

1st

1990 & 1991

1992

SOURCE	Town		
EFF.	90	01	01
TERM.	92	12	31
No. OF EMPLOYEES	9		
NOMBRE D'EMPLOYÉS	9		

AGREEMENT
 between
 THE BOARD OF COMMISSIONERS OF POLICE
 FOR THE TOWN OF WALLACEBURG
 - AND -
 THE WALLACEBURG POLICE ASSOCIATION

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THIS AGREEMENT made this 5 day of OCTOBER

BETWEEN :

THE BOARD OF COMMISSIONERS OF
POLICE FOR THE TOWN OF WALLACEBURG,

hereinafter called the "Board"

OF THE FIRST PART

- and -

THE WALLACEBURG POLICE ASSOCIATION,

hereinafter called the "Association"

OF THE SECOND PART

WHEREAS the Association represents a majority of the full-time members of the Wallaceburg Police Force;

AND WHEREAS the Board and the Association have, pursuant to the provisions of The Police Act, R.S.O. 1980, and amendments thereto, bargained in **good** faith in respect of the matters set out in Section 29 of the said Act, and have now reached an agreement as set forth herein which is made pursuant to the said Act and is subject to the said Act and the Regulations thereunder.

**NOW THEREFORE THE BOARD AND THE ASSOCIATION AGREE,
EACH WITH THE OTHER AS FOLLOWS:-**

ARTICLE I - RECOGNITION

1.01 This Agreement shall apply to all civilian members of the Wallaceburg Police Force, save and except the secretary to the Board and the secretary to the Chief of Police.

1.02 The Board agrees to give forty-eight (48) hours' advance notice to the Association of any meeting in dealing with Association matters.

1.03 Interpretation:-

- (a) "Board" shall mean the Board of Commissioners of Police for the Town of Wallaceburg.
- (b) "Association" shall mean the Wallaceburg Police Association.
- (c) "Members of the Force" shall mean all civilian members of the Force, except as excluded above.
- (d) "Retired Member" shall mean a member of the Force who has retired upon the expiration of the required period of time with the Force and shall include such member who has retired prior to normal retirement for reasons acceptable to the Board.
- (e) "Disabled Employee" shall mean a member of the Force who is disabled and certified by his doctor as unable to perform his duties.
- (f) "Full-time employee" shall mean civilian employees of the Force who work more than thirty (30) hours per

week and whose full-time position has been confirmed as full-time by the Board.

- (g) "Part-time employee" shall mean **all civilian** employees of the Force who work ~~less~~ than thirty (30) hours per week and whose part-time position has been confirmed as full-time by the Board.
- (h) "Temporary employee" shall mean all civilian employees of the Force whose position has not been confirmed by the Board.

ARTICLE II - MANAGEMENT RIGHTS

2.01 The Association acknowledges that it is the exclusive function of the Board, subject to the Police Act and the regulations thereunder, to:

- (a) maintain order, discipline and efficiency;
- (b) hire, discharge, direct, classify, transfer, promote, demote, and suspend, or otherwise discipline employees for cause, provided that a claim that an employee has been unjustly discharged or disciplined may be the subject of a grievance and dealt with in accordance with the grievance procedure;
- (c) establish and enforce from time to time rules and regulations to be observed by the employees, provided that they are not inconsistent with the provisions of this Agreement;
- (d) generally to manage the Force and without restricting the generality of the foregoing to determine the

number of persons required from time to time and the standards of performance of all employees:

- (e) the Board agrees that these functions will be exercised in a manner consistent with the provisions of this Agreement.

ARTICLE III - PROCEDURE ON COMPLAINTS

3.01 It is the mutual desires of the parties hereto that complaints relative to this Agreement or working conditions generally shall be adjusted as quickly as is possible.

3.02 No complaint shall be considered where the circumstances giving rise to it occurred, originated or became known or apparent more than seven (7) days before the filing of the complaint.

3.03 Complaints shall be adjusted and settled as follows:

Step No. 1 - The complaining employee may present his complaint in writing to the Chief of Police or Deputy-Chief who shall consider it in the presence of the person or persons presenting it, and render a decision in writing. Should no settlement satisfactory to the employee be reached within seven (7) days, the next step in the complaint procedure may be taken at any time within seven (7) days thereafter, but no later.

Step No. 2 - The complaining employee may submit his

complaint in writing to the Board, and he shall thereafter meet with a Committee of the Board at the earliest mutually convenient date with or without the assistance of the Association.

3.04 In computing periods of time referred to in the article, Sundays and Statutory Holidays shall be excluded.

3.05 It is agreed that in the event of a disciplinary report being presented, a copy thereof shall be furnished as soon as possible to the party involved.

ARTICLE IV - DISCRIMINATION

4.01 The Board agrees that there shall be no discrimination, interference, restraint or coercion exercised or practised by the Board or its representatives, with respect to any Police Force member because of his membership In, or his connection with, the Association. Membership in the Association shall not be discouraged.

ARTICLE V - SALARIES

5.01 The Board agrees that In accordance with this Agreement, the salaries of each member of the Force shall be as set forth In Schedule "A" attached hereto and shall apply for the calendar years of 1990, 1991 and 1992 as indicated in said Schedule.

SCHEDULE "A"
SALARIES

Classification

		<u>1990</u>	<u>1991</u>	<u>1992</u>
Communicator Level	I	24,439	25,661	26,944
	II	23,212	24,373	25,592
	III	21,840	22,932	24,079
Stenographer	I	24,439	25,661	26,944
	II	23,212	24,373	25,592
	III	21,840	22,932	24,079
Temporary Employee		\$10.50/hr	\$11.03/hr	\$11.58/hr
Part Time Employee		\$10.50/hr	\$11.03/hr	\$11.58/hr

ARTICLE VI - SENIORITY

6.01 A newly employed civilian employee shall be considered a probationary employee until he/she has completed three (3) continuous months of service, after which his/her name shall be placed on the seniority list and the seniority shall date from the date of his/her employment. This ,period may be extended another three (3) months with the approval of the employer and the employee.

6.02 In cases where performance, ability and qualifications are equal, seniority shall be the deciding factor when decisions are made with respect to promotion and transfer.

6.03 Layoffs shall be made on the basis of the seniority list, provided that employees who are entitled to remain on the basis of seniority are qualified to do the work which is available. Employees will be recalled in the reverse order to which they were laid off, provided, however, they are qualified to do the work in the job openings then available.

6.04 Seniority shall be retained and accumulated when an employee is absent from work under the following circumstances:

- (a) when in receipt of Workers' Compensation;
- (b) when on sick leave;
- (c) when on maternity leave.

6.05 Seniority shall be retained but not accumulated when an employee is absent from work under the following circumstances:

- (a) when an employee is on Long Term Disability;
- (b) when an employee has been laid off due to a reduction in staff for a period of up to one (1) year.

6.06 Seniority shall be lost and the employee shall cease to be employed when the employee is absent from work under the following circumstances:

- (a) resignation;
- (b) discharge for just cause and is not reinstated;
- (c) absent from work for more than three (3) consecutive working days without notifying the employer except in cases of emergency;
- (d) is laid off and not recalled to work within a period of one (1) year from the date of lay-off or, after having been laid off for less than one (1) year, fails to return to work within five (5) days after notice of recall has been sent to him/her by the employer by registered mail to the last address to the employee of which the employer has a record;
- (e) is certified as disabled, in accordance with the then existing long term disability plan and has been unable to perform his/her duties for a period of forty-two (42) months.

ARTICLE VII - HOURS OF WORK

7.01 The work week for member of the Force shall be forty (40) hours.

7.02 The Board agrees that subject to the requirements of service, a member's days off each week will be consecutive and that such days off shall rotate so that each member receives approximately the same number of weekends off during the calendar year. In no event, subject to the exigencies of service, shall a member be required to work more than twenty (20) days in any twenty-eight (28) day period.

7.03 The Board agrees that subject to the requirements of service, no member of the Force shall be required to work both Christmas Day and the following New Year's Day.

7.04 For those working other than the day shift (day shift shall mean any shift commencing after 6:30 a.m. and before 12:00 noon), a shift differential shall be paid as follows:-

Fifteen cents (15¢) per hour for hours worked from 3 p.m. to 11 p.m.

Thirty cents (30¢) per hour for hours worked from 11 p.m. to 7 am.

and shall be paid for all hours worked during these times Including any overtime accumulated during these hours, and further that all such hours be acknowledged by the posting of such credit for each month on a form to be provided by the

Chief of Police and that all such compensation for such shift differential be paid on or about the fifteenth (15th) of each month for the time accumulated the previous month.

7.05 The Chief of Police will have the sole discretion to determine all manning and scheduling requirements.

7.06 All pay cheques shall be made **available** to all members on Thursday evening prior to the normal Friday pay days.

7.07 Any member whose scheduled shift is changed, shall be given at least twenty-four (24) hours notice of the change or be paid one and one-half (1½) times the hourly rate for that shift, except in the case of call-back and/or emergency.

ARTICLE VIII – OVERTIME

8.01 Overtime work done by any member of the **Police** Force when authorized and approved by the Chief of Police shall be compensated as hereinafter set forth.

8.02 Overtime work shall include any time worked beyond the normal tour of duty and members of the Force shall be credited with one (1) hour's overtime for any part of an hour worked in excess of thirty (30) minutes. Overtime shall not include courses taken at the Ontario Police College or any authorized institution for police training or time spent on **court** appearances as set out **in** Article X.

8.03 Each member of the said Police Force shall be compensated for such overtime calculated on one and one-half (1½) times his hourly rate of pay which shall be on the basis of working year consisting of fifty-two (52) weeks of forty (40) hours each.

8.04 The hourly rate shall be on the basis of a working year consisting of fifty-two (52) weeks of **forty** (40) hours each. The overtime, court time and call-back time accumulated by each member shall be paid on or about the **fifteenth (15 h)** day of each month for the time accumulated the previous month

8.05 The Board agrees that overtime shall, subject to requirements of the service and so far as -feasible, be **equa ly** distributed among the members of the Force.

ARTICLE IX - CALL BACK TIME

9.01 Any member of the Force who has completed his regularly scheduled shift, has left his place of employment and is recalled to duty, or called to duty on his days off, shall receive a minimum of four (4) hours pay or time and one-half for the time actually expended, whichever figure is the greater.

9.02 Should a member be called to duty on his annual vacation, such member shall be credited with double the credit receivable under previous call back time articles.

ARTICLE X - COURT TIME

10.01 Any member of the Force, required to attend as a witness in any Provincial Offences, Criminal, Family or Small Claims Court, inquest or Civil Court, when off duty, shall receive Court time allowances as follows:

- (a) A minimum of four (4) hours regular time shall be credited for a Court sitting.
- (b) Five (5) hours straight time shall be credited if in continuous attendance at a Court sitting for four (4) hours and fifteen (15) minutes, on the same terms as set forth in the preceding paragraph.
- (c) A minimum of five (5) hours straight time shall be credited each member required to appear in court, if such member has completed a tour of duty within eight (8) hours of the scheduled Court Sitings.
- (d) Should a member be required to attend in Court on his regularly scheduled leave day (which does not include off shift hours), such member shall be credited with an additional two (2) hours straight time.
- (e) Should a member be required to appear in Court during his annual vacation, such member shall be credited with double the credit as receivable under previous Court Time articles. Should a member be required to appear in court on his scheduled day off during his annual vacation, the said day off shall be considered annual vacation and the member shall be credited with double credit as receivable above.

- (f) Court Sitting shall mean: A sitting of the Court in the morning until noon adjournment, or a sitting of the Court in the afternoon until the sitting is adjourned for the day.
- (g) Any person previously employed by the Police Force, who is required to attend Court with respect to any matter that originated from his employment, shall be paid four (4) hours court time based on a Level I Communicator wage. The court time shall be paid in accordance with Article 8.04.
- (h) Any member of the Force required to use his private motor vehicle for transportation to or from Court shall be paid the Town of Wallaceburg corporate rate per kilometer. Such allowance shall be paid within the normal pay period.
- (i) Any member of the Force required to be absent from Wallaceburg for any authorized police matter between the hours of 12 p.m. and 1 p.m. or 6 p.m. and 7 p.m. shall be paid up to a maximum of Eight Dollars (\$8.00) for meal allowance upon presentation of a dated receipt. Said meal allowance shall be paid within the normal pay period.

ARTICLE XI - CLOTHING

11.01 The communicators of the Force should be provided with suitable uniforms consisting of slacks and shirts and footwear as authorized by the Chief of Police.

ARTICLE XII - COURSES

12.01 Any member of the Force authorized by the chief of Police to attend an Ontario Police Course shall be granted an allowance of Thirty-Five Dollars (\$35.00) for each full week of attendance at such course, paid in advance of said course.

ARTICLE XIII - MATERNITY LEAVE

13.01 A leave of absence for pregnancy shall be provided without pay for a period of up to six (6) months to female employees provided they have been employed for at least one (1) year prior to the beginning of the leave. The employer agrees to pay its portion of the employee benefits contained in Article XIV during a leave of absence for pregnancy.

ARTICLE XIV - FRINGE BENEFITS

14.01 Sick Leave Credit - All members of the Force will be entitled to sick leave with pay to be computed at a total of ten (10) days for each year, such entitlement to be non-cumulative.

14.02 Survivor's Benefits - the surviving spouse of a member who dies while a member of the Force shall be entitled to coverage of the hospitalization and medical benefits provided for in Article 15.07, until age sixty (60), or until such time

as the spouse remarries. The Board shall pay one hundred percent (100%) of the premium cost to cover the surviving spouse and dependents to be effective on the first day of the month following the ratification of the Agreement.

14.03 Paid Holidays - In lieu of statutory holidays with pay, each member of the Force shall receive two weeks holiday (or ten (10) working days) with pay, in each year, and such holidays shall be taken in the period between October 1st and April 30th. In addition, each member shall receive a credit for the equivalent of two (2) working days which shall entitle the member to have Christmas Eve and Christmas Day or New Year's Eve and New Year's Day as statutory holidays at the discretion of the Chief of Police or Deputy-Chief and the member involved.

(a) In the event that a member's rest days should coincide with any such holidays, this member shall be compensated for such days at a later date at the discretion of the Chief of Police or Deputy-Chief and the member involved.

(b) Any member who is required to work any of the following statutory holidays

New Years Day	Labour Day
Good Friday	Thanksgiving
Easter Sunday	Remembrance Day
Victoria Day	Christmas Day
Dominion Day	Boxing Day
Civic Holiday	

shall be granted four (4) hours off in lieu of working the said holiday. The time accumulated shall be taken

off between January 1st and December 1st of each year.
The time off will be granted when agreed upon by the member and the Chief of Police.

14.05 Annual Vacations - Every member of the Force shall be granted an annual vacation with pay according to his credited service as follows:

- (1) The Members of the Force with six (6) months of continuous service but less than one (1) year of continuous service shall receive one (1) week or five (5) working days vacation with pay.
- (2) Members of the Force with one (1) year of continuous service shall be entitled to two (2) weeks or ten (10) working days annual vacation with pay.
- (3) Members of the Force with five (5) years or more continuous service, shall be entitled to three (3) weeks or fifteen (15) working days annual vacation with pay.
- (4) Members of the Force with ten (10) years or more continuous service shall be entitled to four (4) weeks or twenty (20) working days annual vacation with pay.
- (5) Members of the Force with twenty (20) years or more continuous service shall be entitled to five (5) weeks or twenty-five (25) working days annual vacation with pay.
- (6) Vacation time may be taken on a week to week basis or on a day to day basis in a manner agreeable to both the member involved and the Chief of Police.

14.06 Pensions - The Board shall continue to pay Fifty Percent (50%) of the cost of the basic plan provided by the Ontario Municipal Employees Retirement System, All past service-costs to provide these benefits shall be borne by the Board. Future service costs shall be in accordance with the O.M.E.R.S. Act and Regulations.

14.07 Hospitalization and Medical Benefits - All of the benefits mentioned in this Article shall be more particularly described and set forth in the respective plans, documents or policies of insurance. It shall be the obligation of the employee to resolve any dispute concerning payment of benefits under any plan or policy directly with the insurer. However, the employer will use its best efforts to adjust and settle any disputes.

Hospital Supplement - The Board will pay One Hundred Percent (100%) of the plan covering room and board charges limited daily to the difference between the provincial hospital allowance and the standard provincial charge for a semi-private room. Coverage is to be provided for all members of the force and their eligible dependents.

Drug Plan - The Board will pay One Hundred Percent (100%) of a prescription plan such as provided by the comprehensive plan administered by Blue Cross.

Dental Plan - The Board shall pay One Hundred Percent (100%) of a Dental Plan at least equal to those benefits provided under the Ontario Blue Cross Plan at 1989 ODA rates for the year 1990 and 1991 rates for the 1992, or its equivalent, as set forth in the schedule of benefits. Coverage is not to exceed the maximum outlined in the most current Ontario Dental Association suggested fee guide for general practitioners, Coverage is to be provided for all members of the Force and their eligible dependents, The Board shall pay One Hundred Percent (100%) of the cost of Orthodontic Dental Plan to provide payment of Fifty Percent (50%) of the cost of orthodontic treatment to a maximum of One Thousand Dollars (\$1000.) and shall provide a Denture Dental Plan to provide for Fifty Percent (50%) of the cost of denture treatment in any one year.

Vision Care - The Board shall pay One Hundred Percent (100%) of the premium cost of a Vision Care plan providing corrective eyeglasses up to Two Hundred Dollars (\$200.00) every twenty-four (24) months.

(a) Any member shall, from the date of his retirement until he reaches age sixty-five (65), be given the option to retain his group coverage as provided by Sec. 15.07 for Health, Dental and" Drugs provided that the member pay One Hundred Percent (100%) of the premium costs of that participation;

(b) Disabled employees are required to submit forms periodically as required for insurance purposes and benefit coverage continuation up to normal retirement age or until date of return to work.

14.08 Workers' Compensation - Members in receipt of Workers' Compensation award arising out of injuries suffered during the course of employment, shall receive for a period of up to three (3) months, One Hundred Percent (100%) of the **gross pay** as derived from base salary. After the three (3) months the member shall receive Ninety Percent (90%) of net take home pay derived from the base salary.

14.09 Bereavement Leave - A member will be granted up to five (5) days leave of absence with pay, for the sole purpose of making arrangements and attending the funeral of a member's father, mother, wife, brother, sister, son or daughter, provided, however, that only such regular periods of duty as fall **within** five (5) consecutive days shall be paid for by the Board. Any member shall be granted three (3) days leave of absence with pay, to attend the funeral of his mother-in-law, father-in-law, brother-in-law, **sister-in-law**, grandparent,

grandchild or equivalent step-family relation, provided the funeral date falls within the member's regular period of duty. Any member shall be granted one (1) day's leave to attend a funeral for an aunt or uncle or to serve as pall bearer at said funeral provided that the said funeral is not for one of the member's family listed above.

14.10 Grout, Life Insurance - The Board will pay One Hundred Percent (100%) of the premium cost to the employees participation in group life insurance plan as underwritten by current carrier or its equivalent with the terms and conditions set forth in the master policy between the carrier and the Board. The amount of life insurance coverage for members of the Association shall be in the amount of twice the member's annual salary rounded up to the nearest One Thousand Dollars (\$1,000.00). The Plan is to include a Total Disability Waiver of Premium clause to assure continued coverage for disabled members of the Force for the amount of life Insurance in force at the date of disability.

Accidental Death & Dismemberment - The Board agrees to pay One Hundred Percent (100%) of the premiums to provide an amount of insurance equal to that under group life insurance for all active members of the Force. The present such policy is with Seaboard Life Insurance Company and is policy No. 119-2404.

Short Term Disability - The Board agrees to supplement a disabled employee's sick leave credits so that the total of

the accumulated sick leave credits and supplement provided by the Board equals twenty-six (26) weeks where required to maintain income for the employee up to the time that the employee qualifies for long term disability. This provision does not apply unless the employee has been certified as disabled by a qualified medical practitioner. Anyone who goes on such short term disability is not eligible for a further twenty-six (26) week period unless the succeeding disability is from a different and independent cause or unless the employee has been returned to work for a period of at least thirty (30) consecutive work days.

Long Term Disability - The Board agrees to pay One Hundred Percent (100%) of the premiums to provide a plan providing Seventy-Five Percent (75%) of monthly earnings up to a maximum integrated benefit of Three Thousand Dollars (\$3,000.00) per month. The maximum benefit period is to age sixty - five (65).

ARTICLE XV - LEGAL INDEMNIFICATION

15.01 The Board will assume the reasonable cost of legal counsel for all members against whom a criminal charge, Provincial offence, a Police Act charge or civil claim has been filed or laid stemming from conduct by them in the performance of their duty, provided the said charge or claims are dismissed.

The Board reserves the right to have such legal accounts as may be tendered assessed before an Assessment Officer of the Supreme Court of Ontario.

15.02

- (a) A member of the Police Force who is requested or subpoenaed to appear before an inquiry initiated under S. 58 or S. 59 of the Police Act, shall be indemnified for the necessary and reasonable legal costs incurred in representing his/her interests in such an inquiry only:
- (i) where no other member of the Police Force, excluding the Chief of Police, has been requested or subpoenaed to appear before the inquiry;
 - (ii) where more than one (1) member of the Force is subpoenaed or requested to appear, other than the Chief of Police, in such a case there shall be only one counsel representing the members of the Force, excluding the Chief of Police; or
 - (iii) where the counsel representing the members of the Force, excluding the Chief of Police, is of the opinion that it would be improper for him/her to act for both the member and other members of the Force;
 - (iv) where the inquiry results in a charge or charges being laid against a member or members of the Force as a result of the inquiry, in which case, no legal fees will be paid for any member who is ultimately found guilty of the offence or offences for which such member or members are charged.

15.03 The counsel representing a member of the Force under S. 1(a) and (b) shall be counsel selected by the Police

Association. Counsel representing a member of the Force under S. 1(c) shall be counsel selected by that member of the Force.

15.04 Where a member intends to apply to the Board for indemnification, the member shall, within thirty (30) days of receiving a request or subpoena to appear before an inquiry under S. 58 or S. 59 of the Police Act, apply to the Board in writing for approval to retain counsel and shall advise the Board in writing of the counsel to be so retained. In the event the Board objects to the counsel to be retained, the matter shall be resolved by a member of the Board and a member of the Association Executive designated for that purpose.

15.05 Notwithstanding S. 16.02, the Board may refuse payment otherwise required under S. (a) where the request or subpoena is with respect to acts by the member of the Force which were not done in the attempted performance In good faith of **his/her** duties as a Police Force Member.

15.06 For the purposes of this section "necessary and reasonable legal costs" shall be based on the amount rendered by the solicitor performing the work, subject initially to the approval of the solicitor for the Board. In the case of dispute between the solicitor doing the work and the solicitor for the Board, the account shall be assessed on a solicitor and client basis by an assessment officer of the Supreme Court of Ontario, a **pre-condition** to such assessment being that the

hourly rates charged by the solicitor doing the work shall not exceed, In the assessment officer's opinion, the hourly rates charged by solicitors practicing in the County of Kent.

ARTICLE XVI - DEDUCTION OF ASSOCIATION DUES

16.01 The Board agrees to deduct from the pay of all members of the Association, on the first (1st) day of each calendar month, the duly authorized monthly Association membership dues and shall remit same to the Association Treasurer at the end of each calendar month.

16.02 All members of the Force save and except the Chief of Police and the Deputy-Chief shall pay Association dues unless the said member is voted out of the Association and notified in writing.

ARTICLE XVII - TERM OF AGREEMENT

17.01 This Agreement shall remain in force and effect for a period of three (3) years from January 1st, 1990 to and including December 31st, 1992, and thereafter until replaced by a new agreement, decision or award. This Agreement shall enure to the benefit of and be binding upon, not only the parties hereto, but also their respective successors and assigns.

17.02 Retroactive pay and benefits in accordance with this agreement shall be paid to all members who have served on the Force at any time during the term of this agreement.

17.03 Benefits in accordance with this agreement shall not be paid to Temporary or Part Time Employees

ARTICLE XVIII - MISCELLANEOUS

18.01 All other working conditions, including provisions for uniforms and clothing allowance, provisions for pensions and other regulations and privileges required for or enjoyed by the members of the Association are hereby declared to be satisfactory to both the Board and the Association, and shall remain in effect during the term of this agreement. All benefits where the Board is responsible to pay premium cost for a plan, the said benefit will be made effective on the first day of the first month following the ratification of this agreement.

18.02 Any member of the Force being suspended from duty for cause is prohibited from taking other employment as per Section 29 of the Regulation 68, Police Act of Ontario, R.S.O. 1980.

18.03 Every member who is required by the Chief of Police to attend training session or group seminar in the Town of Wallaceburg will attend the said session or seminar up to a maximum of two (2) hours per month without pay. Any member who is on annual leave or other leave authorized by this agreement or authorized by the Chief of Police shall not be required to attend.

18.04 The Board shall pay the cost of the tuition for courses or seminars as approved by the Chief of Police and appropriate changes in shifts will be permitted to allow attendance at such courses when practicable.

IN WITNESS WHEREOF each of the parties hereto has caused this Agreement to be signed by its duly authorized representatives.

DATED at the Town of Wallaceburg, this 5TH day of OCTOBER 1990

) THE BOARD OF COMMISSIONERS
) OF POLICE FOR THE TOWN OF
) WALLACEBURG
)
)
)

Per: *Justin Henry*

) WALLACEBURG POLICE ASSOCIATION
)
)
)

Per: *John Peterkin*
~~*[Signature]*~~

