agrees to reimburse the employee, upon production of receipts, for the duplicate rent payments at the new location.

## **2.9 Requested Relocation by Employee**

Where an employee requests a relocation from one headquarters or geographic location to another, all travelling and living expenses incurred in such a move are the responsibility of the employee.

## **2.10 Real Estate and Legal Fees**

On relocation or within one year of the effective date of relocation, an employee who purchases and/or sells their private dwelling house, will be entitled to claim for the following expenses upon production of receipts:

- (a) Reimbursement of fees to a maximum of \$8,500; effective April 1, 2016 - \$8,700; and effective April 1, 2018 - \$8,900, charged by a real estate agency for the selling of the employee's private dwelling home in which they resided immediately prior to relocation.
- (b) An employee who has sold their own home without the aid of a realtor shall be entitled to claim \$2,000.
- (c) Allowance for legal fees encumbered upon the employee because of the purchase of their private dwelling house in which they live after relocation will be paid in accordance with the following:
  - 1% of the first \$50,000 of the purchase price;
  - one-half of 1% of any amount of the purchase price above \$50,000;

- the total cost to the Employer under Part (c) shall not exceed \$1,000; effective April 1, 2016 - \$1,025; and effective April 1, 2018 - \$1,050.

(d) Where an employee purchases a reasonable amount of property, secures a joint mortgage (land and private dwelling) and begins construction within six months of relocation (i.e., foundation poured), they shall be entitled to reimbursement of legal fees not to exceed the amount specified in (c) above. In these circumstances, the reimbursement shall be for one transaction only.

(e) The employee may only claim legal fee reimbursement in either (c) or (d) above, not both.

### **Part III**

Where a regular employee is required to relocate:

- (a) as a result of the Employer moving its operation from one geographic location to another (see Clause 12.8 - Relocations);
- (b) as a result of accepting a placement pursuant to Article 13 - Layoff and Recall, provided the employee is in receipt of layoff notice;
- (c) as a result of a placement pursuant to Article 37 - Limited Employment;

the employee will be entitled to the following reimbursements in addition to the provisions of MOU #3 Part II, upon production of receipts:

- real estate commission fees not to exceed \$15,000. Where a claim is made under this section, there shall be no entitlement to MOU #3 Part II, 2.10(a);
- except where the terms of the employee's mortgage allow the employee to transfer the mortgage to a new residence without penalty, the mortgage discharge fee not to exceed \$200 and mortgage pre-payment penalty, if any;
- survey certificate fee as required for the acquisition of a mortgage/purchase of a private dwelling at the new location;
- interim financing fees and/or interest charges incurred for the purchase of the private dwelling house in the new location for a maximum period of 60 days. The employee shall provide the necessary documentation to demonstrate that such interim financing arrangements were incurred and/or duplicate mortgage payments have been made.

Part III does not apply where the employee's private dwelling in which they resided immediately prior to relocation is not sold.

***Renewed***

### **MEMORANDUM OF UNDERSTANDING #27**

#### **Re: Union/Management Joint Training**

In keeping with the intent of maintaining constructive union-management relations the parties agree to deliver from time to time a one-day training program to both steward and manager Step 2 designates.

The purpose of this training program is to maintain an:

- appreciation of the other party's rights, roles and responsibilities in the workplace;
- understanding and application of the principles of problem solving;
- understanding and applying the basic principles of labour relations;



- understanding and applying basic elements of effective communication.

The training shall be carried out jointly, at the local level, by teams of qualified union and employer representatives. Instructors shall receive appropriate training as agreed to by the parties.

Once the number of instructors has been established by the parties, union instructors shall be selected by the Union.

Union and management instructors who are members of the bargaining unit attending or delivering the training, including necessary travel time, will be on leave of absence without loss of basic pay and shall be reimbursed for expenses by the Employer.

Stewards who attend training will be on leave of absence without loss of basic pay and shall be reimbursed for expenses by the Union.

***Renewed***

### **MEMORANDUM OF UNDERSTANDING #28**

#### **Re: Protocol for Joint Union Management Training Initiatives**

The parties share a common interest in developing mechanisms to further facilitate the joint training initiatives specified in Article 1 - Preamble and Article 22 - Occupational Health and Safety.

The purpose of the Committee is to provide support for joint training initiatives and advice on program content, delivery mechanisms and implementation as appropriate. The Committee will be comprised of three members appointed by the Union and three members appointed by the Employer and will be co-chaired.

The role of the Committee in joint training initiatives is as follows:

- to support and assist in carrying out training needs identification as required;
- to provide input and advice on specific training proposals and initiatives;
- to review current and planned joint training initiatives and provide advice on implementation issues;
- to promote and support joint training initiatives;
- to review program evaluations and make recommendations on changes to the joint programs;
- to participate in training programs, as appropriate;
- with specific regard to Article 29 - Joint Union/Management Committee, the Committee will develop a training program for members of joint committees dealing with the role of such committees, conflict resolution, consensus building, joint problem solving, agenda development, minute recording and other issues mutually agreed to by the Committee.

The Committee will meet within 60 days of the signing of this agreement and thereafter as required.

***Renewed***

**MEMORANDUM OF UNDERSTANDING #31****Re: Scheduling of Earned Time Off and Vacation on Layoff**

Auxiliary employees who have earned time off (ETO) will have their earned time off scheduled as time off commencing at the effective date of layoff.

Auxiliary employees may, on request, also schedule earned vacation credit commencing at the effective date of layoff. In such cases, the provisions of Clause 18.5 - Approved Leave of Absence With Pay shall not apply.

The auxiliary employee will not be subject to recall during the period of the scheduled earned time off or vacation.

Employees on scheduled ETO or vacation past the effective date of layoff will not be grounds for a claim from another employee that they have been laid off out of order of seniority or that the employee had not been recalled in order of seniority.

Also refer to Article 31.5.

***Renewed***

**MEMORANDUM OF UNDERSTANDING #32****Re: Project Employees**

The parties agree to establish a pilot project to provide an alternate means of undertaking time limited project work. It is anticipated that this pilot will also facilitate a reduction in the number of contractors engaged to do work which could be performed by employees. To meet these objectives, the following provisions will apply:

1. Project employees will be engaged for projects of 12 to 24 months' duration. Where a project employee is retained beyond the 24 month maximum, they will be deemed a regular employee from their initial date of hire.
2. Project employees' terms and conditions of employment shall be those applicable to regular employees under this agreement except as provided in this memorandum. In-service status shall not apply except as provided pursuant to #3 below.
3. At the completion of the project, such employees will receive severance pay in the amount of three weeks' pay per year of project service or portion thereof. Project employees will have no residual rights in respect of the application of any provision following severance, except that in service status will apply for the six months following.
4. Projects for which these employees may be hired shall be as mutually agreed by the Principals, or their designates, within five workdays or request, where possible, but no later than 10 workdays.
5. The Employer will provide the name and positions of the project employees to the Joint Union/Management Committee when the employee is hired. The Employer will notify the Joint Union/Managements Committee when the project is completed.

***Renewed***

**MEMORANDUM OF UNDERSTANDING #33****Re: Seniority for Voluntary Transfers of Auxiliary Employees**

An auxiliary employee, through mutual agreement with the Employer, may move to a new auxiliary position in their same classification in a different seniority unit, and will retain their accrued hours worked for the purpose of placement on the salary grid, benefit entitlement and vacation accrual. The Employer will no longer require auxiliary employees to sign a letter of resignation when moving from one seniority unit to another.

Upon relocation, an auxiliary employee moving to a new position in a different seniority unit, through mutual agreement with the Employer, will have their seniority transferred for the purposes of recall in the new seniority unit.

***Renewed***

**MEMORANDUM OF UNDERSTANDING #35****Re: Scholarship Fund for CLBC Eligible Individuals**

The parties agree to continue the administration of existing funds until such time that the funds are expended or the end of the agreement, whichever comes first.

***Amended & Renewed***

**MEMORANDUM OF UNDERSTANDING #36****Re: Article 25.8 Legislative Changes**

Changes to the Employer health tax or any other premium imposed for purposes similar to the Medical Services Plan premium are excluded and will not be required to be used to increase other employee benefits. If the Employer health tax is eliminated and not replaced with another form of employer paid benefits, Article 25.8 will be triggered.

If Article 25.8 is triggered, the liability arising from the amount of savings from the legislative changes to the MSP is based on 2017. The parties will endeavour to mutually agree on the liability arising from the MSP savings based on 2017 projected forward. If the parties cannot agree, any party may refer the matter to arbitration.

The liability arising in this Memorandum of Understanding shall expire at the expiry of this agreement unless renewed by mutual agreement of the parties.

**MEMORANDUM OF UNDERSTANDING #37****Re: Gender Neutral Language Review**

The parties agree to review the agreement prior to finalization with a view to updating gender neutrality as appropriate. For example, to ensure the utilization of non-gender terms such as "*them*", "*they*", and "*their*" in place of "*he*", "*she*", "*him*", and "*her*" where appropriate.

**MEMORANDUM OF UNDERSTANDING #38****Re: Classifications formerly Administrative Services Component Clause 14.28 - Modified Workweek**  
*(applies to classifications formerly under the AS Component - see Appendix 1C)*

The purpose of this document is to provide guidance to the parties respecting the application of Clause 14.28 - Modified Workweek.

This requirement is based on the substantive changes made to Clause 14.28(a)(4) - Modified Workweek during negotiations leading to the 13<sup>th</sup> Agreement; specifically the introduction of the 5/5/5/4 cycle and the ability to schedule the extra days off on days other than Monday and Friday.

The intention of the parties when introducing the 5/5/5/4 cycle and greater scheduling flexibility for the extra day off, is to provide additional options where other cycles were not feasible, thus it precluded the introduction of a modified workweek.

The parties agree the increased flexibility to schedule extra days off is not intended as an invitation for existing mutual agreement to be withdrawn for current hours of work agreements solely on that basis and absent bona fide rationale.

The parties at the local level may, with mutual agreement, revise current hours of work agreements consistent with all options contained in Clause 14.28 - Modified Workweek.

Any newly negotiated or revised modified workweek agreements shall be copied to the Administrative Services Joint Committee Co-Chairperson.

***Renewed (formally an Interpretative Document)***

**MEMORANDUM OF UNDERSTANDING #39****Re: Retention Incentive Payments**

Insofar as the parties have recognized that recruitment and retention challenges may occur over the life of the agreement, retention incentive payments for eligible employees in CLBC are agreed as follows:

1. Employees eligible for the retention incentive payments are regular employees in the following Social Program Officer (SPO) classifications in CLBC providing direct services in Hard to Recruit (HTR) Communities:
  - a. Social Program Officer Growth to 24 (Facilitators and Analysts)
  - b. Social Program Officer 24 (Facilitators and Analysts)
2. The amounts of the retention incentive payments are listed in Appendix 1.
3. For the purposes of this memorandum of agreement, HTR Communities are those communities designated by CLBC as having demonstrated recruitment and retention challenges for Social Program Officers providing direct services. The list of HTR Communities is listed in Appendix 2.
4. The retention incentive payment is payable annually at the beginning of the next fiscal year. The memorandum of agreement will commence for the 2020/2021 fiscal year such that the first retention payment will occur after March 31, 2021.
5. Full payment of the incentive payment is based on eligible service during the full fiscal year (April 1<sup>st</sup> to March 31<sup>st</sup>). The payment will be pro-rated for part-time employment. With the exception of maternity and parental leave, periods of absences on leave without pay or STIP periods in excess of 30 calendar days and periods of LTD shall also be pro-rated from payments.

6. Employees who become ineligible (e.g. resignation or transfer to a non-eligible position or non-HTR Community) prior to the end of the fiscal year shall not receive any payment for that fiscal year. Notwithstanding the foregoing, an employee scheduled to retire and receive a pension benefit under the Public Service Pension Plan Rules, will have the retention incentive payment pro-rated based on last day worked. Employees who are moved out of an eligible area or position as a result of an employer initiated transfer shall receive a pro-rated payment for the year.
7. The parties recognize that these retention incentives payments are in response to current market conditions to assist CLBC's desired recruitment and retention outcomes. As such they will be reviewable on an ongoing basis. The Employer may terminate this memorandum of agreement with 60 days' notice to eligible employees and the BCGEU. Should the effective date of the termination not coincide with the end of the fiscal year, the retention incentive payment applicable to the final year will be prorated to include the period prior to the effective date of termination.
8. The Employer may adjust the list of HTR Communities by adding or deleting communities in this memorandum of agreement with 60 days' notice to eligible employees and the BCGEU. Should changes to the HTR Communities list not coincide with the end of the fiscal year, the retention incentive payment applicable to the final year will be pro-rated to include the period prior to the effective date of the change to the list.
9. It is understood that the retention incentive payments are not pensionable, and do not form part of base salary.

#### Appendix 1

	Classification Title	Annual Retention Incentive Amount
1	Social Program Officer 24 (Facilitators & Analysts)	\$6,000
2	Social Program Officer Growth to 24 (Facilitators & Analysts)	\$3,000

#### Appendix 2

CLBC Designated Hard to Recruit Communities Cities
100 Mile House
Smithers
Terrace
Williams Lake

**LETTER #1**  
**Re: Archived Vacation**

Mr. Mike Eso  
Regional Coordinator  
BCGEU

Dear Mr. Eso

**Re      Archived Vacation**

The BCGEU agreement allows the carryover of 10 days unused vacation, up to a maximum of 10 days at any time. Vacation not taken in excess of this is “archived” and may not be cashed out except upon termination. When archived time is cashed out, it only has the value it had in the year it was earned. Archived vacation cannot be used as time off.

- Employees will be given a one-time option for full payout (or partial payouts) of their archived vacation bank on a without precedence basis.
- This would include archived vacation, up to and including the 2019 vacation year.

Administration Information Notes:

- The Employer shall create an email communication on this process to go to all staff in December 2019.
- Once an employee has logged in and authenticated, they will be presented with their respective balance and yes/no option which will create a payroll transaction line once there is a commitment to a year (for a full payout of an archived vacation).
- The value of the payout for each employee will be taxed at source. No options will be given for tax sheltering.

**LETTER #2**  
**Re: Information Technology Contractors**

Mr. Mike Eso  
Regional Coordinator  
BCGEU

Dear Mr. Eso

**Re      Information Technology Contractors**

The parties agree that during the term of this agreement all positions currently contracted by CLBC for information technology work will be reviewed. Following this review, the Labour Management Committee will meet to discuss the possibility of:

1. bringing these positions into the bargaining unit;
2. establishing an agreed to wage rate for these positions.