

# **COLLECTIVE AGREEMENT**

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**between**

**YORK UNIVERSITY**



**and**



**CANADIAN UNION OF PUBLIC  
EMPLOYEES**  
**Local 1356**

**2018 – 2021**

**05290 (13)**

COLLECTIVE AGREEMENT

between

YORK UNIVERSITY

(hereinafter referred to as the "University")

and

THE CANADIAN UNION OF PUBLIC  
EMPLOYEES AND ITS  
LOCAL 1356

(hereinafter referred to as the "Union")

Effective Dates: September 1, 2018  
to  
August 31, 2021

Ratification Date: January 21, 2019

GENERAL PURPOSE

**The general purpose of this Agreement is to establish an orderly collective bargaining relationship between the University and its Employees represented by the Union. Unless otherwise noted, articles apply to both full time and part time CUPE members.**

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## **ARTICLE 1**

### **Recognition**

**1.01** Pursuant to the certificates issued by the Ontario Labour Relations Board dated March 1, 1971 and August 19, 1998, the University recognizes the Union as the sole and exclusive bargaining agent of all its Employees engaged in maintenance, services and plant operations, save and except supervisor, persons above the rank of supervisors, office staff, students employed during the school vacation period, and persons covered by other Collective Agreements with the University.

**1.02** It is agreed that the University may hire part-time employees to work twenty-four (24) hours per week or less. Persons so employed shall be subject to the terms and conditions as set forth in Collective Agreement.

**1.03** A "part-time" Employee is an Employee who works not more than twenty-four (24) hours per week. A "casual" Employee is an Employee hired for a period of less than three (3) months and who, it is expected, will work the equivalent of full time hours during this period. The parties agree that, should the University decide to hire Employees on a casual basis in the future, the parties will meet for purposes of

negotiating rates of pay and any other terms and conditions of employment. In accordance with **Article 11.09**, where the University employs casual employees, these employees will be included on the report to the Union and the start date(s) and expected end date(s) of each casual position will be included.

**1.04** Part time Employees shall not be utilized in such a manner as would directly cause the loss of employment of a full time Employee.

**1.05** The inclusion in the bargaining unit of persons employed for twenty-four (24) hours per week or less does not limit or restrict the right of the University to exercise any other right it presently has under this Collective Agreement.

## **ARTICLE 2**

### **Management Functions**

**2.01** Except as expressly abridged by this Agreement, the management of the University, the direction of the work force, the right to determine the means, methods, processes, materials and schedules of operations, shall be the right, solely and exclusively, of the University. The University agrees that it will not exercise the foregoing

functions in a manner inconsistent with the provisions of this Agreement.

### **ARTICLE 3** **Union Security**

**3.01** The University and the Union agree there shall be no discrimination, interference, restriction, or harassment, or coercion, exercised or practiced, with respect to any Employee in the matter of hiring, wage rates, training, upgrading, promotion, transfer, layoff, recall, discipline, discharge or otherwise by reason of age, race, creed, colour, national origin or ancestry, political or religious affiliation, sex, family status or marital status, place of residence, sexual orientation, handicap, nor by reason of membership or activity in the Union.

**3.02** During the period of this Agreement all Employees who are, at the date of signing of this Agreement, members of the Union or who later become members of the Union shall remain members in good standing. All new Employees hired subsequent to the date of signing of this Agreement shall become members of the Union and shall pay an initiation fee after successful completion of the probationary period as provided for in **Article 10.01**.

**3.03** An amount in respect of Union dues and/or assessments will be deducted from each Employee from the first pay in the month following the date of hire, and in each bi-weekly pay following, as authorized by the Union and certified to the University by the Secretary-Treasurer of Local 1356.

**3.04** The University shall remit the amounts deducted to the Secretary-Treasurer of Local 1356 after each bi-weekly pay period in which the deductions were made. At the same time the University will provide a statement showing the names of those Employees from whose pay a deduction was made, together with each employee's regular bi-weekly earnings and corresponding regular hours paid and the dues deducted, together with a list of those active employees from whom no deduction was taken and the cumulative total number of employees. A copy of this list will be sent to the Local 1356 Union office.

**3.05** The Union shall be provided with the opportunity to meet new employees once during the orientation session. The Union shall be notified of the date and time of this meeting and provided thirty (30) minutes to meet with the new employee. This meeting shall occur during regular working hours and the Union representative may attend during their regular working hours without loss of pay. The meeting, which shall not exceed



thirty (30) minutes, shall be in a place designated by the Employer and will be for the purpose of discussing with the new employee the benefits, duties and responsibilities of Union membership. The Employer shall be notified in writing of the Union representative designated for the purpose of meeting with new employees.

**3.06** The University shall continue to provide CUPE, Local 1356 with office accommodation at the Keele Campus.

**3.07** The University and the Union agree that they are jointly responsible for the attainment of employment equity goals and are jointly committed to the fostering of employment equity principles.

**3.08** The University recognizes its responsibility to provide a workplace free from sexual, gender, or racial harassment or discrimination. If an Employee feels so harassed and needs to seek recourse other than with supervisory staff or a Union Steward, there exists at the Centre for Sexual Violence Response, Support & Education and the Centre for Human Rights, Equity and Inclusion whose mandate includes the development of policies and procedures consistent with the Human Rights Code.

Information on policies and procedures is available through the above mentioned offices or can upon request, be made available through supervisory staff or a Union Steward. For purposes of this Article, the definitions of harassment shall be consistent with the Human Rights Code and the Ontario Occupational Health and Safety Act in force at the signing of this agreement.

**3.09** The University agrees to provide the Local twice each year, (in January and June), with an up-to-date list of all Employees covered by the Collective Agreement, with their names, addresses, home telephone numbers and classifications.

Furthermore, the University agrees to provide the Local with all changes of address and/or home telephone numbers and/or classifications forthwith.

#### **ARTICLE 4** **Union Representation**

**4.01** The University will recognize a Negotiation Committee composed of the President, Financial Officer and up to six (6) members of Local 1356. The Union will advise the University in advance of the members' names. The Union agrees that, except for the President and Financial Officer, there shall not

be more than one (1) Employee elected or appointed to the Negotiation Committee from any one (1) classification within Maintenance, Grounds or Housing.

**4.02** Employees appointed to this Committee shall have service with the bargaining unit.

**4.03** The Union shall be entitled to have the assistance of a National Representative of the Canadian Union of Public Employees when meeting with the University.

**4.04** Members of the Negotiation Committee shall be given time off during their normal working hours without loss of pay while actually attending meetings with the University. Any member of the Negotiation Committee who normally works on the afternoon or night shift will be given time off with pay of four (4) hours - if the negotiation meeting lasts four (4) hours or less - and eight (8) hours - if the negotiation meeting lasts more than four (4) hours.

Members of the Negotiation Committee, regularly on evening or night shift, shall be entitled to release time to prepare for negotiations. A bank of sixteen (16) paid hours will be allotted for use by the Negotiation Committee towards such preparations.

**4.05** The privilege of the President, or designate to leave work during normal working hours without loss of pay for the purposes of investigating disputes and presenting **STEP 2** grievances will be granted, provided that permission is obtained from their immediate supervisor or designated representative before leaving work and that the President reports immediately back upon return. Such permission shall not be unreasonably withheld.

**4.06** The University agrees that the President of Local 1356 shall, upon request, be transferred to the day shift during the period of such official's term of office. The Vice-President and Chief Steward of Local 1356 shall, if appropriate, be transferred to the day shift during the period of such official's term of office. If the resulting vacancy is posted, such posting shall not be bound by the time provisions of **Article 13.02 Term/Task** and duration of the term may be extended without re-posting. Upon completion of the term of office the Employee shall be returned to the Employee's former position. It is understood that the Employee's Basic Hourly Rate shall not be reduced as a result of such transfer.

**4.07** The University agrees that the Vice-President, CUPE, Local 1356 shall, upon

request of the Union President, be transferred to the day shift (provided that seven (7) calendar days advance notice is given) when the Chief Steward and the President are on scheduled or unscheduled absences of five (5) or more days. If the resulting vacancy is posted, such posting shall not be bound by the time provisions of **Article 13.02 Term/Task** and duration of the term may be extended without re-posting.

**4.08** The Union shall be entitled to elect one (1) member to the Advisory Board of the Retirement Centre. The Union shall advise the University, and the Retirement Centre of the name, and term of office, of such representative.

**4.09** The University agrees to place one (1) representative, designated by the Union, on the Board of Trustees of the Pension Plan.

**4.10** The University agrees to continue an All-University Committee representing the different groups of participants in the York University Pension Plan (including pensioners and the Pension Fund Board of Trustees of the York University Pension Plan) to discuss changes to the York University Pension Plan and report back periodically to their constituencies.

#### **4.11**

- (a) The University shall recognize up to six (6) Benefits Specialists designated by the Union from among the members of CUPE 1356, CUPE 1356-1, CUPE 1356-2, or the Local President, any one of whom may represent its members regarding issues of return to work and accommodation at meetings convened by the Employer. The Union will endeavour to ensure that one third (1/3) of the Benefits Specialists shall be on the night shift.

When a meeting is scheduled to be held with an Employee, if the Employee wishes, one (1) such representative shall be given the opportunity to attend.

The Union will be advised by e-mail that a meeting is scheduled to take place. One (1) representative may attend during normal working hours or at an agreed upon time, without loss of pay upon obtaining the permission of the immediate supervisor, or designate representative before leaving work and reports immediately upon return. Such permission will not be unreasonably withheld.

Employees shall be eligible to participate in the return to work and work accommodation process under the policy and procedures as outlined in the Employer's Disability Support Program in effect at the signing of this agreement or as may be amended from time to time by the University.

- (b) Three (3) of the Benefits Specialists or their alternates shall be designated by the Union to attend monthly meetings of the Disability Support Committee. These meetings when convened, will discuss and review issues related to supporting Employees with return to work/accommodation, sick leave, long term disability and WSIB claims.
- (c) Benefits Specialists shall attend Attendance Management Program meetings with members as their Union representatives. In cases where a Benefits Specialist is not available, a Steward may attend.

**4.12** The Union shall advise the University, in writing each April, of the names of members of the Executive as well as each of its representatives on the committees and boards referenced under this agreement. The Union will advise of any changes that occur regarding such positions within five (5)

working days. The University will recognize the status of such Employees only from the date of receipt of such written notice.

#### **4.13 CUPE Issues Meetings**

The Associate Director, Non-Academic Employee Relations, and one other management representative, will meet with the President and both Chief Stewards at the CUPE Issues Meeting held monthly (if required) to discuss the direction and/or options respecting outstanding grievances.

**4.14** For meetings between Local 1356 representatives and the University provided for under the Collective Agreement, the Parties will make every effort to schedule such meetings in their entirety during regular working hours.

### **ARTICLE 5**

#### **Union Representation (Stewards)**

**5.01** The University acknowledges the right of the Union to appoint full-time Employees as Stewards to represent Employees in various areas of the University.

It is agreed that representation shall be as follows:



Chief Steward	(1)
Custodian (Days) - Keele Campus	(1)
Custodian (Evenings) - Keele Campus	(2)
Custodian (Nights) - Keele Campus	(2)
Glendon Campus (Days)	(1)
Glendon Campus (Nights)	(1)
Grounds, Fleet and Waste Management - Keele Campus	(1)
Housing - Keele Campus	(1)
Transportation/Parking – Keele Campus	(1)
Maintenance - Keele Campus	(1)
Maintenance/Grounds (Evenings)	(1)

**5.02** The Union shall advise the University, in writing, of the name and area represented by each of the Stewards and will advise of any changes that occur regarding such Steward appointments within five (5) working days. The University will recognize the status of such Employees as Stewards only from the date of receipt of such written notice.

**5.03** All Stewards shall have service within the bargaining unit and shall be actively employed in a bargaining unit position.

**5.04** The privileges of Stewards to leave their work during their normal working hours without loss of pay for the purposes of investigating disputes and presenting grievances will be granted provided that:

- (a) the Steward concerned obtains permission from the Steward's immediate Supervisor, or designated representative, before leaving work, and reports immediately upon return. Such permission shall not be unreasonably withheld; and
- (b) the Steward also obtains the permission of the immediate Supervisor of the Employee concerned before discussing the matter with the Employee concerned; and
- (c) the time away from the Steward's work shall be devoted to the prompt handling of a grievance; and
- (d) no Steward shall spend an unreasonable amount of time servicing grievances; and
- (e) when an Employee requests the presence of a Union Steward, one of either the Union Steward assigned to the Employee's area or the Chief Steward may assist the Employee.

**ARTICLE 6**  
**Grievance Procedure**

**6.01**

- (a) The purpose of this Article is to provide the sole method for the settlement of a

grievance alleging that a specific provision or interpretation of this Agreement has been violated. Such a grievance shall be presented and processed in accordance with the steps, time limits and conditions herein set forth. For the purposes of **Articles 6 and 7**, working days shall be considered as falling during the Monday to Friday period regardless of the Employee's shift.

- (b) An Employee who has filed a grievance in timely fashion alleging a breach of **Article 3.08** and who wishes to avail himself/herself of the services of the Centre for Human Rights may do so by so indicating this desire in writing. If the Grievor elects to pursue the complaint through the Centre for Human Rights or the University Workplace Harassment Prevention Program, the grievance procedure time limits will be suspended from the date of the Employee's written request and such time limits shall not commence to operate until ten (10) working days following the date of the decision of the Centre for Human Rights or Assistant Vice-President Human Resources. During this ten (10) working day period, the Grievor must notify the other party if he/she intends to continue to pursue the matter through the grievance procedure.

In the event that the time limits in the grievance procedure have been suspended for more than twelve (12) months, the University may give written notice to the Union and the Grievor that such time limits will commence to operate starting ten (10) days following the date of such written notice.

The Employee may also choose to have his/her complaint under **Article 3.08** dealt with solely pursuant to the grievance procedure under this collective agreement.

**6.02** No grievance shall be considered where the request for the **Complaint Stage** meeting, if applicable, or the submission of the written grievance at the appropriate Step, occurs more than five (5) working days after an Employee became aware, or reasonably ought to have been aware, of the occurrence of the circumstances giving rise thereto.

### **6.03 COMPLAINT STAGE**

If an Employee has a grievance the Employee shall first discuss the matter with the immediate Supervisor, accompanied by a Union Steward, if the Employee so wishes. No grievance shall be deemed to exist until the complaint has been discussed by the Employee and the immediate Supervisor. This discussion shall be scheduled within two (2)

working days of the date of the request for such a discussion, with a view to the meeting normally occurring within five (5) working days. The Supervisor's written answer shall be given within five (5) working days after the said discussion. If no written reply is received the grievance may be filed at Step (1).

#### **6.04 STEP 1**

If the grievance is not settled as provided for in **Article 6.03**, it shall be given, in writing, within five (5) working days to the Employee's Manager, or designate. The written grievance shall be signed by the grievor and the Union Steward and shall contain details of the matter in dispute, the specific provision(s) or interpretation of the Agreement that has been allegedly violated and the relief sought. The Manager, or designate, will give a written reply, within five (5) working days of receipt of the grievance, to the Union Steward concerned, with a copy sent to the Chief Steward. In the event that a meeting is held to discuss the matter, the written reply shall be given within five (5) working days after the conclusion of this meeting.

#### **6.05 STEP 2**

If the grievance is not settled in **STEP 1** it will be clearly noted as **STEP 2**, dated, signed by the Chief Steward and submitted to the Associate Director, Non-Academic, Employee Relations or designate within ten (10) working

days of receipt of the **STEP 1** reply. The Associate Director, Non-Academic, Employee Relations or designate and the appropriate management representative(s) shall meet within thirty (30) working days of receipt of the **STEP 2** grievance to discuss the grievance with the grievor, the Union Steward concerned, the Chief Steward and a member of the Executive at a time to be mutually agreed-upon within five (5) working days following receipt of the request for such meeting. The University's written reply shall be given, to the Chief Steward, within five (5) working days following the conclusion of this meeting.

**6.06** The parties agree to follow the Grievance Procedure in accordance with the Steps, time limits and conditions contained herein. If, in any Step, the University's representative fails to give a written answer within the required time limit, the Union and the Employee may submit the grievance to the next Step at the expiration of such time limit. If the Employee or the Union fails to follow the Grievance Procedure in accordance with the required Steps, time limits and conditions, the grievance shall be deemed settled on the basis of the University's last answer.

**6.07 Mediation**

(a) If a grievance is not settled at **STEP 2**, the parties may agree to refer the matter

to a mutually agreed upon Grievance Mediator.

- (b) Notification to refer the matter to a mutually agreed upon Grievance Mediator shall occur within thirty (30) working days of the receipt of the Step 2 Grievance response.
- (c) Agreement to refer the matter to mediation does not alter the timelines set out in this Article or in **Article 7 - Arbitration**, unless agreed upon in writing by both parties.
- (d) The parties agree to share equally in the cost of the Grievance Mediator.

**6.08** Saturdays, Sundays and Holidays will not be counted in determining the time within which any action is to be taken or completed under the Grievance and Mediation Procedure. Any of the time allowances set out in this Article may be extended if mutually agreed to, in writing.

**6.09** A group grievance is defined as a grievance where two (2) or more Employees in one (1) or more classifications allege that a specific provision or interpretation of this Agreement has been violated and the Employees request the identical relief. Any group grievance shall be presented directly at

**STEP 1.** However, no grievance shall be considered where the grievance is filed more than ten (10) working days after the Union became aware or reasonably ought to have been aware of the occurrence of the circumstances giving rise thereto.

**6.10** An Employee who wishes to submit a grievance concerning an unsuccessful bid for a job posting shall submit this grievance, which shall indicate the Job Posting Number in question, directly at **STEP 2**.

**6.11** A policy grievance shall be defined as a dispute involving a question of general application or interpretation of an Article(s) of this Collective Agreement, which arises directly between the University and the Union. It shall be submitted directly at **STEP 2** subject to the time limits set out in **Article 6.02**.

**6.12** Members of the Union executive shall be able to act as a Union Steward in the absence of the employee's area Steward.

**6.13** An Employer Grievance shall be filed directly at **STEP 2** within five (5) working days after the Employer became aware of or reasonably ought to have been aware, of the occurrence of the circumstances giving rise thereto. It will be noted as **STEP 2**, dated, signed by an Employee Relations



Representative designated by the AVP, Human Resources and Employee Relations and submitted to the Union President. The Union and the Employee Relations Representative or designate and the appropriate management representatives shall meet within thirty (30) working days of the **STEP 2** grievance to discuss the grievance. The Union's reply shall be given to the Employee Relations Representative within five (5) working days following the conclusion of the meeting.

## **ARTICLE 7** **Arbitration**

**7.01** If the grievance is not settled after having been processed in accordance with the Grievance Procedure, then either party may notify the other within a period of thirty (30) working days after receiving the written reply or within ten (10) working days after the meeting with a Grievance Mediator that it intends to proceed to arbitration.

**7.02** The party who receives the notice of intention to proceed to arbitration shall notify the other party of the name and address of its selection of an arbitrator within fifteen (15) working days after receiving notice. If the parties are unable to agree upon the selection of an arbitrator within a period of fifteen (15) working days, either party shall

have the right to request the Ministry of Labour for the Province of Ontario to appoint a sole arbitrator.

**7.03** Notwithstanding **Article 7.02** the Parties may agree to refer a grievance to a three-person board of arbitration. If the Party referring a grievance to arbitration proposes this, the written notice shall contain the name and address of that Party's appointee to the board. The responding Party shall advise whether it is in agreement with the appointment of a three-person board of arbitration and if so, shall provide the name and address of its appointee to the board no later than ten (10) working days following receipt of the referring Party's written notice. The two (2) appointees shall within ten (10) working days, select an impartial Chair. Failing agreement within this time, either party may request the Minister of Labour for the Province of Ontario to select a chair.

**7.04**

- (a) The Parties agree that the grievor(s) and the Union steward shall be given sufficient release time, paid by the Employer, from their work duties and responsibilities in order to attend the arbitration preparation meeting(s) and the arbitration hearing(s)/mediation,

- (b) each party shall bear the expenses of all other representatives, participants and witnesses and for the preparation and presentation of its own case,
- (c) the fees and expenses of the arbitrator or Chair, the hearing room and any other expenses incidental to the Arbitration hearing shall be borne equally by the parties.

**7.05** The arbitrator or the Arbitration Board shall hear and determine the matter in dispute and shall issue an award which shall be final and binding upon the parties to this Agreement. The arbitrator or Arbitration Board shall, however, have no authority to add to, subtract from, ignore or alter any provision of this Agreement, nor to make an award, which has such effect.

**7.06** The parties agree that the Steps, time limits and conditions specified in **Article 6**, Grievance Procedure, shall be binding upon the parties for the purpose of this Article unless an extension of such time limits has been mutually agreed to, in writing. Subsection 16 of Section 48 of the Labour Relations Act shall not apply to this Agreement.

## **ARTICLE 8**

### **Discipline**

**8.01** An Employee, who is called before the supervisor for the purpose of being given discipline shall have the right to be accompanied by a Union Steward if the Employee so wishes. If the Employee receives a reprimand, or if the Employee is suspended or discharged, this shall be confirmed in writing to the Employee within five (5) working days. Copies of this letter shall be sent concurrently to the Union and placed in the Employee's personnel file in the Department of Human Resources.

- (a) If twelve (12) months elapse without further similar or related incidents this letter, if regarding other than suspension or discharge, and all reference pertaining thereto shall be removed from the Employee file.
  
- (b) If eighteen (18) months elapse without further similar or related incidents this letter, if regarding suspension or discharge, and all reference pertaining thereto shall be removed from the Employee file.

**8.02** If an Employee wishes to grieve the reprimand, suspension or discharge such grievance shall be submitted directly at **STEP**

**2** within five (5) working days from the date of the written confirmation provided for in **Article 8.01**.

**ARTICLE 9**  
**No Strikes - No Lockouts**

**9.01** There shall be no strikes or lockouts so long as this Agreement continues to operate.

**9.02** In the event that any Employees of York University, other than those covered by this Agreement, engage in a lawful strike or are locked out, Employees covered by this Agreement shall not be required to perform work normally done by those Employees.

**ARTICLE 10**  
**Probationary Period**

**10.01 F/T**

Unless the University and the President, or designate of Local 1356, agree, in writing, to an extension of time, all full-time Employees shall be considered probationary Employees for a period of sixty (60) days worked, commencing from the date of the Employee's most recent appointment to a bargaining unit position. The termination of an Employee during the probationary period

shall be at the sole discretion of the University, provided that such action is not arbitrary, discriminatory or in bad faith.

A meeting will be held between the Employer and the Union on or before thirty (30) days worked to discuss the progress of the probationary Employee. It is agreed that the Union shall have input at this meeting.

A further meeting will be held between the Employer and the Union on or before fifty-five (55) days worked to discuss the progress of the probationary Employee.

#### **10.01 P/T**

All Employees shall be considered probationary Employees for a period of four hundred and eighty (480) hours worked commencing from the date of the Employee's most recent appointment to a bargaining unit position. Probationary Employees may be laid off for lack of work or discharged during the probationary period at management's discretion, provided that such action is not arbitrary, discriminatory or in bad faith. Probationary performance will be monitored, and a written assessment will be conducted after two hundred and forty (240) hours worked. The Union will be advised.

## **ARTICLE 11**

### **Seniority**

#### **11.01 F/T**

Seniority shall be defined as length of service in the bargaining unit. The seniority of a Local 1356-1 bargaining unit member, who obtains a position in this bargaining unit, shall be recognized for the purposes of this collective agreement, subject to **Article 11.02 F/T.**

#### **11.01 P/T**

An Employee attains seniority in a part-time position upon successful completion of the probationary period. Seniority, in a part-time position, shall be defined as the accumulated number of actual hours worked in the bargaining unit.

Part-time employees who are employed in a full-time term/task position in the bargaining unit and who, upon completion of the term/task position, are returned, to part-time status, shall have the total hours worked in the term/task position added to the employee's previous hours worked on the part-time seniority list.

#### **11.02 F/T**

Upon successful completion of the probationary period the Employee's seniority shall be deemed to have commenced from the

date of most recent entry to the bargaining unit except as outlined in **Article 11.02 P/T**.

- (a) When a Local 1356-1 bargaining unit member applies for a position in this bargaining unit, it shall be deemed to be an external application for purposes of this Collective Agreement. When such an employee obtains a position in this bargaining unit, **Article 11.01 F/T** shall apply only after the successful completion of the trial period. The provisions of **Article 13.05** regarding the trial period shall otherwise apply, with necessary modifications.

### **11.02 P/T**

The full-time seniority date of a part-time Employee who changes status and becomes a full-time employee will be established upon successful completion of the trial period for the full-time position. This will be accomplished by dividing the employee's total accumulated number of actual hours worked since his/her last date of hire as an Employee in the bargaining unit, by eight (8) hours which is equivalent to the normal number of hours in a work day exclusive of a meal period. The seniority date will then be determined by backdating the equivalent number of accrued days from the employee's start date in the full-time position. This seniority date will be used to determine at



what rate the employee will commence to accrue vacation credits pursuant to **Article 21.03 F/T**.

### **11.03 F/T**

Upon successful completion of the probationary period for a full-time position, the seniority of an Employee returning to the bargaining unit shall be adjusted to include the probationary period and accrued seniority, if any.

### **11.04 F/T**

The accrued seniority of an Employee who is transferred or promoted out of the bargaining unit, but who remains an Employee of the University, shall be retained by that Employee, to the date of such transfer or promotion but will not continue to accumulate. If the Employee returns to the bargaining unit within a period of two (2) years the terms of **Article 11.03 F/T** above shall apply.

### **11.05 F/T**

When a position is declared redundant, the Employee who is displaced, will be offered the opportunity to transfer to any vacant position in the same classification and same shift and the Union will be so notified.

## **11.06 F/T**

The University agrees to observe the seniority of Employees in connections with layoffs and recalls. It is understood that all term and task assignments will be terminated in a "classification" prior to any layoff.

In the event of a layoff of a full-time Employee, the University will give the affected Employee formal written notice of at least four (4) weeks or such longer notice as specified in the Employment Standards Act. Concurrently, a copy of this notice will be sent to the Union.

The Union and the University shall meet with the Employee within three (3) working days of receipt of such notice to discuss with the Employee the following options:

- (a) placement in vacant position at the same classification level if qualified or;
- (b) if there is no vacancy, the Employee may bump into a position at the same classification level, or lower, if qualified, where the incumbent has the least seniority, or;
- (c) if the Employee is not placed in a vacant position or chooses not to bump, the Employee may elect to receive severance pay at the rate of one (1) week's pay at the Employee's regular

rate of pay for each completed year of service to fifteen (15) years, and at the rate of two (2) weeks' pay for each additional completed year of service to a total maximum of twenty-six (26) weeks (a partial year of service will be prorated at the appropriate rate by completed months). The employment relationship of an Employee who elects to accept severance pay shall be terminated effective the date of receipt of such monies.

#### **11.06 P/T**

Casual Employees will be laid off prior to part time or full time Employees in those classifications where casual Employees are employed (casual, probationary, part-time, term task, full-time). Layoffs within the part time group shall be by reverse order of seniority within a classification.

#### **11.07 RECALL: F/T**

For a twelve (12) month period following the date of layoff Employees shall retain their recall rights. While on layoff an Employee may continue to participate in the extended health care, vision care, group life and dental care plans, if a plan member prior to layoff. For the first three (3) months of layoff the Employee may continue to pay the Employee's regular portions of the applicable

premiums to the University, in advance, monthly. For the balance of the layoff, not to exceed nine (9) months, the Employee may continue to participate in the extended health care, vision care, group life and dental care plans by paying the total cost of the applicable premiums to the University, in advance, monthly subject to the provisions of the plans. Employees shall be recalled in order of their seniority as they meet the qualifications for the positions available.

Recall rights shall be terminated on the loss of seniority in accordance with **Article 12.01(c)**.

Grievances concerning layoffs and recalls shall be initiated at **Step 2** of the grievance procedure.

## **P/T**

Employees shall be recalled in order of their seniority as they meet the qualifications for the positions available.

Recall rights shall be terminated on the loss of seniority in accordance with **Article 12.01(c)**.

**11.08** In the case of a lay-off, top seniority rights shall be accorded to current members of Local 1356's Executive Board and Stewards. This shall mean that those Employees shall be

retained during their respective terms of office notwithstanding their position on the seniority list, provided full-time work for which they are qualified and which they are able to perform, at their own or lower basic hourly rate is available.

**11.09** The Union shall be advised each month of all persons hired into, terminated from or transferred into, within or from the bargaining unit no later than the twenty-first (21st) day of each following month.

**11.10** A seniority list will be prepared and a copy posted on the approved bulletin boards on the 21st working day each January, April, July and October. At the same time a copy will be forwarded to the Recording Secretary of Local 1356.

## **ARTICLE 12**

### **Loss of Seniority**

**12.01** Employee seniority and the employment relationship shall be terminated for any of the following reasons:

- (a) if an Employee quits the employ of the University for any reason;
- (b) if an Employee is justifiably discharged and not reinstated;

- (c) **F/T**  
if an Employee has been laid-off for a period exceeding eighteen (18) months;
- (c) **P/T**  
if an Employee has been laid-off for a period exceeding six (6) months;
- (d) **F/T**  
if an Employee fails to notify the University of intention to return to work following a lay-off within ten (10) working days of the date of a registered recall letter mailed to the Employee's last address as set out in the University records. It shall be the responsibility of the Employee to keep the University informed of any change of address;
- (e) if an Employee, having notified the University of intention to return to work as provided for in (d) above, fails to return to work within ten (10) working days of the date of the original letter;
- (f) if an Employee uses an approved leave of absence for a purpose other than that given as the reason for the leave;
- (g) if an Employee is absent for two (2) consecutive scheduled working days without notifying the supervisor, and if the supervisor is not available, the

Director or manager, as appropriate, and providing a reasonable explanation;

(h) **P/T**

if an Employee does not work any shifts for a period of eight (8) months, unless the Employee has been granted written permission from management to be unavailable.

**12.02** An Employee shall not be promoted or transferred to a position outside the bargaining unit without the Employee's consent. An Employee who has accepted such promotion or transfer shall retain any seniority accrued to the date of such move but shall not continue to accumulate seniority. If the Employee does not return to a bargaining unit position within two (2) years from the date of such promotion or transfer, this accrued seniority shall be lost.

**ARTICLE 13**  
**Job Posting**

**Article applies to F/T Employees only  
except for Article 13.07 P/T**

**13.01**

(a) If the University elects to fill a full-time continuing custodian bargaining unit position, such position shall be posted

indicating campus, where applicable, shift and department, for a period of five (5) working days with a copy being sent to the Union. The most senior qualified candidate will be selected.

- (b) All other bargaining unit positions, for which no termination date is anticipated at the time of appointment, shall be posted electronically, indicating shift and department for a period of five (5) working days with a copy being sent to the Union.

**13.02** If the University elects to fill a bargaining unit position for a definite term or task that is expected to last more than three (3) months but not more than twelve (12) months, such position shall also be posted, but no secondary posting will occur. Upon completion of the definite term or task the Employee, provided the Employee transferred from a continuing bargaining unit position, shall be returned to the Employee's original position. In the event the original position no longer exists, such Employee will be placed in a vacancy in the Employee's former classification. If no such vacancy exists, the Employee will be allowed to exercise seniority to bump in accordance with **Article 11.06 F/T (b)**.



Otherwise, upon completion of the definite term or task the Employee will be terminated. If the Employee fills another term or task position it will also be considered as a temporary transfer and the employment relationship will be terminated upon the completion of the additional assignment(s).

**13.03** An Employee wishing to apply for a posted position must do so in the manner required in the posting and submit the application through the York University Employee Career Portal within five (5) working days of the date of posting. A decision by the University shall be made within a further fifteen (15) working days and the affected Employee(s) will be notified within an additional five (5) working days. The University shall provide the Union with a Job Posting Summary which shall include the name, seniority date and classification of all applicants, whether or not an applicant was selected, or that the University intends to extend its search.

**13.04** When filling a vacancy the qualifications of the applicant shall be given primary consideration. The Employer agrees that members of the bargaining unit shall have priority over persons outside the bargaining unit. Where two (2) or more qualified applicants are relatively equal with respect to skills and demonstrated ability,

seniority will determine the selection. The University agrees that any persons who are being considered for "casual" employment must first meet the qualifications for such positions.

**13.05** When promoted or transferred to a new classification (or changes status from part-time to full-time) the Employee shall have a trial period of forty (40) days worked. If the Employee is transferred to a different shift but within the same classification then the trial period will be twenty (20) days worked. If the Employee is transferred within the same classification and the same shift then there will be a trial period of five (5) days worked. During the trial period, if the Employee is unable to perform the duties of the position in a manner satisfactory to the University, or if the Employee finds the position unsatisfactory, the Employee shall be returned to the former position. Any other Employee who had been promoted due to the initial transfer or promotion shall be returned to that Employee's former position. During the trial period the University may elect not to fill the vacancy created.

The successful applicant on a job posting for a custodian position cannot apply for another position providing they go past the trial period on the same shift and within the same classification until sixty (60) working days

have passed from the date of their last transfer.

If the Employee returns to their former position during the trial period, as noted above, the position will not be posted again but will be awarded to the next applicant on the original posting.

**13.06** The University will provide CUPE, Local 1356, for information, with the qualifications required for current classifications as these become available. The University will also provide CUPE, Local 1356 with any qualification updates as determined by changing conditions or outdated qualifications.

**13.07 P/T**

- (a) If there is no successful full-time applicant for a posted position, the University will consider any part-time applicant with seniority prior to extending its search.
  
- (b) Where such posted position is a Custodian position, incumbent part-time Employees with seniority, in a classification in Schedule "B" containing the term "Custodian" will be deemed to be qualified for the posted position and the most senior such applicant will be selected.

## **ARTICLE 14**

### **Jury Leave**

**14.01** An Employee who has been summoned to be a juror or witness by any body in Canada with the power to subpoena shall supply the supervisor, or designate, with a copy of the summons as soon as possible after receipt of same.

**14.02** An Employee who has complied with **Article 14.01** shall be given leave of absence without loss of normal pay for each day of service performed which the Employee otherwise would have been scheduled to work and does not work. To receive this pay, upon return to work the Employee shall provide the supervisor with written confirmation of the dates of service, signed by the appropriate official.

## **ARTICLE 15**

### **Bereavement Leave**

#### **15.01 F/T**

Bereavement leave with pay is provided for the purpose of attending a funeral or for the purpose of providing services or solace to the family of the deceased. Therefore, in the event of a death in immediate family an Employee will be granted, upon request, up to a maximum of

five (5) days without loss of pay calculated at the Employee's basic hourly rate. The term "immediate family" means the Employee's spouse, child, step-child, parent, step-parent, brother, sister, mother-in-law, father-in-law, grandchild, grandparent and spouse's grandparent, current ward, legal guardian and same-sex partner. Employees shall be granted leave from work without loss of normal salary up to a maximum of three (3) consecutive working days for the following members; son-in-law, daughter-in-law, brother-in-law and sister-in-law.

### **15.01 P/T**

Employees shall be granted leave from work without loss of normal earnings up to a maximum of three (3) consecutive days at the time of death of a parent, step-parent, spouse, brother, sister, child, step-child, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent or grandchild, current ward, legal guardian, and same sex partner.

### **15.02 F/T**

If the family requests pallbearers to form an honour guard at the funeral of a deceased member of CUPE, Local 1356, the University shall grant the necessary time off without pay for up to six (6) members in the bargaining unit to attend the funeral and serve in such capacity.

### **15.03 F/T**

Vacation leave may be granted to full-time Employees for up to five (5) days for the purposes of bereavement leave at the time of death of a significant family member, who is not listed in **Article 15.01**. Such requests shall not be unreasonably denied.

### **15.04 F/T**

Bereavement leave shall be substituted for vacation when Employees are bereaved in circumstances, as defined in **Article 15.01**, during their vacation.

### **15.05 F/T**

Bereavement leave shall be substituted for sick leave when Employees are bereaved in circumstances, as defined in **Article 15.01**, during a sick leave.

## **ARTICLE 16**

### **Leave**

**Article applies to F/T employees only.**

#### **16.01 Leave of Absence Without Pay**

It is agreed that an Employee may be granted a leave of absence without pay for personal reasons for up to twelve (12) months. The following conditions apply to such a leave:

- (a) for leave of up to three (3) months, application must be made in writing and submitted to the Employee's Supervisor/Manager/Director at least four (4) weeks prior to the start of the leave, except in cases of emergency where such notice would not be practicable. Departmental operating requirements shall be the major consideration in granting/denying the leave, though the leave shall not be unreasonably denied. Replies to such requests shall be made in writing and, if the leave is denied, the reason(s) shall be provided;
- (b) for leave greater than three (3) months but not longer than twelve (12) months, application must be made in writing and submitted to the Employee's Supervisor/Manager/Director at least three (3) months prior to the start of the leave. Departmental operating requirements shall be the major consideration in granting/denying the leave, though the leave shall not be unreasonably denied. Replies to such requests shall be made in writing and, if the leave is denied, the reason(s) shall be provided;
- (c) leave without pay cannot be used for the purpose of alternative employment either at the University or elsewhere;

- (d) if a leave of absence does not exceed three (3) months, seniority shall continue to accrue. The University and the Employee shall continue to pay their regular portions of the premiums for the Employee Benefit Plans (**Article 24.01**). On return to work, Employees shall be reinstated in their former position;
  
- (e) if a leave of absence exceeds three (3) months, seniority shall be frozen and not accrue after three (3) months. Employees may continue to participate in the Employee Benefit Plans (**Article 24**) by paying the total cost of applicable premiums to the University in advance, monthly, for any full months in which they do not work, subject to the provisions of the Plans. This arrangement shall not exceed nine (9) months;
  
- (f) upon expiry of the leave, Employees shall be reinstated in their former position, if it continues to exist. If it does not, then the Employee shall be reinstated in a comparable position in the Employee's classification. If no such position exists, the Employees may bump into a position and classification for which he or she is qualified;



- (g) a leave of absence without pay cannot be combined with any other leave such that the combination of leaves exceeds twelve (12) months except as provided for in **Article 18.15**; and
- (h) Employees returning from leave must provide four (4) weeks notice indicating their intended date of return if such date is different from the original approved date of return.

### **16.02 Leave for Political Office**

An Employee who is elected to a full-time political office shall be granted upon request, in writing and fourteen (14) days in advance, a leave of absence. During such leave the Employee will maintain seniority accrued to the date of commencement of such leave. The posting of the resulting vacancy shall not be bound by the term/task time provisions of **Article 13.02** and the duration of the term may be extended without re-posting. Upon receipt of a written request at least four (4) weeks in advance the University will return the Employee to the same or comparable position the Employee was in at the start of the leave.

### **16.03 Special Leave**

Shall be granted to Employees under the following circumstances and with five (5) days advance notice, in writing, by the Employee to the supervisor:

- (a) an Employee, who is graduating, or whose spouse or dependent child is graduating, from York University, shall be entitled to be absent from work, with pay, for one (1) day in order to attend the convocation ceremonies;
- (b) an Employee who is notified to attend a formal ceremony in order to become a Canadian citizen shall be entitled to be absent from work, with pay, on the actual day of the ceremony.

#### **16.04 Membership Meetings**

At the request of the Union the University agrees to grant a two (2) hour period twice a calendar year for purposes of a regular membership meeting. The University agrees to grant time off from work without loss of pay to those Employees regularly scheduled to work during that time.

#### **16.05 Personal Leave Days**

The University shall grant each member of the bargaining unit three (3) personal leave days in each calendar year. These days cannot be saved or banked. They will be taken at a time mutually agreeable between the Employee and the University. In approving such leave departmental operating requirements shall be the major consideration. Permission shall not be unreasonably withheld. These days do not affect the vacation or sick leave credits.

## **16.06 Consistency With Employment Standards Act ("ESA")**

Employees are entitled to the following leaves pursuant to the terms of the Employment Standards Act: Family Medical Leave, Family Caregiver Leave, Organ Donor Leave, Critical Illness Leave, Crime-related Child Death or Disappearance Leaves; Domestic or Sexual Violence Leave; and Reservist Leave. Seniority will continue to accrue during the period of the leave. Articles 16.01(c) and (f) apply to such leaves.

## **ARTICLE 17** **Union Duty Leave**

### **17.01 F/T**

An Employee who is elected or selected by Local 1356 to represent it at Union conventions, seminars or other official functions convened by CUPE National or CUPE Ontario will receive every consideration by the University to make attendance possible and permission shall not be withheld unreasonably. Such leave shall be without pay and without loss of seniority and shall normally be limited to not more than eight (8) Employees at one time with not more than one (1) person from any one (1) classification. Requests will be considered if received in writing by the Supervisor/ Manager/Director at least fourteen (14) days in advance and, if

granted, shall not exceed a total of forty (40) working days in any calendar year. Departmental operating requirements shall be the major consideration in granting/denying the leave, though the leave shall not be unreasonably denied. If the University grants such a leave and agrees to continue the pay of the employee on leave, the Union shall fully reimburse it, such reimbursement being at the rate of the employee on leave or that of his/her replacement.

### **17.01 P/T**

In the event that an opportunity arises for a part time Employee to attend at a Union function, the parties shall meet to discuss the possibility of the Employee attending same.

### **17.02 F/T**

An Employee who is elected or appointed to a position within the Union for more than three (3) consecutive months but not more than three (3) years shall be granted upon request, in writing and fourteen (14) days in advance, a leave of absence. During such leave the Employee will maintain seniority accrued to the date of commencement of such leave. If the resulting vacancy is posted, such posting shall not be bound by the time provisions of **Article 13.02 Term/Task**, and the duration of the leave may be extended to a maximum of three (3) years without re-posting. Upon

receipt of a written request at least four (4) weeks in advance the University will return the Employee to the same or comparable position that the Employee was in at the start of the leave. In the event the original position no longer exists such Employee will be placed in a vacancy in the Employees former classification.

### **17.02 P/T**

An employee who is elected or appointed to a position within the Union for more than three (3) consecutive months but not more than three (3) years shall be granted upon request, in writing and fourteen (14) days in advance, a leave of absence. During such leave the employee will maintain seniority accrued to date of commencement of such leave. Upon receipt of a written request at least four (4) weeks in advance the University will return the employee to the same or comparable position that the employee was in at the start of the leave. In the event the original position no longer exists such employee will be placed in a vacancy in the employee's former classification.

### **17.03**

Local 1356 may request leaves of absence without pay to attend Local 1356 business. Such leaves are subject to approval by the University unless the Collective Agreement provides otherwise.

Whenever an employee is on an approved leave of absence on Local 1356 business, excluding a leave pursuant to **Article 17.02 F/T or 17.02 P/T**, such absence shall result in no loss of seniority nor shall it constitute a break in service so as to affect any benefits to which he/she may be otherwise entitled.

Whenever an employee is on an approved, unpaid leave of absence on Union business, the University shall pay the employee's wages and benefits, invoice Local 1356 and Local 1356 shall, forthwith, remit full reimbursement to the University, such reimbursement being at the rate of the employee on leave or that of his/her replacement.

**ARTICLE 18**  
**Pregnancy, Parental, Adoptions And**  
**Paternity Leave**

**18.01 F/T**

An Employee who is pregnant and who has been employed by the University for a period of at least thirteen (13) weeks immediately preceding the estimated birth date, shall be entitled upon her application to a leave of absence of seventeen (17) weeks, or such shorter leave as she may request. If an Employee commences pregnancy leave prior to completion of her probationary period, she will serve the balance of time remaining in

her probationary period upon her return from such leave.

### **18.01 P/T**

Employees shall be entitled to Pregnancy and Parental Leave as provided for under the Employment Standards Act.

### **18.02 F/T**

The written request for such leave shall be given at least two (2) weeks prior to the day on which the Employee intends to commence her pregnancy leave and shall include the intended duration of such leave. This request shall also include the certificate of a legally qualified medical practitioner stating that the Employee is pregnant and giving the estimated birth date.

### **18.03 F/T**

The University may, after exhausting all reasonable attempts to accommodate a pregnant Employee, require a pregnant Employee to commence leave at any time when the essential duties of her position cannot be reasonably and safely be performed by the pregnant woman and where she is not otherwise eligible for sick leave.

### **18.04 F/T**

No Employee shall be required to return to work following her pregnancy leave earlier than six (6) weeks following the actual

birth date; nor shall she be permitted to do so unless she has given one (1) week's notice of her intention to return and has provided her supervisor, or designate, with a certificate signed by a legally qualified medical practitioner stating that she is able to resume the full duties of her position.

### **18.05 F/T**

The Employer agrees to maintain the current "Supplemental Employment Benefits Plan" made pursuant to the Employment Insurance regulations in regard to maternity, parental and adoption leave, and to make appropriate amendments as may be permitted, and to pay an Employee her paid leave entitlement as provided in **Article 18**.

### **18.06 F/T**

- (a) An Employee who intends to resume her employment on the expiration of her pregnancy leave shall provide her supervisor, or designate with at least two (2) week's notice of the date of her return. Upon return to work she will be returned to her prior position. If the Employee requests a leave of absence, without pay, **Article 16.01 – Leave of Absence Without Pay** - will apply.
  
- (b) An Employee wishing to return earlier from a seventeen (17) week pregnancy leave, (excluding under the terms of



**Article 18.04 F/T)** shall notify her supervisor, or designate, in writing, at least four (4) weeks in advance, giving the revised date of return.

**18.07 F/T**

The University shall supplement the benefit paid by Employment Insurance for fifteen (15) weeks so that the total from both sources will equal 95% of the Employee's normal salary. This supplementary benefit will be paid during the course of the pregnancy/maternity leave.

In order to receive the above payments, the Employee will have been employed by York University for a period of at least ten (10) months immediately preceding the estimated birth date, and will be required to produce a record of payment from Employment Insurance.

In addition, provided the Employee is eligible for the above payments, the University will pay the Employee for the first two (2) weeks of leave, i.e. Employment Insurance's unpaid waiting period - an amount equal to 95% of her normal earnings.

**18.08 F/T**

An Employee shall be granted up to five (5) days absence, with pay, for paternity or adoption leave. Except in exceptional circumstances the Employee shall provide the

Supervisor, or designate, with two (2) week's advance notice, in writing, of the approximate date of commencement of such leave.

**Article applies to F/T employees only.**

**18.09 Parental Leave**

An Employee, who has been employed by the University for a period of at least thirteen (13) consecutive weeks, shall be entitled to a leave of absence without pay of up to sixty-one (61) weeks for the birth mother, or sixty-three (63) weeks for other new parents following:

- (a) the birth of the child; or
- (b) the coming of the child into the custody, care and control of a parent for the first time.

If an Employee commences parental leave prior to the completion of the Employee's probationary period, the Employee will serve the balance of time remaining in their probationary period upon their return from such leave.

**18.10** The parental leave of an Employee who has taken pregnancy leave shall commence immediately upon the completion of her pregnancy leave unless the child has not yet come into the custody, care and

control of a parent for the first time. In the latter case, the parental leave shall begin no later than thirty-five (35) weeks after the day the child came into the custody, care and control of a parent for the first time.

**18.11** The parental leave of an Employee who has not taken pregnancy leave shall commence no later than fifty-two (52) weeks after the day the child is born or comes into the custody, care and control of a parent for the first time.

**18.12** If an Employee intends to take parental leave the Employee shall notify their supervisor, or designate, in writing, four (4) weeks prior to the commencement of such leave. Notice of parental leave shall also include the intended duration of such leave.

**18.13** An Employee wishing to return from a parental leave prior to the original date of return shall notify the supervisor, or designate, in writing, at least four (4) weeks in advance, giving the revised date of return.

**18.14** An Employee who wishes to follow a parental leave with a leave of absence without pay shall, if possible, request the leave prior to the commencement of the parental leave. Otherwise, the Employee shall request parental leave four (4) weeks prior to the commencement of such leave. Departmental

operating requirements shall be the major consideration in granting/rejecting such leave which shall not however be unreasonably denied.

**18.15** Where the combined leaves (pregnancy, parental, leave of absence without pay) do not exceed eighteen (18) months, Employees shall be reinstated in their former position. If the combined absence exceeds eighteen (18) months, Employees may, upon providing written confirmation of availability to return to work, use their seniority to obtain a position as provided for in **Article 13 - Job Posting**, for a maximum period of three (3) months following termination of the leave.

**18.16** At the option of the employee, the University and the Employee shall continue to pay their regular portions of the premiums for the **Employee Benefits and Pension Plans - Article 24** during pregnancy leave and/or parental leave.

## **ARTICLE 19**

### **Sick Leave**

**Article applies to F/T employees only.**

**19.01** Each Employee shall accrue a sick leave credit of one and one half (1½) days at

the end of each full calendar month of employment, except for those months in which the Employee is absent in excess of fifteen (15) normal working days other than on approved vacation. Unused credits shall accumulate from year to year to a maximum of one hundred and fifteen (115) working days.

**19.02** Employees may be eligible for sick leave if:

- (a) prevented by personal sickness or injury for which Workplace Safety and Insurance Board (WSIB) is not payable, from performing their normal duties; or,
- (b) must remain at home to care for an ill family member (family member means the employee's spouse, child, parent, brother, sister, mother-in-law, father-in-law, grandchild, grandparent and spouse's grandparent, current ward, legal guardian, and same sex partner) who is dependent upon the Employee for health care or must attend a doctor's or dentist's office during working hours; or,
- (c) is under quarantine because of exposure to a contagious disease; or,

- (d) is receiving Workplace Safety and Insurance Board (WSIB) payments, in which case **Article 19.05** will apply.

### **19.03**

- (a) To qualify for sick pay, Employees must have sufficient sick leave credits.
- (b) To qualify for paid or unpaid sick leave, Employees must:
- i. have reported intended absence by telephoning the following Sections:

CSBO	416-736-5666
ELC	416-650-8300
YUDC	416-736-5462

at a minimum of thirty (30) minutes before the start of each scheduled shift, unless exceptional circumstances prevent doing so for the first missed shift.

For absences of five (5) consecutive shifts or less, the employee and the management supervisor may agree on a less frequent call-in requirement.

The Employee, if absent for more than five (5) consecutive shifts, shall contact the University at reasonable

intervals, no less than once a week and shall notify the University in advance of return to work;

- ii. when requested to do so, provide proof of sickness in the form of a certificate(s) acceptable to the University and signed by a medical practitioner. Such certificate(s) will normally be required if the absence exceeds five (5) working days;
- iii. if the Employer requests a second written medical opinion, the cost, if any, of any such opinion will be borne by the Employer.

**19.04** Approved sick pay claims shall be paid at the Employee's basic hourly rate for the period concerned and the balance of sick credits or parts thereof shall be reduced accordingly. On or about February 1st, the University through the Employee's immediate supervisor will provide each member of the bargaining unit with a copy of his/her attendance record.

**19.05** An Employee absent due to a compensable accident or illness within the meaning of the Workplace Safety and Insurance Act shall continue to be paid the Employee's normal day's pay through the University's Payroll until the Employee's

accumulated sick leave credits - which will be paid at the applicable legislative amendments - are exhausted. The University shall arrange with the Workplace Safety and Insurance Board to be reimbursed by them for all payments made during this period. When sick leave credits are exhausted, Workplace Safety and Insurance Board payments will become payable directly to the Employee. When able to return to work, the Employee shall notify the University of intention to do so one (1) week in advance and shall also provide proof, in the form of a certificate signed by the Board's Doctor, of physical fitness to perform regular duties.

**19.06** An Employee who retires or resigns from the University after having accrued five (5) years' continuous service with the University shall receive an amount equal to 50% of the Employee's outstanding sick leave credits. In the event of the death of an Employee having five (5) years' continuous service with the University, an amount equal to 50% of the Employee's outstanding sick leave credits, if any, shall be paid to the Employee's surviving spouse. In the event there is no surviving spouse, the amount shall be payable to the Employee's estate. This article shall not apply to any Employee joining the bargaining unit after April 30, 1988.



## **19.07**

- (a) Seniority shall accrue during any period of sick leave referred to in this Article. An Employee returning from sick leave that has not exceeded twelve (12) months shall be reinstated to the Employee's former classification. An Employee returning from sick leave that has exceeded twelve (12) months will be placed in a vacant position in the Employee's former classification or, if no vacancy exists and if the Employee has sufficient seniority, the Employee may elect to bump the Employee in the returning Employee's former classification with the least seniority.
  
- (b) The seniority of an Employee on sick leave from a non-continuing term/task position shall continue to accrue for a period of one (1) month from commencement of such sick leave. Such Employee shall be reinstated in that Employee's former term/task position, if such position exists, if returning from a sick leave that has not exceeded one (1) month. A term/task Employee from a non-continuing position, who is on sick leave that has exceeded one (1) month shall not accrue seniority during the extended period.

The end date of a term/task position shall be clearly identified in the appointment letter from Human Resources beyond which there is no guarantee or commitment of employment.

- (c) An Employee who is on sick leave from a term/task position, but who has transferred to the term/task position from a continuing position, shall continue to accrue seniority as provided for in **Article 19.07(a)** above. Such Employee, returning from sick leave that has not exceeded one (1) month, shall be reinstated in that Employee's former term/task position, if such position exists. If the term/task position no longer exists, or if the Employee is returning from sick leave that has exceeded one (1) month, the provisions of **Article 19.07(a)** shall apply.

## **ARTICLE 20**

### **Holidays**

#### **20.01 F/T**

The following holidays will be granted with pay calculated at the Employee's basic hourly rate:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Working Day before
Canada Day	Christmas Day

Civic Holiday  
Family Day

Christmas Day  
Boxing Day

### **20.01 P/T**

Eligible employees shall be entitled to the following holidays with pay as calculated according to the formula in the Employment Standards Act:

New Year's Day  
Good Friday  
Victoria Day  
Civic Holiday  
Family Day

Labour Day  
Thanksgiving Day  
Canada Day  
Christmas Day  
Boxing Day

### **20.02 F/T**

In addition to the above noted Holidays, if additional days during the Christmas - New Year's period are granted to other members of staff, such days will be granted to those Employees who would not otherwise have been absent on those days on any kind of approved leave.

**20.03** The foregoing provision concerning payment for holidays shall not apply if:

- (a) **F/T** the Employee having been scheduled to work on such holiday, fails to report;
- (a) **P/T** the Employee fails, without reasonable cause, to work their

entire shift on the public holiday if they agreed to or were required to work that day;

(b) **F/T** the Employee fails to work either the full scheduled shift before or the full scheduled shift after the holiday without being excused by the Employer;

(b) **P/T** the Employee fails, without reasonable cause, to work all their regularly scheduled day of work before or after the public holiday;

(c) **F/T** the holiday involved occurs or is observed by the University during a period when the employee concerned is absent from work on unpaid leave or by reason of being laid-off.

#### **20.04 F/T**

An Employee who works on any of the above specified holidays shall receive, if otherwise qualified as set out in **Article 20.03** above, pay for such time worked at two (2) times the Employee's Basic Hourly Rate in addition to pay as provided for in **Article 20.01**. Where a holiday is observed by the University on a day other than its calendar date:

- (a) the actual calendar day of the holiday shall be deemed to be the holiday for the purpose of the double time provision of **Article 20.04 F/T**; and
- (b) the Employee shall receive pay at the premium rate of time and one-half the Employee's Basic Hourly Rate for time worked on the day substituted for the holiday.

### **20.04 P/T**

Employees who qualify for holiday pay as set out in **Article 20.03** above, will be paid at the rate of one and one-half (1½) times their regular rate of pay for hours worked on a paid holiday.

## **ARTICLE 21** **Vacations**

### **21.01 F/T**

For the purpose of calculating vacation credits, Vacation Credit Years will be computed from July 1st in each year to June 30th inclusive in the following year. Employees will accrue the under-noted vacation credits for each month in which they work fifteen (15) days or more during their first and subsequent Vacation Credit Years. For the purposes of entitlement, paid vacation and paid sick leave, other than absence due to

a compensable accident or illness within the meaning of the Workplace Safety and Insurance Act, will be considered as days worked.

Employees shall accrue vacation credits for time spent on the Work Accommodation Program.

"Vacation Credit Year" as used in **Article 21**, shall mean continuous service as a full-time employee in this bargaining unit or in the bargaining unit represented by CUPE Local 1356-1.

### **21.01 P/T**

Employees shall be entitled to vacation with pay as provided for under the Employment Standards Act.

### **21.02 F/T**

Employees shall accumulate vacation credits as provided for in **Articles 21.01** and **21.03** to a maximum of forty (40) days. Requests for vacation will be submitted as provided for in **Article 21.06** and such requests will be approved after due consideration to University scheduling requirements and Employee seniority.

### **21.03 F/T**

### **CREDITS**

During first (1<sup>st</sup>) Vacation Credit Year:

1 day/month to a maximum of ten (10) days/year

During second (2<sup>nd</sup>) to seventh (7<sup>th</sup>) Credit Year:

1 1/4 days/month to a maximum of fifteen (15) days/year.

During eighth (8<sup>th</sup>) to sixteenth (16<sup>th</sup>) Credit Year:

1 2/3 days/month to a maximum of twenty (20) days/year.

During the seventeenth (17<sup>th</sup>) to the twenty-fifth (25<sup>th</sup>) Credit Year:

2 1/12 days/month to a maximum of twenty-five (25) days/year.

During twenty-sixth (26<sup>th</sup>) and subsequent Credit Years:

2 1/2 days/month to a maximum of thirty (30) days/year.

#### **21.04 F/T**

To receive any wages due during the vacation period, prior to commencement of vacation, Employees must notify their Supervisor, in writing, at least thirty (30) days in advance of their intended vacation.

#### **21.05 F/T**

If a Holiday occurs during the period an Employee is on vacation an extra day in lieu may be taken at another time period which is agreed to by the University and the Employee.

### **21.06 F/T**

Vacation requests will be received and confirmed in line with the following schedule. Requests made after the deadline(s) noted will not be subject to seniority claims.

For Vacations During:	Deadline for requests to be in:	Vacation times confirmed/denied by:
October 1 to March 31	July 1	August 1
April 1 to September 30	January 15	February 15

### **21.07 F/T**

Sick Leave may be substituted for vacation where the Employee can substantiate by provision of a certificate(s) acceptable to the University and signed by a legally qualified medical practitioner, that the Employee was incapacitated for a period of five (5) or more consecutive working days during the vacation period.

### **21.08 F/T**

An allowance for vacation credits, earned but not taken, and appropriate overtime percentage shall be paid upon termination of an Employee.



## **21.09 F/T**

In addition to the above vacation credits Employees shall receive, in the first full pay period each July, an additional payment for all overtime worked during the previous Vacation Credit Year. This payment shall be calculated as follows:

During the first (1<sup>st</sup>) Vacation Credit Year:

4% of overtime hours worked.

During second (2<sup>nd</sup>) to seventh (7<sup>th</sup>) Vacation Credit Year:

6% of overtime hours worked.

During eighth (8<sup>th</sup>) to sixteenth (16<sup>th</sup>) Vacation Credit Year:

8% of overtime hours worked.

During the seventeenth (17<sup>th</sup>) to the twenty-fifth (25<sup>th</sup>) Vacation Credit Year:

10% of overtime hours worked

During the twenty-sixth (26<sup>th</sup>) and subsequent Credit Years:

12% of overtime hours worked.

## **21.10 F/T**

An Employee will be entitled to an extra week's vacation, once, to be taken prior to retirement where that Employee has attained the age of fifty-five (55) and where age plus service equals eighty (80).

## **ARTICLE 22**

### **Hours of Work**

#### **22.01 F/T**

- (a) The normal work week shall consist of five (5) consecutive days Monday to Friday and the normal work day shall consist of eight (8) hours exclusive of a lunch period, which shall not be paid for. This shall not be construed as a guarantee of hours per day or days per week. A fifteen (15) minute rest period with pay will be scheduled by the Supervisor in each half shift and a five (5) minute wash-up time with pay allowed before the end of the complete shift. Where examples of the Continental Work Week exist these may continue but no move to coverage in additional areas will be made unless the Parties agree.
- (b) From the Friday prior to Victoria Day to Labour Day, and subject to operational requirements, the normal day for all Employees will be reduced by one (1) hour on the last day of the Employee's normal work week. Any Employee who at the directive of their supervisor is required to work this extra hour will be granted an alternative hour off by mutual agreement with the supervisor. An Employee who is on approved vacation or other leave for this day shall not be

entitled to accrue this hour for application toward another day.

### **22.01 P/T**

- (a) The normal work week shall consist of no more than eight (8) working hours per day, excluding an unpaid meal break of one-half (1/2) hour, to a maximum of twenty-four (24) hours per week. The Employer may alter the length of the workday and the number of working days per week provided that the total hours worked per week do not exceed forty (40) hours. It is understood that there is no guarantee as to the number of hours to be worked in a week.
  
- (b) Each Employee shall be entitled to one (1) fifteen (15) minute paid break period in each four (4) hour shift.

### **22.02 F/T**

Overtime will be divided fairly among Employees available and qualified to perform the work available. Overtime will be offered first to those persons at the campus at which the work arises, in the applicable classification and in the applicable overtime distribution grouping. All overtime hours which an Employee has worked, refused, or for which the Employee was unavailable will be recorded, updated bi-weekly, and posted and a copy sent to the Union.

### **22.03 F/T**

An Employee required to work in excess of eight (8) hours a day or forty (40) hours a week, shall be paid at the premium rate of time and one-half (1½) the Employee's Basic Hourly Rate.

### **22.03 P/T**

Employees will be paid overtime at the rate of one and one-half (1½) times the Employee's regular hourly rate in the event that they work beyond forty (40) hours in a work week.

### **22.04 F/T**

An Employee who has completed a normal day's work and is recalled/called-in to work extra time shall receive a minimum of three (3) hours' pay at the appropriate overtime rate or the actual hours worked at the appropriate overtime rate, whichever is greater. All employees that are recalled/called-in will be paid a travel allowance of twenty dollars (\$20.00).

### **22.04 P/T**

Notwithstanding the provisions of **Article 22.01 P/T** above, it is understood that during peak periods, Employees may be scheduled to work in excess of twenty-four (24) hours per week. Peak periods shall be understood to mean the month around the last day of classes in the spring, the month

around the first day of classes in the fall and the month around Christmas day.

### **22.05 F/T**

No premium pay provided for in this Agreement shall be included as part of the Basic Hourly Rate of any Employee for the computation of overtime pay. Further, if premium payments are provided under two (2) or more provisions of this Agreement, then payment shall be made under the single provision which provides the highest rate of pay.

### **22.05 P/T**

Employees shall be required to sign the University's Hours of Work Compliance Form.

### **22.06 F/T**

A meal allowance of twelve dollars (\$12.00) will be provided, if an Employee:

- (a) receives less than twenty-four (24) hours' notice of overtime hours and continues work for more than one (1) hour past stop time and at intervals thereafter of four (4) hours; or
- (b) working pre-arranged overtime on a day off, works for more than nine (9) hours and at intervals thereafter of four (4) hours.

## **22.07 F/T**

Employees may be allowed, at the discretion of the supervisor, to take time off from regular duties at a rate of one and one-half (1½) hours for each overtime hour worked. This formula is in lieu of an Employee receiving overtime pay. The procedure will be that an Employee, after having worked an overtime assignment, shall inform the supervisor of the intention of banking the overtime hour(s). The request for banking shall be made prior to the end of that pay period in which the overtime was worked. If the Employee does not request to bank the hours, then the normal pay procedure will apply.

Employees may take a maximum of fifteen (15) days off in any May 1 - April 30 fiscal year period. It must be emphasized that in making any decision regarding the granting of permission under this policy, the operational requirements of the department shall be the only reason for any denial. An Employee who wishes to take time off and draw hours from the overtime bank shall first request permission from the immediate supervisor at least five (5) days in advance of the time desired to be absent from regular duties. Granting of permission shall be at the sole discretion of the supervisor. Should permission not be given, for reasons of operational

requirements, the normal grievance procedure shall not apply.

If permission is granted, the hours shall be deducted from the Employee's bank. Employees shall not be allowed to take time off from regular duties for more than a maximum of two (2) occasions in any month, to a maximum of five (5) days per month. An Employee may elect to cash out the overtime bank at any time prior to the ending of a pay period. At fiscal year end, any outstanding balance shall be paid out to the Employee. However, an Employee may carry sixty-four (64) hours over to the next fiscal year, provided that the Employee has submitted a written request by April 1, and has received approval from his or her immediate supervisor. No request shall be unreasonably denied.

## **22.08 F/T**

(a) Some classifications shall be designated as being "on call". The Employees in these classifications shall be available during other than their regularly scheduled hours of work, to respond to "call ins" received on a portable paging or telephone device. The classifications subject to the provisions of this clause are Plumber, Electrician, Control Mechanic, Maintenance Repairperson in Housing and Carpenter. The University

may add to these classifications, following consultation with the Union.

- (b) Employees shall be required to serve "on call" in rotation for periods of seven (7) consecutive days. A majority of the Employees in each specified classification shall be available on the rotation list. In the event that insufficient Employees have indicated an interest in serving on the rotation list, the University shall assign Employees to the rotation list in reverse order of seniority until a majority of Employees in the specified classifications are on the rotation list.
- (c) Employees who are scheduled for "on call" periods shall be compensated as follows:
  - (i) flat rate of five (5) hours at regular pay per seven (7) day period (excluding statutory holidays);
  - (ii) statutory holidays: an additional two (2) hours at regular pay per day; and
  - (iii) employees shall be reimbursed for mileage if called to work while "on call" at the rate of forty-five cents (\$0.45) per kilometre from the employee's home to a maximum of



one hundred and fifty (150) kilometres total per call-in.

- (d) The hours worked by the Employee on "call-in" will not be recorded and shall not be subject to the provisions of **Article 22.02 F/T**.

### **22.09 F/T New Shifts**

The University shall provide the Union with thirty (30) days advanced notice in writing if it intends to create rotational shift work assignments. The parties shall meet prior to any such changes being implemented to ensure employees are given preference for shifts based on their seniority taking operational needs into consideration.

## **ARTICLE 23**

### **Wages**

### **23.01 F/T**

Basic Hourly Rate shall be as noted on Schedules "A" and "B" attached as part of this Agreement. Rates will be increased as follows:

Effective September 1, 2018:	2.3%
Effective September 1, 2019:	2.2%
Effective September 1, 2020:	2.1%

### **23.01 P/T**

Basic Hourly Rate shall be as noted on Schedule "B" attached as part of this Agreement.

**23.02** Pay day shall usually be every other Thursday by direct deposit to the Employee's bank account.

### **23.03 F/T**

If an Employee is temporarily filling a higher-paying classification than the Employee's present classification the Employee shall receive the higher rate of pay provided the Employee works more than one (1) hour in any one (1) day in the new classification. If an Employee is temporarily filling a lower-paying classification than the Employee's present classification the Employee's rate shall not be reduced until after thirty (30) consecutive working days.

### **23.03 P/T**

When part-time custodians are used to backfill for full-time custodian, they will be paid the probationary full-time rate: i.e. the full-time job rate minus 50 cents per hour.

**23.04** When any classification not covered by Schedules "A" and "B" is established during the term of this Agreement, the Basic Hourly Rate shall be subject to negotiation between the University and the Union. If the parties

are unable to agree on the rate of pay of the job in question, such dispute shall be submitted to grievance and arbitration. The new rate shall become retroactive to the time the position was first filled by an Employee.

**23.05** Any employee assigned to be a Team Leader shall receive two dollars (\$2.00) above the basic hourly rate for the classification of which they lead.

**23.06** The evening shift shall be defined as any shift when more than one-half ( $\frac{1}{2}$ ) the scheduled hours fall between 5:00 p.m. and 12:00 midnight. The night shift shall be defined as any shift when more than one-half ( $\frac{1}{2}$ ) of the scheduled hours fall between 12:00 midnight and 8:00 a.m. A premium of forty cents (40¢) per hour worked shall be paid (other than to those Employees in the classification Cleaner I - Nights or Custodian - Nights) for each hour worked on an evening or night shift as defined herein. In the case of permanent, continuing positions, this premium will be added to the rates in Schedule "A" to form the basis for the hourly rate for that position on that shift. The position shall be deemed to be added to Schedule "A" and shall not be subject to **Article 23.04**.

### **23.07 P/T**

For part-time custodians, we will pay the **Appendix B** rates in the current

Collective Agreement plus a fifty cents (50¢) hourly increment for weekend custodian.

**ARTICLE 24**  
**Employee Benefits and Pension Plans**

**Article applies to F/T employees only.**

**24.01** The Employee Benefit Plans shall consist of the following:

1. Ontario Health Insurance Plan
2. Extended Health Care Plan – no private room or semi-private room coverage.
  - (a) immunizations not covered by OHIP up to a maximum of three hundred dollars (\$300.00) per year per family, immunization to include immunization for travel;
  - (b) prescribed diagnostic testing not covered by OHIP up to a maximum of three hundred dollars (\$300.00) per year per family.
  - (c) Effective February 1, 2019 the dispensing fee maximum for prescription drugs will increase to nine dollars and fifty cents (\$9.50) per script.

3. Group Life Insurance Plan
4. Long Term Disability Plan
5. Dental Plan - Current Ontario Dental Association Fee Guide with a change to the new O.D.A. Guide on the first of the month following its announcement by the Ontario Dental Association. – Effective the first month following the date of ratification, benefits increase to include major restorative at 75% (annual maximum \$2,500.00), orthodontics at 100% (lifetime maximum (\$3,500.00) and dentures at 80%.
6. Vision Care - Single coverage to a maximum of \$425.00/24 months with no deductible (including safety glasses). This coverage may be used towards the cost of Laser Eye Surgery.

Eye Exams – one (1) eye exam every twenty-four (24) months to a maximum of \$130.00, single coverage only.

7. Hearing Care - Single coverage to a maximum of \$500.00/36 months, no deductible.

An Employee may elect to pay any additional premiums required to extend Vision/Hearing Care coverage to family.

8. All paramedical services covered are limited to an overall maximum of \$1,500.00 per year effective January 1, 2009. Coverage limited to current per visit maximums. These services will include:

- Licensed psychologists, limited to \$35.00 for the initial visit and \$20.00 per hour for each subsequent visit;
- Licensed massage therapist, limited to \$56.00 per visit;
- Licensed speech therapist (treatment of speech impairments);
- Licensed physiotherapist (treatment of movement disorder), limited to \$55.00 per visit;
- Licensed chiropractors (treatment of muscle and bone disorder), including a maximum of one (1) x-ray examination each benefit year, limited to \$45.00 per visit;
- Charges for athletic therapists (treatment of movement disorders) who are a member of Canadian Athletic Therapist Association;
- Licensed Podiatrist or Chiropodist. The Plan will not pay for the cost of services rendered by a licensed Podiatrist or Chiropodist unless they are performed after the provincial medical plan has paid its annual

maximum benefit and then there will be a limit of \$60.00 per visit.

- Annual caps for Orthotics (\$500), Orthopaedics (\$300), Compression Hose (\$300).

9. The Employer agrees to provide post-retirement benefits coverage for full-time bargaining unit members retiring after August 31, 2005 and their dependants in the form of retiree health care spending accounts as follows:

- (a) each retiree's health care spending accounts will have an annual limit of \$1,800.00;
- (b) The total Employer contribution to cover post-retirement benefits over the term of this collective agreement will be \$62,500.00 in the first year, \$65,000 in the second year, and \$67,500 in the third year of the Collective Agreement. Any unspent portion of the Employer's contributions will be carried forward to the next collective agreement.

**24.02** The applicable Plan policies in effect at the signing of this Agreement define the terms and conditions of participation and level of benefits under this Article.

**24.03** The University shall contribute towards the cost of each plan listed in **Article 24.01** above an amount equal to:

- (1) 100%
- (2) 100%
- (3) 100%
- (4) 100%
- (5) 100%
- (6) 100% (Employee coverage only)
- (7) 100% (Employee coverage only)
- (8) 100% (Employee coverage only)
- (9) Total annual contributions as specified in 24.01(9) (b).

of the rate applicable to an individual. In the event an Employee is absent on Leave or Union Duty not exceeding three (3) months, the University shall continue to pay its portion of the applicable rate. However, if such a Leave exceeds three (3) months, the Employee may continue to participate in the plan only if the Employee pays to the University, in advance, the total cost of the coverage.

**24.04 Pension Plan**

- (a) for the purposes of this Agreement, Pension Plan shall mean the York University Pension Plan, as approved and amended from time to time by the University.



- (b) employees joining the bargaining unit shall be required to participate in accordance with the terms of eligibility contained in the Pension Plan.

## **ARTICLE 25**

### **General**

**25.01** The University will provide a bulletin board for the posting of Union notices provided all such notices are signed by an officer of the Union and are limited to notification of meetings and other items of legitimate interest to local Union members.

**25.02** The University will arrange for the printing of copies of this Agreement in booklet form. The University will supply each member and each new Employee with a copy of the Collective Agreement.

**25.03** Supervisory personnel shall not work on any jobs included in the bargaining unit other than for purposes of instruction, experimentation or emergency, and provided that the act of performing the aforementioned operations, in itself, does not reduce the hours of work or pay of any Employee.

**25.04** The Union and the University acknowledge the mutual benefits to be derived from joint consultation and approve

the establishment of a Labour/Management committee. This committee shall consist of an equal number of Union representatives, the number of representatives shall be determined by the committee who shall be appointed by the Union, and Senior management representatives, or their designates, appointed by the University. The committee shall function in advisory capacity only making recommendations to the Union and/or the University with respect to workload, SOP's, qualifications, community expectations, creative solutions, replacement due to retirement and/or LTD and all other related matters, its discussions and conclusions and shall not have the power to add to or modify in any way the terms of this Agreement. Members of this committee shall be given time off during normal working hours without loss of pay while attending committee meetings with the University.

The Committee shall select, from itself, one (1) Union member and one (1) Employer member to act as Joint Chairs. The minutes of the meeting shall be recorded by an appointee by management, approved by both Joint-Chairs and distributed within ten (10) days of such meeting. The Joint Chairs shall alternately preside over meetings.

Ad hoc meetings may be called at the request of either party. Such requests shall be made,

in writing, and shall include the proposed agenda. Where either party has indicated, in writing, that there is an urgent matter requiring an ad hoc meeting, the parties agree to make to every reasonable effort to schedule the meeting within ten (10) days of receipt of the request.

### **25.05 F/T**

Employees and retirees shall be eligible to participate under the terms of the Academic Fee Waiver Benefit Program as amended from time to time.

### **25.06 F/T**

Maintenance Helpers, Maintenance Repairperson and Trades I, II, III, IV and V Employees shall receive two hundred and seventy-five dollars (\$275.00) [this increases to three hundred dollars (\$300.00) effective January 1, 2020] value every one (1) year period for tools and/or safety footwear. All other bargaining unit members shall receive one hundred and seventy-five dollars (\$175.00) [this increases to two hundred dollars (\$200.00) effective January 1, 2020] per calendar year period for the replacement of safety footwear. The wearing of the safety footwear shall be a condition of employment. The above monies shall be paid on the second pay period of the month of January.

## **25.06 P/T**

Where the University deems it necessary, the wearing of safety footwear shall be a condition of employment. Employees who have successfully completed their probationary period of four hundred and eighty (480) hours, shall be reimbursed up to the value of one hundred dollars (\$100.00) for the purchase of safety footwear upon provision of a receipt. Upon completion of two thousand and eighty (2,080) hours a part-time employee will be paid an additional one hundred dollars (\$100.00) for safety footwear and will receive one hundred and seventy-five dollars (\$175.00) [this increases to two hundred dollars (\$200.00) effective January 1, 2020] at intervals of two thousand and eighty (2,080) hours. Upon being hired into a full-time position, the Employee will be entitled to use up to the remaining value of the footwear allowance as stipulated in **Article 25.06 F/T**. Only one (1) payment will be made during any calendar year.

**25.07** Normal retirement date shall be the first of July coincident with or next following attainment of age sixty-five (65). Continuation of employment past normal retirement date shall be subject to the terms of the retirement policy in effect at the signing of this Agreement or as may be amended from time to time by University.

**25.08** The parties recognize that the University contracts out bargaining unit work on occasion. It is agreed that no current bargaining unit member shall be placed on layoff or have their classification reduced as a result of such practise. Further, it is not the intent of the University to use this practise to limit increases to the bargaining unit when such increase is appropriate and economically and operationally feasible. The University agrees to notify the Union at least two (2) weeks in advance of contracting out work normally performed by bargaining members except in cases of emergency where such notice would not be possible.

**25.09** The parties agree that the official personnel file for each Employee is located in the Department of Human Resources. Employees shall have the right, during normal business hours and on notice in writing to the Department of Human Resources, to examine their file and to make a copy of any document contained in that file. The Employee shall have the right to be accompanied by a Union steward.

**25.10** Employees shall be eligible to participate in the Work Accommodation Program under the policy and procedures as outlined in the Accommodation in Employment for Persons with Disabilities in effect at the

signing of this agreement or as may be amended from time to time by the University.

### **25.11 Technological Change**

The parties recognize the concerns that the Employees may have regarding the impact of technological change upon terms and conditions of employment.

For the purposes of this Article, technological change shall mean the introduction of new equipment, new material, or a change in the manner in which the University carries on its operations that is related to the introduction of the equipment or process, the effect of which would be to affect the working conditions and terms of employment of any Employee.

In the event the University decides on the introduction of technological change it shall notify the Union, in writing, as far as possible in advance and shall update that information as new developments arise. If this information is available, notification shall be given at least ninety (90) days before such introduction.

Any Employee affected by such technological change shall, at the University's expense, be given the opportunity for a reasonable amount of re-training to equip the Employee for the operation of the equipment or adaptation to new procedures, where such

training is deemed by the University necessary to perform the duties of the position.

In the event that the Employee is not suitable for the above mentioned re-training, or that there is no available position **Article 11 - Seniority (11.06 and 11.07)** will apply.

### **25.12 Suspension of Operations Due to Weather or Emergencies**

An Employee who is requested to work after the University has suspended operations due to weather or emergencies will be compensated at a rate of one and one-half (1½) times the Employee's regular rate of pay, in addition to the Employee's normal pay for that time worked. This will bring the total compensation for the time worked to two and one-half (2½) times the Employee's regular rate of pay.

### **25.13 Training**

The Parties agree to establish a Joint Training Program Committee, which shall include up to three (3) persons from the bargaining unit appointed by the Union, and up to three (3) representatives of the Employer. The Parties may agree in writing to increase the number of representatives. The mandate of this committee, which shall be jointly chaired, shall include, but shall not be restricted to, the development,

implementation and evaluation of individual and/or group programs for members of the bargaining unit. The Employer shall allocate ten thousand dollars (\$10,000) during each calendar year to meet agreed-upon objectives. Any unused funds will be carried over to the next year.

#### **25.14 P/T**

The duties for part-time custodians in Housing at the Basic Hourly Rate in **Article 23.07 P/T** will include:

- (a) Cleaning apartments/ units between tenancies;
- (b) Weekend Custodian;
- (c) Alternate work.

### **ARTICLE 26** **Health and Safety**

**26.01** It is the joint responsibility of the University, the Union and the employees to promote a safe and healthy environment in which to work. As most health hazards and personal injuries in the workplace are preventable, the prevention of such incidents requires the continuation of an active, joint health and safety program, consistent with the applicable safety legislation of the Province of Ontario. The Union and the University will continue to participate in



University joint health and safety committees as appropriate/outlined in the OHSA with a view to adopting and carrying out adequate procedures and techniques intended to promote accident prevention and safe working habits by employees, management and union representatives.

**26.02** Where the University deems it desirable in the interest of health or safety for Employees to wear protective clothing or equipment issued by the University, the wearing of same shall be a condition of employment.

**26.03 F/T**

The University will provide suitable uniforms. The wearing of uniforms shall be a condition of employment. Upon entering the probationary period for a permanent full-time position, an Employee, will be issued uniforms to consist of ten (10) pieces. Uniforms for new Employees will only be issued once during the fiscal year. Employees may have the choice of pants, shorts, or shirts to a total of four (4) pieces when uniforms are being renewed. Grounds and Vehicles staff shall also be supplied with coveralls and Maintenance staff also shall be supplied with coveralls as required.

### **26.03 P/T**

The University shall provide Employees with four (4) pieces of uniform. The wearing of uniforms shall be a condition of employment. Upon being hired into a full-time position, the Employee will be entitled to the remaining uniform allowance as stipulated in **Article 26.03 F/T**.

**26.04** The University agrees that one (1) Employee shall not be required or allowed to work alone in a swimming pool room. The University agrees that an Employee, scheduled to work alone in a building, will be issued a two-way radio on a sign-in/sign-out basis for the applicable shift. Whenever possible, an escort shall be arranged, upon request, for a night Shift or evening Shift Employee who is required to move from building to building during the performance of that Employee's duties.

### **26.05 Joint Uniform Committee**

The University and Local 1356 shall form a Joint Uniform Committee consisting of a maximum of eight (8) members, with equal representation from each Party, including representatives from a cross section of operational units. The Committee shall meet at least once per year or more frequently as required. The Committee shall discuss issues of concern to either of the Parties and proposed changes to uniforms.

**ARTICLE 27**  
**Correspondence**

**27.01** Except where otherwise provided, official communications in the form of correspondence between the University and the Union shall be sent by registered mail as follows:

To the University:

Director, Non-Academic Employee Relations  
Human Resources and Employee Relations  
York University  
Toronto, Ontario M3J 1P3  
Fax number: 416-736-5439

To the Union:

President  
Canadian Union of Public Employees  
Local 1356  
Box 18, Central Mail Room  
Curtis Lecture Hall  
York University  
Toronto, Ontario M3J 1P3  
Fax number: 416-736-5926  
E-Mail address: Cupe1356@yorku.ca

or as notified by the corresponding party.

## **ARTICLE 28**

### **Duration or Modification of Agreement**

**28.01** This Agreement shall continue in force and effect until August 31, 2018, and shall continue automatically thereafter for periods of one (1) year each unless either party notifies the other in writing within the period of ninety (90) days before the Agreement ceases to operate that it desires to amend or terminate this Agreement.

### SCHEDULE "A" (Full-Time)

<b>Classification</b>	<b>Basic Hourly Rate Sept 01/18</b>	<b>Basic Hourly Rate Sept 01/19</b>	<b>Basic Hourly Rate Sept 01/20</b>
Cleaner 1 - Evenings*	\$23.98	\$24.51	\$25.02
Custodian - Days	\$23.62	\$24.14	\$24.65
Custodian - Evenings	\$24.32	\$24.85	\$25.37
Custodian - Nights	\$24.32	\$24.85	\$25.37
Custodian - Team Leader	\$25.62	\$26.14	\$26.65
Housekeeping Attendant	\$23.62	\$24.14	\$24.65
Driver/Custodian - Days	\$24.05	\$24.58	\$25.10
Driver/Custodian - Evenings	\$24.70	\$25.24	\$25.77
Labourer - Days	\$23.98	\$24.51	\$25.02
Labourer - Evenings	\$24.61	\$25.15	\$25.68
Grounds Keeper	\$24.89	\$25.44	\$25.97
Grounds Keeper - Evenings	\$25.51	\$26.07	\$26.62
Driver	\$25.73	\$26.29	\$26.85
Driver - Evenings	\$26.45	\$27.04	\$27.60
Driver - Team Leader	\$27.73	\$28.29	\$28.85
Maintenance Helper	\$25.73	\$26.29	\$26.85
Grounds Maintenance Person	\$26.44	\$27.03	\$27.59
Grounds Maintenance Person - Evenings	\$27.04	\$27.63	\$28.21
Grounds Maintenance Person - Team Leader	\$28.44	\$29.03	\$29.59
Bus Driver	\$26.21	\$26.79	\$27.35
Bus Driver 1	\$27.59	\$28.20	\$28.79
Bus Driver 1 - Evening	\$28.06	\$28.68	\$29.28
Carpet Repairer	\$26.45	\$27.04	\$27.60
Operator - Days	\$28.40	\$29.02	\$29.63
Operator - Evenings	\$29.04	\$29.68	\$30.31
Operator - Team Leader	\$30.40	\$31.02	\$31.63
Maintenance Repairperson	\$29.69	\$30.34	\$30.98
Maintenance Repairperson -Evenings	\$30.38	\$31.05	\$31.70
<b>Trades I</b>			
Horticulturist	\$32.78	\$33.50	\$34.20
Carpet Installer	\$32.78	\$33.50	\$34.20

**SCHEDULE "A"**  
**(continued)**

<b>Classification</b>	<b>Basic Hourly Rate Sept 01/18</b>	<b>Basic Hourly Rate Sept 01/19</b>	<b>Basic Hourly Rate Sept 01/20</b>
<b>Trades II</b>			
Locksmith	\$34.37	\$35.13	\$35.87
Locksmith - Evenings	\$35.08	\$35.85	\$36.60
Painter	\$34.37	\$35.13	\$35.87
Painter - Evenings	\$35.08	\$35.85	\$36.60
Steeplejack	\$34.37	\$35.13	\$35.87
<b>Trades III</b>			
Control Mechanic	\$36.59	\$37.40	\$38.18
Painter, Plasterer, Tile Setter	\$36.59	\$37.40	\$38.18
Painter, Plasterer, Tile Setter - Evenings	\$37.32	\$38.14	\$38.94
Carpenter	\$36.59	\$37.40	\$38.18
Carpenter - Evenings	\$37.32	\$38.14	\$38.94
Millwright	\$36.59	\$37.40	\$38.18
Automobile Mechanic	\$36.59	\$37.40	\$38.18
<b>Trades IV</b>			
Plumber	\$36.90	\$37.71	\$38.50
Plumber - Evenings	\$37.64	\$38.46	\$39.27
<b>Trades V</b>			
Electrician	\$37.18	\$37.99	\$38.79
Electrician - Evenings	\$37.91	\$38.75	\$39.56

**\* The Cleaner 1 rate of pay will remain in Schedule "A" until such time as there is no employee performing work in that position.**

**Basic Hourly Rate applicable upon satisfactory completion of the probationary period. Hiring rate is \$0.50 per hour less.**

**An employee who posts into a full-time Team Leader position shall receive the applicable rate of pay of the position it leads as per the current Collective Agreement, plus \$2.00.**

**An employee who is temporarily assigned to a Team Leader role shall receive a premium of \$2.00 for all hours worked.**

**SCHEDULE "B" Part-Time  
Classifications and Hourly Rates**

<b>Classification</b>	<b>Probationary Rate Sept 01/18</b>	<b>Job Rate Sept 01/18</b>	<b>Probationary Rate Sept 01/19</b>	<b>Job Rate Sept 01/19</b>
Bus Driver 1	\$26.44	27.01	\$27.02	\$27.60
Custodian	\$15.10	\$16.64	\$15.43	\$17.01
Driver	\$15.50	\$16.21	\$15.84	\$16.57
Housing Custodian	\$15.10	\$16.64	\$15.43	\$17.01
Housing Custodian / Maintenance Helper	\$15.91	\$17.44	\$16.26	\$17.82
Housekeeping Attendant	\$15.10	\$16.64	\$15.43	\$17.01
Custodian/Groundskeeper (Sat/Sun)	\$17.63	\$18.91	\$18.02	\$19.33
Custodian (Fri/Sat Nights)	\$18.75	\$19.45	\$19.16	\$19.88
Groundskeeper (Sat/Sun)	\$19.22	\$19.93	\$19.64	\$20.37
Groundskeeper (Mon-Fri)	\$23.87	\$24.38	\$24.40	\$24.91
Operator	\$27.38	\$27.89	\$27.98	\$28.50

<b>Classification</b>	<b>Probationary Rate Sept 01/20</b>	<b>Job Rate Sept 01/20</b>
Bus Driver 1	\$27.59	\$28.18
Custodian	\$15.76	\$17.36
Driver	\$16.17	\$16.91
Housing Custodian	\$15.76	\$17.36
Housing Custodian / Maintenance Helper	\$16.60	\$18.20
Housekeeping Attendant	\$15.76	\$17.36
Custodian/Groundskeeper (Sat/Sun)	\$18.40	\$19.73
Custodian (Fri/Sat Nights)	\$19.56	\$20.30
Groundskeeper (Sat/Sun)	\$20.06	\$20.80
Groundskeeper (Mon-Fri)	\$24.90	\$25.44
Operator	\$28.57	\$29.10

**LETTER OF INTENT**  
**Apprenticeship Programs**

When either the Union or the University has a comprehensive proposal regarding a new apprenticeship program that it believes will be mutually beneficial to the Parties and to apprentices, it shall provide the proposal in writing to the other Party together with a request to meet to discuss it. The Parties shall then arrange to meet at a mutually convenient time within ninety (90) days of the proposal being delivered, to discuss the feasibility of implementing the proposal, with or without modification.



## **LETTER OF INTENT** **Custodial Classification**

The Cleaner I Days, Nights and Evenings and Cleaner II Days, Nights and Evenings classifications will be combined and titled Custodian Days, Nights, and Evenings. The wage rate for a Custodian will be based on the existing Custodian rate of pay respective of the shift worked. Those Employees presently classified in the Cleaner I classification will be given the opportunity to receive a ninety (90) days worked training programme to qualify for a Custodian position. The duties of a Custodian will be those specified on the present Cleaner II job posting respective of the shift worked. Those Employees that qualify for the position of Custodian following the training period will be placed in a Custodian position on the same shift presently being worked. It is understood that an Employee must perform all of the duties in the position of Custodian in order for that Employee to be paid the Custodian rate of pay. Those Employees that do not qualify for the position of Custodian will remain as a Cleaner I and be paid the existing rate of Cleaner I plus any negotiated increases that are applicable to that category.

It is understood that all future Employees in the Custodial Section hired into this position will be Custodian Days, Nights or Evenings. It

is further understood that Employees hired as casuals may not be fully qualified to perform all of the functions of a Custodian.

Cleaner I Employees will be notified in writing within thirty (30) days of the ratification of this Agreement that they will have the opportunity of entering a ninety (90) days worked training programme to qualify for a Custodian position. The training programme will commence within five (5) working days after the Employee indicates an interest in becoming a Custodian. If the Cleaner I Employee is not interested and/or fails to meet the written qualifications for a Custodian the University will be notified in writing by the Custodial Section and a copy of this notice will be placed in the Employee's Personal File. Concurrently a copy of this notice will be sent to the Union.

**LETTER OF INTENT**  
**Merger and Amalgamation**

The University is unaware of any intent to merge or amalgamate with any other body.

However, in the event the University is made aware in advance of any proposed merger/amalgamation, and is given an opportunity to offer commentary on such a merger or amalgamation, the University will undertake to discuss with the Union in advance of and during such merger/amalgamation.

## **LETTER OF INTENT**

### **Part-Time Employees**

When either the Union or the University has a specific proposal regarding the deployment of part-time employees that the Party believes will be beneficial, it shall provide the proposal in writing to the other Party together with a request to discuss it. The Parties will then arrange to meet at a mutually convenient time within ninety (90) days of the proposal being delivered, to discuss the feasibility of implementing the proposal, with or without modification.

**LETTER OF INTENT**  
**Disability Support Program**

During bargaining the Parties discussed the University's intention to design and implement a new Disability Support Program applicable to all the University's employee groups. With that in mind, the Parties agree that the University shall, prior to a new Program being finalized, consult and seek input from the Union as part of the development of the new Program.

## **LETTER OF UNDERSTANDING**

### **Applicant Tracking System**

The parties agree that the University plans to implement an electronic system for job postings and applications (called the "Applicant Tracking System"). It is agreed that the system will allow employees to set up career alerts (i.e. career preferences) and that the system will accordingly provide notifications of postings of interest. During the transition period, defined as twelve (12) months from the implementation of the new system, the University agrees to provide training to the bargaining unit regarding use of the new system. Also during the transition period, the University will continue the practice of paper postings of jobs. By mutual agreement, paper postings may be discontinued prior to the twelve (12) months. Upon implementation of the Applicant Tracking System, the language proposed by the Employer in Articles 13.01(b) and 13.03 shall take effect. Until this time, the current language in the Collective Agreement shall remain in effect.

## **LETTER OF UNDERSTANDING**

### **Health and Safety**

York University is committed to the prevention of illness through the provision and maintenance of healthy and safe conditions on its premises. The University endeavours to provide a hazard free environment and minimize risks by adherence to all relevant legislation, and where appropriate, through development and implementation of additional internal standards, programmes and procedures.

York University requires that health and safety be the primary objective in every area of its operation and that all persons utilizing University premises comply with procedures, regulations and standards relating to health and safety.

The University shall acquaint its Employees with such components of legislation, regulations, standards, practises and procedures as pertain to the elimination, control and management of hazards in their work and work environment. Employees shall work safely and comply with the requirements of legislation, internal regulations, standards and programmes and shall report hazards to someone in authority, in the interests of the

health and safety of all members of the community.

The University recognizes the right of workers to be informed about hazards in the workplace to be provided with appropriate training, to be consulted and have input, and the right to refuse unsafe work where there is an immediate danger to their health and safety or the health and safety of others.

In recognition of the Minister of Labour's revocation of all Minister's Orders permitting Multi-Workplace Joint Health and Safety Committees that were granted in 2004 or prior, it is mutually recognized that the current Guidelines will be displaced by new guidelines or terms of reference as approved and/or ordered by the Minister of Labour. The parties agree to engage in discussions concerning the restructuring of joint health and safety committees at the University pursuant to the Occupational Health and Safety Act. Such discussions will include input from other Unions and groups of workers at the University.

York University and the Union acknowledge that a joint health and safety program can only be successful when everyone in the workplace is committed to their responsibilities. Therefore, the parties agree to cooperate in ensuring that they develop



and adopt Terms of Reference for a central health and safety steering group and Joint Health and Safety Committees (JHSC) that fulfill the parties' respective responsibilities pursuant to OHSA. The University and Union agree to work together constructively in this process.

It is further agreed that the Union may only submit a grievance should the University fail to provide adequate paid time off for worker members to carry out their Joint Health and Safety Committee duties as specified in this agreement. Such grievances will be submitted in accordance with the provisions specified in **Articles 6 and 7** of the Collective Agreement.

**LETTER OF UNDERSTANDING**  
**Roving Crews**

It is understood that Roving Crew custodians will be assigned to an alternate location prior to non roving crew custodians except in the case of an emergency. Each supervisor may have up to six (6) Roving Crew positions.

**LETTER OF UNDERSTANDING**  
**Staffing of Newly Owned University**  
**Buildings**

The University agrees that newly owned University buildings for which an occupancy permit has been received during the term of the Collective Agreement ("new buildings") will be covered by the certificates issued by the Ontario Labour Relations Board dated March 1, 1971 and August 19, 1998.

The Union agrees that, in staffing the new buildings, new classifications may be created for bargaining unit positions. Wages for these new classifications may be different than the wages for any classifications outside of the new buildings in accordance with **Article 23.04.**

The Union agrees that the University has the right to contract with outside firms to manage University facilities and that these firms will have all the rights of the University under the terms of the Collective Agreement to manage CUPE staff.

## **LETTER OF UNDERSTANDING**

### **Continental Work Week**

During the 2014 negotiations the Parties agreed that, subsequent to the renewal of the collective agreement which expired August 31, 2014 they would discuss the possibility of implementing continental work week schedules for a limited number of employees within the bargaining unit. This discussion may include implementation of twelve (12) hour shifts and may include schedules spanning weekends. The parties will discuss potential schedules and applicable premiums and other relevant concerns. The parties may, by mutual agreement, modify the existing premium pay provisions as a result of such discussions.

## **EXTRA HOURS OF WORK AGREEMENT**

In accordance with Section 17 of the *Employment Standards Act, 2000* ("Act"), the parties agree as follows:

1. The Union agrees on behalf of each employee in the bargaining unit that the Employer may permit him or her to work beyond his or her regular work day to the maximum allowed by the *Act* and beyond forty-eight (48) hours per week to a maximum of seventy (70) hours per week.
2. However, scheduling of extra hours still must be in accordance with the overtime provisions of the collective agreement and will be on a voluntary basis.
3. The parties agree that this agreement may not be revoked prior to September 1, 2018 except with the parties' mutual consent or a change in legislation.
4. The work week, for the purpose of calculating extra hours of work, will be considered to be from Sunday to Saturday.

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

**YORK UNIVERSITY**

**CANADIAN  
UNION OF  
PUBLIC  
EMPLOYEES  
LOCAL 1356**

Amal Awini  
Samara Bishansky  
Paul Campbell  
Anne-Marie Roze  
Joseph Sanguedolce  
Brian Smeenk  
Jon Van Donkelaar

Graham Bell  
Rocco Biafore  
Violet Cosby  
Frank D'Agostino  
Stephen Horner  
Dominic Lacalamita  
Alexandre Racette  
Dharshini Sharvendiran  
Walter Silva

Dated this 7<sup>th</sup> day of January, 2019, in  
Toronto, Ontario.