

AGREEMENT

Between

SOURCE	City		
EFF.	87	01	0
TERM.	88	12	3
No. OF EMPLOYEES	219		
NOMRE D'EMPLOYÉS	Jim		

THE BOARD OF COMMISSIONERS OF POLICE

for

THE CORPORATION OF THE CITY OF THUNDER BAY

and

THE THUNDER BAY POLICE ASSOCIATION

From: January 1, 1987

To : December 31, 1988

719002

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AGREEMENT made this day            of            , A.D., 1987 pursuant to the Police Act, R.S.O., 1980, Chapter 351 and amendments thereto:

BETWEEN:

THE BOARD OF COMMISSIONERS OF POLICE FOR THE CITY OF THUNDER BAY  
Hereinafter called the "Board"  
OF THE FIRST PART

- and -

THE THUNDER BAY POLICE ASSOCIATION  
Hereinafter called the "Association"  
OF THE SECOND PART

ARTICLE I - SCOPE

- 1.01 The Board hereby recognizes the Association as the sole and exclusive bargaining agent for all employees of the Police Force of the City of Thunder Bay, including civilian employees which shall include the working conditions and salaries for civilian employees as set out in Schedule "C" attached hereto and made a part of this Agreement, save and except the Chief of Police, Deputy Chief of Police, Planning Officer and Secretary to the Chief of Police, Administrative Assistant to the Chief of Police, and the Assistant to the Planning Officer.
- 1.02 Subject to Article I, Clause 1.01 "employee" shall mean every person as described in Section 23.00 (1) of the Police Act of Ontario, Revised Statutes of Ontario, 1980, and amendments thereto, unless the context clearly shows otherwise.
- 1.03 The Board agrees that as a condition of employment, all employees falling within the scope of this Agreement, shall obtain and maintain membership in the Thunder Bay Police Association after thirty (30) days of employment.

Article I - Scope Cont'd

- 1.04 A person who is not a paid employee of the Police Force shall not be permitted to do any work that is normally done by members of the Association, provided however, that employees of the Police force have had the first opportunity to refuse this work.
- 1.05 The Association acknowledges that it is the exclusive function of the Board and Administration to:
- (a) Govern the affairs of the Police Force in accordance with the provisions of The Police Act.
  - (b) It is agreed and understood that these rights shall not be exercised in a manner inconsistent with the provisions of this Agreement.

ARTICLE II - BARGAINING

- 2.01 The Board agrees that there will be no discrimination, interference, restraint or coercion exercised or practiced by the Board or by any other representative with respect to any member, in the bargaining unit, because of his membership or connection with the Association, and that ~~membership~~ in the Association by a member in the bargaining unit, who is eligible to join will not be discouraged.
- 2.02 The Association agrees that there will be no intimidation, interference, or coercion exercised or practised upon members of the City of Thunder Bay Police Force by any of its members or representatives.
- 2.03 All employees of the Board, eligible for membership in the Association, shall have the membership dues and assessments of the Association, deducted from their salaries, and the sums so deducted shall be paid by the Treasurer's Department of the Corporation of the City of Thunder Bay, to the Treasurer of the Association each month, or within a reasonable time after the making of such deductions.

Article - Bargaining Unit Cont'd

- 2.04 Wherever the singular or masculine is used in this Agreement, it shall be considered as if the plural or feminine has been used where the context of the party or parties hereto so requires.

ARTICLE III - CLASSIFICATION AND SALARY SCHEDULE AND SERVICE PAY SCHEDULE

- 3.01 The salaries set forth in Schedules "A" and "D" attached hereto are hereby made part of this Agreement.
- 3.02 Service pay shall be granted to all members of the bargaining unit to be calculated in accordance with the provisions in Schedule "B" attached hereto and made part of this Agreement.
- 3.03 (a) Any qualified Police Officer covered by this Agreement who performs the duties of a higher ranking Police Officer shall receive the scheduled rate of pay for the higher rank.
- (b) Any unqualified Police Officer covered by this Agreement who performs the duties of a higher ranking Police Officer shall receive, in addition to his normal rate of pay, fifty per cent (50%) of the difference between his normal rate of pay and the rate of pay of the higher rank for each day so served, up to a maximum of fifteen days and thereafter shall receive the scheduled rate for the higher rank.
- (c) Any civilian employee covered by this Agreement who performs the duties of an employee in a higher salary group, where the lowest rate of pay for such higher salary group is greater than the normal rate of pay of the employee performing such duties, he shall receive the scheduled rate of pay for the higher category, or his normal rate of pay whichever is greater.
- 3.04 If, during the term of this Agreement, any new positions or job classifications are established by the Board, they shall become subject to

### Article III - Classification and Salary Schedule and Service Pay Schedule Cont'd

and form part of this Agreement, unless both parties agree, in writing, that this would be inappropriate.

- 3.05 The Board shall institute a promotional procedure prior to the 31st day of December, 1972, and that if this promotional procedure is not completely acceptable to both parties, that this matter be negotiable.

### ARTICLE IV - VACATION AND STATUTORY HOLIDAYS

- 4.01 All regular employees with one (1) or more years of continuous service will be entitled to two (2) weeks (blocks for those working the 6 + 3 System) of annual vacation with pay.
- 4.02 All regular employees with five (5) or more years of continuous service will be entitled to three (3) weeks (blocks for those working the 6 + 3 System) of annual vacation with pay.
- 4.03 All regular employees with ten (10) years or more of continuous service will be entitled to four (4) weeks (blocks for those working the 6 + 3 System) of annual vacation with pay.
- 4.04 All regular employees with eighteen (18) years or more of continuous service will be entitled to five (5) weeks (blocks for those working the 6 + 3 System) of annual vacation with pay.

Effective January 1, 1988, all regular employees with sixteen (16) years or more of continuous service will be entitled to five (5) weeks (blocks for those working the 6 + 3 System) of annual vacation with pay.

- 4.05 All regular employees with twenty-five (25) years or more of continuous service will be entitled to six (6) weeks (blocks for those working the 6 + 3 System) of annual vacation with pay.

Effective January 1, 1988, all regular employees with twenty-two (22)

# Article 11 - Vacation and Statutory Holidays Cont'd

years or more of continuous service will be entitled to six (6) weeks (blocks for those working the 6 + 3 System) of annual vacation with pay.

- 4.06 All regular employees with twenty-eight (28) years or more of continuous service will be entitled to seven (7) weeks (blocks for those working the 6 + 3 system) of annual vacation with pay.
- 4.07 All employees entitled to three (3), four (4), five (5), six (6) or seven (7) weeks (blocks for those on the 6 + 3 system) of annual vacation with pay, shall be entitled to take their vacation in one lot of three (3), four (4), five (5), six (6) or seven (7) consecutive weeks (blocks for those on the 6 + 3 system) for that year.
- 4.08 Any employee who is required to be on duty on any of the twelve (12) recognized statutory holidays shall be paid an additional four (4) hours pay for each such day, payment to be in accordance with the procedure laid out in Section 7.04 of this Agreement. Statutory Holidays shall include:

New Year's Day	Canada Day	Christmas Day
Labour Day	Civic Holiday	Good Friday
Thanksgiving Day	Boxing Day	Easter Sunday
Remembrance Day	Empire Day	Easter Monday

Should Heritage Day be proclaimed by the Parliament of Canada such day will be added to the above list and observed on the day so proclaimed.

- 4.09 In order to rotate the season in which each employee is granted his annual vacation in each year, the vacation year shall be divided into three vacation periods as follows: Winter from January 1 to April 30, Summer from May 1 to August 31, and Fall from September 1 to December 31. Each unit in the Patrol Branch shall be divided into three groups, with vacations to be taken in the first, second, and third vacation periods. The following year, the season of annual vacation shall be rotated by rotating the winter vacation period group to the summer



Article IV - Vacation and Statutory Holidays Cont'd

vacation period, the ~~summer~~ vacation period group to the fall vacation period, and the fall vacation period group to the winter vacation period. Each employee's position in a group shall be determined by a draw and any employee shall be permitted to exchange all or any part of his vacation with any other employee in the same unit within three (3) weeks after posting of the draw results and thereafter the final vacation schedule will be posted and no further exchange will be permitted, unless approved by the Divisional **Commander**. The above rotation system will also apply to those sections and branches of the Criminal Investigation and Administrative and Service Division where conflicts over annual leave selection arise.

- 4.10 An employee who terminates employment and has not taken his annual vacation for that year, shall be granted a sum of money pro-rated in accordance with the number of days holidays to be granted in that year.

ARTICLE V - COURT ATTENDANCE

- 5.01 (a) An employee who attends any legal proceedings during his off duty hours, not ~~immediately~~ following the end of his shift, arising as a result of his duties, whether on or off duty, as a member of the Thunder Bay Police Force, shall be allowed a payment of double time with a minimum of two (2) hours (four (4) hours pay) for each attendance, before or after the noon recess. Witness fees and conduct money for such attendance paid to the employee shall be accounted for and paid to the Board.

An employee working the 2400 - 0800 shift only, while waiting for court at either 9:30 am or 10:00 am shall receive time and one-half (1½) pay from 0800 until the time he is to be at any legal proceedings.

- (b) The provisions of Article V, Clause 5.01 shall not apply to an employee who is a defendant and is convicted of any offence under any Provincial or Federal Statute.

Article 6 Court Attendance Cont'd

- 5.02 Forty-eight (48) hours notice shall be given prior to each members' required attendance in Court where practicable.
- 5.03 Subject to 5.01 for each member required to remain at any legal proceeding in excess of two (2) hours, following a normal tour of duty, such time in excess of two (2) hours shall be paid at double time.
- 5.04 An employee who is required to attend any legal proceeding outside the City of Thunder Bay shall receive, subject and in addition to the provisions of Section 5.01 and 5.03 of this Agreement:
- (a) Payment for travelling time to and from Court subject to the overtime provisions of this Agreement.
  - (b) Payment for transportation, or an agreeable mileage supplement for the use of the employee's own vehicle.
  - (c) Payment for accommodation, meals and any other out-of-pocket expenses incurred.

ARTICLE VI - HOURS OF WORK

- 6.01 All employees not working on the 6 + 3 system shall work a forty (40) hour week consisting of five (5) daily tours of duty of eight (8) consecutive hours each. All employees working on the 6 + 3 system will have hours of work in accordance with the October 5, 1978 proposal.
- 6.02 Every employee, except in cases of serious emergency, shall be allowed a one-half hour uninterrupted lunch period during each eight (8) hour tour of duty, which half hour shall commence no more than five (5) hours after the commencement of a normal tour of duty, and it is agreed that the lunch period be taken at a suitable designated place.
- 6.03 Every employee failing to receive such lunch period within the allotted time shall be allowed one-half (½) hour's pay, provided, however, every employee shall first obtain permission where practical from his Supervising N.C.O. or Senior Officer before extending his assigned duty beyond the five (5) hours.

Article VI - Hours of Work    Cont'd

- 6.04       Members of the patrol division on foot patrol, shall be allowed an additional one-half hour relief period during the cold weather season. This additional relief period shall be scheduled approximately two hours prior to, ~~or~~ following, the employee's lunch period.
- 6.05       Effective on the date of the receipt of this award by the Commission all vehicles of the Thunder Bay Police Force shall be manned by two (2) police officers on the following basis and with the following exceptions:
1.    Personnel on "demand" assignment are excepted.
  2.    Supervisory personnel are excepted.
  3.    Investigation Division personnel, including Identification and Youth Sections are excepted.
  4.    Traffic personnel when in follow-up investigation or radar patrol are excepted.
  5.    Personnel assigned to transport police vehicles from point "A" to point "B" are excepted while so engaged.
  6.    Dog Patrols and Foot Patrols are excepted.
  7.    At least one (1) vehicle on patrol in Areas 2 and 6 as presently geographically designated shall be manned by two (2) police officers on a twenty-four (24) hour per day basis.
    - a.    In areas 3 and 7 as presently geographically designated, at least one (1) vehicle on patrol between the hours of 4:00 p.m. and 8:00 a.m. shall be manned by two (2) police officers except during the period from 4:00 p.m. Sunday to 8:00 a.m. the next day, Monday.
  9.    In all other Areas, the Chief of Police may detail further use of two (2) man units, or cause the same to be detailed as might be deemed necessary from time to time.

In addition there will be a standing requirement that a backup unit be dispatched to support single man units responding to Demand Calls in family disputes, robberies, illegal use of firearms and/or weapons, bar-room brawls, breaking and entering in progress, and any other incident that might give cause for concern as to a member's welfare.

ARTICLE VII - EMERGENCY

- 7.01       Notwithstanding the provisions of Article 6.01, in case of serious emergency requiring the services of members of the Police force, who are

Article VII - Emergency Cont'd

not on duty at the time of the emergency, the Chief of Police or other persons in charge of the Police Force, may recall to duty any or all such members or upon 48 hours notice amend the shift of any or all such members with such change to last only for the duration of the emergency.

7.02 (a) Each member will report for duty fifteen (15) minutes prior to the commencement of his shift. Should a member be required to remain on duty following the completion of his shift, he will be paid at the rate of one and one-half (~~1½~~) times his regular salary for the first four (4) hours of such overtime, and two (2) times his regular salary for all overtime after four (4) hours provided that when otherwise called out for duty, he shall be paid at the rate for two (2) times his regular salary with a minimum of two (2) hours (four (4) hours pay) for each callout.

(b) An employee shall be paid at a rate of two (2) times his regular salary for each hour or part thereof for performance of police duties during off duty time, with a minimum of one (1) hour (two (2) hours pay) for each duty so performed.

7.03 All members required to work overtime, shall be entitled to meal allowance of up to five dollars (\$5.00), to be supported by a voucher, for each four (4) hour period worked, together with a lunch break of one-half (+) uninterrupted hour during which to consume the same. Failure to receive the same shall entitle each employee to the benefit of the provisions of Article VI. Clause 6.03.

7.04 Credits for overtime, call out, court attendance, legal proceedings, and work on Statutory Holidays shall be paid at the scheduled rate up to the preceding pay-day, on the following pay period.

ARTICLE VIII - EXTRA DUTY

8.01 Subject to the approval of the Chief of Police, members of the Police Force may volunteer for extra duty while normally off duty provided the member has successfully completed Parts "A" and "B" of the O.P.C. Probationary Constables Course, is not assigned to light duty at the time of volunteering, or on Worker's Compensation, and has not been on sick leave immediately prior to the opportunity to work extra duty.

ARTICLE IX - CLOTHING ALLOWANCE

9.01 The Board shall, during the first week of June, grant to each full-time plainclothes member an annual clothing allowance of seven hundred dollars (\$700.00), provided the full-time plainclothes member had been fully engaged in plainclothes work for a period of five (5) months immediately prior to the first week of June and has been assigned to perform plainclothes work for a period of seven (7) months immediately following the first week of June. Full-time plainclothes members who do not meet the condition of this Article shall be considered, for the purposes of this Agreement, to be part-time plainclothes members and subject to the provisions of Article IX, Clause 9.02.

9.02 The Board will allow to employees who are part-time plainclothes men, the sum of three dollars (\$3.00) per day (for the period of time they are on such plainclothes duty) which sum is to be paid once yearly in the month of December or upon termination.

9.03 (a) The Board shall supply the following clothing and equipment to those employees not covered by Article IX, Clause 9.01, 9.02, and 9.05. The said clothing will be distributed prior to the appropriate season, when possible.

Any member who through negligence loses or causes damage to an article of clothing or personal equipment supplied to the member by the Board as

Article 1 - Clothing Allowance Cont'd

per the collective agreement, and which subsequently requires replacement, shall pay to the Board all the associated replacement costs.

To Be Supplied Yearly Until Reaching 1st Class Constable Status Or For Four Years Service

Six (6) long or short sleeve perma-press shirts  
 Two (2) pair trousers  
 Two (2) ties  
 One (1) pair boots (black)  
 One (1) winter sweater  
 One (1) pair gloves, or  
 One (1) pair mitts

To Be Supplied To 1st Class Constables Or After Four Years Service

Three (3) long or short sleeve perma-press shirts  
 Two (2) pair trousers  
 One (1) pair gloves, or  
 One (1) pair mitts

To Be Supplied Every Other Year

One (1) winter sweater  
 One (1) pair boots with resole (black)  
 One (1) pair overshoes  
 One (1) pair winter boots (black)

To Be Supplied As Required

One (1) tunic  
 One (1) winter hat  
 One (1) summer cap  
 One (1) fall and spring coat  
 One (1) winter coat  
 One (1) raincoat  
 One (1) baton  
 One (1) sam brown belt with pouch(es)  
 One (1) suitable rain cap cover  
 Two (2) ties

Article IX - Clothing Allowance Cont'd

- 9.03 (b) When a member believes that an article of clothing as per 9.03 (a) is in need of replacement, the member shall have his supervisor view the article of clothing in question. The supervisor will determine the need, and if satisfied that replacement is required, issue a voucher to the member prior to directing the member to the storeskeeper. The member shall provide the storeskeeper with the voucher.
- 9.04 Female uniformed members shall be supplied with one pair of women's shoes, one pair of women's overshoes, and one pair of women's suitable winter boots, in lieu of one pair of boots and one pair of overshoes.
- 9.05 Each new uniformed member of the Police Force shall be paid the sum of three dollars (\$3.00) per day as a clothing allowance after four (4) weeks if the employee has not received a uniform by this time. Said sum is to be paid once yearly in the month of December, or upon termination.
- 9.06 The Board will pay for the dry-cleaning and/or repairs of any uniform or clothing of any uniformed or plainclothes members of the Police Force soiled or damaged in the course of duty. Police personnel will be issued one (1) book of twenty (20) vouchers annually to cover the dry cleaning of one (1) three (3) piece uniform. Plainclothes members will be issued one book of twenty (20) vouchers annually to cover dry cleaning of one (1) three piece suit.

ARTICLE X - MEDICAL, HOSPITAL, GROUP INSURANCE AND DENTAL

- 10.01 (a) The Board agrees to contribute 100% of the billed premiums covering the benefits under the Ontario Health Insurance Plan, semi-private ward accommodation, supplemented by Blue Cross Extended Health Care Benefits or equivalent on the basis of 10-20 deductible and Blue Cross Dental Plan No. 9, based on previous year's O.D.A. schedule, or equivalent, for all employees when they are eligible to enroll under the regulations of the aforesaid plans. Further, any Blue Cross Dental Ryder granted to any City employee shall automatically be provided to eligible members by

Article X - Medical, Hospital, Group Insurance and Dental Cont'd

the Board at a cost to the member which does not exceed that for the City employee (It is agreed that the benefit regarding Blue Cross Dental Ryders will become effective on the 1st day of the second month after the signing of this Agreement). In addition, in lieu of the Unemployment Insurance Premium Rebate for sick leave plan provisions, the Board will pay 100% of the billed premiums for, or cover the cost of eyeglasses (including frames and/or lenses, repairs, contact lenses) up to a total amount of one hundred dollars (\$100.00) per person (employee, spouse and dependent children) in any period of twenty-four (24) consecutive months when provided on the written prescription of a medical doctor or optometrist but not the cost of the eye examination, for all employees on the payroll who are eligible to enroll under the regulations of the aforesaid plan. Sunglasses or eyeglasses for cosmetic purposes are not included.

- 10.01 (b) The Board agrees to pay the cost of OHIP, Semi-Private, and Extended Health Care benefits, all Blue Cross Dental Plans listed in this Agreement plus Vision Care upon retirement of a member. No retiree benefits will be paid where similar benefits are provided by a subsequent employer or when drugs and O.H.I.P. are provided under Provincial legislation.
- 10.02 The Board agrees to contribute a maximum of thirty (\$30.00) per month of the billed premiums covering Group Life Insurance for all regular employees on the payroll who are eligible to enroll for such coverage.
- 10.03 It is agreed that each member of the bargaining unit on his retirement, or his lawfully designated beneficiary or estate, as the case may be, on his death, shall be entitled to the benefits set forth under the Pension Plans of the former Cities of Port Arthur and Fort William, namely, the Canadian Government Annuities, the Trust Plans, and the present Ontario Municipal Employees' Retirement System Plan.



ARTICLE XI - SICK LEAVE PLAN, COMPASSIONATE LEAVE

11.01 The Board agrees to provide an insured sick leave plan for those employees joining the force on or after January 1, 1980, and those older employees who may wish to voluntarily join, which will provide  $66 \frac{2}{3}\%$  of gross straight time pay from the first day of accident or hospitalization and the third day of illness for up to fifteen (15) weeks, and for long term disability pay thereafter in the amount of 65% of an employee's normal gross straight time pay, inclusive of any Workers' Compensation pay and Canada Pension Plan disability benefit (exclusive of dependent benefits) until the sooner of recovery or until the employee is entitled to retire.

Those employees governed by the above will not accrue benefits under Clauses 11.02, 11.03, 11.04 and 11.05. The Board shall provide two (2) noncumulative casual sick days for all employees every four (4) months (January - April, May - August, September - December) to provide coverage for the days of illness where the insured plan does not pay benefits. Also, employees having accumulated sick leave credits may use those credits for illness as they so desire where the insured plan does not provide coverage, or in lieu of the benefits paid by the insured plan.

11.02 On the first day of January, 1970, each employee of the Police Force who was a member of the Fort William Police Force or the Port Arthur Police Force, shall be credited with the total number of sick leave credits in his account at the 31st day of December, 1969, in accordance with Article XI of the Agreement between the Board of Commissioners of Police of the City of Fort William, and the Fort William Police Association, and Article XVI, Clause 16.01 (Schedule "B") of the Agreement between the Board of Commissioners of Police for the City of Port Arthur. and the Port Arthur Police Association.

11.03 Commencing on the first day of January, 1970, each employee, except those qualifying under 11.01 above, shall be granted sick leave credits of one and one-half ( $1\frac{1}{2}$ ) days for each full month of service with the

Article XI - Sick Leave Plan, Compassionate Leave Cont'd

Department. At the commencement of each year, the unused portion of the previous year's sick leave credit shall be added to the employee's total accumulated sick leave credits up to a maximum of 260 days credit.

**11.04** The Chief of Police shall keep or cause to be kept, a ledger wherein an account shall be kept for each employee entitled to sick leave credits. Entries shall be made in each such account as follows:

- (a) On opening such account, the total sick leave credits to which each employee is entitled under the provisions of Article XI, Clause 11.02.
- (b) During January of each year, the unused portion of the previous year's sick leave credits under Article 11.03 shall be added to the employee's account. As soon as convenient after the first day of January in each year, the Chief of Police or such other person who is in charge of the ledger of sick leave credit accounts, shall give or cause to be given, a statement of account to each employee entitled to sick leave credits, which statement shall show the balance of the sick leave credits of such employee at the commencement of the preceding year, the number of days absence charged to his account and the number of days credited thereto during such year, and the balance remaining at his credit at the end of such year. Any objection by any employee to such statement must be filed in writing with the Chief of Police within thirty (30) calendar days after delivery of the statement in person or by mailing, otherwise the employee shall be deemed to have confirmed the accuracy thereof. Each employee shall have the right to examine his own sick leave credit account in each year during the month of January.

**11.05** Any amount of sick leave in excess of the number of days accrued in any year by an employee entitled to sick leave credits shall be deducted from his previously accumulated sick leave credits. No deduction shall be made from the salary of any member of the Police Department in respect of an absence, which may be charged against his sick leave credits unless and until the duration of such absence exceeds such credit and then only in respect of such excess.

Article XI - Sick Leave Plan, Compassionate Leave Cont'd

- 11.06 An employee unable to report for duty due to an illness or injury shall notify or cause to be notified as far in advance of the commencement of his shift as is practicable, a Senior Officer or the Supervising N.C.O., and if no call is received, it shall be a requirement of the supervising N.C.O. to inquire as to the welfare of the employee.
- 11.07 If absence from duty due to illness or injury appears excessive, an employee is required to submit to the Chief of Police on demand a letter from a medical doctor outlining the nature of the illness or injury, and the employee's suitability to return to full duties.
- 11.08 Any employee may at the discretion of the Chief of Police, take a leave of absence not to exceed five (5) days on any one occasion due to illness of the member's spouse or child provided, however, that where practical and within twenty-four (24) hours, application for such leave has first been made and permission received from the Chief of Police. Any such leave taken is to be charged against the member's sick leave credits.
- 11.09 Any employee absent from duty due to injuries sustained while on duty and covered by the Workmen's Compensation Act, shall not have such absence deducted from his sick leave credits.
- 11.10 An employee after five (5) or more years of continuous service with the Police Force shall receive on termination of his service with the Force (except in case of dismissal for cause which has not been reversed under the grievance procedure), an amount equal to his salary for one-half the number of days standing to his credit for sick leave and in any event not in excess of the amount of one-half year's earnings at the rate received by him immediately prior to termination of his employment.
- 11.11 Dependents of an employee who dies while in the employ of the Board shall be entitled to receive the sick leave credit gratuity to which the employee would have been entitled if his employment had terminated

Article - Sick Leave Plan, Compassionate Leave Cont'd

immediately prior to his death. Dependents shall mean:

1. The widow of the deceased at the time of his death;
2. If no dependent widow, then children of the deceased who are dependent upon the deceased;
3. If there is neither dependent widow, nor dependent children, then, unused sick pay accumulation of the deceased employee, shall be paid to the deceased employee's estate, and shall only be released to the deceased employee's executor or administrator of his estate.

**11.12** A bereavement leave up to three (3) days with pay will be allowed on any occasion in the event of the death of a member's wife/husband, child, father, mother, sister, brother, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents or grandchildren for the purpose of arranging and attending the funeral of the deceased, provided he notified a Senior Officer or Shift Supervisor. Upon application, the Chief of Police may at his discretion grant an additional period of up to two (2) days' leave with pay. The provisions of this article shall not apply where a member is already off duty on regular weekly leave or on annual leave or on statutory holidays.

**11.13** Employees of the Police Force requiring time off to attend the funeral of a close friend or a relative not covered in Article XI, Clause 11.12 shall be allowed sufficient time off, such time off not to exceed one-half (½) day, except in special situations at the discretion of the Chief of Police.

ARTICLE XII - TRAINING EXPENSE ALLOWANCE

**12.01** The Board will grant an out-of-pocket expense allowance of \$50.00 per week, to all employees attending courses at the Ontario Police College at Aylmer, or any other place outside of the District of Thunder Bay, with the provision that the travel allowance paid to the employee by the Ontario Police College shall be paid over to the Board. Employees attending Probationary Constable Courses Parts "A" and "B" will receive

Article XII - Training Expense Allowance Cont'd

an out-of-pocket expense allowance of \$35.00 per week. The Board, in addition to the foregoing, agrees to pay for the economy return fare from the place of police schooling anywhere in Ontario to Thunder Bay return, after the completion of six weeks of police training. In the event that the Ontario Police College or other police training facility charges for meals, the Board shall provide the member with a meal allowance to cover the cost of same.

- 12.02 It is agreed that the Board will adopt a policy similar to that presently in existence with the City of Thunder Bay, relative to the payment of training courses that relate to the individual's duties, and shall be subject to the approval of the Board.

ARTICLE XIII - TIME OFF FOR ASSOCIATION BUSINESS

- 13.01 The President and Secretary of the Thunder Bay Police Association shall be allowed time off from duty if required, to attend the regular monthly, or special meetings of the Association. Members of the bargaining committee may be granted time off at the discretion of the Chief of Police.
- 13.02 Four (4) delegates of the Thunder Bay Police Association shall be allowed sufficient time, to a maximum of six (6) working days with pay, to attend the Annual Convention of the Police Association of Ontario. The Association shall not expect time off for more than one delegate from the same platoon, branch, or civilian staff, to attend the said Convention. It is understood that pay for the above leave will not include any time during which the employee would have normally been off duty.
- 13.03 Three (3) delegates of the Thunder Bay Police Association shall be allowed three (3) days leave with pay to attend the quarterly meetings

Article - Time Off For A i Business Cont'd

of the Police Association of Ontario. It is understood that pay for the above will not include any time during which the employee would have normally been off duty.

ARTICLE XIV - SERVICE PROTECTION

14.01 That where during the term of the current Agreement any change occurs in the law:

- (a) That would, in effect, alter the jurisdiction of the Board or substitute, in effect, a new Board or entity to govern the Police Force of Thunder Bay;
- (b) That would result in the Police Force of Thunder Bay becoming, in effect, a part of any other police force.

The benefits to be provided to each member in respect of past service and in respect of future service, are to the fullest extent that the Board or the Corporation of the City of Thunder Bay can allow under the applicable laws, to be not less than the benefits provided under the current Agreement and if the service of any member terminates or is terminated, in effect, that member is to receive without loss, all such Pension, Cumulative Sick Leave, Vacation and other benefits as if his service had continued with the Corporation of the City of Thunder Bay to his date of termination of service.

- (c) That where a dispute arises under Item 14.01(a) and Item 14.01(b), and a satisfactory settlement cannot be reached, the matter in dispute may be submitted by the Board or the Association to Arbitration.

14.02 The Board shall pay any damages or costs awarded against an employee in any civil or criminal proceedings brought against such employee, and which civil or criminal proceedings arose as a result of such employee being an employee of the Board, while in the execution of his duty, and shall pay any costs incurred and not recovered by such employee in any

Article XIV - Service Protection Cont'd

such proceeding, and any such sum required in connection with the settlement of any claim that has or might have given rise to such proceedings.

14.03 Lay-offs and recalls from lay-offs shall be based on seniority.

14.04 An employee will be deemed to have resigned if, after lay-off he fails to acknowledge his availability to report to work within five (5) days after notice of recall is issued or, if he fails to report for work within ten (10) days after the notice is issued.

ARTICLE XV - GRIEVANCE PROCEDURE15.01 Step 1

When a member of the bargaining unit has a grievance concerning an alleged violation of the *tens* of this Agreement he shall communicate his grievance in writing, to the official representative of the Thunder Bay Police Association who shall investigate the grievance. If the Association feels this grievance is justified it shall submit the grievance to the next step of this procedure within the time limits specified in that step.

Step 2

The Association will convey to the rank above the grievor's immediate supervisor, in writing, the particulars of the alleged grievance within fifteen (15) calendar days of the happening of the incident giving rise to the grievance. The supervisor who received the grievance and such other person as he deems necessary, shall meet with the grievor and a representative of the Association to discuss the grievance within ten (10) calendar days of the filing of the grievance at this step. If the grievor and the Association are not satisfied with the response at this step the grievance may be filed at the next step of this procedure.

## Article 15 - Grievance Procedure Cont'd

### Step 3

Within ten (10) calendar days of the receipt of the response under Step 2 the grievance may be filed with the Chief of Police, or his designee. At the discretion of either party a meeting may be held at this stage to discuss the grievance. The Chief of Police will communicate (in writing) his decision to the Association within ten (10) calendar days of his receipt of the grievance. If the grievor and the Association are not satisfied with the response at this step they may file the grievance at the next step.

### Step 4

Within ten (10) calendar days of the receipt of the response under Step 3 the grievance may be filed with the Board of Commissioners of Police who shall investigate the grievance, and cause an inquiry to be held between the persons involved in the dispute. Within fifteen (15) calendar days of receipt of the grievance the Board shall communicate their response (in writing) to the Association. If the grievor and the Association are not satisfied with the response at this step the grievance may be submitted to Arbitration as provided by the Police Act. The time limits specified in this Article are mandatory unless extended by agreement (in writing) of the parties hereto. Any grievance not processed within the time limits specified shall be considered settled on the basis of the last reply to the grievance.

## 15.02 Policy Grievance

A policy grievance shall be defined as a grievance concerning an alleged violation of the Collective Agreement which directly affects more than one (1) member of the bargaining unit and which could not be filed on behalf of an individual member. Such grievances will commence at Step 3 of the above procedure within fifteen (15) calendar days of the happening of the incident giving rise to the grievance.



Article XV - Grievance Procedure Cont'd15.03 Arbitration

No grievance may be submitted to Arbitration unless the grievance procedure specified in this Agreement has been fully complied with.

The Board of Arbitration shall consist of three members, one to be appointed by each party and the third, which shall be the Chairman, to be appointed by the other two appointees.

If either party cannot make an appointment within thirty (30) calendar days of the completion of the grievance procedure the Attorney General of the Province of Ontario may make such appointment upon the request of the other party. If no agreement is reached on the third member of the Board of Arbitration within five (5) days of the appointment of the last of the other two members the Attorney General may appoint the third member upon the request of either party. The parties shall pay the costs of their respective appointees to the Board of Arbitration and will share equally the costs of the Chairman of the Board of Arbitration.

The Arbitration Board shall not alter, add to, subtract from, or amend any part of this Agreement but it may impose any settlement it feels is just and equitable.

ARTICLE XVI - WORKERS' COMPENSATION BOARD

16.01 Where a member of the police force is injured in any place in the execution of police duty, whether at the time of such injury, such member was or was not on duty, or on paid duty, such injury shall be reported to the Workers' Compensation Board, and the Board shall pay compensation in accordance with the decision of the said Workers' Compensation Board.

16.02 In the case of a member of the Force who is awarded Workers' Compen-

Article [REDACTED] - Workers' Compensation Board Cont'd

sation, the Board shall pay the member the member's normal after-tax net pay, which shall be considered to be an advance of compensation benefits, until the member returns to work or retires, in which case the provisions of Article XVIII, Clause 18.01 will apply.

ARTICLE XVII - SHIFT DIFFERENTIALS

17.01 All Police Officers and Civilian employees shall be entitled to the following:

- (a) Members who work a two (2) shift system shall be paid an annual shift premium of one hundred dollars (\$100.00).
- (b) Members who work a modified two (2) shift system between the hours of 10:00 am and 6:00 p.m. and 8:00 p.m. and 4:00 am shall receive an annual shift premium of one hundred and fifty (\$150.00).
- (c) Members who work a three (3) shift system shall be paid an annual shift premium of one hundred and seventy-five (\$175.00).

The number of months worked in each of the above categories will be used to determine the amount of shift premium to be paid to the members.

Shift premium shall not apply to employees on a permanent or semi-permanent day shift and whose shift may commence before 8:00 a.m. or extend beyond 4:00 p.m. Shift differential will not be paid when the overtime rates are in effect.

17.02 Payment will be made in the first pay period in December of each year.

ARTICLE XVIII - SUPPLEMENTARY PENSION BENEFITS

18.01 The Board agrees to provide and subsidize if necessary the following pension supplements:

Article XVIII - Supplementary Pension Benefits      Cont'd

- (1) A supplementary pension payable in full at 60 years of age, to provide that the total pension payable from the Ontario Municipal Employees Retirement System and any former pension plans is equal to 2% of the employee's highest average 60 consecutive months' earnings multiplied by his years of credited service at retirement - to a maximum of 35 years of service.
- (2) An early retirement benefit to permit early retirement without actuarial reduction in benefits within ten (10) years prior to a member's normal retirement date when:
  - (a) The employee has a medical condition which does not respond to appropriate medical treatment and is disabling for the employment positions available and voluntarily applies for pension on this basis.
  - (b) The Board orders the disabled employee who meets the conditions of Article 18.01 Section 2, subsection (a) but refuses to elect to apply for disability pension, to submit to medical examinations by two qualified medical practitioners, one selected by the Board, the other by the employee. When so ordered the employee must submit to the medical examinations and ensure that the results are forwarded forthwith to the Board who will, based on the findings, place the employee on retirement if applicable; or
  - (c) The employee has completed thirty (30) years of service with the Board.
- (3) All past service costs will be paid by the Board and future service costs will be split equally between the employee and the Board.
- (4) Pensions shall commence on the first day of the month following the month in which the member retires.

ARTICLE XIX - TERM OF AGREEMENT

- 19.01 This Agreement shall remain in full force and effect for two years from January 1st, 1987 to December 31st, 1988, and from year to year thereafter, unless either party gives notice in writing not more than 90 days and not less than 30 days previous to the expiration of the said Agree-

Article XIX - Term of Agreement Cont'd

ment of its desire to alter, or terminate the same. Provided however, that any benefits payable under this Agreement shall be payable only to employees in the bargaining unit who are in the employ of the Board on the date of execution of the Agreement by the Board, unless an employee has retired or had died while in the employ of the Board during the term of this Agreement, in which cases, the said benefits shall apply. Any notice requiring alteration of the Agreement shall set out the alteration requested within fifteen (15) days following the written service of notice.

IN WITNESS WHEREOF this Agreement has been executed by the Parties hereto under the hands of their proper officers, respectively this 34<sup>th</sup> day of *Sept* 87 A.D.,

ME BOARD OF COMMISSIONERS OF POLICE FOR THE CITY OF THUNDER BAY

*M. Badonai*  
Chairman

*[Signature]*  
ACTING Secretary

THUNDER BAY POLICE ASSOCIATION

*Keith P. Hobbs*  
President

*[Signature]*  
Bargaining Chairperson

*Gerrit R. Hunt*

SCHEDULE "A"  
1987 - 1988

To the Agreement between the Board of Commissioners of Police for the City of Thunder Bay and the Thunder Bay Police Association.

<u>CLASSIFICATION</u>		<u>JAN. 1/87</u>	<u>JULY 1/87</u>	<u>JAN. 1/88</u>	<u>JULY 1/88</u>
<b>Superintendent</b>					
(150% of 1st Class)	Annual	\$56,306.54	\$57,038.52	\$58,749.68	\$60,512.16
	Monthly	4,692.21	4,753.21	4,895.81	5,042.68
	Bi-Weekly	2,165.64	2,193.79	2,259.60	2,327.39
	Hourly	27.0705	27.4224	28.2450	29.0924
<b>Inspector</b>					
(137.5% of 1st Class)	Annual	\$51,614.32	\$52,285.31	\$53,853.87	\$55,469.48
	Monthly	4,301.19	4,357.11	4,487.82	4,622.46
	Bi-Weekly	1,985.17	2,010.97	2,071.30	2,133.44
	Hourly	24.8146	25.1372	25.8913	26.6680
<b>Staff Sergeant</b>					
(125% of 1st Class)	Annual	\$46,922.11	\$47,532.10	\$48,958.06	\$50,426.80
	Monthly	3,910.18	4,047.03	4,168.44	4,202.23
	Bi-Weekly	1,804.70	1,867.86	1,923.90	1,939.49
	Hourly	22.5714	23.3483	24.0487	24.2437
<b>Sergeant</b>					
(112.5% of 1st Class)	Annual	\$42,229.90	\$42,778.89	\$44,062.26	\$45,384.12
	Monthly	3,519.16	3,564.91	3,671.86	3,782.01
	Bi-Weekly	1,624.23	1,645.34	1,694.7023	1,745.54
	Hourly	20.3028	20.5668	21.1838	21.8193
<b>1st Class Constable</b>					
(4th Year and	Annual	\$37,537.69	\$38,025.68	\$39,166.45	\$40,341.44
Thereafter)	Monthly	3,128.14	3,168.81	3,263.87	3,361.79
	Bi-Weekly	1,443.76	1,462.53	1,506.40	1,551.59
	Hourly	18.0470	18.2816	18.8300	19.3949

SCHEDULE "A" Cont'd1987 - 1988

<u>CLASSIFICATION</u>		<u>JAN. 1/87</u>	<u>JULY 1/87</u>	<u>JAN. 1/88</u>	<u>JULY 1/88</u>
2nd Class Constable	Annual	\$33,408.54	\$33,842.86	\$34,858.14	\$35,903.88
(3rd Year)	Monthly	2,784.05	2,820.24	2,904.85	2,991.99
(89% of 1st Class)	Bi-Weekly	1,284.94	1,301.65	1,340.70	1,380.92
	Hourly	16.0618	16.2706	16.7587	17.2615
3rd Class Constable	Annual	\$29,279.40	\$29,660.03	\$30,549.83	\$31,466.32
(2nd Year)	Monthly	2,439.95	2,471.67	2,545.82	2,622.19
(78% of 1st Class)	Bi-Weekly	1,126.13	1,140.77	1,174.99	1,210.24
	Hourly	14.0766	14.2596	14.6874	15.1280
4th Class Constable	Annual	\$25,150.25	25,477.21	26,241.52	\$27,028.76
(2nd Six months)	Monthly	2,095.85	2,123.10	2,186.79	2,252.40
(67% of 1st Class)	Bi-Weekly	967.32	979.89	1,009.29	1,039.57
	Hourly	12.0915	12.2487	12.6161	12.9946
(1st 6 months)	Annual	\$22,522.61	\$22,815.41	\$23,499.87	\$24,204.86
(60% of 1st Class)	Monthly	1,876.88	1,901.28	1,958.32	2,017.07
	Bi-Weekly	866.25	877.52	903.84	930.96
	Hourly	10.8282	10.9689	11.2980	11.6370

## SCHEDULE "B"

To the Agreement between the Board of Commissioners of Police for the City of Thunder Bay and the Thunder Bay Police Association.

SERVICE PAY

Service pay shall be granted on the following basis:

SERVICE PAY - 1987

\$ 75.00 per year after 5 years' service.  
 150.00 per year after 10 years' service.  
 225.00 per year after 15 years' service.  
 300.00 per year after 20 years' service.  
 375.00 per year after 25 years' service.  
 450.00 per year after 30 years' service.

SERVICE PAY - 1988

\$ 85.00 per year after 5 years' service.  
 170.00 per year after 10 years' service.  
 255.00 per year after 15 years' service.  
 340.00 per year after 20 years' service.  
 425.00 per year after 25 years' service.  
 510.00 per year after 30 years' service.

Service pay is to be paid on or before the 15th day of December of each year, and calculated as follows:

Any member who has completed the specified number of years of service up to and including the 31st day of December shall be entitled to the full amount of service pay in accordance with the number of years and amounts indicated above.

Any member who leaves the service, during the year, or the estate of any member who dies during the year, shall be entitled to the payment of service pay pro-rated on the basis of the amount of service completed at the date of separation.

SCHEDULE "C"

To the Agreement between the Board of Commissioners of Police and the Thunder Bay Police Association.

It is hereby agreed that the following Articles as outlined below apply to all civilian employees of the Thunder Bay Police Force.

ARTICLE I**1.01****1.02****1.03** - Scope**1.04** It is agreed that the Board may employ Temporary and Part Time employees on the following basis:

"Temporary" Employees will normally work the standard number of hours per week, i. e., 35, 40, or 48 hours for periods of limited duration in positions which are not likely to become part of the Police Force, or as replacements for full time employees on leave (excluding weekly leave). It is agreed that Temporary Employees shall not be designated as Temporary for a period in excess of twelve (12) months of service. Temporary employees shall be entitled to benefits as per conditions in Article X, Clause 10.01 (a).

"Part Time" Employees will normally work less than the standard number of hours per week, i. e., 24 hours, and such Part Time Employees shall not receive any of the benefits in this Agreement other than those required under the Employment Standards Act.

Temporary and Part time employees will not be used to replace full time employees except in accordance with the above.

It is further agreed that reasonably qualified employees of the Police Force will have the first opportunity to refuse "Temporary" work arising from a full time employee(s) on leave.



## Article I Cont'd

Temporary and Part Time Employees will be subject to the requirements as set forth in Article I, Clause 1.03 and Article II, Clause 2.03 of this Agreement.

1.05

1.06 The parties agree that "Cadets" shall not perform any duties that are presently being performed by members of the Police Force who are not covered by Schedule "C" of this agreement.

ARTICLE II

2.01

2.02

2.03 - Bargaining

ARTICLE III

3.01 Classification and Salary Schedule

3.02 Service Pay

3.03 (c) Higher Salary Group

3.04

ARTICLE IV

4.01 - Vacation and Statutory Holidays

4.02

4.03 - But excluding the Provision for Statutory Holidays

4.04

4.05

4.06

4.07 - Together with the addition of the following sentence at the end of Article IV, Clause 4.07:

"All Civilian employees, except civilians working the 6 + 3 system, will be granted the statutory holidays hereinbefore set forth with pay".

4.08

4.09

ARTICLE

- 5.01 - Court Attendance
- 5.02
- 5.03
- 5.04

ARTICLE VI - CLERICAL EMPLOYEES - HOURS OF WORK

- 6.01 (a) The regular hours of work for civilian employees shall be thirty-five (35) hours per week on the basis of five (5) days between the hours of 8:00 am and 5:00 p.m. The shifts for the civilian employees shall commence at either 8:00 am, 8:30 am, or 9:00 am.
- (b) The regular hours (10:00 a.m. to 6:00 p.m. and 6:00 p.m. to 2:00 am) of work of the clerk receptionist coming under the direct supervision of the Watch Commander, be governed by Section 6.02 with a one hour lunch period within five hours of the commencement of the shift.
- (c) Duty Rosters shall be posted alternating the shifts between the personnel every two weeks. Each employee shall be allowed one hour for lunch between the hours of 11:00 a.m. and 1:00 p.m. Should a new position or positions be established within the civilian section, the Association will be notified with the right to negotiate the hours of work, wages and conditions for that position.
- (d) All employees of the Central Records and Communications Section not working on the 6 + 3 System, shall work a forty (40) hour week, consisting of five (5) daily tours of duty of eight (8) consecutive hours each. These tours of duty shall be rotated every two (2) weeks and there shall be at least eight (8) hours between each and every tour of duty except in extreme emergencies. All employees working on the 6 + 3 System will have hours of work in accordance with the October 5, 1978 proposal.

Article VI Cont'd

6.02 Every employee shall be allowed a half ( $\frac{1}{2}$ ) hour uninterrupted rest period during each eight (8) hour tour of duty, which half ( $\frac{1}{2}$ ) hour shall commence no more than five (5) hours after the commencement of normal tour of duty.

6.04 Shall read as follows:

Applicable only to employees in the Central Records and Communications Section:

"Overtime shall be paid at the rate of time and one-half ( $1\frac{1}{2}$ ) for all work performed in excess of their regular hours of work, which has been authorized by the Chief of Police or his delegate".

ARTICLE VII

7.01 - Applicable only to employees in the Central Records and Communications Section.

7.02 (a)

7.03

7.04

ARTICLE IX

9.03 Cadets to be supplied with Six (6) shirts, two (2) pair trousers, two (2) ties, and one (1) pair footwear, one (1) cap and one (1) jacket as for first year. Clothing to be supplied as required until achieving probationary Constable status.

The Board further agrees to negotiate a clothing allowance for civilian employees when sixty percent (60%) of the ten (10) largest Municipal Police Forces in Ontario are receiving same.

ARTICLE X

10.01

10.02

10.03

ARTICLE

- 11.01 - Sick Leave Plan, Compassionate Leave
- 11.02
- 11.03
- 11.04
- 11.05
- 11.06
- 11.07
- 11.08
- 11.09
- 11.10
- 11.11
- 11.12
- 11.13
- 11.14 - Shall read as follows:

"All civilian employees shall be entitled to such maternity leave as set out under the Laws of the Province of Ontario".

ARTICLE XII

12.02

ARTICLE XIII

13.01

13.02

- 13.03 One civilian delegate of the Thunder Bay Police Association shall be allowed three (3) days leave with pay to attend the bi-annual meetings of the Civilian Police Personnel Association of Ontario.

ARTICLE XIV

- 14.01 - Service Protection

14.02

- 14.03 - Lay-off Procedure

- 14.04 - Recall Procedure

ARTICLE XV

- 15.01 - Grievance Procedure
- 15.02
- 15.03

ARTICLE XVI

- 16.01 - Workers' Compensation

ARTICLE XVII

- 17.01 - Shift Differential
- 17.02

ARTICLE XVIII

- 18.01 Supplementary Pension Benefits - Civilian Members - The Board agrees to provide and subsidize if necessary the following pension supplements:

- (1) A supplementary pension, payable in full at 65 years of age, to provide that the total pension payable from the Ontario Municipal Employees Retirement System and any former pension plan is equal to 2% of the employee's highest average 60 consecutive months' earnings, multiplied by his years of credited service at retirement to a maximum of 35 years service.
- (2) All past service costs will be paid by the Board, and future service costs will be split equally between the employees and the Board.

ARTICLE XIX

- 19.01 Term Agreement

SCHEDULE "0"  
1987 - 1988

To the Agreement between the Board of Commissioners of Police for the City of Thunder Bay and the Thunder Bay Police Association.

SALARY GROUP # 1

COMMUNICATIONS OPERATOR

VEHICLE MAINTENANCE SUPERVISOR

PROPERTY AND STORESKEEPER

JAN. 1, 1987    JULY 1, 1987    JAN. 1, 1988    JULY 1, 1988

<u>STEP 4</u>	Annual	\$29,279.40	\$29,660.03	\$30,549.83	\$31,466.32
MAXIMUM	Monthly	2,439.95	2,471.67	2,545.82	2,622.19
	Bi-Weekly	1,126.13	1,140.77	1,174.99	1,210.24
	Hourly	14.0766	14.2596	14.6874	15.1280
<u>STEP 3</u>	Annual	\$26,351.46	\$26,694.03	\$27,494.85	\$28,319.70
3RD YEAR	Monthly	2,195.96	2,224.50	2,291.24	2,359.98
	Bi-Weekly	1,013.52	1,026.69	1,057.49	1,089.22
	Hourly	12.6690	12.8337	13.2187	13.6152
<u>STEP 2</u>	Annual	\$23,423.52	\$23,728.03	\$24,439.87	\$25,173.07
2ND YEAR	Monthly	1,951.96	1,977.34	2,036.66	2,097.76
	Bi-Weekly	900.90	912.62	940.00	968.20
	Hourly	11.2613	11.4077	11.7499	12.1024
<u>STEP 1</u>	Annual	\$20,495.58	\$20,762.02	\$21,384.88	\$22,026.43
PROBATIONARY	Monthly	1,707.97	1,730.17	1,782.07	1,835.54
	Bi-Weekly	788.29	798.54	822.50	847.17
	Hourly	9.8536	9.9817	10.2812	10.5896

SCHEDULE "O" Cont'd  
1987 - 1988

SALARY GROUP I 2

BUDGET & FINANCE CO-ORDINATOR

		JAN. 1, 1987	JULY 1, 1987	JAN. 1, 1988	JULY 1, 1988
<u>STEP # 4</u>	Annual	\$26,401.10	\$26,744.31	\$27,546.64	\$28,373.04
<u>MAXIMUM</u>	Monthly	2,200.09	2,228.69	2,295.55	2,364.42
	Bi-Weekly	1,015.43	1,028.63	1,059.49	1,091.27
	Hourly	14.5061	14.6947	15.1355	15.5896
<u>STEP # 3</u>	Annual	\$25,081.05	\$25,407.10	\$26,169.31	\$26,954.39
<u>3RD YEAR</u>	Monthly	2,090.09	2,117.26	2,180.78	2,246.20
	Bi-Weekly	964.66	977.20	1,006.51	1,036.71
	Hourly	13.7808	13.9599	14.3787	14.8101
<u>STEP # 2</u>	Annual	\$23,765.79	\$24,074.75	\$24,796.99	\$25,540.90
<u>2ND YEAR</u>	Monthly	1,980.48	2,006.23	2,066.42	2,128.41
	Bi-Weekly	914.07	925.95	953.73	982.34
	Hourly	13.0581	13.2279	13.6247	14.0335
<u>STEP I 1</u>	Annual	\$22,456.40	\$22,748.33	\$23,430.78	\$24,133.70
<u>PROBATIONARY</u>	Monthly	1,871.37	1,895.69	1,952.57	2,011.14
	Bi-Weekly	863.71	874.94	901.1838	928.2192
	Hourly	12.3387	12.4991	12.8741	13.2603

SCHEDULE "D" Cont'd  
1987 - 1988

SALARY GROUP # 3

CENTRAL RECORDS CLERK, C.P.I.C. RECORDS CLERK

		<u>JAN. 1, 1987</u>	<u>JULY 1, 1987</u>	<u>JAN. 1, 1988</u>	<u>JULY 1, 1988</u>
<u>STEP # 4</u>	Annual	\$24,916.62	\$25,240.54	\$25,997.76	\$26,777.69
<u>MAXIMUM</u>	Monthly	2,076.39	2,103.38	2,166.48	2,231.47
	Bi-Weekly	958.33	970.79	999.91	1,029.91
	Hourly	11.9791	12.1349	12.4989	12.8739
<u>STEP # 3</u>	Annual	\$23,733.80	\$24,042.34	\$24,763.61	\$25,506.52
<u>3RD YEAR</u>	Monthly	1,977.82	2,003.53	2,063.63	2,125.54
	Bi-Weekly	912.84	924.71	952.45	981.02
	Hourly	11.4104	11.5588	11.9056	12.2628
<u>STEP # 2</u>	Annual	\$22,550.98	\$22,844.14	\$23,529.46	\$24,235.34
<u>2ND YEAR</u>	Monthly	1,879.25	1,903.68	1,960.79	2,019.61
	Bi-Weekly	867.35	878.62	904.98	932.13
	Hourly	10.8418	10.9828	11.3122	11.6516
<u>STEP # 1</u>	Annual	\$21,368.17	\$21,645.96	\$22,295.34	\$22,964.20
<u>PROBATIONARY</u>	Monthly	1,780.68	1,803.83	1,857.95	1,913.68
	Bi-Weekly	821.85	832.54	857.51	883.24
	Hourly	10.2732	10.4067	10.7189	11.0405



SCHEDULE "D" Cont'd  
1987 - 1988

## SALARY GROUP # 4

VEHICLE MAINTENANCE ASSISTANT, PROPERTY AND STORES ASSISTANT,  
 INTER-DIVISION STENOGRAPHER, IDENTIFICATION CLERK-STENOGRAPHER  
 STENOGRAPHER/RECEPTIONIST (C.I.B.)  
 STENOGRAPHER/RECEPTIONIST (UNIFORM)  
 STENOGRAPHER/RECEPTIONIST (YOUTH)  
 COURT LIAISON CLERK

		<u>JAN. 1, 1987</u>	<u>JULY 1, 1987</u>	<u>JAN. 1, 1988</u>	<u>JULY 1, 1988</u>
<u>STEP # 4</u>	Annual	\$23,521.56	\$23,827.34	\$24,542.16	\$25,278.42
MAXIMUM	Monthly	1,960.13	1,985.61	2,045.18	2,106.54
	Bi-Weekly	904.68	916.44	943.93	972.25
	Hourly	12.9239	13.0919	13.4847	13.8892
<u>STEP # 3</u>	Annual	\$22,407.90	\$22,699.20	\$23,380.18	\$24,081.59
3RD YEAR	Monthly	1,867.33	1,891.60	1,948.35	2,006.80
	Bi-Weekly	861.84	873.05	899.24	926.22
	Hourly	12.3120	12.4721	12.8463	13.2316
<u>STEP # 2</u>	Annual	\$21,295.44	\$21,572.28	\$22,219.45	\$22,886.03
2ND YEAR	Monthly	1,774.62	1,797.69	1,851.62	1,907.17
	Bi-Weekly	819.06	829.70	854.59	880.23
	Hourly	11.7008	11.8529	12.2085	12.5747
<u>STEP # 1</u>	Annual	\$20,181.79	\$20,444.15	\$21,057.47	\$21,689.19
PROBATIONARY	Monthly	1,681.82	1,703.68	1,754.79	1,807.43
	Bi-Weekly	776.22	786.31	809.90	834.20
	Hourly	11.0889	11.2330	11.5700	11.9171

SCHEDULE "D" Cont'd  
1987 - 1988

SALARY GROUP # 5

CLERK/RECEPTIONIST TRAFFIC

		<u>JAN. 1, 1987</u>	<u>JULY 1, 1987</u>	<u>JAN. 1, 1988</u>	<u>JULY 1, 1988</u>
<u>STEP # 4</u>	Annual	\$21,951.24	\$22,236.61	\$22,903.71	\$23,590.82
MAXIMUM	Monthly	1,829.27	1,853.05	1,908.64	1,965.90
	Bi-Weekly	844.28	855.25	880.91	907.34
	Hourly	12.0611	12.2179	12.5845	12.9620
<u>STEP # 3</u>	Annual	\$20,906.73	\$21,178.52	\$21,813.88	\$22,468.30
3RD YEAR	Monthly	1,742.23	1,764.88	1,817.82	1,872.36
	Bi-Weekly	804.11	814.56	839.00	864.17
	Hourly	11.4872	11.6365	11.9856	12.3452
<u>STEP # 2</u>	Annual	\$19,863.43	\$20,121.65	\$20,725.30	\$21,347.06
2ND YEAR	Monthly	1,655.29	1,676.80	1,727.11	1,778.92
	Bi-Weekly	763.98	773.91	797.13	821.04
	Hourly	10.9140	11.0559	11.3875	11.7292
<u>STEP # 1</u>	Annual	\$18,820.11	\$19,064.77	\$19,636.71	\$20,225.81
PROBATIONARY	Monthly	1,568.34	1,588.73	1,636.39	1,685.48
	Bi-Weekly	723.85	733.26	755.26	777.92
	Hourly	10.3407	10.4751	10.7894	11.1131

SCHEDULE "D" Cont'd  
1987 - 1988

SALARY GROUP # 6

POLICE CADETS

		<u>JAN. 1, 1987</u>	<u>JULY 1, 1987</u>	<u>JAN. 1, 1988</u>	<u>JULY 1, 1988</u>
<u>STEP # 4</u>	Annual	\$21,450.10	\$21,728.95	\$22,380.82	\$23,052.24
MAXIMUM	Monthly	1,787.51	1,810.75	1,865.07	1,921.02
	Bi-Weekly	.825.00	835.73	860.80	886.62
	Hourly	10.3125	10.4466	10.7600	11.0828
<u>STEP # 3</u>	Annual	\$20,377.60	\$20,642.51	\$21,261.79	\$21,899.64
3RD YEAR	Monthly	1,698.13	1,720.21	1,771.82	1,824.97
	Bi-Weekly	783.75	793.94	817.76	842.29
	Hourly	9.7969	9.9243	10.2220	10.5287
<u>STEP # 2</u>	Annual	\$19,305.08	\$19,556.05	\$20,142.73	\$20,747.01
2ND YEAR	Monthly	1,608.76	1,629.67	1,678.56	1,728.92
	Bi-Weekly	742.50	752.16	774.72	797.96
	Hourly	9.2813	9.4019	9.6840	9.9745
<u>STEP # 1</u>	Annual	\$18,232.59	\$18,469.61	\$19,023.70	\$19,594.41
PROBATIONARY	Monthly	1,519.38	1,539.13	1,585.31	1,632.87
	Bi-Weekly	701.25	710.37	731.68	753.63
	Hourly	8.7657	8.8796	9.1460	9.4204

SCHEDULE "D" Cont'd  
1987 - 1988

SALARY GROUP # 7FRONT DESK RECEPTIONIST

		<u>JAN. 1, 1987</u>	<u>JULY 1, 1987</u>	<u>JAN. 1, 1988</u>	<u>JULY 1, 1988</u>
<u>STEP # 4</u>	Annual	\$18,810.57	\$19,055.11	\$19,626.76	\$20,215.56
MAXIMUM	Monthly	1,567.55	1,587.93	1,635.56	1,684.63
	Bi-Weekly	723.48	732.89	754.88	777.52
	Hourly	10.3355	10.4698	10.7839	11.1075
<u>STEP # 3</u>	Annual	\$17,905.57	\$18,138.34	\$18,682.49	\$19,242.96
3RD YEAR	Monthly	1,492.13	1,511.53	1,556.87	1,603.58
	Bi-Weekly	688.68	697.63	718.56	740.11
	Hourly	9.8382	9.9661	10.2651	10.5731
<u>STEP # 2</u>	Annual	\$17,000.58	\$17,221.59	\$17,738.24	\$18,270.39
2ND YEAR	Monthly	1,416.72	1,435.13	1,478.19	1,522.53
	Bi-Weekly	653.87	662.37	682.24	702.71
	Hourly	9.3410	9.4624	9.7463	10.0387
<u>STEP # 1</u>	Annual	\$16,096.78	\$16,306.04	\$16,795.22	\$17,299.08
PROBATIONARY	Monthly	1,341.40	1,358.84	1,399.60	1,441.59
	Bi-Weekly	619.11	627.16	645.97	665.35
	Hourly	8.8444	8.9594	9.2281	9.5050

Schedule "D"  
Continued

If required it is agreed that the Central Records and C.P.I.C. Records Clerk positions will be combined and re-classified to meet the needs of computerizing Central Records.

It is also agreed that a member hired as a Communication Centre Operator prior to the signing of the 1987 - 1988 contract will be paid at the Communications Centre rate of pay even after the job reclassification occurs provided the member does not elect to be reclassified at the time Central and C.P.I.C. Records are combined.

Members hired as Communication Centre Operators prior to the signing of this contract (1987 - 1988) electing not to be reclassified and who are not performing a Communications Centre function at the time of the reclassification will be transferred into the Communication Centre by seniority as vacancies occur.

It is further agreed that new or existing employees hired or transferred after the signing of this contract (1987 - 1988) to perform C.P.I.C. Records Clerk duties prior to the reclassification will be paid at the C.P.I.C. Records Clerk rate of pay as per Schedule "D".