

AGREEMENT

between

THE CORPORATION OF THE CITY OF ST. CATHARINES

and

CANADIAN UNION OF PUBLIC EMPLOYEES

LOCAL 150

January 1, 2015 to December 31, 2018

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THIS AGREEMENT made this **22nd** day of **February, 2016** and authorized by
By-law No. **2015-228** of the City of St. Catharines.

BETWEEN:

THE CORPORATION OF THE CITY OF ST. CATHARINES

(hereinafter called the "Corporation")

OF THE FIRST PART

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES, CLC, LOCAL 150

(hereinafter called the "Union")

OF THE SECOND PART

ARTICLE 1 - PURPOSE

1.01 - The purpose of this Agreement is to establish and maintain collective bargaining relations between the Corporation and its employees represented by the Union; to establish and maintain rates of pay, hours, and working conditions for the said employees consistent with the maintenance of an efficient civic service; and to provide a procedure for the settlement of grievances.

ARTICLE 2 - RECOGNITION

2.01 - The Corporation recognizes the Union as the certified exclusive bargaining agent for all employees of the Corporation save and except:

- (1) foremen and those above the rank of foreman;
- (2) persons employed for not more than twenty-four (24) hours per week;
- (3) students employed during the school vacation period, or on a co-operative training program, provided there shall be not more than one (1) for every twenty-five (25) employees; but this limitation shall not apply to the Recreation and Community Services Department;
- (4) Employees bound by the Collective Agreement of the Canadian Union of Public Employees, Local 157 and Local 1287;
- (5) persons engaged in conducting and implementing the Corporation's recreation programs, Fire Services Division and by any local board as the same is defined in the Department of Municipal Affairs Act:

which shall be referred to in this Agreement as the Bargaining Unit or Unit.

2.02 - The word "employee" in this Agreement shall refer to both casual employees and regular employees as defined in Article 10 and whose jobs fall within the Bargaining Unit as defined in Section 2.01;

- (a) who are receiving wages for performing work for the Corporation; or
- (b) who are on leave of absence or sick leave in accordance with the provisions of this Agreement; or
- (c) who are on layoff with seniority rights to recall, to the extent of providing right of recall and right of grievance as set forth in this Agreement.

2.03 - A student will not be used on a job when a regular employee is available and capable of performing such job. Such regular employee shall have preference for overtime over a student employee within the division on any job for which the regular employee is qualified and experienced.

2.04 - Employees hired for seasonal projects under programs directly funded by the Federal or Provincial Governments specifically to create employment shall not be covered by Articles 10 (Seniority), 15 (Vacations), 16 (Paid Holidays for ninety (90) working days from their date of hire), 17 (Compassionate Leave), 22 (Employee Insurance Program), 23 (Sick Leave Plan), and 28 (Jury Duty).

2.05 - Corporation employees, other than students, who are not covered by this Agreement will not work on jobs which are normally done by employees covered by this Agreement except for purposes of instructing, experimenting, in emergencies, or when a regular qualified employee is not available within a reasonable period of time.

2.06 - No employee shall be required or permitted, or requested, to make any written or verbal agreement with the Corporation or the Union, or their respective representatives, which conflicts with the terms of this Collective Agreement.

ARTICLE 3 - UNION SECURITY

3.01 - All employees presently members of the Union shall as a condition of continuing employment remain members, in good standing, of the Union. All future employees shall, as a condition of continued employment, become and remain members, in good standing, of the Union upon date of hire.

3.02 - The Corporation agrees to deduct such initiation fees, where applicable, and such regular monthly Union dues as are uniformly levied by the Union in equal portions from each pay of all present employees and of all new employees upon hiring.

The total amount of the monthly deduction will be transmitted regularly each month to the Secretary-Treasurer of the Union.

3.03 - These dues will be deducted only after all demands against the pay have been satisfied.

3.04 - The Corporation will use its best endeavours to comply with the provisions of this Article, but it is relieved by the Union of any and all responsibility and/or liability for deducting, or failure to deduct, Union dues.

3.05 - With the first transmission of dues, the Corporation will deliver a list of the employees from whom deductions were made and the amount of the deductions. With subsequent transmissions, the Corporation will show any changes in employees or deductions.

3.06 - The Union will deliver to the Corporation a letter certified by a responsible officer of the Union setting out the amounts of initiation fees and monthly dues mentioned in Section 3.01, and the name and address of the Secretary-Treasurer of the Union.

3.07 - At the same time that Income Tax (T-4) slips are being prepared, the Corporation shall include the amount of Union dues paid by the Union member in the previous year.

3.08 - Further to the above, the City agrees to provide the Union with a report containing the address and home phone number of each Local 150 member two times per year, January and June. The President or Chief Steward may request Human Resources to provide them with updated information as required.

ARTICLE 4 - RELATIONSHIP

4.01 - The Union acknowledges that it is the exclusive function of the Corporation, subject only to the express provisions of this Agreement, to

- (a) maintain order, discipline and efficiency;
- (b) hire, layoff, classify, direct, transfer, and promote employees; and to discharge, demote, suspend or otherwise discipline employees for just cause; and
- (c) generally to manage the enterprises in which the Corporation is engaged and, without restricting the generality of the foregoing, to determine the work to be done, methods, schedules of production, kinds, location, and tools to be used, processes and the control of materials and parts to be incorporated in the work.

4.02 - The Corporation also has the right to make and alter from time to time rules and regulations to be observed by the employees, provided that no additions or alterations shall be made by the Corporation in such rules and regulations without prior notice to and discussion with the Union. Prior notice, in writing, shall be deemed to be not less than seven (7) working days.

4.03 - The Corporation agrees that these functions will be exercised in a manner consistent with the provisions of this Agreement, and a claim that the Corporation has exercised any of these rights in a manner inconsistent with any of the provisions of this Agreement, may be the subject of a grievance.

ARTICLE 5 - DISCRIMINATION

5.01 - No discrimination, restraint or coercion shall be exercised or practised by the Corporation or by any of its representatives with respect to any employee because of their membership in, or connection with, the Union.

5.02 - Conversely, there shall be no intimidation, restraint or coercion exercised or practised upon the employees by the Union or by any of its representatives or members; neither shall there be any Union solicitation or activity on Corporation

premises or job sites, excepting as is provided in this Agreement or mutually agreed upon.

ARTICLE 6 - STEWARDS AND UNION COMMITTEE

6.01 - The Corporation will recognize:

- a) Eleven (11) Stewards, to be allocated by the Union among the sections, as required for effective representation, save that there shall not be more than one (1) Steward from a section of ten (10) or less employees, and the Union shall notify the Corporation of the section(s) represented by each Steward.

The number and distribution of Stewards may be altered by agreement from time to time as conditions change.

- b) A Grievance Committee of three (3) regular employees of whom one (1) shall be the President of the Local or their representative, a second shall be the Chief Steward, and a third shall be the Steward concerned with the grievance. When dealing with a policy grievance there shall be five (5) regular employees consisting of the Negotiating Committee of whom one (1) shall be the President of the local or their representative.
- c) A Union Negotiations Committee of five (5) regular employees, of whom one (1) shall be the President of the Local or their representative, for the purpose of renewing or amending the Collective Agreement, and for the purpose of meetings held under the provisions of Section 6.02.

The Stewards and members of the Committees shall have been placed on the seniority list as employees. The Union shall notify the Corporation in writing of the names of its officers, the Stewards, and members of its Grievance Committee and of its Union Negotiations Committee.

6.02 - Meetings between the Corporation and Union Committee shall be held at times mutually agreeable to both parties.

6.03 – It is understood that a Steward has their regular work to perform on behalf of the Corporation and that they will not leave their work without obtaining permission from their foreman, giving a reasonable explanation for their absence. When resuming their regular work they will report to their foreman.

It is clearly understood that a Steward will not absent themselves from their regular work unreasonably in order to deal with grievances of employees, but that grievances will be serviced as much as possible outside of working hours. In accordance with this understanding, the Corporation agrees to compensate a Steward for their regularly scheduled work time spent in servicing grievances of employees, and also a member of the Grievance Committee or the Union Committee for their regularly scheduled work time spent in attending meetings with the Corporation's representatives to the extent that they will suffer no loss of earnings. The Corporation reserves the right to discontinue payments under this provision should the privileges extended hereby, in the opinion of the Corporation, be abused, but before any such action is taken, there will be notice to, and discussion with, the Union.

6.04 - The Corporation recognizes the role of the President and the Chief Steward in the operation of the Agreement, and acknowledges the necessity for the President and the Chief Steward to provide occasional advice or assistance to the stewards, or to confer with management from time to time, during working hours.

The Union, on its part, recognizes the responsibility of the President and the Chief Steward to perform their duties, and undertakes that there will be no burden or penalty to the Corporation as a result of such activities on the part of the President and the Chief Steward.

6.05 - The Corporation agrees:

- (a) to provide a printed copy of the Union Agreement to each employee;
- (b) to acquaint each new employee of the requirement of the Union; and
- (c) to ensure that a new employee is introduced to their Steward, who shall have a reasonable opportunity, as work permits, to acquaint the employee with their rights and responsibilities with respect to Union representation.

6.06 - The parties agree to the continuance of a joint Labour/Management Committee. Changes in the composition of the Committee, its terms of reference and its procedures, may be agreed to by the Union and the Corporation. The Committee shall not have any jurisdiction to alter or interfere with the normal process of the Agreement.

6.07 - Employees on a shift other than days shall have their shift changed to days in order to meet as part of the Negotiation Committee, Grievance Committee or Union Committee. The Union President (or designate) will provide written notification advising both Human Resources and the affected employees' supervisor a minimum of seven (7) working days in advance of meeting.

ARTICLE 7 - GRIEVANCE PROCEDURE

7.01 - It is the mutual desire of the parties that complaints of employees shall be addressed as promptly as possible.

7.02 - STEP I – In the first instance, an employee shall take up any complaint directly with their immediate supervisor within four (4) working days of the event upon which the complaint is based. In the event the grievor is on an approved absence the grievance time line shall be extended for up to four (4) additional working days. The immediate supervisor shall meet with the employee to discuss the complaint within four (4) working days of the lodging of the complaint and if requested by the employee, arrange for the presence of their Steward at the meeting. The immediate supervisor will give their decision, in writing, to the employee and the Union, within five (5) working days of lodging the complaint with the immediate supervisor.

7.03 - STEP II - If not then settled, the grievance may, within three (3) working days of the reply in Step I, be submitted, in writing, by the Grievance Committee to the Department Head. The grievance shall specify the facts and the Article(s) claimed to be violated or relied upon and the remedy sought. Upon receipt of a Step II grievance, the Human Resources Office will first contact Management to arrange a date for a meeting under Article 6.02. Once that date has been determined, the Union President or in his

absence the Chief Steward, will be notified of the proposed date within five (5) working days of receipt of the grievance in the Human Resources Office.

At Step II and at meetings provided for in Article 6.02, there may be present a representative of the Union if requested by either party. The decision of the Department Head or of the Grievance Committee in the case of a Corporation grievance, shall be given, in writing, to the Chief Steward with copies to the grievor and the Union President, within five (5) working days of the meeting at which it was discussed.

7.04 - STEP III - If not then settled, the grievance may, within five (5) working days of the reply in Step II, be submitted, in writing, by the Grievance Committee to the Deputy Chief Administrative Officer or Chief Administrative Officer. Upon receipt of a Step III grievance, the Human Resources Office will first contact the CUPE National Representative and then Management to arrange a date for a meeting under Article 6.02.

Once a suitable date has been determined, the Union President or in his absence the Chief Steward, will be notified of the proposed date within ten (10) working days of receipt of the grievance in the Human Resources Office. The decision of the Deputy Chief Administrative Officer or Chief Administrative Officer, shall be given, in writing, to the National Representative with copies to the Chief Steward and the Union President within ten (10) working days of the meeting at which it was discussed.

7.05 - STEP IV - If not then settled, the grievance may, within twenty (20) working days of the reply in Step III be referred to arbitration as follows:

Both parties to this Agreement agree that a grievance concerning the interpretation, application, administration or alleged violation of this Agreement, which has been properly carried through all the steps of the Grievance Procedure outlined in Article 7 above, and which has not been settled, shall be referred to a Sole Arbitrator.

If the parties are not able to agree upon such an Arbitrator within ten (10) working days of the Notice of Arbitration, the Minister of Labour for the Province of Ontario shall be requested to appoint an Arbitrator.

Either party may request a Board of Arbitration in which the Nominee of each party shall be appointed within ten (10) working days of the Notice of Arbitration and the Nominee of each party shall select a Chairman of the Board of Arbitration.

The Board of Arbitration, or Sole Arbitrator, shall not have any power to alter or change any of the provisions of this Agreement or to substitute any new provisions for any existing provisions, or to give any decision inconsistent with the terms and provisions of this Agreement.

Each of the parties to this Agreement shall bear the expenses of the Arbitrator appointed by it, and the parties shall jointly bear the expense, if any, of the Chairman or of a Sole Arbitrator.

No person shall be selected as Arbitrator who has been directly involved in attempts to negotiate or settle the grievance.

Prior to Arbitration, as outlined in this article, the parties may mutually agree to Grievance mediation, the cost of such mediation to be equally shared between the parties.

7.06 - No grievance shall be considered in any step unless it has been properly carried through all previous steps of the grievance procedure required by this Agreement, except that if at any step of this grievance procedure the Corporation or the Union does not give its answer within the allotted time limit, the grievance may be carried to the next step within the appropriate time which shall start to run from the expiration of the allotted time within which the answer should have been given.

7.07 – Policy / Procedure Grievance - Within ten (10) working days of the event upon which the grievance is based, the Corporation or the Union may submit a grievance, in writing, to the other alleging a violation of a term of this Agreement. Such a grievance shall set out the facts and the Article(s) of the Agreement claimed to be violated or relied upon, and the matter shall be dealt with in accordance with Step II and then the balance of the grievance procedure.

Group Grievance - No grievance shall be submitted by the Union under the provisions of Article 7.07 unless it involves a question of general application or a group of employees under more than one supervisor. A group grievance, being a grievance by a group of employees working under one supervisor, shall be instituted at Step I.

7.08 - If at any step of the grievance procedure a grievance is not submitted within the period specified, it shall be deemed to be abandoned. The time limits may be extended by agreement between the parties.

7.09 - At any stage of the grievance procedure, including Arbitration, the conferring parties may have the assistance of the employee or employees concerned and any necessary witnesses. All reasonable arrangements will be made to permit the conferring parties to have access to the work site, view disputed operations, and to confer with necessary witnesses. A representative of the Human Resources Division and the CUPE National Representative may be in attendance at all grievance meetings.

7.10 - In this Article, the word "days" shall exclude Saturdays, Sundays, and paid holidays.

7.11 - In this Article, the written reply shall be deemed to have been made on the second day following its mailing by the sender.

ARTICLE 8 - DISCHARGE OR DISCIPLINE CASES

8.01 - A claim by an employee that they have been unjustly discharged shall be addressed when the employee files a grievance within three (3) working days of the occurrence. The grievance shall be filed in accordance with Step III, Article 7.04, of the grievance procedure.

A claim by an employee that they have been unjustly disciplined shall be addressed when the employee files a grievance within three (3) working days of the occurrence. The grievance shall be filed in accordance with Step II, Article 7.03, of the grievance procedure.

8.02 - The Corporation will notify the Union, the President and the Chief Steward in writing of all discharge or suspension cases as soon as possible but within two (2) working days, and discipline cases within four (4) working days.

8.03 - Such special grievance may be settled by confirming the Corporation's action, or by reinstating the employee with full compensation for time lost, or by any other arrangement which is just and equitable in the opinion of the conferring parties or an Arbitration Board.

8.04 - When possible, the President, Chief Steward or member of executive committee will be in attendance at a meeting where a bargaining unit member is being terminated.

8.05 -

- (a) After twenty-four (24) months, any letter of discipline shall not be used against an employee if there has been no recurrence in that period.
- (b) Each employee shall have access to their personnel file upon reasonable notice for the purpose of reviewing all evaluations or disciplinary notations pertaining to their employment with the Corporation.
- (c) After twenty-four (24) months, any letter of discipline will be removed from the employee's file, provided there has been no recurrence of that or a similar incident in the intervening time.

8.06 - In this Article, the term "working days" shall exclude Saturdays, Sundays, and paid holidays.

ARTICLE 9 - NO STRIKES OR LOCKOUTS

9.01 - During the life of this Agreement, the Union agrees that there will be no strike or other collective action which will interfere with the Corporation's operations and the Corporation agrees that there will be no lockout. The definitions of the words "strike" and "lockout" shall be those set forth in The Labour Relations Act of the Province of Ontario, as amended from time to time.

ARTICLE 10 - SENIORITY

10.01 - Employees shall be known as:

- (a) (i) Regular Employee - a regular employee being one whom the Corporation expects will work the year round.
- (ii) The use of the word "regular" shall not constitute a guarantee of year round employment.
- (iii) A newly hired regular employee must complete a probationary period of sixty (60) working regular days or four hundred and eighty (480) regular working hours within a period of six (6) consecutive months, and then they will be credited with regular seniority.

During the regular probationary period, each employee shall be known as a probationary employee who may not grieve regarding discharge provided that at the request of the Union, a meeting will be held with the Union to discuss the discharge. Upon satisfactory completion of their probationary period, their seniority date will be their hire date.

- (iv) A casual employee becomes a regular employee by working a total of two hundred (200) working days or 1600 hours within any twelve (12) consecutive months.
- (b)
 - (i) A casual employee is an employee who is not a regular employee.
 - (ii) A newly hired casual employee must complete a probationary period of sixty (60) regular working days or four hundred and eighty (480) regular working hours within a period of six (6) consecutive months of which overtime is not included and then they will be credited with casual seniority.
 - (iii) Casual employees will be required to complete an initial probationary period of sixty (60) working days in the first year of employment and complete a probationary period of thirty (30) working days for each subsequent year of employment. During the casual probationary period, the employee may not grieve regarding discharge, provided that, at the request of the Union, a meeting will be held with the Union to discuss the discharge
 - (iv) Casual employees with ten (10) or more years of service shall not be subject to further probationary periods as a Casual..
 - (v) In no case shall a casual employee exercise seniority against a regular employee, but if a vacancy for a regular employee is not filled by another regular employee, a casual employee who applies shall be considered before a new employee is hired.
- (c) Regular seniority is defined as an employee's length of continuous service with the Corporation since becoming a regular employee, including absences for sick leave, authorized leaves of absence, or as otherwise provided in this Agreement.
- (d) In recognition of the fact that casual employees frequently lose their casual seniority date as a result of lay-offs exceeding three (3) consecutive months; if the Corporation is going to re-hire them their seniority date will be their re-hire date.

Absence during probationary periods will not adversely affect the casuals beyond the original year of hire (i.e.) employee hired first in 1990 could drop to last in 1990 by reason of absences, but would not drop to 1991. Casual employees absent due to a compensable injury shall be credited with seniority for those working days they would have been scheduled to work.

The Corporation agrees to meet annually with the Union prior to recall of casuals, to discuss placement of the top twelve (12) senior casuals.

- (e) A casual employee who becomes a regular employee shall have seniority only from the date of commencing work as a regular employee, but if such an employee reverts to the status of casual employee, their

original casual seniority date shall be restored. No additional probationary period shall be required on transfer from casual to regular status, but any unfilled portion of the probationary period must be completed satisfactorily.

- (f) The Corporation shall prepare two (2) seniority lists, one (1) for regular employees and one (1) for casual employees. These lists shall be brought up to date as at June 30th of each year and copies shall be posted and mailed to the Union. At any time during office hours, up to date seniority information shall be available to the Union Stewards on application to the division Head.
- (g) A written complaint must be lodged with the Corporation within thirty (30) working days of the posting of the seniority list. The complaint must explain all details relating to the problem. If a complaint is not lodged within thirty (30) working days, the date established, shall be deemed correct and reliable, (no complaint will be accepted).
- (h) Casual employees are prohibited from taking a voluntary lay-off.

10.02 -

- (a) It is understood that all the following seniority rights are designed to give to each employee according to their seniority with the Corporation an equitable measure of job choice and job security consistent with the efficient operation of the business.
- (b) Seniority shall not operate to provide job preference within a classification.
- (c) For non-upgrade transfers the senior employee(s) will remain within their section.
- (d) For non-winter control daily upgrades beyond one (1) working day, the Corporation will assign work to the senior employee(s) within the unit who meets qualifications for the position.
- (e) For winter control daily upgrades beyond two (2) working days, the Corporation will assign work to the senior employee(s) within the unit who meets qualifications for the position.

10.03 - Seniority rights shall cease and employment shall terminate for any of the following reasons:

- (1) if the employee leaves the employ of the Corporation of their own accord.
- (2) for an employee with three (3) years or more seniority after twenty-four (24) consecutive months of layoff; for an employee with less than three (3) years seniority after eighteen (18) consecutive months of layoff; or for a casual employee, after expiration of three (3) months following the date of layoff;
- (3) if the employee is discharged and the discharge is not reversed through the grievance procedure;

- (4) if an employee has been absent for five (5) consecutive working days without having been granted a leave of absence in accordance with Section 11.01, unless a reason satisfactory to the Corporation is given; the decision of the Corporation shall not be arbitrary or discriminatory;
- (5) if an employee is laid off and fails to return to work within five (5) working days after being notified by registered mail to their last known address in the Corporation's records to report for work, and does not give a reason satisfactory to the Corporation; the decision of the Corporation shall not be arbitrary nor discriminatory;
- (6) if an employee overstays a leave of absence granted by the Corporation in writing, and does not secure an extension of such leave, unless a reason satisfactory to the Corporation is given; the decision of the Corporation shall not be arbitrary nor discriminatory;
- (7) on receipt of severance allowance under Section 25.01.
- (8) is absent for twenty-four (24) consecutive months or greater due to non-compensable disability or illness, and the employee is not eligible for Long Term Disability.

10.04 - The parties, recognizing

- (1) the right of the public to be served by persons of high competence, and
- (2) the right of the employees to fair and just consideration for vacancies in the light of their length of service and their qualifications

therefore agree that:

In promotions, demotions, transfers, layoff, and recalls, the following factors shall be considered:

- (a) length of continuous service;
- (b) knowledge, efficiency and ability to do the work of the job;
- (c) physical fitness;

and when factors (b) and (c) are relatively equal in the judgment of the Corporation, which shall not be exercised in an arbitrary or discriminatory manner, factor (a) shall govern.

In the event that the senior candidate is not the Corporation's choice, the Corporation shall give prior notice and opportunity of consultation to the Union; but the process shall not be delayed more than five (5) working days thereby.

10.05 - Employees shall work on jobs assigned to them by the Corporation from time to time provided that the right to make transfers shall, subject to Section 10.04, be dealt with in the following manner:

- (a) Vacancies, which the Corporation intends to fill, shall be posted on bulletin boards for a period of four (4) working days. If no suitable candidate applies, the Corporation may fill it with other employees or new hires. A copy of this job posting shall be forwarded to the Secretary of the Union.
- (b) The posting shall show the classification vacant, its expected location, the requirements of the job, and the wages for it; however, this shall not be construed as restricting the Corporation's right to transfer employees as otherwise provided. The employee shall have 30 working days from the day they start the new job to request a reversal of their decision to accept the posting. If they exercise this option they will revert to their former classification and rate within 10 working days of their request. The Corporation will not re-post this job but will give consideration to the unsuccessful candidates on the original posting. An employee may exercise this option once in any twelve (12) month period.
- (c) A regular employee may apply in writing for a posted job to the Director of Corporate Support Services setting out in detail their qualifications for the job. A regular employee who anticipates that a job will be posted during their vacation may make application and be eligible for consideration provided that the processing of the applications will not be delayed more than two (2) weeks thereby. It shall be the applicant's responsibility to ensure that the application is in the Human Resources Office by the closing time posted. Upon the filling of a posted job, the Corporation shall post the name and the seniority status of the successful applicant. Any regular employee applying for a vacancy filled by a person with less seniority may request and shall be granted an interview from the Department Head or their designate at which time they will be given reasons why they did not get the job.

Any such request shall be made to the Department Head having the vacancy within three (3) working days of the notice of filling the vacancy and the Department Head or their designate shall respond in five (5) working days of receiving the request. Following the job posting, save and except posting with a start date, interviews and selection shall be made within fourteen (14) calendar days and the successful applicant shall subsequently be placed in the position within fourteen (14) calendar days.

Casual employees to have the same consideration as regular full-time employees after all full-time employees have been considered for vacancies.

As soon as all applicants are known to the Corporation, the Corporation will give the Secretary, Chief Steward and President of the Union a list of all the applicants for the posted job.

- (d) The Corporation shall be free to fill a vacancy immediately if it sees fit, subject to the remaining provisions of this Section 10.05, and no grievance may be filed under this Section 10.05 until the time for an answer under Section 10.05 (c). The grievance procedure shall start at **Step II**, by the filing of the grievance with the Department Head having the vacancy.

- (e) In this Section 10.05, vacancies shall mean those of a long-term nature such as arise through quits, new jobs, extended illnesses, and Long Term Disability etc., excluding those filled by the seasonal transfer of current employees, and shall include subsequent vacancies resulting from the filling of the original vacancy; but job posting shall cease with the posting of a Labourer vacancy. However:
- (1) a vacancy known to be of a specifically limited duration will be filled in a manner deemed best by the Corporation while giving due consideration to employees who have indicated previously their interest in the position;
 - (2) a vacancy with a known or estimated duration of two (2) or more years will be posted as a permanent vacancy;
 - (3) a vacancy with a known or estimated duration of three (3) months or more and is not estimated to exceed two (2) years, will be posted as a temporary vacancy.
 - (4) employees who post to a temporary vacancy will return to their old classification when the temporary posting ceases to exist;
 - (5) when an employee's job has been posted permanently and they return to work they will be allowed to bump the person with the lowest seniority in their classification, if in the judgment of the Corporation they are able to perform all the duties of the job. Should the employee not be capable of performing all the duties of their job they will be placed according to Article 10.11;
 - (6) employees who post to a temporary vacancy will not be allowed to return to their former classification until the temporary posting ceases to exist or until they have a successful posting to another job;
 - (7) any person with seniority rights to recall, on layoff from the classification to be filled, shall be recalled before the vacancy is posted;
 - (8) a revision of an existing classification resulting in its upgrading shall not require a job posting, subject to notice to and discussion with the Union.
- (f)
- (1) The Corporation shall give written notice to the union of a decision to postpone filling or not to fill, a vacancy within fifteen (15) working days of the occurrence of the vacancy. If the vacancy has been posted, such notice shall be given not later than ten (10) working days after the end of the posting period.
 - (2) If postponement is due to inability to obtain a suitable employee from job posting, the Corporation will consider subsequent applications from employees who did not apply under job posting, but the provisions of job posting shall not apply to such applications.
 - (3) If postponement is for a definite period of time, the job will be posted in the regular way when the vacancy is to be filled.
- (g) In this Section 10.05 "days" shall exclude Saturdays, Sundays and paid holidays.
- (h) An employee accepted for a posted job shall be subject to a trial period of sixty (60) working days. If their performance is unsatisfactory to the

Corporation during this period, they shall revert to their former classification and rate.

10.06 - Subject to the provisions of 10.04, when layoffs are necessary

- (a) employees shall be laid off in the following order, on a Unit-wide basis:
 - (1) probationary casual employees;
 - (2) casual employees on the seniority list;
 - (3) probationary regular employees;
 - (4) regular employees on the seniority list.
- (b) employees shall be recalled after lay-off in the reverse order to that in which they were laid off, provided that any regular employee with seniority on layoff shall be recalled for any vacancy for which they are qualified before a casual employee is recalled or hired, and similarly any casual employee with seniority on lay-off shall be recalled to any vacancy to which they are qualified before any students are hired.
- (c) the Corporation will give fourteen (14) calendar days notice to a regular employee, twenty one (21) calendar days notice to a regular employee with ten (10) or more years seniority and seven (7) calendar days notice to a casual employee, such notice of lay-off.
 - (1) shall not be necessary when an employee has been recalled after layoff for a period of less than seven (7) calendar days or
 - (2) shall apply on an extended basis, up to thirty (30) calendar days, when it is intended to apply to the end of a project or its discontinuance due to the weather.

10.07 -

- (a) When a reduction in workload creates a surplus of employees in a classification, the employee with the least seniority will be displaced from the classification, subject to Section 10.04. If they have previously performed satisfactorily with the Corporation the duties of another classification, they shall be given the opportunity, if they so choose, in accordance with Section 10.04, of displacing a junior employee in that classification if the surplus is to be an indefinitely continuing circumstance; or they shall be transferred by the Corporation with their regular rate being continued for a maximum period of four (4) months if the circumstance is temporary. If they have no such prior experience, or if they have chosen not to bump into their prior classification, they may claim the job of an employee with less seniority in accordance with the provisions of Section 10.04. An employee must indicate their intention within two (2) weeks of notification unless on approved leave or on WSIB.
- (b) The Corporation shall not fill any position from which regular employees have been displaced or laid off until such persons with seniority who have

been laid off, or such employees who have been displaced within the previous twelve (12) months, have been recalled to their former classification in accordance with their seniority.

10.08 - In the event of a layoff, the President, Vice-President, Recording Secretary, Secretary-Treasurer, Chief Steward and Stewards, shall be retained in employment by the Corporation so long as work is available which they are qualified and willing to perform, notwithstanding their position on the seniority list.

10.09 - When an employee is assigned to a temporary foreman's position outside the bargaining unit, they shall not be entitled to apply for bargaining unit positions unless they have been back in the bargaining unit for ten (10) working days.

A regular employee promoted to a position outside the Bargaining Unit shall accumulate seniority during the period they are outside the Bargaining Unit. Such an employee, on their return to the Bargaining Unit, shall, subject to Section 10.04, exercise their accumulated seniority

- (a) in the classification in which they were at the time they left the Bargaining Unit, if they return within six (6) months or such greater period as shall be mutually agreed to by the parties;
- (b) in the labourer classification if they return after more than six (6) months.

The employer shall post to replace an employee who has been assigned to position outside the Bargaining Unit immediately, in accordance with Article 10.05,.

10.10 - The Corporation will notify the President, Chief Steward and the Recording Secretary monthly of all hiring's, transfers, layoffs, recalls, and terminations in the Bargaining Unit.

10.11 - Any regular employee who is no longer capable of performing their full regular duties by reason of disability and whose disability is not of sufficient severity to qualify for a disability pension under the Corporation's pension plan, may be placed in a suitable position in the Bargaining Unit if such position is available, by the Corporation, without regard to the posting provisions of this Article; and shall be paid the prevailing rate for the job. The circumstances of each of these cases shall be reviewed annually by the Corporation and the Union Committee.

ARTICLE 11 - LEAVE OF ABSENCE

11.01 -

- (a) The Corporation will grant a leave of absence without pay and without loss of seniority, vacation, or any benefits, included in the Employee Insurance Program up to ninety (90) working days upon the employee's request, provided the granting of such leave shall not have an adverse effect on the normal operation of the Department. Requests shall be in writing, stating the reason, and submitted to the Department Head twenty (20) working days prior to commencement of leave, unless the circumstances make it impossible to do so. Replies shall be in writing, and if not granted, shall include the reason.

Such leaves may be for any reason other than for other employment.

Employees requesting such leave must have a minimum of one (1) year of service from date of hire with the Corporation.

Employees not meeting the above criteria may submit their request in writing, stating the reason, to the Department Head for consideration.

Benefits will continue for the first ninety (90) working days of the leave and if the leave exceeds ninety (90) working days, the employee will have the option to continue their coverage by paying the benefits themselves.

- (b) Leave for reasons of pregnancy shall be provided in accordance with the terms of The Employment Standards Act.
- (c) Parental leave shall be provided in accordance with the terms of The Employment Standards Act.
- (d) Casual employees may be granted a leave without pay, but will not be allowed to accumulate seniority during the leave.
- (e) Employees elected by the Union to attend conventions and conferences of the Union shall, where reasonably possible, be granted leave of absence without pay for the same provided the Corporation is given reasonable notice. No more than three (3) employees may be absent at any one time and such leaves without pay shall not total more than thirty five (35) working days in the year excluding travelling time. An employee shall receive the pay and benefits provided for in this Agreement when on approved unpaid leave of absence for Union work or conventions. However, the Union shall reimburse the Employer for all pay and benefits during the period of absence.
- (f) Upon receipt of reasonable notice and contingent upon the requirements of its operations, the Corporation shall grant leave of absence without pay or benefits and without loss of seniority to one (1) only employee who is elected or selected for a full-time position with the Canadian Union of Public Employees, the Ontario Federation of Labour, or the Canadian Labour Congress, for a period of not more than one (1) term, which shall not be greater than two (2) years. Such leave may be renewed on request at the discretion of the Corporation. The employee shall be entitled to return to their former position at the expiration of the period, or to another position in accordance with their ability and seniority if their former position is not available.
- (g) Leave of absence for extended vacations may be combined with an employee's regular vacation, provided six (6) months' notice is given, except when extenuating circumstances make such notice impossible, and provided that such leave is consistent with the operating requirements of the Corporation. The Corporation's reply will normally be given within two (2) weeks of submission of the request.
- (h) Employees shall be allowed leave of absence with pay and without loss of seniority or benefits to attend a formal hearing for the employee to become a Canadian Citizen.

ARTICLE 12 - WAGES

12.01 - During the term of this Agreement, wage rates and classification shall be in accordance with Schedule "A" which is attached to and forms part of this Agreement.

12.02 - In recognition of the responsibility assumed while temporarily acting as a temporary supervisor in lieu of a supervisor at the direction of the Department Head, an employee shall receive the minimum rate for the classification of the supervisor they replace, provided that it shall not be less than 8% above the employee's basic rate.

ARTICLE 13 - HOURS OF WORK

13.01 - The standard hours of work shall be eight (8) hours per day, five (5) consecutive days, or forty (40) hours per week, unless otherwise specified.

13.02 - Starting and stopping times shall be in accordance with Schedule "B" which is attached to and forms part of this Agreement and may be changed by the Corporation as described in Section 13.03(a).

13.03 -

- (a) The Corporation does not guarantee the above standard or other hours of work but, before any change is made in the stopping and starting times or new or different shifts are established, there will be prior written notice to, and discussion with, the Union.
- (b) Where a new shift other than a day shift is established under Section 13.03 (a) and the work is the same on the new shift as on the day shift, the employees involved shall rotate between the shifts unless the Union informs the Corporation that the employees involved do not wish to rotate. U.S.O. and Utilities workers will not have an option to "opt out" of the shift rotation.

13.04 - There shall be written notice of at least one (1) week prior to changing the start and stop time of any one shift, or schedule for any group or classification of employees, unless an agreement is reached between the Corporation and the Union.

13.05 -

- a) When an employee is reassigned from an existing shift to another existing shift within the day, they will be given a minimum of twenty four (24) hours' notice from the beginning of the existing shift or twenty four hours' notice prior to the start of the new shift, whichever is greater.
- b) When an employee is reassigned from a scheduled day of work to another scheduled day of work they will be given a minimum of one weeks' notice from the beginning of the required change to their scheduled day of work, unless the employee agrees to change their schedule with less than seven (7) days' notice.

13.06 -

- (a) This section, which includes (a) to (l), will apply only to those employees working a ten (10) hour shift in the arenas.

- (b) The standard hours of work in the arenas shall consist of four (4) ten (10) hour shifts per week. A week will be comprised of seven (7) consecutive calendar days, beginning at the start of the individual's shift.

Each day shall be identified in the ordinary calendar sense, commencing and ending with midnight, except where the shift extends into the next calendar day and is identified with the day in which it commences.

- (c) An employee shall receive premium overtime, of time and one half (1-1/2) times their wage for all hours worked (i) in excess of ten (10) hours on any given day; and (ii) in excess of forty (40) hours in any given week. Double time will be paid for all hours worked in excess of fifty (50) hours in any given week.
- (d) Overtime and shift premiums will not be pyramided.
- (e) An employee who is designated to start work before 6:00 a.m. will receive eighty-five cents (\$.85) premium for each hour worked before 6:00 a.m., ninety cents (.90) effective January 1, 2006 and ninety-five cents (\$.95) effective January 1, 2007.; and an employee designated to start work after 10:00 a.m. but before 6:00 p.m. will receive a fifty cents (\$.50) premium for each hour worked in that shift, fifty-five cents (\$.55) effective January 1, 2006, sixty cents (\$.60) effective January 1, 2007, and fifty-five cents (\$.55) for each hour worked on a shift starting on or after 6:00 p.m., but before 4:00 a.m., sixty cents (\$.60) effective January 1, 2006 and sixty-five cents (\$.65) effective January 1, 2007.
- (f) When an employee is scheduled to work and does work on one of the statutory holidays outlined in Article 16.01 (a)(ii) of the Collective Agreement, they shall receive in addition to ten (10) hours holiday pay, time and one half (1-1/2) their wage rate for all hours worked on the paid holiday.
- (g) When the employee is not scheduled to work and does not work on one of the statutory holidays, they shall receive a day declared in lieu at the discretion of the Corporation.
- (h) When there is mutual agreement, the employee may take a lieu day during the arena season and it will be a ten (10) hour lieu day and when there is a mutual agreement the employee may take a lieu day after the arena season and it will be an eight (8) hour lieu day.
- (i) When the employee is scheduled to work on a statutory holiday and does not work because the arena is closed and no work is available, the employee shall receive the equivalent of their regular days pay.
- (j) Double time will not be paid for statutory holidays observed on Sundays.

- (k) On December 24th, arrangements will be made by altering the starting time of the shifts to ensure that each employee scheduled to work that day works a full ten (10) hour shift.
- (l) Vacation shall be calculated in hours, not days. A week's vacation of forty (40) hours will be four (4) days of ten (10) hours if taken during the arena season.

ARTICLE 14 - OVERTIME

14.01 - An employee shall receive premium overtime of

(a) time and one-half (1 1/2) their wage rate for all hours worked

- (i) in excess of scheduled daily hours; and
- (ii) on Saturday if they are not scheduled to work on Saturday;
- (iii) on the first and third days of scheduled days off, except in the Arenas on start-up of operations when such days are worked as a result of a change in shift schedule.

(b) double their regular wage rate for all hours worked

- (i) on Sunday, if Sunday is not part of their scheduled work week; and for all hours worked on Sunday on jobs other than those for which they are scheduled;
- (ii) after sixteen (16) consecutive hours; or after sixteen (16) hours in a period of twenty-four (24) hours commencing with the starting time of the employee's regular shift;
- (iii) after eight (8) hours of overtime at time and one half if they are not scheduled to work.;
- (iv) on the second day of scheduled days off, except in the Arenas on start-up of operations when such days are worked as a result of a change in shift schedule.

(c) Each day shall be identified in the ordinary calendar sense, commencing and ending with midnight, except where a shift, Monday to Friday, extends into the next calendar day and is identified with the day in which it commences.

(d) Unless otherwise provided, a week shall comprise seven (7) consecutive calendar days, beginning at 2400 hours on Saturday. The vacation week shall comprise seven (7) consecutive calendar days, commencing at the end of the employee's last scheduled shift preceding the vacation.

(e) An employee off work on WSIB Benefits, Short or Long Term Disability, shall not be deemed available for overtime after their last normal (regular) shift of work and not before their normal starting time on the day they

return to work.

- (f) An employee off work on Compassionate Leave or Personal Leave of absence shall not be deemed available for overtime. The employee may request, in writing, stating the time they will be deemed available on the final day of leave.
- (g) Should an employee elect to take a personal leave of absence on Corporately scheduled day(s) of closure they will be eligible to be contacted for overtime purposes in accordance with overtime call-in procedures.

14.02 - Overtime premium and shift premium shall not be pyramided.

14.03 –

- a) It is understood that overtime opportunities shall be distributed as equitably as practicable among all employees who normally perform the job classification in the department by overtime lists created.

Call out lists will be posted at each major work location, listing the employees eligible and qualified for overtime in order of seniority at that location.

Work location is defined by:

- Transportation and Environmental Services – Lake Street Yard
 - Parks, Recreation and Culture Services – Geneva Street Yard
 - Victoria Lawn Cemetery – Queenston Street Yard
 - Arena/Pool Operations
 - Custodial Operations
- b) Overtime shall be distributed within each department, insofar as is practical, with the first opportunity to the employees who normally perform the work (subject to Section 2.03) on the basis of lists posted at each major location, listing by classification, employees working at or from that location. The last person called shall be marked. Lists are to be kept up daily.
 - (i) First backup in any classification shall be called in rotation on the basis of a list made up by seniority of employees within that section.
 - (ii) Second backup in any classification shall be called in rotation on the basis of a list made up by seniority of employees from the other sections and departments.
 - c) Opportunities for overtime for winter control shall be distributed by the Corporation on the basis of lists specific for winter control operation. These lists will take into account specialized pieces of equipment as determined by the Corporation.

14.04 - Employees will not be required to suspend work during regular working hours in order to circumvent the payment of overtime rates, nor to work split shifts as a result of emergencies.

14.05 - An employee shall not be asked to work more than sixteen (16) consecutive hours except in the case of an emergency.

14.06 - Commencing with the first pay period following the signing of this Agreement, and at the option of the employee registered in writing and subject to renewal effective the first pay period of each year, the employee must deposit all overtime pay earned in their overtime bank.

The employee will not be allowed to bank time after the 31st of August of each year, and once the employee elects not to deposit their overtime pay in the overtime bank they cease the right to bank any further overtime.

Contributors may withdraw time from the bank subject to operational requirements as determined by the Corporation as time off for personal business and each hour of banked time used will be paid out at the employee's rate of pay at the time the pay was banked. Any credits unclaimed at the end of the calendar year shall also be paid to the employee at the rate of pay at the time the pay was banked.

14.07 - An employee who is entitled to overtime and who misses out on this overtime because of an error in the call out (not through any fault of their own) which results in someone else working the overtime will be paid as if they had worked the same hours as the employee who did receive the overtime.

ARTICLE 15 - VACATIONS

- 15.01** - (a) The vacation runs from January 1st to December 31st.
- (b) Vacation entitlement in days is based on the number of years of service on December 31st of the vacation year.
- (c) A regular employee shall receive a vacation and vacation pay on the following basis:

Years of Service by December 31st	Vacation	Vacation pay as a % of Earnings in the year ending December 31st
Up to 1 year	1 day per month, up to a maximum of ten (10) days	4%
1 yr. but less than 3 yrs.	2 weeks	4%
3 yrs. but less than 10 yrs.	3 weeks	6%
10 yrs. but less than 17 yrs.	4 weeks	8%
17 yrs. but less than 25 yrs.	5 weeks	10%
25 yrs. but less than 27 yrs	6 weeks	12%
Twenty-seven (27) years and thereafter – 6 weeks plus one (1) day for each additional year of completed service to a maximum of five (5) days.		

Vacation pay will be provided at the time vacation is taken by the employee. Any adjustments shall be made following December 31st and no later than January 15th

A casual employee shall receive vacation and vacation pay in accordance with The Employment Standards Act.

A vacation may not be taken and vacation pay may not be paid during paid sick leave (S.T.D. or L.T.D.) or while collecting WSIB benefits.

15.02 - In calculations under Section 15.01, "earnings" shall

- (a) (1) for an employee who has been absent under WSIB as a result of an accident incurred as an employee of the Corporation; and
- (2) for an employee who is on authorized but unpaid sick leave, include an amount equal to their average weekly earnings during the balance of the year, for each complete week of absence so caused, subject to a maximum of thirteen (13) weeks in any twelve (12) month period.
- (b) An employee who as a result of the calculation applied in 15.02 (a) (1) & (2) would not receive pay for their vacation period will be given the option of either taking the vacation without pay or forfeiting the vacation time and returning to work. If the employee receives partial pay for the vacation day, they will take the complete day off.
- (c) Employees who do not work and are not paid during the qualifying period of January 1st to December 31st in any given year will not receive any vacation pay for that period.

In no case shall the vacation pay payable to an employee due to this Section 15.02 exceed the amount payable under Section 15.01.

15.03 - The following procedures shall be followed, subject to the provisions of The Employment Standards Act, as appended.

- (a) For the vacation period January 1st – April 30th employees must submit their vacation requests by November 15th of the previous year. For the vacation period May 1st – December 31st employees must submit their vacation request by March 15th. The employer shall set the vacation periods, taking into account the wishes of the employees on the basis of seniority, and shall post the vacation schedule two weeks prior to the set vacation period. Employees may request reallocation of approved vacation from their supervisor. Requests will be considered factoring in operational needs.
- (b) An employee entitled to up to two (2) weeks vacation shall subject to subsection (a) above, be entitled to take the vacation at one (1) time during the period from May 1st to October 31st, but in any case the employee shall be given such vacation not later than ten (10) months after the end of the year for which the vacation was given. This shall not prevent an employee from receiving a three (3) week or four (4) week vacation at one time if it can be arranged by the department concerned.
- (c) An employee may, on the vacation list referred to above, request deferment of their current year's vacation entitlement in excess of two (2) weeks to the following calendar year.

The deferred vacation time may be taken consecutively with their regular vacation or may be taken at any time subject to subsection (a) above in the calendar year following the year in which the vacation was given.

- (d) Employees shall take their full vacation entitlement in a maximum period of two (2) years and will have the vacation scheduled at the end of the second year by the Corporation if such vacation is not scheduled by the employee.
- (e) The vacation week shall comprise seven (7) consecutive calendar days, commencing at the end of the employee's last scheduled shift preceding the vacation.
- (f) No vacation shut-down will be scheduled without prior consultation with the Union.

15.04 –

- (a) An employee whose employment is terminated during the year shall be entitled to receive vacation pay at the same percentage of their earnings as if they had completed the year, unless they have quit without giving seven (7) working days prior notice of termination, when they will be paid in accordance with The Employment Standards Act.
- (b) In the year of retirement, and in the event of the death of an employee, the full vacation entitlement for the year shall be granted, the payment for a deceased employee being made to the employee's designated beneficiary or to the employee's estate.

15.05 - An employee incapacitated by illness or injury while on vacation shall, on the production of evidence satisfactory to the Corporation, have their vacation time reinstated in accordance with Corporation Policy. An employee, who is required to appear for Jury Duty or is requested by the Corporation to appear as a witness in a Court proceeding or is subpoenaed to appear in court during their vacation period, shall have their lost vacation time reinstated.

15.06 - For the purposes of calculating years of service for vacation purposes under Article 15, casuals who are hired as regular employees and who have no break in service will have their start date as a casual used for calculating years of service.

Employees who were hired as casuals and who were laid off and then re-hired will have the date of re-hire used for calculating years of service.

ARTICLE 16 - PAID HOLIDAYS

16.01 - Each employee shall be entitled to a holiday with pay on each of the following days, or a day declared in lieu thereof, or shall receive the equivalent of their regular days pay, at the discretion of the Corporation. Employees on temporary upgrades will be paid the daily standard wage of the classification of the upgrade, only after the employee has worked ten (10) or more consecutive days in that classification, provided

- (i) they work their scheduled working days next preceding and next following the holiday, unless excused in writing by their Division Head or is otherwise entitled to be paid for such preceding or following days, or would be, except for the application of Section 23.02, and;

(ii) they have worked in the week in which the holiday is observed.

New Years Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Boxing Day
Canada Day	Christmas Day

A floater holiday shall be provided for Remembrance Day, Easter Monday, a Christmas Holiday, and Heritage Day. These holidays will be scheduled by the supervisor in the same manner as vacation requests.

Should the Corporation decide to grant a days pay in lieu of a holiday; it will give prior notice and opportunity of discussion to the Union.

16.02 - An employee who is scheduled to work on the day of observance of one (1) of the paid holidays;

- a) and who works on such paid holiday, shall receive in addition to the pay provided in Section 16.01
 - i) time and one-half (1 1/2) their wage rate for all hours worked on the paid holiday, unless
 - ii) the paid holiday is observed on a Sunday, in which case they shall receive double time their wage rate for all hours worked on the paid holiday.
- b) and who does not work on such paid holiday, shall not receive the pay provided in Section 16.01 unless excused in writing by the Division Head.
- c) An employee who is not scheduled to work but who is called in to work on the day of observance of a paid holiday shall be paid at two (2) times their wage rate for all such hours worked.

Consideration will be given to a day off with pay in lieu, consecutive with normal working days off; and such day shall not be later than the employee's next annual vacation, and such lieu day substituted shall be the paid holiday for that employee.

16.03 - If a paid holiday is observed during an employee's vacation, such employee shall be given another days vacation with pay at a time subject to suitable arrangements being made.

ARTICLE 17 - COMPASSIONATE LEAVE

17.01 - An employee will be granted

- (a) up to five (5) consecutive days leave of absence with pay on the death of a spouse, child, father, mother, brother, sister; grandchild and
- (b) up to three (3) consecutive days leave of absence with pay to attend the funeral of other immediate relatives, which shall include:
 - (i) the employee's mother-in-law, and father-in-law.
 - (ii) a person who is a blood relative of the employee or the employee's

spouse, and normally resident in the employee's household;

- (c) one (1) day leave of absence with pay to attend the funeral of a sister-in-law, brother-in-law, grandparent, aunt or uncle, son-in-law, daughter-in-law and spouse's grandparents.
- (d) one (1) day leave of absence with pay to attend the funeral as a pall bearer.
- (e) In recognition of the fact that circumstances which call for bereavement leave are based on individual circumstances, upon an employee's request, the Department Head, on consultation with the Director of Corporate Support Services, may grant additional paid bereavement leave.
- (f) Casual employees will be granted leave of absence in accordance with the above and seniority shall be accumulated during such leave as though it was time worked.
- (g) If death occurs in an employee's immediate family as described in 17.01 (a) and (b) while the employee is on vacation, they shall be granted the appropriate compassionate leave and have their lost vacation time reinstated.
- (h) Where the rites are to take place outside of the initial period of bereavement the employee may save one (1) or more days received under this article to attend.

17.02 - An employee shall not be entitled to the benefits of Section 17.01 when they do not attend the funeral of the immediate relative or fails upon request to furnish the Corporation with reasonable proof of death and of their attendance at the funeral.

17.03 - An eligible employee unable by reason of time and/or distance to attend the funeral as above shall be allowed one (1) day leave of absence with pay in lieu.

ARTICLE 18 - SHIFT PREMIUMS

18.01 - Employees working a shift other than a standard day shift shall receive a premium of:

- (a) \$.65 cents for each hour worked on a shift starting on or after 10:00 a.m., but before 6:00 p.m.
- (b) \$.70 cents for each hour worked on a shift starting on or after 6:00 p.m., but before 4:00 a.m.
- (c) \$1.00 for each hour of a day shift worked before 6:00 a.m.

18.02 - An employee whose regular work schedule requires them to work on six (6) or seven (7) consecutive days shall receive a premium of sixty-five (\$.65) cents per hour for all hours worked on the sixth (6th) or seventh (7th) day. Employees involved in Arena start-up operations who are required to work six (6), seven (7), eight (8), nine (9), or ten (10) consecutive days shall be paid the foregoing premium for all such hours

worked.

ARTICLE 19 - TRANSFERS (TEMPORARY)

19.01 - An employee who is transferred from their classification

- (1) if the rate of their new classification is higher than that of their classification, shall receive the rate for the new classification after working in it for one (1) hour;
- (2) if the rate of their new classification is lower than that of their classification, shall receive:
 - (a) the rate of their old classification
 - i. if the transfer is made by the Corporation when work is available for them in their classification.
 - ii. at the end of a seasonal operation which operates more than six (6) months in twelve (12);
 - iii. if the transfer is for reasons other than those in subsection 1 and 2, for a period of one (1) week ; and after such one (1) week , the rate of their new classification.
 - (b) the rate of their new classification after working in it one (1) hour, if the transfer is made at the request of the employee.

ARTICLE 20 - CALL-IN PAY

20.01 - An employee who is called in for work outside their standard hours other than for scheduled overtime work, shall be paid either

- (a) a minimum of four (4) hours at straight time; or
- (b) at their applicable overtime rate for the time worked on the call-in whichever is the greater.

20.02 - An employee who fails to report for call-in duty at the time specified, or within one (1) hour of being called, whichever is the later, shall not be eligible for the benefits of Section 20.01 except under conditions acceptable to the Division Head.

ARTICLE 21 - PAY ON DAY OF INJURY

21.01 - An employee, who is injured while in the course of their employment at work and is unable to continue to work because of such injury, shall be paid at the rate at the time of injury for the balance of their regular shift.

21.02 - An employee who has received payment under Section 21.01 shall receive pay for regularly scheduled time necessarily spent at the doctor's office for further medical treatment of the injury during working hours subsequent to the day of the accident.

21.03 - In the event that an employee who has been injured while on duty for the Corporation is unable to perform their normal duties on their return to work, they shall be given fair consideration for any work which is available which they can perform to the satisfaction of the Corporation, and their rate of pay shall be the rate for that classification or their rate of pay at the time of injury, whichever is greater.

ARTICLE 22 - EMPLOYEE INSURANCE PROGRAM

22.01 - The Employee Insurance Program shall consist of:

Item 1 - Employer Health Tax or its successor;

Item 2 - Green Shield Semi-Private Hospital Supplement, or equivalent;

Item 3 - Subject to the requirements of the insurer that the employee must be actively at work on the effective date, group life insurance and accidental death and dismemberment insurance, each in an amount equal to two (2) times the basic annual wages to the next higher \$500.00, adjusted effective on the first day of the next month following any changes in personal coverage, but adjustments arising from the terms of a new or revised agreement shall be made effective as soon as possible after the signing of the terms of settlement, or coincidental with any general rate adjustments provided for in the terms of the Agreement; and a paid-up policy on normal retirement in the amount of \$6,000.00;

Item 4 - Green Shield for Hospital Care Extended Health Benefits Plan (\$25/\$50 deductible), or equivalent, with the following riders:

- **Prescription Eyewear** - \$400 per person every twenty-four (24) months for prescription eyewear.
- **Eye examinations** - Maximum of \$75.00 every twenty-four (24) months.
- **Hearing Aids** - \$600.00 for hearing aids per year for employee and \$400.00 for each dependant per year.
- **Chiropractic** - \$25.00 per visit to a maximum of \$300.00 per person per year.
- **Massage Therapy** - \$25.00 per visit to a maximum of \$300.00 per person per year.
- **Physiotherapy** - \$40.00 per visit for employee and \$20.00 per visit for dependants on the referral of a medical practitioner effective upon ratification.
- **Drug Plan** - Drug Formulary 3, which eliminates over the counter drugs and provides for automatic generic substitution where there is no difference in therapeutic value.
- **Orthotics** – two (2) pairs per calendar year to a maximum benefit of \$400.00 per year per person.
- **Private Duty Nurse** – maximum of seventy-five (75) shifts per calendar year.

Item 5 - Green Shield Dental Care Plan, or equivalent, on a one (1) year lag for the Ontario Dental Association schedule of fees for all subsequent years, with a preventative oral recall examination and preventative services occurring once every 9

months for persons over the age of twelve years and once every 6 months for persons twelve years and younger.

The Corporation will provide a benefit that will cover Dentures, Orthodontic Services, crowning and capping. This benefit will be 50/50 co-insured to a maximum of \$2,000 lifetime per eligible person, meaning a maximum claim of \$4,000 per insured.

Item 6 - Long-Term Disability Insurance for employees eligible under Article 23 and the terms of the insurance with a two (2) year "return-to-own occupation" clause.

Item 7 - The benefits listed in 22.01 Item #2, Item #4 and Item #5 will be covered for spouse and dependent children until the end of the twenty-fourth (24) month after the death of the employee or the date that the employee would have turned 65 years of age, whichever is earlier.

Item 8 – Benefits for employee only who works full time past age sixty five (65).

- Basic Dental
- Drugs – only those allowed under the Ontario Drug Benefit Plan
- Vision and Eye examination coverage as per Item 4
- Paid up \$6,000 life insurance policy at age 65.

22.02 - Participation for eligible employees shall be on the following basis:

Item 1 - in accordance with Employer Health Tax or its successor;

Items - 2, 3, 4 and 5 - Optional;

Item 6 - Mandatory.

22.03 - Employees shall be eligible for enrolment:

- (a) for Items 1 and 2 on employment;
- (b) for Items 3, 4, 5 and 6 on attaining seniority, if a regular employee.

22.04 - The Corporation shall pay, for each participating employee who has attained seniority as a regular employee, all of the cost of all of the items, and for each participating employee who has attained seniority as a casual employee, all of the cost of Items 1 and 3. Items 2 and 4 are to be made available on an optional basis at the employee's cost and Item 5, without the Dentures, Orthodontic, Caps and Crown Rider to be made available at the Employer's cost, except that an employee;

- (a)
 - (i) - on disability benefits under Workplace Safety and Insurance Board Act, for a period not in excess of eighteen (18) months, or
 - (ii) - on authorized leave of absence.
- (b) an employee laid off or terminated shall cease to qualify for the above benefits at the end of the calendar month in which they are laid off or terminated; however, where a layoff is of a temporary nature, the person laid off may continue under the Program by paying the total cost to the

Corporation by the fifteenth (15th) day of each month.

22.05 -A regular employee covered by the Employees Insurance Program is subject to co-ordination of benefit payments, where an employee or spouse has coverage under more than one benefit plan. The employee agrees to disclose any benefit coverage by which they or their spouse are covered, that duplicates the coverage of this plan. The employee is responsible for promptly informing the Corporation of any change in the employee's eligibility or that of their dependents for coverage under the insurance plans.

22.06 - The Corporation may at any time substitute another carrier for any of the benefits in Article 22, provided that the benefits conferred thereby are equivalent to existing benefits, and there is no increase in the premium cost to an employee. Such substitution will not occur in less than sixty (60) working days written notice to the Union.

When such notice is provided, the Corporation will meet with the Union to discuss the changes.

ARTICLE 23 - SICK LEAVE PLAN

23.01 - Short Term Disability

- (a) Each regular employee will be paid their full pay during the first three (3) weeks of absence due to illness or accident. Employees will be paid for an additional week and one half for each year of service to a maximum of seventeen (17) weeks at one hundred per cent (100%) of their regular pay.

Employees absent in excess of the period for which they are entitled to receive one hundred per cent (100%) of their regular pay will receive seventy-five per cent (75%) for that period until seventeen (17) weeks are completed, and deductions for C.P.P., E.I. and OMERS will continue during this seventeen (17) week "Short-Term" disability period.

- (b) During the "Short-Term" period of disability, periods of disability separated by less than two (2) weeks of active employment will be considered the same period of disability unless disability is due to unrelated causes. During the "Short-Term" disability period, the employee's benefit plans will be continued.
- (c) Short-term disability will be paid out at the employee's standard daily wage.
- (d) There will be no deduction in pay for the first hour for a regular or casual employee to attend a medical or dental appointment.

23.02 - A regular employee who has satisfactorily completed their probationary period, who gives proof satisfactory to the Corporation of disabling illness or non-compensable accident, shall be paid in accordance with Section 23.01 and 23.03.

23.03 - Long-Term Disability

- (a) Continued disability beyond seventeen (17) weeks will be deemed to be long-term disability. Pay will continue to be maintained at seventy-five per cent (75%), either through the Long-Term Disability Insurance Plan or by the Corporation.

Payments for weeks seventeen (17) to twenty-six (26) inclusive, will be the responsibility of the Corporation, while payments for weeks twenty-seven (27) and on will be the sole responsibility of the Disability Insurance Plan; and individuals must meet the qualifying conditions of the plan.

On commencement of long-term disability, C.P.P. and E.I. deductions will be suspended and the employee will apply for C.P.P. long-term disability benefits. Similarly, the employee will file for disability claim under OMERS, either for waiver of premium or disability pension benefits. Any long-term disability benefits will be reduced by disability benefit payments received under C.P.P., OMERS, or from W.I.S.B., so that total benefits do not exceed seventy-five per cent (75%) of regular pay.

During the long-term disability period, insurance plans as outlined in Section 22.01, will be continued on behalf of the employee by the Corporation. Long-term disability income benefits will not extend beyond age sixty-five (65).

- (b) Long-Term Disability Insurance Plan, when in effect, will provide seventy-five per cent (75%) of income, based on own occupation for a minimum period of two (2) years.
- (c) Employees off on L.T.D. for thirty (30) months or greater will have their seniority date frozen at the end of the thirty (30) months.
- (d) Long Term Disability will be paid out at the employee's standard daily wage.

23.04 - For purposes of this Article:

- (a) "non-compensable accident" shall be deemed to mean
 - (1) - an accident suffered on the job for which compensation in lieu of wages is not received from The Workplace Safety and Insurance Board, including disallowance because of the Board's requirements for a minimum period of disability; and
 - (2) - an accident suffered other than while at work.
- (b) "standard daily wage" shall be the product of the employee's basic hourly rate in their normal classification multiplied by their standard number of daily hours.

Employees on temporary upgrades, who use the sick leave plan, will be paid the daily standard wage of the classification of the upgrade only after the employee has worked (10) ten or more consecutive working days in that classification and will be eligible for the upgraded pay for a time equal

to the number of days that they worked in the upgraded classification.

23.05 - Whenever the Corporation requires an employee to produce a medical certificate; the Corporation will reimburse the employee any reasonable costs for such a certificate, provided a receipt from the physician accompanies such certificate.

ARTICLE 24 - PENSIONS

24.01 - The Corporation shall continue the pension plan under the Ontario Municipal Employees Retirement System, as amended from time to time.

24.02 - The Corporation agrees to pay until the age of sixty-five (65), the cost of Items 1, 2, 3, 4 and 5 contained in Article 22.01 for employees who retire using the OMERS 90 Factor. This undertaking shall be subject to the Corporation's authority under the laws of the Province of Ontario to make such an agreement.

ARTICLE 25 - EMPLOYMENT

25.01 - Without restricting its right to determine the methods by which municipal services are to be provided, the Corporation agrees that if the introduction of new equipment, the contracting out of services, the planned cessation of operations, or local government re-organization resulting from a decision of the Corporation makes it necessary to displace employees with more than one (1) year's seniority, no such employee shall be laid off or have their employment terminated, unless they cannot be employed satisfactorily either through the normal exercise of their seniority or after reasonable on-the-job training for a vacancy that arises in the unit during the period of notice.

The period of notice under any of the foregoing circumstances shall be a minimum of six (6) months. Should termination occur under this Section, a severance allowance shall be paid in an amount which shall equal two (2) weeks' salary for each completed year of service to a maximum of twenty-six (26) weeks. Payment shall not be made more than once for the same years of service.

25.02 - Should the Corporation merge, amalgamate, or combine any of its operations or functions with another municipality, the Corporation will endeavour to arrange, where practical, for the retention of seniority rights, salary and wage levels for each employee of the Corporation who thus becomes an employee of such other municipality.

25.03 - Should a function be removed from the jurisdiction of the Corporation by a decision of another authority, the Corporation will use its best efforts to ensure an opportunity for the employees affected to transfer with the function; but should an affected employee elect to remain with the Corporation, the employee's rights shall be those provided for in the event of a reduction of staff.

25.04 - The Corporation shall post notice of any forthcoming training courses and experimental programs for which employees may be selected in order that interested employees shall be aware of the type, duration, location and required qualifications of the course and be able to make application therefore. Such notices shall be posted for a minimum of three (3) weeks. Selection of candidates for training shall be in accordance with Article 10.05.

25.05 -

- (a) Contracting out is defined as the carrying out of work by a firm or a private contractor, which work was formerly done by the Corporation itself, utilizing its own regular staff and work crews.
- (b) It is recognized that certain services have in the past been contracted out and that the Corporation shall continue this practice without reference to the procedures discussed herein; however, garbage collection and tree removal shall be subject to the provisions below, commencing with proposals for 1982 operations.
- (c) If the Corporation intends to contract out any service which will result in the reduction of the number of regular employees of the Corporation, the following shall occur:
 - (i) - The Corporation shall give notice to the Union, sixty (60) working days in advance of the date the Corporation expects to consider a proposal to contract the service.
 - (ii) - The Union may concur with the arrangement or prepare an alternate proposal. The Department Head shall meet with the Union within ten (10) working days of the notification for the purpose of discussing the proposed matter of contracting out. Information with respect to contracting out shall be made available to the Union at this time.
 - (iii) - Where the Union and departmental management do not reach a common understanding, the management will present the Union's proposal to City Council or a committee thereof, along with the management proposal. This does not preclude the Union from requesting a delegation to appear before Council.
 - (iv) - The decision of Council shall be final and binding and there shall be no recourse to any grievance or arbitration procedures.

ARTICLE 26 - SAFETY AND HEALTH

26.01 - The Corporation will continue to make adequate provision for the safety and health of employees during the hours of their employment.

26.02 -

- (a) Each supervisor and each employee shall be responsible for safe working practices and safe working conditions.
- (b) It shall be the responsibility of each supervisor to encourage and enforce safe working practices, and it shall be the responsibility of each employee to report unsafe working conditions and practices to their supervisor. Meetings of departmental supervision and staff to discuss safety matters shall be held as expeditiously as possible, and in any event within the week. The local Union Steward may be present at and participate in such meetings if their presence is deemed desirable by either party.

- (c) Safety recommendations submitted to the Corporation by the Union representatives will receive prompt and serious consideration with the aim of eliminating as far as practical, unsafe working conditions, unsafe working practices and other hazards to safety or health of employees during working hours.
- (d) A Union representative shall be paid for time spent in Safety Committee meetings.

26.03 – First Aid equipment will be provided on all trucks, and at other strategic locations, by the Corporation.

26.04 - The Corporation shall designate from time to time employees who shall be given, and who shall undertake, basic first aid training selected by the Corporation, which shall be conducted during the normal hours of employment, insofar as is practicable, and the employee shall not suffer any loss of income thereby.

ARTICLE 27 - PROTECTIVE CLOTHING AND SAFETY EQUIPMENT

27.01 – Both parties agree, following ratification of the 2015-2018 contract, to enter into discussion at Labour Management in regard to protective clothing.

The Corporation will continue its present practices regarding protective clothing and, in addition, will supply

- (a) goggles to persons chipping cement;
- (b) To each man classified as
 - (1) Distributor Operator, two (2) pairs of overalls and one (1) pair of heavy leather boots each year;
 - (2) Tree Climber, Tree Climber Trainee, two (2) pairs of coveralls and one (1) pair of climbing boots each year;
 - (3) Technician, Night Serviceman, Welder, Underground Services Operator, Utilities Worker, Temporary Underground Services Operator, Temporary Utilities Worker and Asphalt Worker, five (5) pairs of clean overalls each week.
- (c) The Corporation agrees to make an annual payment of \$150.00 to each regular employee in January of each year and to each casual employee upon return to employment, who is required to wear CSA-Certified, Grade 1 footwear bearing the green triangle patch and who wears such footwear. Effective January 1, 2009 an annual payment of \$175.00
- (d) two (2) sets of coveralls, of which one pair may be insulated or alternately a $\frac{3}{4}$ length insulated jacket at the discretion of the employee, such clothing to be cleaned and maintained by the employee, but remain the property of the Corporation.

27.02 - The Corporation may discontinue the practices provided for in Section 27.01 if their methods change, or if employees do not comply with reasonable rules in connection therewith.

27.03 - The clothing and safety equipment issued remains the property of the Corporation for which the employee is accountable; and except as otherwise specified, the cleaning and maintenance of the clothing and safety equipment shall be the responsibility of the employee.

27.04 - The Corporation will insure the tools of the licensed vehicle technicians against loss or theft while in use in the Corporation's service.

ARTICLE 28 - JURY DUTY

28.01 - An employee called for jury duty or subpoenaed as a witness in a court of law or other tribunal of competent jurisdiction shall absent themselves from work only to such reasonable extent as shall allow them to carry out such duty. Subject to Article 28.02 the employee shall be paid for their standard hours during such absence, at their standard rate of pay, provided that they pay over to the Corporation their jury fees or witness fees, excluding meal and mileage allowances.

28.02 - Upon receipt of a jury notice or subpoena, the employee shall at the earliest opportunity, advise their supervisor of the receipt of the jury notice or subpoena, the date of absence and the anticipated length of absence if known. The employee, at the time they advise their supervisor, shall elect whether to accept (a) the jury fee or witness fees, or (b) their standard rate of pay as provided in Article 28.01. Under no circumstances shall an employee receive both (a) jury fees or witness fees, and (b) their standard rate of pay.

An employee who is not scheduled to work on any day that they serve shall not be required to deposit any compensation received for that day.

ARTICLE 29 - REST PERIODS

29.01 - Each employee shall receive two (2) fifteen (15) minute rest periods per shift. They shall be as near as is practical to the middle of the two (2) half shifts and shall be scheduled by the Corporation.

ARTICLE 30 - GENERAL

30.01 - The Corporation agrees to the posting of Union notices on bulletin boards. Such notices shall relate to appointments, meetings, elections, and conventions of the Union and Union social and recreational affairs. All such notices shall be submitted to the Director of Corporate Support Services, or their representative who shall arrange for their prompt posting.

ARTICLE 31 - JOB CLASSIFICATION

31.01 -

- (a) The Corporation will supply the Union with a job description for each classification in the Bargaining Unit. The description shall specify the

principal functions of the job, but shall not be construed as a detailed description of all the work requirements inherent in the classification.

- (b) Within thirty (30) working days of receipt of a job description, the Union may request that it be discussed at a meeting between the Corporation and the Union. At such meeting, the Union may have present a representative employed in the classification.

31.02 -

- (a) If the Corporation establishes a new classification, or changes the basic requirements of a classification, or discontinues a classification, the Corporation shall set the pay group for the classification and notify the Union promptly of the particulars and meet with the Union to discuss the job duties.
- (b) If, after the meeting, the parties fail to agree on the grading, if notice is given within thirty (30) working days of the Corporation's final answer, that question may be referred to arbitration, which shall be conducted under a chairman experienced in evaluation, and the Arbitration Board shall use no criteria other than the classifications and pay groups in Schedule "A". The decision of the Arbitration Board shall be final and binding on the parties.

ARTICLE 32 - NOTICES

32.01 - The Corporation will give the Union annual written notice of the names of the supervisory staff.

32.02 - Each employee shall keep the Department Head informed of their current address and telephone number (if any). An employee who does not keep the office informed may lose the benefits of this Agreement regarding notice and may be subject to other discipline.

32.03 - Notice to the parties shall be addressed to:

- (a) City Hall, St. Catharines, in the case of the Corporation, and
- (b) The home address of the official concerned, in the case of the Union, with a copy to the business office at Two Westport Centre, 110A Hannover Drive, Suite 101, St. Catharines, Ontario, L2W 1A4, for information; but the Corporation shall be relieved of any responsibility or liability if the correct address has not been filed with the Human Resources Division.

32.04 – In all instances where written notice to the Union is required under the Collective Agreement, the following individuals shall be notified in writing; President, Chief Steward and Recording Secretary.

ARTICLE 33 - APPLICATION OF AGREEMENT

33.01 - The provisions of Schedule "A" shall be effective from January 1st, 2015 but in no event shall any new or changed provisions apply to persons who left the employ of the Corporation prior to the date of ratification of this Agreement, unless such person

left in the course of normal or disability retirement; and all other provisions which are different from the Agreement which expired December 31st, 2014, shall operate from the date of signing of this Agreement, or as soon thereafter as can be arranged.

ARTICLE 34 - DURATION OF AGREEMENT

34.01 - This Agreement shall remain in force for a period of four (4) years from January 1st, 2015, and thereafter shall continue from year to year, unless not more than ninety (90) or less than sixty (60) working days previous to December 31st, 2018, or any subsequent year, either party gives written notice to the other party that it desires revision, modification, or termination at December 31st following the notice.

34.02 - In the event of notice being given, negotiations with a view to arranging a new Agreement shall begin within fifteen (15) working days.

IN WITNESS WHEREOF the Corporation has hereunto caused its Corporate Seal to be affixed under the hands of its duly authorized officers, and the Union has caused this instrument to be executed by its proper officers hereunto duly authorized, the day and year first above written.

SIGNED, SEALED AND DELIVERED
in the presence of

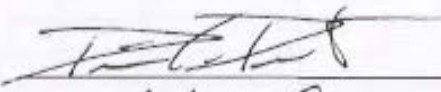
**THE CORPORATION OF THE
CITY OF ST. CATHARINES**




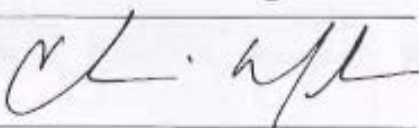
Mayor

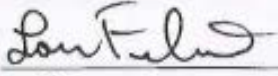

City Clerk

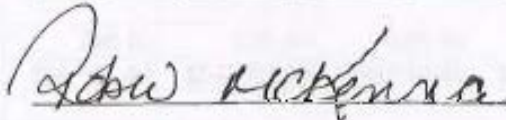
**CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 150**



Robert Cahoon








SCHEDULE "A"

WAGE RATES

GRADE	OCC CODE	CLASSIFICATION	Jan 1, 2015	Jul 1, 2015	Jan 1, 2016	Jan 1, 2017	Jan 1, 2018
1	HR151	Labourer (Casual)	\$21.19	\$21.30	\$21.62	\$21.89	\$22.16
			\$44,075.20	\$44,304.00	\$44,969.60	\$45,531.20	\$46,092.80
2	HR202	Labourer	\$22.53	\$22.64	\$22.98	\$23.27	\$23.56
			\$46,862.40	\$47,091.20	\$47,798.40	\$48,401.60	\$49,004.80
2A	HR201	Caretaker	\$23.10	\$23.22	\$23.57	\$23.86	\$24.16
			\$48,048.00	\$48,297.60	\$49,025.60	\$49,628.80	\$50,252.80
3	HR314	Assistant Greenskeeper	\$23.43	\$23.55	\$23.90	\$24.20	\$24.50
	HR301	Building Custodian	\$48,734.40	\$48,984.00	\$49,712.00	\$50,336.00	\$50,960.00
	HR303	General Maintenance I					
	HR310	Parking System Maintenance					
	HR308	Parks Operator I					
	HR305	Patrol Person					
	HR307	TruckDriver (20,000 GVW and under)					
4	HR403	Driver Watch Person	\$24.03	\$24.15	\$24.51	\$24.82	\$25.13
			\$49,982.40	\$50,232.00	\$50,980.80	\$51,625.60	\$52,270.40
4A	HR404	Gardener I	\$24.37	\$24.49	\$24.86	\$25.17	\$25.48
			\$50,689.60	\$50,939.20	\$51,708.80	\$52,353.60	\$52,998.40
5	HR500	Facilities Maintenance (uncertified)	\$24.68	\$24.80	\$25.17	\$25.48	\$25.80
	HR502	Flusher Operator	\$51,334.40	\$51,584.00	\$52,353.60	\$52,998.40	\$53,664.00
	HR503	General Maintenance II					
	HR518	Mausoleum Service Person					
	HR516	Parking Systems Service Person					
	HR512	Parks Operator II					
	HR505	Roller Operator					
	HR509	Sewer Systems Operator					
	HR508	Sprayer Operator					
	HR407	Stumping Machine Operator					
6	HR511	Greenskeeper	\$25.20	\$25.33	\$25.71	\$26.03	\$26.36
	HR507	Sweeper Operator	\$52,416.00	\$52,686.40	\$53,476.80	\$54,142.40	\$54,828.80
	HR515	Truck Driver - Night Service Person					
	HR514	Truck Driver (over 20,000 GVW)					
	HR601	Water Meter Service Person					
	HR406	Utilities Worker					
	HR517	Traffic Systems Service Person					
7	HR402	Concrete Worker	\$25.89	\$26.02	\$26.41	\$26.74	\$27.07
	HR501	Facilities Maintenance (Certified)	\$53,851.20	\$54,121.60	\$54,932.80	\$55,619.20	\$56,305.60
	HR708	Gardener II					
	HR702	General Maintenance III (Mason, Bricklayer)					
	HR606	Nature Park Operator					
	HR703	Truck Driver Over (Winter Equipment Maint.)					
	HR715	Asphalt Crew Leader					

SCHEDULE "A"

WAGE RATES

GRADE	OCC CODE	CLASSIFICATION	Jan 1, 2015	Jul 1, 2015	Jan 1, 2016	Jan 1, 2017	Jan 1, 2018
8	HR513	By-law Enforcement Officer	\$26.50	\$26.63	\$27.03	\$27.37	\$27.71
	HR604	Hydraulic Backhoe Operator	\$55,120.00	\$55,390.40	\$56,222.40	\$56,929.60	\$57,636.80
	HR802	Truck Driver (over 20,000 GVW) with Radial Boom Derrick					
9	HR902	General Leadhand	\$27.05	\$27.19	\$27.60	\$27.95	\$28.30
	HR907	Facilities Equipment Maintenance	\$56,264.00	\$56,555.20	\$57,408.00	\$58,136.00	\$58,864.00
10	HR906	Arborist I	\$27.77	\$27.91	\$28.33	\$28.68	\$29.04
	HR309	Arena Leadhand	\$57,761.60	\$58,052.80	\$58,926.40	\$59,654.40	\$60,403.20
	HR951	Trades Leader					
11	HR901	General Maintenance IV - Carpenter	\$29.54	\$29.69	\$30.14	\$30.52	\$30.90
	HR904	General Maintenance IV - Electrician	\$61,443.20	\$61,755.20	\$62,691.20	\$63,481.60	\$64,272.00
	HR903	General Maintenance IV - Plumber/Gas Fitter					
	HR905	General Maintenance IV - Metal Worker					
	HR952	Technician					
	HR801	Underground Services Operator					
	HR803	Underground Services Operator - Valve Maintenance					
	HR909	Arborist II					
APPRENTICE RATES							
Plumber							
	HR910	APPRENTICE - START			60%		
	HR911	APPRENTICE - 6 MTH			65%		
	HR912	APPRENTICE - 1 YR			70%		
	HR913	APPRENTICE - 1.5 YR			75%		
	HR914	APPRENTICE - 2 YR			80%		
	HR915	APPRENTICE - 2.5 YR			85%		
	HR916	APPRENTICE - 3 YR			90%		
	HR917	APPRENTICE - 3.5 YR			95%		
	HR918	APPRENTICE -4 YR & COMPLETE CERT OF QUAL			100%		
Technician							
	HR920	APPRENTICE I - START			60%		
	HR921	APPRENTICE II - PASSED SCHOOLING BLOCK			75%		
	HR922	APPRENTICE III - PASSED SCHOOLING BLOCK			90%		
	HR923	PASSED SCHOOLING BLOCK & C OF Q EXAM			100%		

CUPE NEGOTIATIONS - 2015
THE CITY OF ST. CATHARINES and CUPE (LOCAL 150)
Articles Agreed to
July 10, 2015

Schedule "A"

Both parties agree to convene a special Labour Management meeting to review the pay grade for the following classifications:

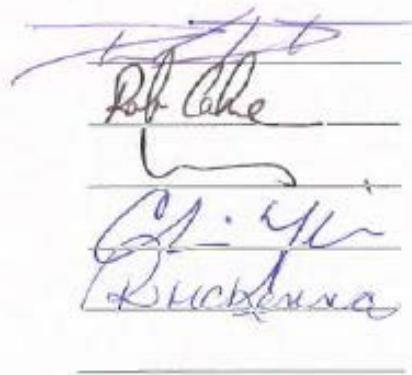
1. Gardener I
2. Greenskeeper

Signed at City of St. Catharines this 10th day of July, 2015

For the City:


The City's signature block contains five handwritten signatures in blue ink, each written over a horizontal line. The signatures are: 1. A large, stylized signature. 2. A signature that appears to be "T. Saw". 3. A signature that appears to be "Ding". 4. A signature that appears to be "Dan Cella". 5. A signature that appears to be "D. [unclear]".

For the Union:


The Union's signature block contains three handwritten signatures in blue ink, each written over a horizontal line. The signatures are: 1. A signature that appears to be "Rob Lake". 2. A signature that appears to be "G. Yli". 3. A signature that appears to be "R. [unclear]".

1. Cemetery

- Each employee up to a total of five (5) employees shall be paid six dollars (\$6.00) per hour for time spent on disinterment.
- Labourers operating jackhammers while opening graves; or labourers operating tampers shall be paid an allowance of twenty (\$.20) cents per hour for each hour so worked

2. Works

- Labourers operating jackhammers, tampers, steam jennies, or concrete saws, or raking asphalt, shall be paid an allowance of twenty (\$.20) cents per hour for each hour so worked.
- Labourers operating rollers with a weight of one ton or less shall be paid twenty (\$.20) cents per hour for each hour, while so assigned.
- Operators assigned to direct trainees will receive seventy-five (\$.75) per hour while so assigned.
- Technicians will receive fifty (\$.50) cents per hour, for all hours worked, in lieu of a tool allowance.
- For all certificates required by the Corporation, the Corporation will reimburse the cost of the certificate renewal.

3. Recreation and Community Services

- Facilities Maintenance (Certified) = "B" Ticket and Certified Pool Operator ORFA. To become a Facilities Maintenance (Certified) the employee must possess both certifications
- Facilities Maintenance (Uncertified) = no "B" Ticket or Certified Pool Operator ORFA Licence.

SCHEDULE "B" – HOURS OF WORK

TRANSPORTATION & ENVIRONMENTAL SERVICES

<u>Group</u>	<u>Starting</u>	<u>Stopping</u>	<u>Days</u>
<u>Caretakers – City Hall and Service Centre</u>			
- Days	7:00 a.m. (with 30-minute unpaid lunch)	3:30 p.m.	Mon-Fri
- Afternoons	12:00 noon (with 20-minute paid lunch)	8:00 p.m.	Mon-Fri
- Nights	3:30 p.m. (with 20-minute paid lunch)	11:30 p.m.	Mon-Fri
<u>Cemetery</u>			
	8:00 a.m. (with 30-minute unpaid lunch)	4:30 p.m.	Mon-Fri
<u>Community Centres</u>			
	7:00 a.m. (with 30-minute unpaid lunch)	3:30 p.m.	Mon-Fri
<u>Equipment Maintenance</u>			
<u>Service Centre</u>			
	7:00 a.m. (with 20-minute paid lunch)	3:00 pm.	Mon-Fri
	7:30 a.m. (with 20-minute paid lunch)	3:30 p.m.	Mon-Fri
	11:30 p.m. (with 20-minute paid lunch)	7:30 a.m.	Mon-Fri (Winter)
<u>Recreation & Community Services</u>			
	7:00 a.m. (with 20-minute paid lunch)	3:00 p.m.	Mon-Fri
	7:30 a.m. (with 20-minute paid lunch)	3:30 p.m.	Mon-Fri
	11:00 a.m. (with 20-minute paid lunch)	7:00 p.m.	Wed-Fri
	7:00 a.m. (with 20-minute paid lunch)	3:00 p.m.	Sat-Sun
<u>Operations</u>			
Truck Driver – Winter Control	11:30 p.m. (with 20-minute paid lunch)	7:30 a.m.	Mon-Fri
December – mid March	5:30 a.m. (with 20-minute paid lunch)	1:30 p.m.	Mon-Fri
Operations – General	7:30 a.m. (with 20-minute paid lunch)	3:30 p.m.	Mon-Fri
Parking	6:00 a.m. (with 20-minute paid lunch)	2:00 p.m.	Mon-Fri
Downtown Street Maintenance	4:00 a.m. (with 20-minute paid lunch)	12:00 noon	Mon-Fri

SCHEDULE "B"
PARKS, RECREATION & CULTURE SERVICES

WINTER ROUTINE

<u>FUNCTION</u>	<u>APPROXIMATE PERIOD</u>	<u>APPROXIMATE TIME SCHEDULE</u>
ARENA, POOLS AND BEACHES Arenas		5:15 a.m. - 3:15 p.m. 3:00 p.m. – 1:00 a.m. 7:30 a.m. - 5:30 p.m. Monday – Sunday (make-up day – straight 10 (ten) hours)
Burgoyne Arena	August – May	8:00 a.m. – 4:00 p.m. (straight eight (8) hours)
Senior Arena Maintenance and Facilities Maintenance (All Arenas)	August – May	5:30 a.m. – 3:30 p.m. 3:30 p.m. – 1:30 a.m. 7:30 a.m. – 5:30 p.m. (make-up day – straight 10 (ten) hours)
Arena & Pool Maintenance	September – May	5:30 a.m. – 3:30 p.m. (Tuesday – Friday – straight 10 (ten) hours 3:30 p.m. – 1:30 a.m. (Saturday-Tuesday – straight 10 (ten) hours)

SUMMER ROUTINE

Arena and Pool Maintenance	May – August	7:00 a.m. – 3:00 p.m. (Monday-Friday – straight eight (8) hours) 6:00 a.m. – 2:00 p.m. (Thursday-Monday – straight eight (8) hours)
Senior Arena Maintenance and Facilities Maintenance	May – August	7:00 a.m. – 3:00 p.m. (Monday-Friday – straight eight (8) hours)
Golf Course	April - May September - November May - September	7:00 a.m. – 3:30 p.m. 7:00 a.m. – 3:30 p.m. 6:00 a.m. – 2:30 p.m.
Sports Parks, Forestry and Passive Parks	April – September	7:00 a.m. – 3:00 p.m. (straight eight(8) hours)
Horticultural – Day Shift	April – September	6:00 a.m. – 2:00 p.m. (Monday – Friday)
Horticultural – P.M. Shift	April – September	1:45 p.m. – 9:15 p.m. (Wednesday-Friday) 7:00 a.m. – 4:00 p.m. (Saturday) 7:00 a.m. – 3:30 p.m. (Sunday)

GENERAL

Unless otherwise designated		7:30 a.m – 3:30 p.m. (straight eight (8) hours)
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Letter of Understanding

Between

The Corporation of the City of St. Catharines
(Hereinafter referred to as "The Corporation")

And

Canadian Union of Public Employees
Local 150
(Hereinafter referred to as "CUPE Local 150")

The Corporation and CUPE Local 150 Negotiating Committee agree to form a special committee whose mandate will be to review various options towards implementing a mass call out for overtime purposes. Both parties agree to enter into a trial based upon recommendations put forward by the committee.

The purpose of the trial is to determine a method and process by which employees are to be contacted for overtime for lists other than primary overtime lists and ensuring effective operations for the citizens of St. Catharines.

The committee will develop a resolutions' clause whereby all concerns relating to the trial will be dealt with at the committee level. The clause will include a procedure for reverting to existing language in Article 14.03 if the trial proves to be unsuccessful.

Article 14.03 language will remain in the Collective Agreement; however, this Letter of Understanding will have precedent, unless either party decides to withdraw from the trial.

Article 14.03 reads as follows:

- a) It is understood that overtime opportunities shall be distributed as equitably as practicable among all employees who normally perform the job classification in the department by overtime lists created.

Call out lists will be posted at each major work location, listing the employees eligible and qualified for overtime in order of seniority at that location.

Work location is defined by:

- Transportation and Environmental Services – Lake Street Yard
- Parks, Recreation and Culture Services – Geneva Street Yard
- Victoria Lawn Cemetery – Queenston Street Yard
- Arena/Pool Operations
- Custodial Operations

b) Overtime for activities other than winter control, shall be distributed within each department, insofar as is practical, with the first opportunity to the employees who normally perform the work (subject to Section 2.03) on the basis of lists posted at each major location, listing by classification, employees working at or from that location. The last person called shall be marked. Lists are to be kept up daily.

- (i) First backup in any classification shall be called in rotation on the basis of a list made up by seniority of employees within that section.
- (ii) Second backup in any classification shall be called in rotation on the basis of a list made up by seniority of employees from other sections

c) Opportunities for overtime for winter control shall be distributed by the Corporation on the basis of lists specific for winter control operation. These lists will take into account specialized pieces of equipment as determined by the Corporation.

d) In emergencies, every reasonable effort shall be made to call in all of the available qualified employees of the affected department before contractors are called in per eight (8) hour shift.

The trial will be for the term of the Collective Agreement unless either party terminates the trial.

The committee's first meeting will take place within two weeks after the Collective Agreement has been ratified.

This agreement does not preclude the Union from utilizing the grievance process.

Dated at the City of St. Catharines this 23rd day of June 2015.

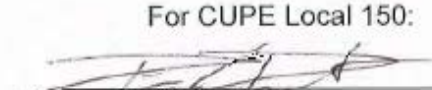
For The Corporation:

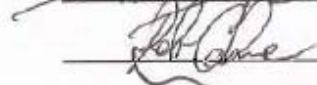


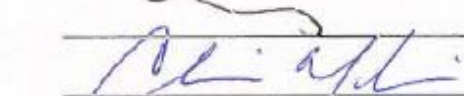


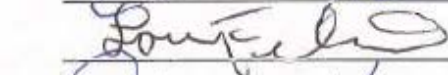


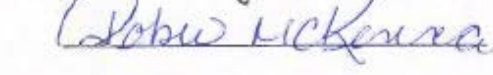
For CUPE Local 150:











Letter of Understanding
Between

The Corporation of the City of St. Catharines
(Hereinafter referred to as "The Corporation")

And

Canadian Union of Public Employees
Local 150
(Hereinafter referred to as "CUPE Local 150")

The Corporation and CUPE Local 150 agree that it is the exclusive function of Management to determine the methods by which work is to be accomplished; we also recognize the concern brought forward by CUPE Local 150 and their desire to maintain the full-time employee complement. Both parties recognize that the casual employee group is underutilized when meeting the winter seasonal needs of the organization. Additionally the casual employee group would benefit from increased consideration for work in the winter months and temporary postings throughout the year.

Both parties agree to form a special committee whose mandate will be to review current employment practices relating to casual workers. The committee's first meeting will take place one month after the Collective Agreement has been ratified. The committee will meet at minimum on a monthly basis.

The committee will attempt to determine the mutual benefit of providing increased temporary work to the casual employees. This will be a pilot project and will be in effect from September 1st, 2015 through September 31st, 2016. The committee agrees that a decision will be made by mid-May 2016, whether to extend the duration of the project, subject to further ratification by the Union.

The special committee will develop a resolutions' clause whereby all concerns relating to the pilot project will be dealt with at the committee level.

This agreement does not preclude the Union from utilizing the grievance process.


The parties hereby agree to the following for staff utilization of our casual employee group:

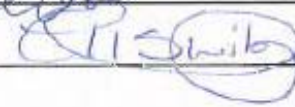
1. 10.01 (a)(iv) A casual employee becomes a regular employee by working a total of 1800 hours at straight time within any twelve (12) consecutive months. This work is due to the increase in operational needs, typically for seasonal work. The tracking of the above hours will exclude hours worked as a result of a single shift call in and/or for backfilling a temporary posting due to approved leave of absence (this may include sick leave, Long Term Disability, family care leave etc.)

2. The casual employees currently employed by the Corporation will have an opportunity to apply and be considered for call in work identified by the operation beyond their layoff date.
3. Lists compiled at each major location in accordance with the Rules of Practice for Overtime will be utilized when calling in casual employees for seasonal work.

Dated at the City of St. Catharines this 21st day of May, 2015.


For The Corporation:






D. Blomhernd


Ken Ciba



For CUPE Local 150:



Rob Cahoon



Chris

Paul

Robert McKenna

Letter of Understanding
Between

The Corporation of the City of St. Catharines
(Hereinafter referred to as "The Corporation")

And


Canadian Union of Public Employees
Local 150
(Hereinafter referred to as "CUPE Local 150")


Re: Arena Memorandum of Agreement

Within six (6) months of the ratification of this agreement, the Employer and the Union agree to meet and discuss the Memorandum of Agreement dated March 31, 2005.

Dated at St. Catharines, Ontario, this 3rd Day of October, 2011.

For the Corporation:





D. Blanchard

For the Canadian Union of Public
Employees Local 150











LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF ST. CATHARINES
- and -
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 150

RE: INSUFFICIENT APPLICANTS FOR JOB POSTINGS

Notwithstanding the language in Article 10.02 it is agreed by the parties that the following shall apply for vacant positions:

1. If there are insufficient applicants for the required vacancies, the Employer will designate the most junior qualified employee to fill the position.
2. The Union recognizes that the Employer must operate efficiently and recognizes that some classifications will not be utilized.
3. The Union recognizes that in an emergency situation, it will be at the Employer's sole discretion to designate transfers.

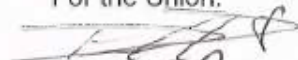


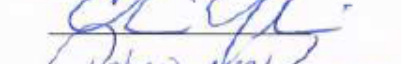
Dated at St. Catharines, Ontario this 13th day of August, 2015

For the City:





For the Union:

2015

New Years Day	January 1
Family Day	February 16
Good Friday	April 3
Victoria Day	May 18
Canada Day	July 1
Civic Holiday	August 3
Labour Day	September 7
Thanksgiving Day	October 12
Christmas Day	December 25
Boxing Day	December 28
Floater Day (Remembrance Day)	TBD
Floater Day (Easter Monday)	TBD
Floater Day (Christmas Holiday)	TBD
Floater Day (Heritage Day)	TBD

2016

New Years Day	January 1
Family Day	February 15
Good Friday	March 25
Victoria Day	May 23
Canada Day	July 1
Civic Holiday	August 1
Labour Day	September 5
Thanksgiving Day	October 10
Christmas Day	December 26
Boxing Day	December 27
Floater Day (Remembrance Day)	TBD
Floater Day (Easter Monday)	TBD
Floater Day (Christmas Holiday)	TBD
Floater Day (Heritage Day)	TBD

2017

New Years Day	January 2
Family Day	February 20
Good Friday	April 14
Victoria Day	May 22
Canada Day	July 3
Civic Holiday	August 7
Labour Day	September 4
Thanksgiving Day	October 9
Christmas Day	December 25
Boxing Day	December 26
Floater Day (Remembrance Day)	TBD
Floater Day (Easter Monday)	TBD
Floater Day (Christmas Holiday)	TBD
Floater Day (Heritage Day)	TBD

2018

New Years Day	January 1
Family Day	February 19
Good Friday	March 30
Victoria Day	May 21
Canada Day	July 2
Civic Holiday	August 6
Labour Day	September 3
Thanksgiving Day	October 8
Christmas Day	December 25
Boxing Day	December 26
Floater Day (Remembrance Day)	TBD
Floater Day (Easter Monday)	TBD
Floater Day (Christmas Holiday)	TBD
Floater Day (Heritage Day)	TBD