

Collective Agreement

Between

**The Corporation of the city of
Calgary**

and

**Canadian Union of Public Employees
Union Local 37**

Begins:

12/26/2005

Terminates:

01/04/2009

07252 (09)

Source:

Employees:

Received by:

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COLLECTIVE AGREEMENT made this **1st** day of **March, 2006**:

BETWEEN:

THE CORPORATION OF THE CITY OF CALGARY
hereinafter called "The City"

PARTY OF THE FIRST PART

and

**CALGARY CIVIC EMPLOYEES LOCAL 37 OF THE
CANADIAN UNION OF PUBLIC EMPLOYEES**
hereinafter called "The Union"

PARTY OF THE **SECOND** PART

1.00 COVERAGE AND DEFINITIONS

1.01 Management Rights

The Union recognizes that it is the function of the City to exercise the regular and customary functions of the City and to direct the working forces of the City subject however to the terms of this Collective Agreement, hereinafter referred to as this Agreement.

The purpose of this Agreement is to stipulate the hourly pay rates and working conditions of those employees whose bargaining rights are held by the Union in accordance with the provisions of the Alberta Labour Relations Code.

1.03 Certification Change and Seniority

An employee in the City service, who is reassigned to this bargaining unit as a result of mutual agreement between the City and the Union or as a result of the decision of the Alberta Labour Relations Board, shall have his entire City service recognized for the purpose of establishing a seniority date.

1.04 Certification Change

The City, the Union, and any other employee group(s) may agree to exclude or include certain position(s)/employee(s) notwithstanding existing certificates. Such agreements shall be reduced to writing and shall form part of this Agreement.

1.05 Term of Agreement

This Agreement shall be in full force and effect as of **December 26, 2005** and shall continue in full force and effect to **January 4, 2009**, and from year to year thereafter, except as hereinafter provided.

1.06 Negotiations Notice

Either party may require the other party to commence collective bargaining by notice in writing not less than 60 days and not more than 120 days prior to the termination, or anniversary of the termination date, of this Agreement. Pre-negotiation studies may be carried out if mutually agreed.

1.07 Coverage Extension

If notice to negotiate has been given by either party prior to the termination date of this Agreement, or if negotiations continue beyond the termination date of this Agreement, this Agreement shall remain in full force and effect during this time until the applicable provisions have been complied with under the Alberta Labour Relations Code.

1.08 Plural or Feminine Terms

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** require.

1.09 Human Resources

Whenever reference is made in this Agreement to Human Resources, it shall mean the Human Resources Business Unit of the City of Calgary.

1.10 Classifications/Rates of Pay

The parties agree to accept the Classifications and Rates of Pay as shown in the attached Schedules A and B, respectively.

1.11 Classification Information

The City shall make available to the Union, regular reports issued by the City as to position additions and deletions from the establishment, as well as information, on request, as to job descriptions, list of positions in the bargaining unit, job classifications or reclassifications and related manuals.

1.12 Classification Change

The City has the right to set hourly pay rates on new or significantly changed jobs. Such new hourly pay rates may be appealed under the Grievance Procedure. New hourly pay rates shall be effective as of the date of establishment of the classification. New equipment shall be assigned a temporary rating within 30 days of receipt by Human Resources and a final rating 90 days after establishment of such preliminary rating.

When Human Resources requests a review based on a change of duties or as a result of a City reorganization, any resulting change in classification shall be made retroactively to the date of request, or to the date of changed duties, if such date can be positively identified. Any employee whose evaluated base hourly pay rate is over-ranged as a result shall receive normal increments in the previously established classification and any general increases for a 3 year period (as long as that employee remains in that classification), after which "red-circling" shall become effective.

The City shall advise people in over-ranged positions of sources available and City policy for retraining. Over-ranged employees, upon request, shall have those resources made available however; any advancement shall only be made through the normal procedure of filling vacancies.

Any employee who requests a review and whose base hourly pay rate is over-ranged as a result of a review of the position by Human Resources shall have his base hourly pay rate in the previously established classification maintained, with no further increases (as long as that employee remains in that classification). This base hourly pay rate in the previously established classification shall remain in effect until the evaluated base hourly pay rate equals or surpasses the employee's "red-circled" hourly pay rate.

1.13 Reclassification Requests

Individual reclassification requests based on changes in duties and responsibilities shall be finalized by Human Resources within 90 days of receipt of the request by the City Compensation and Employment Division.

1.14 Pay Rate Decisions

As per Clause 1.12, appeals of hourly pay rate decisions shall be forwarded to the Leader of Total Compensation, as Step One and the General Manager, Human Resources, as Step Two of the Grievance Procedure.

2.00 UNION SECURITY AND EMPLOYEE RIGHTS

2.01 New Employees

The City agrees to acquaint new employees with the fact that a Collective Agreement is in effect, and with the dues check off and to provide them with a copy of this Agreement which shall include as an insert a membership card.

2.02 Checkoff

All employees covered by this Agreement shall be subject to deduction of Union Dues from pay, and including initiation fees for Union members, in amounts equal to the regular dues and initiation fees and from time to time those assessments duly authorized by the Union's Bylaws but not including any fines.

2.03 Dues Deduction

Deductions shall be made from each payroll and shall be forwarded to the Union not later than the 10th day following the deduction, accompanied by a list of all employees from whose wages the deductions have been made.

APPLICATION FOR MEMBERSHIP
With
Canadian Union of Public Employees
Local No. 37

In making application –

“I solemnly promise and declare that I will support and obey the Constitution of this Union, and of the Canadian Labour Congress, that I will, if within my power to do so, assist my fellow members, or their families, when they are in distress; that I will not purposely or knowingly wrong a member of the Union, or assist others in wronging him, that I will not recommend any person to become a member who I believe unworthy to be a member.”

I hereby – Tender \$_____ as payment of the Initiation Fee.

Authorize C.U.P.E. Local 37 to deduct \$_____ as payment of the Initiation Fee.

Date _____

Signature of Applicant _____

LAST NAME _____

FIRST NAME(S) _____

PHONE NUMBER _____

ADDRESS _____

POSTAL CODE _____

OCCUPATION _____

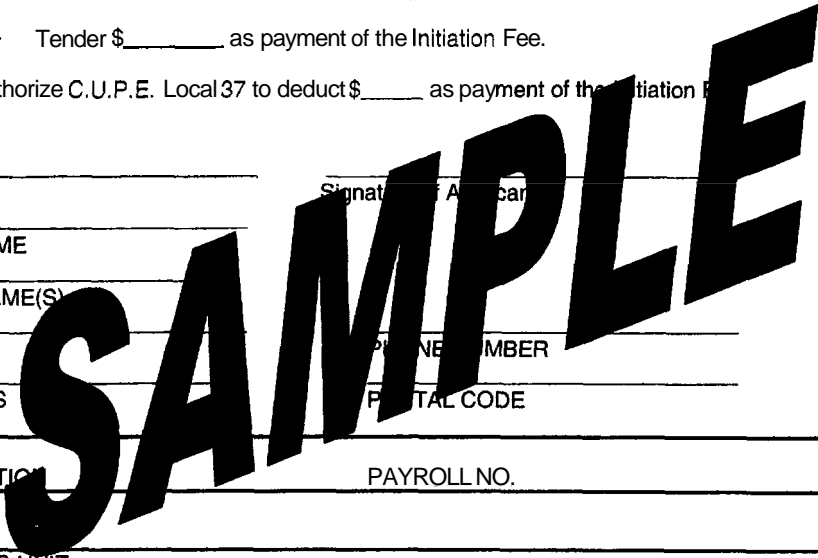
PAYROLL NO. _____

BUSINESS UNIT _____

On behalf of C.U.P.E. Local 37, I hereby accept this application for membership.

Signed on behalf of the Union _____

Date _____



2.04 Pay Days

All employees shall be paid on a biweekly basis. Employees shall receive, by the end of each pay day, a statement showing all deductions and adjustments for that period.

2.05 Technological Change

The City shall assume all its responsibilities with regard to employees who may be affected by technological change. For this reason the City agrees to set up retraining or refresher programs for employees thus affected wherever practicable. The City shall endeavour to give the Union notice of implementation of new methods and discuss with the Union any action liable to cause personnel problems.

2.06 Technological Change Transfers

If an employee cannot cope with technical or technological improvement and has to transfer and is able to do the work to which he transfers he shall continue to receive the hourly pay rate that he enjoyed at the time of his transfer until such time as the lower hourly pay rate reaches his former hourly pay rate at the time of his transfer.

2.07 Technological Change Separations

When the above provisions have been exhausted without success, the following shall apply with respect to technological change only:

After 10 years of service, and in addition to the normal notice before layoff, the employee shall receive 2 weeks at 1/2 of his regular pay for each year served beyond 10 years to a maximum of 26 weeks.

2.08 Job Stewards

The Job Steward System is accepted in principle by the City. The Union shall list with Employee Relations, Human Resources, and the work units, as per Clause 4.14, the current appointments of Union Officers and Job Stewards in each work unit.

The City shall list with the Union the City personnel in each work unit with whom the Union files grievances, as per the grievance procedure.

Job Stewards shall be recognized by the City as pari of the grievance procedure, as per Article 3.00, and for the purpose of attending disciplinary representation, as per Clause 2.12.

2.09 Representative of Canadian Union of Public Employees

The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees when dealing with or negotiating with the City. Such representatives shall not be denied reasonable access to the City's premises in order to investigate and assist in the settlement of a grievance, taking into consideration operating necessities.

2.10 Discrimination

The City shall not discriminate against any employee on the basis of race, religious beliefs, colour, gender, mental disability, physical disability, marital status, age, ancestry, or place of origin of that person. The foregoing does not apply with respect to the provisions, limitations, or defenses set out in any applicable legislation.

The City shall not discriminate against any of its employees on account of political beliefs, sexual orientation, nor by reason of their membership or activity in the Union.

2.11 Harassment

The City and the Union are committed to improving the workplace by maintaining a work environment for all its employees/members which is free from all forms of harassment.

In order to help enhance the dignity and self worth of all employees/members the City and the Union are committed to a harassment free workplace. The City and the Union will not tolerate, ignore or condone workplace harassment.

All employee/members are responsible for respecting the dignity and rights of their co-workers.

2.12 Warnings and Discipline

Whenever an employee is disciplined and the discipline is intended to be a matter of record on an employee's file, the employee shall be given written particulars stating the reason for the action and outlining the terms of the penalty (where applicable). In all cases, the employee shall be advised that he has the right to have the Union Job Steward or other Union representative present.

Should an employee be suspended for the purpose of investigation and is to be interviewed by his Exempt Supervisor for the purpose of determining disciplinary action, the employee shall be advised that he has a right to representation by a Union Executive Representative.

The City shall make the arrangements for such representation through the Union's Full-time Officers or the National Representative.

A copy of the written particulars shall be given to the Job Steward, as per Clause 2.08, or other Union representative, who may grieve within 10 days of receipt, as per the Grievance Procedure.

2.13 Disciplinary Document Expiry

After 2 years' time in the case of all permanent employees, any disciplinary document shall be removed from the employee's personal record in Human Resources, his own Business Unit, and in the Union's file, and destroyed and not held against the employee or the City in any way. In the case of temporary employees the time of removal of the pertinent record shall coincide with the attainment of 24 cumulative months.

Any accumulation of 119 or more days of absence from work (excluding approved vacation time) shall be added to the 2 years' time or the 24 cumulative months.

2.14 File Review

Under the supervision of the City and by appointment, an employee has the right to see his official personnel file held in Human Resources, and the Business Unit personnel file, if applicable. An employee's right to see either file shall not be unreasonably denied.

2.15 Notice of Resignation

Where a permanent employee resigns, he shall give the City 2 weeks' notice, in writing.

2.16 Dismissal Appeal

Any employee desiring to appeal against his dismissal for cause shall do so under the Grievance Procedure, and in such cases the first Step may be omitted.

2.17 Reinstatement

Any employee who has been wrongfully dismissed or suspended by the City and who is later reinstated shall, subject to the conditions of reinstatement, be compensated in full for standard time lost at his regular hourly pay rate.

2.18 Proper Accommodation

Insofar as is practicable, proper accommodation shall be arranged for employees to wash up, have their meals and to keep and change their clothes.

The City shall ensure that where trailers are assigned to field application for crew operations they shall have toilet facilities. Employees shall be required to clean the toilet facilities. In this respect appropriate cleaning utensils and material shall be made available and the City shall assign cleaning duties as equally as is practicable among the employees concerned.

2.19 Occupational Health and Safety

An effective Occupational Health and Safety program is dependent on a specific policy set by the City and made clear to all employees, including Exempt Supervisors and Foremen, who accept safety operations as part of their normal responsibility. Every effort shall be made to get all employees interested and active in the Occupational Health and Safety program.

2.20 Health and Safety Committees

Health and Safety Committees shall be established between the Union and the City's representatives. Such committees shall meet regularly (i.e., monthly) to deal with concerns pertinent to Occupational Health and Safety. Terms of reference for the committees shall include:

- Investigation of observed and reported health and safety concerns. In addition committee members shall endeavour to advise employees when they observe them performing unsafe or unhealthy acts;
- Participation in the provision of training and education in safe work practices for employees;
- Recommendation to the City for changes for the alleviation of unsafe or unhealthy conditions or practices;
- Review of new or significantly changed facilities, processes or procedures for the purpose of identifying health or safety hazards;
- Review of accident investigations and trend analysis;
- Appointment of and coordinating inspection teams for the purpose of inspecting work sites;
- Exchange of information regarding health and safety practices between members from various sections of the larger work place.

2.21 Committee Assistance and Mandate Changes

It is agreed that the City, including Human Resources and the Executive of the Union shall assist committee members in acquiring the basic background information and expertise to effectively analyze areas and procedures with respect to identifying potential health and safety hazards.

The parties agree that any further terms of reference and/or clarification of the terms of reference described above shall be developed and mutually agreed upon in joint consultation between the Union and Human Resources.

2.22 Information Exchange

The Union shall be provided with the particulars of personal injury reports, material safety data sheets and any related safety issues, as well as any investigation reports and studies conducted by Human Resources.

Copies of Committee recommendations shall be forwarded to Human Resources.

2.23 Safety - City Responsibility

It is the responsibility of the City, to make sure of the safe conditions of vehicles, tools, equipment and materials and upon becoming aware of an unsafe condition to take timely and corrective action.

2.24 Safety - Employee Responsibility

Having received the required instructions, it is the responsibility of employees to ensure that all vehicles, tools, equipment and materials are operated or handled in a safe and reasonable manner and to promptly advise of defects, damage and/or unsafe condition of same.

2.25 Unsafe Working Conditions

An employee shall not be required to work under conditions identified as being in violation of the Alberta Occupational Health and Safety Act and any amendments thereto, or any enactments subsequently legislated in Alberta.

A relevant section of the current Alberta Occupational Health and Safety Act reads as follows:

"28. No person shall dismiss or take any other disciplinary action against a worker by reason of that worker acting in compliance with this Act, the regulations or an order given under this Act."

2.26 Protective Wear

No employee of the City shall be required to enter any quarantined building or area, sanitary or hazardous material spill clean up sites, without proper protective clothing and/or devices as specified. It is further agreed that the City shall assume responsibility in the event that the employee becomes infected, provided that the proper clothing and devices have been used and the proper techniques adhered to.

2.27 No Conflicting Agreements

No employee shall be required or permitted to make any agreements with the City or its representatives which directly conflict with this Agreement.

2.28 Copies of the Agreement

The City shall undertake to arrange for the printing of sufficient copies of this Agreement for each employee within 90 days of the date this Agreement is signed by both parties, and shall accept the full cost.

2.29 Bulletin Boards

The City shall provide bulletin boards wherever practicable which shall be placed so that employees shall have reasonable access to them. Notices of job vacancies shall be posted promptly and maintained for a period of 8 calendar days. Where employees do not have access to bulletin boards, the City shall make every reasonable effort to ensure that the employees are informed of the posting notice. The use of the bulletin boards for other than City purposes shall require approval of the City.

3.00 GRIEVANCE PROCEDURE

3.01 Differences

The City and the Union jointly recognize the desirability of preventing grievances through the use of good judgement and communications and clear directives by all parties.

An employee is expected to attempt resolution of the difference informally with the Exempt Supervisor. The employee shall have the right to have union representation. Should this fail to resolve the difference, a grievance may be submitted in writing, pursuant to Clause 3.03.

3.02 Definition of Grievance

A grievance is any difference between the parties to or persons bound by this Agreement concerning its interpretation, application, operation or any alleged violation of this Agreement, or any question as to whether any difference is arbitrable.

3.03 Filing Time Limit

Grievances not submitted within 10 working days after the circumstances giving rise to such grievances occurred or should reasonably have been known, shall not be considered.

3.04 Filing Procedure

No grievance shall be considered except under the following procedure including specifically the placing of the grievance in writing, citing clause(s) pertaining to the grievance. Copies of all written grievances shall be forwarded to Employee Relations, Human Resources, Grievances shall be submitted on a form satisfactory to the Union and the City.

3.05 Grievance Handling

No grievance handling or Union activities shall take place on City property, or work sites, or during working hours without the required permission of the Exempt Supervisor or designate responsible for the work area(s).

3.06 Working Days

For the submission of grievances as provided herein, "Working Days" shall be considered as the days in which the City's general offices are open to the public for the transaction of regular business.

3.07 Time Limit Changes

Longer periods of time for consideration of grievances may be given at any step in the procedure, if mutually agreeable. Conversely, if time limits are not adhered to, either party may proceed to the next step.

3.08 General (or Policy) Grievance

When a dispute involving a question of general application or interpretation of this Agreement occurs, or where the Union has a grievance, Step 1 of the Grievance Procedure may be bypassed. Only grievances submitted by the Union Executive Representative or the CUPE National Representative shall be considered.

3.09 Grievance Procedure Steps

Grievances arising under this Agreement shall be processed, adjusted and settled as follows:

(1) Step One

The Job Steward, a Union Executive Representative or the CUPE National Representative shall submit the grievance in writing to the applicable Manager / Leader or their designate who shall hear the grievance within 2 working days of receipt of the request. A written response will be provided to the presenter within 2 working days of the hearing;

(2) Step Two

Within 2 working days of receipt of the response, the Job Steward, a Union Executive Representative or the CUPE National Representative may submit the grievance to the **Director** or his/her designate, who shall hear the grievance within 5 working days of receipt of the request. A written response shall be provided to the presenter within 5 working days of the hearing.

(3) Step Three

Within 5 working days of receipt of the response, the Union Executive Representative or the CUPE National Representative may submit a grievance arising from a termination or a policy grievance to the applicable **General Manager** who shall hear the grievance within 10 working days of receipt of the request. A written response shall be provided to the presenter within 10 working days of the hearing.

(4) Arbitration

If the decision of the **Director** at Step 2, or of the **General Manager** at Step 3, is not acceptable to either party, the grievance may be referred to a Grievance Arbitration Board within 30 days after receipt of the decision for final and binding settlement on all parties.

Either of the parties may notify the other party in writing of its desire to submit the difference as per Clause 3.04 to arbitration, and the notice shall contain a statement of that difference and the name of the first party's appointee to the Grievance Arbitration Board. The recipient of the notice shall, within 7 days inform the other party of the name of its appointee to the Grievance Arbitration Board. The 2 appointees so selected shall, within 7 days of the appointment of the second of them, appoint a third person who shall be the Chairperson.

If the recipient of the notice fails to appoint an appointee within the time limit indicated above, the appointment shall be made by the Director of Mediation Services upon the request of either party. If the 2 appointees fail to agree upon a Chairperson within the time limit, the appointment shall be made by the Director of Mediation Services upon the request of either party.

The Grievance Arbitration Board shall hear and determine the difference and shall issue an award in writing and the decision is final and binding upon the parties and any employee affected by it. The decision of the majority is the award of the Grievance Arbitration Board, but if there is no majority, the decision of the Chairperson governs and it shall be deemed to be the award of the Grievance Arbitration Board.

The parties may by mutual agreement elect Arbitration by a single Arbitrator under the provisions of the Alberta Labour Relations Code. If the parties are unable to mutually agree to finalization by a single Arbitrator, the grievance shall be settled by a Grievance Arbitration Board as provided for above.

Each party to the difference shall bear the expense of its respective appointee to the Grievance Arbitration Board and the 2 parties shall bear equally the expenses of the Chairperson.

The above time limits may be extended by mutual agreement.

3.10 Arbitration Board Awards

The Grievance Arbitration Board may direct the City to reinstate the employee and pay to the employee a sum equal to his wage loss by reason of his unjust suspension or unjust dismissal or such lesser sum as, in the opinion of the Grievance Arbitration Board, is fair and reasonable or the Grievance Arbitration Board may make such other orders as it considers fair and reasonable having regard to the terms of this Collective Agreement.

3.11 Employee Attendance at Hearings

All employee(s) aggrieved (or as may be agreed to by the parties) shall have the right to be present at all steps of the Grievance Procedure, and if held during their scheduled working hours, shall suffer no loss of pay.

3.12 Union Representation at Hearings

The following employees (other than those employees on Union Office Leave of Absence) may be in attendance during the Grievance Procedure, and if held during their scheduled working hours, shall suffer no loss of pay:

At Step 1, the work unit Job Steward, as per Clause 2.08, and one other Union representative;

At Steps 2 and 3, 3 Union representatives;

At Arbitration, 5 Union representatives.

4.00 SENIORITY, PROMOTION, LAYOFF AND RECALL

DEFINITIONS

4.01 Permanent Full-Time Employee

A permanent employee shall be defined as one who has been selected or appointed, to an established full time position, and has served a complete probationary period. A permanent employee shall include those, as per Clause 4.09.

4.02 Permanent Part-Time Employee

A permanent part-time employee shall be defined as one who has been selected or appointed, to an established part-time position, and has served the equivalent to a 6 month probationary period (992 hours), and whose work is firmly scheduled throughout the entire year on a regular basis, and whose continuing work requires at least 992 hours of work during any consecutive 12 months. These employees shall receive the same hourly pay rate as full-time permanent employees.

4.03 Probationary Employee

A probationary employee shall be one who has been selected, or appointed to an established position and is serving a probationary period for the purpose of establishing permanency and meeting the requirements of the position.

4.04 Temporary Employee

A temporary employee shall be one who has not attained permanent employee status,

4.05 Full-time Employee

The word "full-time" when used in this Agreement shall refer to an employee who is assigned standard working hours as specified in this Agreement.

4.06 Part-time Employee

The word "part-time" when used in this Agreement shall refer to an employee who is assigned working hours that are **less** than the standard working hours specified in this Agreement.

4.07 On-Call Employee

An 'On-Call' employee shall be designated as one filling a non-established position, who may work hours equal to or less than a normal shift; hours and days of work are on an intermittent or occasional basis; considered as those employees who have the right to elect whether or not to work when requested. No seniority shall accrue for these employees.

4.08 Established Position

An established position shall be defined as one that has been duly authorized as part of the normal establishment in a work unit of a City Business Unit.

4.09 Provisional Position

If no established position becomes available after 24 months of continuous, full time work *in* a work unit, the temporary full time employee shall be assigned to a provisional position, and shall be considered a permanent employee. Performance reviews shall be performed after at least the 9th and 21st month *of* continuous service for those temporary full time employees. Any accumulation *of* 10 or more days *of* absence from work shall be added to the stipulated 24 month period.

No *probationary* period shall be required if the permanent employee in a provisional position is placed in an established position where the duties of that position have been satisfactorily performed by that employee.

4.10 Probationary Period

A complete 6 month period *of* work in a continuous period of service may be served by all employees in any established position in order to assess employees' abilities to meet the requirements of such established positions. For the purpose of determining the probationary period, any accumulation of 10 or more days of absence from work shall be added to the stipulated 6 month period. Probationary status reports shall be completed at the 3rd and 5th month of the probationary period. The probationary period may be extended as required following mutual agreement with the Union.

4.11 Promotion

The word "promotion" when used in this Agreement shall mean the movement of an employee to an established position with a higher regular hourly pay rate than his present position.

4.12 Transfer

The word "transfer" when used in this Agreement shall mean the movement of an employee to a position with the same regular hourly pay rate as his present position.

4.13 Seniority

Seniority is defined as the length of service, subject to Clause 4.31, within the work unit, as per Clause 4.14.

4.14 Work Units

Utilities and Environmental Protection

- 1.1) Waste & Recycling Services
- 1.2) **Water Services – Field Operations**
- 1.3) Wastewater Treatment
- 1.4) Calgro
- 1.5) Water Treatment

Corporate Services

- 2.1) Supply

Community **Services and Protective Services**

- 3.1) Parks
- 3.2) Cemeteries
- 3.3) Golf Courses
- 3.4) Aquatics & Fitness Centres; Leisure Centres Aquatics; Boat Patrol
- 3.5) Arenas /Athletic Parks, Leisure Centre Arenas & Maintenance
- 3.6) Art Centres and Science Centre
- 3.7) Zoo Animal Care
- 3.8) **Zoo** Horticulture
- 3.9) Calgary Police Service Maintenance Branch
- 3.10) Calgary Police Service Transport Branch

Transportation

- 4.1) Roads Maintenance, Construction & Materials
- 4.2) Traffic Field Operations
- 4.3) Parking Meters
- 4.4) Bridge Maintenance

Asset Management & Capital Works

- 5.1) **Corporate Properties, Facility Operations**
- 5.2) **Calgary Housing Company**
- 5.3) **Fleet Services**

APPLICATION OF SENIORITY

4.15 Selections

In staffing positions, permanent employees shall receive first consideration, provided that the applicants have the necessary qualifications. Education, training, experience and ability shall be considered and where these factors are judged by the City to be relatively equal seniority shall be the determining factor.

4.16 Appointments

The senior employee in the same work unit may be appointed to an established position by the City, in accordance with the factors specified in Clause 4.15, without posting.

4.17 Posting of Positions

The City shall have the sole right to make the decision as to whether vacant positions shall be posted. When a position is posted, such posting shall be for a period of 8 calendar days. Such posting shall outline the type of position and the nature of the duties with minimum qualifications required.

4.18 Staffing of Positions

A vacancy shall be filled in accordance with the principle of Clause 4.15, with first consideration given to employees in the work unit, then from the Business Unit, then from outside the Business Unit within the bargaining unit, and final consideration to other employees.

Where the City has advertised the position outside of the City service, the City agrees the applications received shall not be considered until all applications from employees within the bargaining unit have been assessed.

4.19 Copies of Postings

A copy of the posting of the vacancy shall be forwarded to the Union Recording Secretary. When the appointment has been made, the Union Recording Secretary shall be notified of the applicants and the appointee's name and Business Unit in order that the Union may place objections, if any, before the City.

4.20 Reversion

When a permanent employee is transferred or promoted to an established position within the bargaining unit, he shall be permitted to or may be required to revert to his former established position. He shall be permitted to retain his seniority in that former position for a period not to exceed the period specified in Clause 4.10, from date of transfer or promotion. Any employee affected by such reversion shall also be returned to his former position.

When a permanent employee is transferred or promoted to an established position outside the bargaining unit, he shall be permitted to or may be required to revert to his former established position. He shall be permitted to retain his seniority in that former position for a period not to exceed the period specified in Clause 4.10, from date of transfer or promotion. Any employee affected by such reversion shall also be returned to his former position.

4.21 Non-Permanent Employee - Transfer and Promotion

When a non-permanent employee is transferred or promoted to an established position within the bargaining unit or in CUPE Local 709, he shall be permitted to, or may be required to, return to his former assignment. He shall be permitted to retain his seniority in that former assignment for a period not to exceed the period specified in Clause 4.10, from the date of transfer or promotion. Any employee affected by such return shall also be returned to his former assignment.

4.22 Relief or Temporary Assignments

When an employee is relieving in a position or accepts a temporary assignment in CUPE Local 709 or outside the bargaining unit, such employee shall retain all past and accruing seniority. Such employee may be required by the City to return, except for disciplinary reasons, to his former work unit, to the highest position previously worked based on qualifications.

The City shall notify the Union of employees who accept a relief or temporary assignment when the duration, for other than seasonal requirements, exceeds 6 months.

4.23 Notice of Layoff

All employees who have been employed for more than 3 continuous months shall receive 7 calendar days written notice of layoff, or pay based on the hourly pay rate of their assigned classification, in lieu of notice.

4.24 Layoff

Layoff of employees shall be made on the basis of the least senior in the work unit shall be the first laid off, taking into account the required qualifications, as per Clause 4.15, to satisfactorily perform the work available in the work unit.

No permanent employee shall be affected by a reduction in the work unit, while firstly temporary employees, and secondly probationary employees, remain on staff in the work unit, taking into account the required qualifications, as per Clause 4.15, to satisfactorily perform the work available in the work unit.

4.25 Recall Rights

Employees laid off after completing an initial period of 4 or more month's work in a continuous period of service in a work unit shall be recalled, by order of seniority, provided they have the required qualifications, as per Clause 4.15, to perform the duties for the positions to be filled. Recall rights shall apply only in the work units in which such **work** time was attained.

4.26 Internal Recalls

Permanent employees who have been offered alternate available employment in another work unit shall have the right to exercise recall rights to their original work unit for a period of 12 months from the date of offer.

4.27 Special Skills

It is agreed that in order to meet operational requirements, employees with special skills may be recalled prior to others more senior on the recall list.

4.28 No New or Previous Employees

No new or previous employees shall be hired until those permanent and temporary employees on layoff with recall rights have been given the opportunity of re-employment, taking into account the required qualifications, as per Clause 4.15, to satisfactorily perform the work available in the work unit.

4.29 Recall for Employment of Short Duration

An employee recalled for employment of a short duration at a time when employed elsewhere shall not lose recall rights for refusal to return to work with the City provided the employee shows the period of employment with the other employer to be of a reasonably longer duration than that offered by the City. The provisions of Clause 4.40 shall be followed.

4.30 Lapse of Recall Rights

Subject to other provisions in this Article, recall rights shall lapse after 12 months from date of layoff.

SENIORITY ADJUSTMENTS

4.31 Accumulation of Seniority

An employee's seniority date shall be adjusted to account for any leaves of absence without pay, that exceed 30 consecutive days, except as specified in Article 6.00, and as per Clause 2.17.

4.32 Loss of Seniority

An employee shall lose seniority only in the event of:

- 1) Discharge for just cause.
- 2) Resignation.
- 3) Absence from work for 4 regularly scheduled consecutive working days without notifying the City, unless such notice was not reasonably possible.
- 4) Layoff for a period of 1 year.
- 5) Decisions of a Grievance Arbitration Board.
- 6) The provisions of Clauses 4.20, 4.21, 4.26, 4.37 and 4.39.

4.33 Separation of Temporary Employees

The City shall not separate temporary employees merely to break service.

4.34 Merging of Seniority Rights

Should the City take over any of the operations or functions of another employer, the parties agree to discuss the merging of seniority rights for affected employees.

4.35 Training

The City shall maintain a system of on the job training as determined by and subject to the needs of the work units, **so** that all employees shall have equal opportunity to apply for, as per posted requirements, and receive such training for equipment and trucks.

An employee who is properly certified by the City as a qualified trainer in the operation of a certain class of vehicle or equipment and who is assigned the responsibility of training another employee in such operation, shall be paid the second hourly pay rate level immediately higher than his current classification.

Employees shall receive the hourly pay rate for the job they normally would have been assigned while in training for equipment and trucks, until in receipt of a temporary/permanent operator's ticket for the equipment/truck being trained on. Such opportunities for training shall be allocated by seniority/ticket date, according to selections from posted requirements.

INFORMATION REQUIREMENTS

4.36 Lists

The City shall maintain a seniority list showing permanent employees in established/provisional positions and temporary employees by classification hired.

Copies of seniority lists shall be sent to the Union in January and July of each year.

Copies of layoff and recall lists shall be forwarded to the Union, with layoff lists sent immediately after layoff.

4.37 Notice of Recall

Notice of recall prior to staffing shall be dispatched by Priority **Post** (signature required) to the last known address with an appointment set for a time no sooner than 14 calendar days following the date of dispatch. Failure to reschedule the appointment prior to same or appear for documentation shall result in loss of recall rights.

4.38 Information to the City

It shall be the responsibility of each employee to keep the City informed of their current address and phone number through their work unit.

It shall be the responsibility of each previous employee on layoff with recall **rights** to keep Human Resources (**268-5800**) and the work unit informed of their current address and phone number.

4.39 Layoff - Not Recommended for Recall

An employee who is laid off but not recommended for recall for **just** cause shall be given written notification of the reasons and loss of recall rights by his work unit. Copies of this notification shall be sent to Human Resources and to the Union.

4.40 Permission to Rest Recall Rights for Definite Period

Upon making written application, an employee may be granted permission to rest recall rights for an agreed period. The application must be approved by both Human Resources. The Union and the employee **are to be** informed, **in writing**, of the decision. Other terms and conditions of recall to the next available position to be filled shall apply on expiration of **the** agreed term.

4.41 Benefits Information

Employee benefit entitlements and participation requirements are contained within the provisions and regulations of the Agreement between the City of Calgary and the Municipal Employees Benefit Association of Calgary.

An employee, who is in receipt of, or eligible for benefits, shall continue to accumulate service as per Clause 7.01 and upon notice of recall, may rest recall rights as per Clause 4.40.

5.00 HOURS OF WORK, RATES OF PAY, PAY PREMIUMS

5.01 Hours and Days of Work

The hours and days of work in this Article are stated solely for the purpose of calculating overtime and shift differential, where applicable, and shall not be construed as a guarantee of any minimum nor as a restriction on any maximum hours and days to be worked.

No adjustments shall be made to the pay of those employees working during the changeover to accommodate Daylight Saving Time. **All** such employees shall be paid for their normal shift.

5.02 Standard Hours of Work

The standard hours of work, subject to the specific provisions of this Agreement, shall be 9 1/2 hours per day, 4 consecutive days per calendar week, to a total of 38 hours per week, with consecutive days off.

5.03 Standard Work Day

The standard work day shall be any 9 1/2 hours work within the 11 consecutive hours between 0700 and 1800 hours.

5.04 12 Hour Operations

The standard hours of work shall be 12 hours per day, on a scheduled basis in which over a 6 week period of time, shall average **38** hours per week, with consecutive days off.

5.05 Non-Standard Hours of Work, Excluding a Part-Time

Non-standard hours of work shall, on a scheduled basis over a 6 week or less period of time, average **38** hours per week, with consecutive days off.

5.06 Overtime Entitlement

Employees shall receive overtime pay for those hours worked in excess of scheduled hours worked while engaged in operations requiring standard working hours, as per Clauses 5.02 and **5.04**.

Employees engaged in operations requiring scheduled hours of work other than those specified in Clauses 5.02 and **5.04** shall receive overtime pay for hours worked in excess of the non-standard weekly average of **38** hours.

5.07 Rest Periods

All full time employees, as per Clause 5.02, shall be permitted a 20 minute rest period in the first and second half of their shift.

All full time employees, as per Clause **5.04**, shall be permitted a 30 minute rest period in the first and second half of their shift, or three 20 minute breaks during the complete shift.

All part time employees working more than a **4** hour shift, shall be permitted a rest period of 20 minutes, at least once per **4** hours worked.

5.08 Schedules of Work

Whenever shifts are established, employees and/or shifts shall rotate at least every 6 weeks or be firmly scheduled. Where any shifts are not rotated, preference shall be by seniority and required qualifications to perform the required work.

The City Recreation Programs and Facilities Business Unit employees shall by status be assigned shifts based on preference by seniority, within each facility, and required qualifications to perform the required work.

5.09 Work Schedule Discussions and Review

New shifts, split days off, and Sunday work shall be formally discussed as to their necessity with the Union Executive prior to being established by the City, but in no case shall work be curtailed during the period of discussion.

The parties agree to convene, and with the assistance of Employee Relations, Human Resources, to review proposed schedules of work, methods of maintaining the **4** day work week, if applicable, and the needs of the operation.

Review committees may be struck in order to seek the input and cooperation of the parties.

Schedules of work not previously established in the work unit shall be subject to such a review.

5.10 Working Schedule

The principle of an employee knowing his hours of work is recognized; the days and hours of work shall be posted in appropriate places.

5.11 Inability to Report

It shall be the responsibility of the employee to notify his Exempt Supervisor, or stipulated contact, within 2 hours before his starting time of his inability to report to work. The employee, when unable to notify of his inability to report, shall provide reasons acceptable to the City.

Whenever practicable, when an employee is ready to return to work, he shall notify his Exempt Supervisor, or stipulated contact, on the work day previous to the actual day of return.

Employees commencing shifts that start at or after 1200 hours shall be required to give no less than 2 hours notice prior to their starting time.

5.12 Change in Work Sites

It shall be incumbent upon the City to provide return transportation to all employees' initial place of reporting.

5.13 Transportation

No employee shall be required to use his own vehicle to transport employees or equipment for the City.

5.14 Overtime

Call-outs, scheduled overtime, extensions of the scheduled **daily** hours of work, extending both into and/or beyond those hours, shall be defined as overtime.

5.15 Lieu Time for Overtime

Time off may be taken in lieu of overtime pay at the mutual convenience between the employee and the City. In the event agreement is not reached, Subclause(D) shall apply.

Such time off shall be granted based on double **time** (2X) the actual hours of overtime worked.

In addition, such lieu time shall be granted subject to the needs of the operations and provided the following conditions have been met:

- (A) Intent to take time off in lieu of overtime pay must be stated at the time the overtime is actually worked;
- (B) In taking of lieu time, the employee shall be required to take full shifts off only, or may be permitted by the City to take part shifts off for medical appointments or for other reasons, and shall be paid for such time at the dollar value when earned as overtime;
- (C) The total number of overtime hours banked and taken (i.e. withdrawn) is not to exceed 38 overtime hours (i.e. 76 straight time hours) in any one calendar year;
- (D) Any overtime accumulated prior to December 01 must be scheduled prior to December 01 and taken before year-end, or shall be paid out;
- (E) Any overtime accumulated in December, subject to the 38 hour annual limit, can be deferred to the following year, without affecting the 38 hour annual limit for the following year, or shall be paid out.

Those hours worked on statutory holidays as part of an employee's regularly scheduled hours of work cannot be banked under this provision.

5.16 Overtime Distribution

The City agrees that overtime shall be distributed as equally as possible among employees qualified to do the work in the Operating Section. Such overtime shall be distributed as equally as possible over the 12 month period, commencing the first pay period in April of each year.

For monitoring purposes, the City shall provide the Union with a list of employees and the amount of overtime hours worked by employee on a quarterly basis.

The Operating Sections for the purpose of this Clause are as follows:

Utilities and Environmental Protection

Waste & Recycling Services

1. District 1, Spy Hill
2. District 2, East Calgary
3. District 3, Shepard
4. Commercial Collections Operations
5. Resource Recovery Operations

Water Services – Field Operations

6. Construction Services
7. **Distribution Control**
8. **Meters**
9. **Shops**
10. **Stockroom**
11. System Maintenance and Public Response

Water Services – Wastewater Treatment

12. Operations
13. Maintenance
14. Calgro

Water Services – Water Treatment

15. Operations
16. Maintenance

Corporate Services

17. Supply

Community **Services and Protective Services**

Parks

- 18. Parks North
- 19. Parks South
- 20. Parks Central
- 21. Resource Management
- 22. Inglewood Bird Sanctuary
- 23. Cemeteries

Recreation

- 24. Golf Courses
- 25. Aquatics & Fitness Centres, Leisure Centres, and Boat Patrol
- 26. Arenas/ Athletic Parks, and Leisure Centre Arenas
- 27. Leisure Center Maintenance
- 28. The Science Centre and Art Centres
- 29. **Zoo Animal Care**
- 30. **Zoo Horticulture**

Calgary Police Service

- 31. Calgary Police Service Maintenance Branch
- 32. Calgary Police Service Transport Branch

Transportation

- 33. Roads Maintenance, District 1
- 34. Roads Maintenance, District 2
- 35. Roads Maintenance; District 3
- 36. Roads Maintenance, District 4
- 37. Roads Maintenance, District 5
- 38. Roads Maintenance, District 6
- 39. Roads Maintenance, District 7
- 40. Roads **Material** Plants
- 41. Roads **Concrete**
- 42. Roads Paving
- 43. Traffic Operations
- 44. Parking Meters
- 45. Bridge Maintenance
- 46. Sign Shop

Asset Management & Capital Works

- 47. **Corporate Properties– Facility Operations**
- 48. **Calgary Housing Company – Asset Management**
- 49. **Calgary Housing Company – Operations**
- 50. **Fleet Services – Fleet Maintenance**
- 51. **Fleet Services – Fabrication & Welding**

5.17 Calculation of Overtime Pay

Overtime shall be calculated on the basis of double time (2X) the employee's hourly pay rate of his assigned classification. Double time (2X) shall also be paid for work on regular days off.

Work performed to the closest 1/4 hour shall be the basis used in the calculation of overtime pay and all such overtime shall be recorded daily for pay purposes.

Overtime calculations shall be based on his hourly pay rate, and shall not include shift differential or any other premiums.

5.18 Overtime During Layoffs

To the extent practicable and reasonable, no regular overtime in excess of 2 hours per day shall be worked in the work unit while there are permanent employees on layoff for reason of lack of work, and who possess the required qualifications to perform the available work.

5.19 Call-Outs

'Call-Outs' shall be paid at the rate of double time (2X) for all hours so worked, with a minimum of 2 hours at double time (2X) the hourly pay rate for each "call-out".

5.20 Overtime - Rest Period(s)

A 1/2 hour paid rest period shall be allowed employees working overtime beyond their regular shift on a continuous basis. Such rest period shall occur after more than 2 hours of overtime worked and after every 4 hours of overtime worked thereafter. Where an employee is called in to work overtime, he shall receive a 1/2 hour paid rest period upon completion of each 4 hours of overtime worked.

5.21 Shift Differential

Effective December **26, 2005**, an eighty cents (**\$0.80**) per hour shift differential shall be granted to employees for any hours of their shift (excluding overtime) performed between 1800 hours and 0700 hours of the next day. Where a majority of hours of an employee's shift occur between 1800 hours and 0700 hours of the next day, the shift differential shall apply to all hours worked.

Effective December **25, 2006**, an eighty-five cents (**\$0.85**) per hour shift differential shall be granted to employees for any hours of their shift (excluding overtime) performed between 1800 hours and 0700 hours of the next day. Where a majority of hours of an employee's shift occur between 1800 hours and 0700 hours of the next day, the shift differential shall apply to all hours worked.

On-call employees shall only receive pay according to the classification rate of the work assigned.

5.22 Shift Change Notice

24 hours notice shall be given before change of shifts. Failure to give at least 12 hours rest between shifts which are being changed as a result of this notice shall result in payment of overtime at the employee's hourly pay rate of his assigned classification for any hours worked during such normal rest periods, occurring as a regular part of any firmly scheduled shifts.

5.23 Weekend Work

All employees whose regular and scheduled work week includes work on Saturday and/or Sunday shall receive 1 hour extra straight time pay for each full Saturday and/or Sunday shift so worked. Any scheduled shifts that partially overlap onto a Saturday and/or Sunday or do not comprise a full shift shall be calculated on a prorated basis as follows:

Work performed up to and including:

2.25 hours:	1/4 hours pay
4.75 hours:	1/2 hours pay
7.25 hours:	3/4 hours pay
9.50 hours:	1.0 hours pay

An employee working three (3) consecutive shifts straddling midnight commencing on a Friday evening and continuing for both a Saturday and Sunday evening shift will receive up to a maximum of two and one-half (2 1/2) hours extra straight time pay.

5.24 Inclement Weather

Unless otherwise advised, an employee shall report ready and available to work and shall be paid a minimum of 2 hours at straight time rate of pay.

Unless otherwise advised, an employee working a twelve hour shift shall report ready and available to work and shall be paid a minimum of 2.5 hours at straight time rate of pay.

5.25 Sent Home Because of Inclement Weather

If an employee works more than 2 hours in any day, and is then sent home because of inclement weather, he shall receive a minimum of 4 hours' pay or pay for the actual hours worked, whichever is the greater.

After the first day of inclement weather, every practical effort shall be made to send employees home on the basis of reverse order of seniority and qualifications.

5.26 Other Work During Inclement Weather

The work of an employee in inclement weather may not be the employee's regular job, and accordingly pay shall be the hourly pay rate of the assigned job.

5.27 Pay Procedure for Relieving in a Higher Pay Classification

An employee assigned to a higher hourly pay rated position in the bargaining unit shall be paid in the wage range of the assigned classification.

5.28 Equipment and Truck Breakdowns

As a result of an equipment and/or vehicle breakdown during a shift, the operator/driver shall continue to receive the normal hourly pay rate provided the breakdown occurs **after** mid shift, even if reassigned.

5.29 Apprentices

Apprentice type classes are **as** follows:

- | | |
|----------------------------------|----------------------------------|
| Apprentice (Blacksmith) | Apprentice (Heavy Duty Mechanic) |
| Apprentice (Automotive Mechanic) | Apprentice (Machinist) |
| Apprentice (Welder) | Apprentice (Zoo Keeper) |
| Apprentice (Steel Fabricator) | Apprentice (Millwright) |
| Apprentice (Painter) | Apprentice (Plumber) |
| Apprentice (Partsman) | |

Dependent on successful progression through the apprenticeship program, apprentices shall be paid on a graduated scale with a differential between each period according to the following formula:

4 period apprenticeship programs:	First period	- 66% of the Journeyman 1 rate
	Second period	- 73% of the Journeyman 1 rate
	Third period	- 82% of the Journeyman 1 rate
	Fourth period	- 92% of the Journeyman 1 rate
3 period apprenticeship programs:	First period	- 73% of the Journeyman 1 rate
	Second period	- 82% of the Journeyman 1 rate
	Third period	- 92% of the Journeyman 1 rate

An employee shall receive the currently established Labourer 3 hourly pay rate or the hourly pay rate for the classification to which he is currently assigned, whichever is the greater, until such time as this hourly pay rate is met or exceeded by the appropriate Apprenticeship hourly pay rate. The employee shall then receive the appropriate Apprenticeship hourly pay rate.

5.30 Pay During Apprenticeship

The City shall maintain the Apprentice's regular hourly pay rate while attending Provincial Apprenticeship Training.

5.31 Tools

The City shall maintain a system whereby tools shall be made available to employees at tender cost and payment shall be effected through payroll deduction. The conditions are:

- (A) The system shall apply to the basic tool requirements as per Schedules C, D, E, F, G and H.
- (B) The system shall apply only to those employees who are entitled to a tool allowance.
- (C) The City shall select:
 - the quality and make of tools;
 - the supplier and,
 - the system of supply.
- (D) The purchase of tools under this system shall be for the exclusive use of replacing the employee's basic tool requirements only or to equip Apprentices working within the Union's jurisdiction.

5.32 Uniform Issue

The parties agree that uniforms shall be worn by employees who have received uniforms in those work units designated by the City.

5.33 Return of Uniforms

Uniforms shall be returned upon termination, or the cost of same shall be deducted from the employee's final pay, last issue only.

5.34 Uniform Allowance

The City agrees to pay, based on a pro-ration of time worked in the bargaining unit, an annual amount of \$150 for permanent employees and \$50 for temporary employees, as a uniform allowance.

This amount shall be paid out in the second quarter of each calendar year, based on all straight time hours worked in the bargaining unit in the previous calendar year, and shall be considered as compensation applied in the year of receipt.

A uniform allowance shall not be paid to an employee where the City provides the employee with a uniform.

All employees shall therefore be expected to report to work in presentable order and reasonable attire.

5.35 Clothing Issue

Frequency and issues of clothing shall be restricted to the classifications listed in Schedule I.

6.00 LEAVES OF ABSENCE

6.01 Leaves of Absence Administration (Changed in 2006)

When an employee has been granted leave of absence of any kind and for a period of more than 30 consecutive days, and such employee, prior to commencing leave, shall be required to pay both the employee's and the City's share of the premiums for applicable benefits. Payment is to be made in advance and shall be based on the average earnings over a period of 6 months immediately preceding the date of such leave of absence. Seniority shall not accrue during such leave, except as provided for in other Clauses in this Article.

Where an employee has been granted leave of absence of any kind for a period of 30 days or less, such employee shall be required to pay the usual employee benefit premiums and any other levies which would normally occur had such leave of absence not been in force. Seniority shall accrue during such leave.

Employees while on leave of absence without pay for any reason for more than 30 days, shall not be eligible for any remuneration from the City, including wages, vacation accumulation, holiday entitlement, any other fringe benefits or premiums nor shall the leave of absence be considered as time accrued towards salary increment increases, except as provided for in other Clauses in this Article.

6.02 General Leave of Absence

A permanent employee desiring a general leave of absence of any kind shall apply, in writing to the Exempt Supervisor, with a copy to the Union, no later than 2 months in advance of such leave. Applications are generally not granted during prime times as defined by the Business Units. The Exempt Supervisor shall grant or refuse the application. Should such application be refused, the employee shall have the right to appeal to the Director of the Business Unit through the Officers of the Union. The decision of the Director shall be final and shall be communicated to the Union Recording Secretary in writing.

6.03 Overstaying Leave of Absence

Where an employee overstays a leave of absence without permission the employee shall automatically forfeit his position with the City, unless in the opinion of the management representative who authorized the leave, such overstay was justifiable.

6.04 Loaning of Employees

An employee may be loaned to any other employer for the purpose of giving or receiving instructions in his particular line of work, if approved by the General Manager / Leader or his/her designate, and shall continue to accrue seniority. During such loan period, the employee shall be required to pay the usual benefit premiums and any other levies which are proper to be made on the basis of average earnings over the period of the 6 months immediately preceding the date of being loaned.

6.05 Religious Leave of Absence

A request for religious observance leave of absence shall be submitted in writing to the Exempt Supervisor, with a copy to the Union, no later than 2 months in advance of such leave. Such request must be accompanied by documentation that both the request and the religion are bona fide.

6.06 Military Leave of Absence

A request for military leave of absence shall be submitted in writing to the Exempt Supervisor, no later than 2 months in advance of such leave.

In the granting of leave of absence for military purposes it is agreed that the terms of such leave shall be in accordance with the Government of Canada regulations and any regulations passed by the City of Calgary relative to City pension and group insurance contributions. The City may, on request, grant military leave to members of the Canadian Forces Primary Reserve.

6.07 Union Office Leave of Absence

When it is necessary for an employee to make application for leave of absence to perform duties of any office in the Union or of the Parent Union such request shall have priority over all other applications. Upon request by the Union, President(s) or Recording Secretary or Treasurer, or any combination thereof, engaged on a full time basis by the Union, shall be granted an indefinite leave of absence for such Union duties. Such employees shall accumulate seniority but upon notice to return to active employment with the City, shall have the right to return to their former established position and related position ranking(s). Employees in this category shall be eligible for all normal benefits under the jurisdiction of the Municipal Employees Benefit Association of Calgary and shall be subject to the provisions and/or conditions applicable to members of the Municipal Employees Benefit Association of Calgary. During such absences, employee(s) and/or Union(s) shall be responsible for payment of all premiums, both the employee's and City's share, pertinent to the benefits to which the employee is entitled. Any employees granted such leave for Union Office shall continue to be paid by the City and subsequently, the Union shall reimburse the City.

6.08 Union Business Leave of Absence

Any employee engaged in any Union activity or committee meeting shall have the Union request leave from the Exempt Supervisor, with as much notice as is feasible, indicating the approximate time off requested. An employee granted any leave for Union business shall continue to be paid by the City, and subsequently, the Union shall reimburse the City, excluding Joint Work Site committee meetings, productivity meetings, Labour/Management committee meetings approved by the City, representation for the purpose of discipline, and up to 5 representatives of the Union who are employees of the City who may attend the above noted committee meetings, or meetings to negotiate with the City during normal hours of work.

6.09 Bereavement Leave

When death occurs in an employee's immediate family (that is current spouse, [including common-law spouse and same gender partner], parent, step-parent, step-brother, and step-sister, grandparents of the employee and spouse, grandchild, guardian, parent of current spouse, child or ward, brother, sister or related dependent living in the household of the employee) the employee, on request shall be excused for 7 consecutive days to attend to the responsibilities arising from the death of a member of the employee's immediate family. Pay shall be maintained at the hourly pay rate of the assigned classification for those hours the employee would normally have been scheduled to work.

When an employee qualifies for bereavement leave during his period of vacation, there shall be no deduction from vacation credits for such absence. The period of vacation so displaced shall either be added to the vacation period or reinstated for use at a later date, at the employee's option.

In addition to the above specified days leave with pay; 2 days leave without pay shall be granted upon request. Additional time as reasonably necessary may be granted on leave without pay, with the proviso that all applications for such extensions must be submitted at the time of the original request unless extenuating circumstances justify otherwise.

6.11 Mourner's Leave

Where the employee under Clause 6.09 does not access bereavement leave, 1 day's leave with pay shall be granted upon request for mourning purposes.

6.12 Leave to Attend Funeral

1 day's leave with pay shall be granted to attend funeral services of persons related more distantly than those as per Clause 6.09.

At the City's discretion and subject to the needs of the operation, those employees in the immediate work division may be allowed to attend, or to act as pallbearers for the funeral of a member of the Union who died on or off the job.

6.13 Maternity Leave

A pregnant employee, with 6 months continuous service, shall be entitled to maternity leave without pay for a specified period not to exceed 15 weeks. A maternity leave is defined as the total time off work, before and after the birth of a child, including some health-related portion. During the health-related portion of a maternity leave, employees may be eligible for benefits as any other employee absent on sick leave. During the first 6 months of her pregnancy, such employee shall apply in writing for maternity leave, including advice to her Business Unit of the estimated delivery date and her date of commencement of maternity leave. Maternity leave shall commence at a time designated by the employee, within 12 weeks of the estimated delivery date, but no later than the date of the birth of the child.

Notwithstanding the preceding, a pregnant employee shall not continue in her position following such time as, in the opinion of the City's Consulting Physician and in consultation with her personal physician, her ability to carry out her assignments is limited by her pregnancy. At this time, the eligible employee may be required to commence maternity leave if she is within **12** weeks of the estimated delivery date.

During such maternity leave, the employee shall be entitled to accumulate service and seniority in accordance with the Collective Agreement.

An employee who has applied for maternity leave shall be required to pay, in advance, for the non-health-related portion of the maternity leave, her share of the premiums for applicable benefits and any other levies normally in force had such leave of absence not been granted.

6.14 Maternity Leave - New Employees

A pregnant employee, who has less than **6** months continuous service, may apply, and at the discretion of the City, be granted maternity leave without pay on the same conditions as an employee in Clause 6.13. If granted maternity leave, and upon returning to work from such leave, the employee shall be provided with work of a comparable nature at not less than the same salary and other benefits that had accrued to the employee prior to commencing maternity leave.

6.15 Return From Maternity Leave

An employee wishing to resume her employment on the expiration of maternity leave shall give her Exempt Supervisor 2 weeks notice in writing of the day she intends to return to work. An employee returning to work from maternity leave shall be reinstated to the same or similar position held at the time maternity leave commenced, at not less than the same salary and other benefits that had accrued to the employee prior to commencing maternity leave. For the purpose of accommodating female employees who have been granted maternity leave, the Union agrees to waive all posting and recall requirements related to the temporary reassignment of personnel caused by a female employee going on maternity leave.

6.16 Parental Leave

Natural and adoptive parents, who are employees with 6 months' continuous service, are eligible for a discretionary parental leave without pay of up to 37 weeks for the care of a newborn or newly adopted child. Parental leave may be available within the year that the child arrives home. The City's operational needs shall be considered together with the needs of the employee. If both parents are employed by The City, they may share the leave of absence, with the total leave not to exceed 37 weeks. The parents may be granted leave simultaneously, subject to operational requirements. The terms and conditions of such leave shall be the same as those outlined in Clauses **6.13** and **6.15**.

6.17 Adoption Leave

Where an employee seeks leave of absence for the purpose of legal adoption, the employee shall be entitled to a leave of absence without pay for a period not to exceed 15 weeks. The terms and conditions of such leave shall be the same as those outlined in Clauses 6.13 and 6.15 with the exception that such adoption leave shall commence on the date on which the adoptive parent first obtains custody of the child being adopted. Where both adoptive parents are employees of the City, they may share the adoption leave. The parents may be granted leave simultaneously, subject to operational needs, and the total adoption leave shall not exceed 15 weeks.

6.18 Family Leave

A permanent employee, who has at least one year's service with the **City**, may be entitled to a leave of absence without pay to care for ill or elderly family members. Requests for such leave shall be given priority over other requests for unpaid leaves of absence for personal reasons. The granting of Family Leave shall be subject to the needs of the operation.

If an employee requests, consideration shall be given to reducing their hours of work **to** accommodate their responsibilities for an ill or elderly family member. Similarly, where an opportunity exists for alternate employment within the City which would allow an employee to meet their responsibilities to an ill or elderly family member, consideration will be given to the transfer of the employee to the suitable vacancy. Reduction in hours of work, or movement of employees for this purpose, shall be implemented upon consideration of the needs of the operation and following consultation, and concurrence of the appropriate Union Officials, when required.

6.19 Paternity Leave

Upon request, a father shall be given one day's leave of absence with pay with the option of attending the delivery of the child or attending to the release from the hospital of his wife who has given birth.

6.20 Time Off for Elections

Any employee who requests time off to vote in a Federal, Provincial and Municipal election shall be allowed time *off* without loss of pay to the extent that he has 3 hours *off* duty concurrent with the polling stations being open.

6.21 Witness Duty

The City shall grant leave of absence without **loss** of seniority and/or benefits to an employee who is subpoenaed as a witness in a civil case in which the Office of The City Solicitor certifies the City as having an interest, or where subpoenaed as a witness in a criminal case or who serves as a juror in any court. The City shall pay to such an employee the difference between normal earnings and the payment received for jury or witness duty, excluding payment for travelling, meals or other expenses. The employee shall present proof of service and the amount of pay received. It is the responsibility of the employee to advise his Exempt Supervisor of the requirement for such leave of absence upon receipt of a subpoena or advice or being selected to serve as a juror in any court.

6.22 Education and Training Leave

Leave of absence with pay and without **loss** of seniority may be granted to allow permanent employees to write examinations at the discretion of their General Manager / Leader or his/her designate. Further, City policies also provide for leaves of absence to take training and employment related courses. However, any educational leave which requires a written contract drawn up by the Office of the City Solicitor shall contain the items and conditions of leave and assistance as set forth in such a contract.

7.00 VACATION, HOLIDAY AND SERVICE ENTITLEMENTS

7.01 Service

Service for the purpose of this Agreement commences on an employee's most recent date of hire, recall or rehire in the City service and accumulates continuously until termination, resignation, failure to return from leave, layoff or discharge from the City. Employees with recall rights shall, upon recall, accumulate service earned since recall rights were acquired.

Excepting leaves of absence with pay (bereavement, paternity, witness duty, education, and election), vacations and holidays, and leaves of absence without pay for Union Office or Union business, leaves of absence for more than 30 calendar days for any reason, shall effect a pro-ration of vacation entitlement and service pay.

If a permanent employee is absent on Sickness and Accident or Worker's Compensation for a total of 119 calendar days or **less**, he shall not lose any vacation entitlement.

7.02 Re-engagement of Former Employees

Where an employee leaves the City's service or is dismissed for cause and is later re-engaged, his service shall date from the date of re-engagement.

7.03 Vacation Entitlement Computation

For purposes of computing vacation entitlement, the following shall apply:

- (A) For all employees hired prior to January 01, 1970, the vacation credit date shall continue to be the employment anniversary date, and vacation entitlement shall be based upon anniversary years of service;
- (B) For all employees hired subsequent to January 01, 1970, the vacation credit date shall be January 01, and vacation entitlement shall be based upon calendar years of service. A calendar year is defined as a standard January 01 to December 31;
- (C) Employees affected by the provisions of Clause 1.03 shall retain their established anniversary dates for the purpose of determining vacation entitlements, which shall be based on anniversary years of service;

7.04 Vacation Entitlement

All employees shall be entitled to vacations based on, or prorated against, the completion of either anniversary or calendar years of service, as per Clause 7.03 in accordance with the following:

(A)

Anniversary or Calendar Years of Service	Vacation Entitlement	Entitlement in Hours
1 year	2 weeks	76
2 years	3 weeks	114
8 years	4 weeks	152
17 years	5 weeks	190
25 years	6 weeks	228
30 years	7 weeks	266

(B) Vacation pay for 1 week's vacation as defined above shall be based on 38 hours regardless of the employee's normal work schedule, if scheduled weekly hours, or scheduled average weekly hours of work, equal 38 hours per week.

If scheduled weekly hours, or scheduled average weekly hours, are less than 38 per week, those employees shall receive vacation entitlement and pay based on those average weekly hours.

As per Clauses 7.09 and 7.10, vacation pay due during the period of vacation shall reflect pay for those hours that employees would have been working, but for the vacation period.

A vacation week shall be defined as 7 consecutive days, and should normally commence at the beginning of an employee's scheduled work week.

7.05 Prorated Vacation Entitlement

In order to establish a standard January 01 vacation credit date for employees hired after January 01, 1970, employees shall be entitled to a prorated vacation in their second calendar year of continuous employment, based on the ratio of the length of continuous employment during their first calendar year of employment, to 1 calendar year. This prorated vacation entitlement must be taken between January 01 and December 31 of the second calendar year.

7.06 Vacation Entitlement and Leaves of Absence

An employee who has been on leave of absence without pay for more than 30 calendar days shall, for the year in which the absence occurs, be entitled to annual vacation with pay proportionate to the number of continuous months such employee worked for the City.

7.07 Vacation Pay Upon Termination

If employment is terminated and proper notice given, the employee covered by this Agreement shall be entitled to vacation pay on the following pro-rata calculation:

2 weeks entitlement - 4%;	5 weeks entitlement - 10%;
3 weeks entitlement - 6%;	6 weeks entitlement - 12%;
4 weeks entitlement - 8%;	7 weeks entitlement - 14%.

7.08 Banking of Vacations

Employees may bank vacation entitlement provided the minimum provincially legislated vacation time is taken during the current year.

Employees, upon being entitled to bank vacation entitlement, shall do so upon written request to a maximum of 6 weeks, subject to the written approval of their Exempt supervisor and the needs of the operation. Subject to the preceding conditions, an employee shall be entitled to bank vacation entitlement as follows:

<u>Years of Service</u>	<u>Vacation Entitlement</u>	<u>Bankable Vacation</u>
01	2 weeks	None
2 – 4	3 weeks	1 week
5 – 7	3 weeks	None
8 –16	4 weeks	1 week
17 –24	5 weeks	2 weeks
25 –29	6 weeks	3 weeks
30 or more	7 weeks	4 weeks

Such banked vacation, when taken, shall be paid at the prevailing rate for the classification most worked by the employee in the previous anniversary year. However, such banked vacation shall only be taken subject to the needs of the operation as determined by the applicable Exempt Supervisor.

7.09 Vacation Pay

By giving 2 full weeks notice, employees shall receive, on the last office day preceding commencement of their annual vacation, any vacation pay which may fall due during the period of their vacation.

7.10 Calculation of Vacation Pay

Vacation pay shall be based on the Classification rate paid for the major period of time during the preceding anniversary period. Any employee who is assigned for 4 months or more of the preceding anniversary period to shift work shall receive a "per hour" shift differential payment, as per Clause 5.21, in addition to regular pay while on vacation.

7.11 Holidays

The following shall be considered holidays: New Year's Day, Alberta Family Day, Good Friday, Easter Sunday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, **the latter** 1/2 day on the working day preceding Christmas Day, Christmas Day, Boxing Day (shall be December 26th). All holidays proclaimed by the City of Calgary, the Government of Alberta, or the Government of Canada shall also be recognized as holidays, except when replacing above-named holidays, in which case the lieu holiday only shall be recognized.

7.12 Holiday During Regular Work Period

Employees with more than 30 calendar days service in the preceding 12 months shall receive at straight time as holiday pay the employee's normally scheduled hours of work for each of the above designated holidays occurring during their regular work periods, plus double time (2X) for any hours worked on such days.

On-call employees must have worked at least 5 of the previous 9 days on which the statutory holiday falls, to be eligible for statutory holiday pay. For those who are eligible, pay for the statutory holiday *will* be based on the average daily hours worked on the days used to determine eligibility.

7.13 Holiday on Day Off

- (1) If a full-time employee has more than 30 calendar days service in the preceding 12 months, and a holiday falls on an employee's normal day off or on an employee's normal day off during a vacation period, he shall receive, by agreement with his Exempt Supervisor, pay based on the hourly pay rate of his assigned classification of scheduled hours of work of the employee's working day preceding the holiday, **or** 9 1/2 hours, whichever is less, at straight time as holiday pay, or a day off with such pay in lieu of holidays occurring on his regular day off, or vacation period, and such lieu day shall be taken before or with the next annual vacation.
- (2) If a part-time employee has more than 30 calendar days' service in the preceding 12 months, and a holiday falls on an employee's normal day off or on an employee's normal day off during a vacation period, he shall receive, by agreement with his Exempt Supervisor, pay based on the hourly pay rate of his assigned classification or time off with such pay in lieu of holidays occurring on his regular day off, or vacation period, and such time off shall be taken before or with the next annual vacation. The part-time employee shall receive a pro-rated amount of pay based on his average daily wage as outlined in the Employment Standards Code.

7.14 Holiday Pay During Absence From Work

No benefit shall be granted to an employee for any such holiday if the employee is absent the working day before, during, or after the holiday, unless the employee has prior permission, or produces acceptable proof of illness for such absence.

If during a period of approved sick leave, a work day is coincident with a holiday or designated lieu day; the employee shall receive only his regular Sickness and Accident pay for that day.

7.15 Service Pay

Service Pay shall be calculated at the rate of \$10 per month additional to pay for the class of work after 10 years' service with the City; \$15 per month after 15 years' service; \$20 per month after 20 years' service; \$25 per month after 25 years' service.

Service pay shall be paid on an annual basis.

7.16 Long Term Disability

An employee ~~OR~~ Long Term Disability or on Worker's Compensation in excess of 119 calendar days shall accrue service for future service pay entitlement.

Signed this 1st day of March, 2006.

SIGNED ON BEHALF OF THE CORPORATION OF THE CITY OF CALGARY

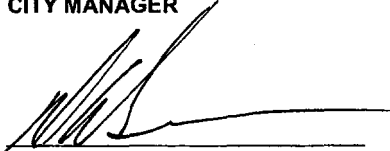
SIGNED ON BEHALF OF THE CALGARY CIVIC EMPLOYEES LOCAL 37 OF THE CANADIAN UNION OF PUBLIC EMPLOYEES



CITY MANAGER



PRESIDENT



CITY CLERK



RECORDING SECRETARY

LABOURER 4

Skilled, heavy manual labour of a specialized nature involving use of hand and power tools, jackhammers, drills, tampers, etc ... May be required to read grades and blueprints and to drive small (less than 1 ton trucks). May work under general supervision with some independence of action. Typical examples:

Water Services Pipeman's Assistant
Tar Kettleman
Jackhammer Operator
Labourer– **Maintenance** (Glenmore)
Labourer– Preventive Maintenance (**Water Services**)
Labourer– **WWT** (Maintenance Helper)
Formsetter's Helper (Placing and removing of forms, placing and tying of rebar, levelling to grade, pouring of manholes and vaults...)
Gravedigger

LABOURER "LEAD HAND

Labourers who may be assigned the responsibilities of a "Lead Hand nature (i.e. assigning and maintaining crew work flow) shall be paid in the 'labourer' wage level which is next higher than the employee's present wage level. "Labourer" wage levels are understood to mean:

Labourer1	Labourer4
Labourer2	Labourer Refuse Pick-up
Labourer3	Labourer "Lead Hand

TRUCK DRIVER 1

This is skilled routine truck driving work involving the operation of light general duty trucks. Trucks involved shall usually be in the ½ to 1 ton range and may carry small auxiliary equipment, e.g. compressors, tampers etc. Work also involves transporting other workers and tools to and from the job site. Driver is responsible for simple maintenance checks and may be required to keep a journal or log. When not driving, employee is required to perform a variety of labourer tasks. Following are typical examples of work and vehicles in the Driver 1 category:

Up to 1 ton - Roads Maintenance Up to 1 ton – Parks Maintenance

TRUCK DRIVER 2

This is a skilled routine truck driving position involving the operation of trucks usually of a 4-ton dump with a P.T.O. Duties may involve transporting men, tools and other equipment (trailers, crew shacks, compressors) to and from the job site. Other examples of work performed include hauling gravel, loam, cold mix and the spreading of these materials. Driver is responsible for simple maintenance checks, fuelling, washing and keeping a daily log or journal. Driver may be required to perform a variety of labouring tasks when not operating the vehicle. The following are typical examples in the Driver 2 category:

- 2, 3 and 4 ton trucks (single axle with or without dump)
- Tree Spray Trucks
- Parks Winch Truck (when hauling only)

TRUCK DRIVER 3

This is skilled driving operation involving the use of a variety of heavy trucks which may include mounted auxiliary equipment. The work includes loading, hauling, or transporting a variety of materials, tools and personnel to and from the job site. Driver also cleans, checks and performs minor servicing on a daily basis. Maintains a vehicle log and performs general labouring tasks when not driving. Following are typical examples of the Driver 3 category:

- Roads, **Water Services** tandem axle equipment with gravel box or flat deck and PTO
- Single axle truck with a mounted flusher unit
- Sanitation open truck (Parks)
- Zoo van (animal food supply)
- WWT** Luger Truck

TRUCK DRIVER 4

This is a skilled truck driving operation involving the use of a variety of heavy trucks which may include mounted auxiliary equipment. The work includes loading, hauling and transporting of a variety of materials, tools and personnel to perform the related tasks of the work being carried out. This category also involves the pick-up and removal of refuse. Driver is required to clean, check and perform minor servicing of the vehicle on a daily basis. Maintains a vehicle log and performs labouring tasks when not driving. Following are typical examples of the Driver 4 category:

- | | |
|--|--|
| <ul style="list-style-type: none"> Waste & Recycling Services Roads Roads Construction Roads | <ul style="list-style-type: none"> - Haul-All Units - Refuse Pick Up Curbster - Sidewinder – single axle - Single Axle Mounted Sander and Mounted Snowplow |
|--|--|

TRUCK DRIVER 5

This is a highly skilled truck driving operation involving the use of single and tandem axle trucks. Drivers are required to operate a variety of mounted auxiliary equipment including cranes. Work includes loading, hauling, and transporting a variety of materials and tools to perform work at a wide variety of locations. Drivers are responsible for cleaning, routine maintenance and keeping a daily log. When not driving or operating auxiliary equipment, drivers are required to perform labouring tasks. Following are typical examples of a Driver 5 category:

- | | |
|---|--|
| <ul style="list-style-type: none"> Waste & Recycling Services Roads | <ul style="list-style-type: none"> - Clydesdales, Heil, Leach and Labrie Units - Oil Distributor, Hot Box - Tandem Axle Cement Mixer, Tandem Sander, - Tandem Sidewinder - Single Axle Crane Truck - Crane and Winch Truck (single axle Hiab-type) |
| <ul style="list-style-type: none"> Water Services Parks | |

TRUCK DRIVER 6

This is a highly skilled truck driving operation comprised of tandem axle or tractor trailer type units. Drivers are required to operate a variety of mounted auxiliary equipment including cranes. Work includes loading, hauling and transporting a variety of material and tools to perform work at a wide variety of locations. Drivers are responsible for cleaning, routine maintenance and keeping a daily log. When not driving or operating auxiliary equipment drivers are required to perform labouring tasks. Following are typical examples of a Driver 6 category:

Water Services

Waste & Recycling Services
Roads

- Low Boy, Hi Boy - Pup Trains, Tractor Trailer
- Tandem Boom Truck
- **Power** Flusher and Pressure Vacuum Truck
- Front Loader
- Tractor- Trailer
- Tractor – Trailer units used for gravel haul

TRUCK DRIVER 7

This is a unique driving operation involving the operation of a tractor trailer unit equipped with an additional fifth wheel trailer. Duties involve hauling a variety of materials with special emphasis given to the hauling of pipe from locations both inside and outside the City of Calgary. Driver is responsible for cleaning and routine maintenance of the vehicle in addition to maintaining a vehicle log.

Tanker – Calgro

TRUCK DRIVER 8

This is a unique skilled truck driving operation using a tractor trailer low boy unit incorporating a "jeep" to increase load capacity. Work includes driving, operating, loading, unloading and hauling large equipment, transformers and water and sewer mains to and from various locations within the City. Work shall be performed for various City Business Units and shall often require overload and oversize permits along with unique traffic routing. Drivers are responsible for cleaning, routine maintenance and keeping a daily log. When not driving or operating auxiliary equipment drivers are required to perform labouring tasks.

EQUIPMENT OPERATOR 1

This is machine operation work and the driving operation and minor maintenance of one or more of a variety of light mobile equipment and related attachments. Operators may be required to operate light trucks and also to perform a wide variety of labouring tasks when the machine is idle. Typical examples of an Equipment Operator 1 are to be as follows:

- | | |
|-------|-------------------------|
| Parks | - groundmaster |
| Roads | - small sidewalk roller |

EQUIPMENT OPERATOR 2

This is machine operation work and the driving operation and minor maintenance on a wide variety of equipment. Operators may be required to drive trucks conveying the machine to the job site. Operators may also be required to perform a wide variety of labouring tasks. Independence and judgement are required in the operation of these machines. Following are typical examples of the Equipment Operator 2:

Jackhammer/compressor
Hydraulic cleaning machine
Field floats

Small Parks tractor
Wood splitter
Forklift

EQUIPMENT OPERATOR 3

This is skilled, complex machine operation of a somewhat varied nature. Operator may be required to become familiar with a wide variety of attachments and may be required to perform labouring tasks of limited nature. Operator is required to exercise reasonable judgement and be responsible for operating machinery that possesses complex controls. Typical examples of the Equipment Operator 3 category are as follows:

Roads Maintenance Roller
Bobcat and attachments
70 h.p. large Parks tractor (farm or industrial type)
Water Services Rubber Tire or Small tracked Backhoe (front end only)
2-4-D Sprayer (Hydraulic)

EQUIPMENT OPERATOR 4

This is skilled, complex machine operation of a somewhat varied nature. Operator may be required to become familiar with a wide variety of attachments and may be required to perform labouring tasks of a limited nature. Operator is required to exercise reasonable judgement and be responsible for operating machinery that possesses complex controls. Operators are responsible for cleaning and routine maintenance and keeping a log on a daily basis. Typical examples of the Equipment Operator 4 are as follows:

Belt Loader
Auger/Crane/Bucket/Trucks
Aerial Bucket Truck (36 Pelican)
Slope runner, tree spade, park master
Porta-Patcher

EQUIPMENT OPERATOR 5

This is skilled, complex machine operation of a varied nature. Operator may be required to become familiar with a wide variety of attachments and may be required to perform labouring tasks of limited nature. The operator is required to use superior judgement in the operation of equipment having complex controls. Duties shall include cleaning and performing routine maintenance and keeping a daily log. Typical examples of the Equipment Operator 5 are as follows:

Rubber Tire or Small tracked Backhoe
Allat Paver
Snow Blast

Street Sweeper
Front End Loader
Large construction roller

EQUIPMENT OPERATOR 6

This is skilled complex machine operation of a varied nature. Operator is required to become familiar with a wide variety of attachments and may occasionally be required to perform labouring tasks. Operator is required to use superior judgement in the operation of equipment having complex controls. Operator performs routine machine servicing and maintenance, keeps a log and assists, if required, mechanic in repairs. Equipment may be operated in traffic or other adverse conditions. Typical machines:

Aspen Aerial UB50
Paint Truck Operator

Terragators

EQUIPMENT OPERATOR 7

This is a highly skilled operation of unique machines involving complex controls and working to close tolerances. Duties may include training junior operators and directing **other** employees on the job site. Operator must be familiar with a wide variety of attachments and is expected to exercise sound judgement when operating this complex equipment. Operators are also responsible for cleaning and routine maintenance and keeping a log on a daily basis. Examples of an Equipment Operator 7 category are as follows:

Large Paver
Large Track Back-Hoe
Grader (finishing)

Gradall
Paint Truck Driver
"Grove" Crane

SCHEDULE B: RATES OF PAY

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02109	Adopt-a-Park Attendant	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02535	Asphalt Rakerman	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02230	Assistant Lifeguard *	1	17.41	18.12	18.75
		2	19.55	20.33	21.04
		3	21.66	22.52	23.31
02870	Automotive Serviceman 1	1	16.70	17.28	17.88
		2	18.79	19.45	20.13
		3	20.86	21.59	22.35
02871	Automotive Serviceman 2	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02872	Automotive Serviceman 3	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
01961	Building Maintenance Worker 1	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
01962	Building Maintenance Worker 2	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
01963	Building Maintenance Worker 3	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
01964	Building Maintenance Worker 4	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02917	Building Repairman 1 (See Note 1)	1	15.82	16.37	16.94
		2	17.79	18.41	19.05
		3	19.78	20.47	21.19
02919	Building Repairman 2	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02112	Commissary Keeper	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02837	Concrete Finisher	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02524	Container Maintenance Man	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
01933	Custodial Worker	1	15.84	16.39	16.96
		2	17.84	18.46	19.11
		3	19.81	20.50	21.22
02595	Depot Yardman	1	16.41	16.98	17.57
		2	18.48	19.13	19.80
		3	20.51	21.23	21.97
01771	Distribution Control Worker	1	20.16	20.87	21.60
		2	22.68	23.47	24.29
		3	25.21	26.09	27.00
02561	Equipment Operator 1	1	16.70	17.28	17.88
		2	18.79	19.45	20.13
		3	20.86	21.59	22.35
02566	Equipment Operator 2	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02572	Equipment Operator 3	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02581	Equipment Operator 4	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02582	Equipment Operator 5	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02567	Equipment Operator 6	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02584	Equipment Operator 7	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02274	Facility Attendant	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
03415	Fitter Fabricator	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02852	Form Setter	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02570	Front End Loader (MCDC Centres, Asphalt, Plant, Crusher)	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02569	Front Loader (Waste & Recycling Services)	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02107	Gardener	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02579	Grademan	1	16.70	17.28	17.88
		2	18.79	19.45	20.13
		3	20.86	21.59	22.35
02126	Greenskeeper	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02941	Groundskeeper (Wastewater Treatment)	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02245	Ice Marshall	1	15.14	15.67	16.22
		2	17.04	17.64	18.26
		3	18.92	19.58	20.27
02124	Indoor Gardens Attendant	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02123	Interior Plantscape Attendant	1	16.70	17.28	17.88
		2	18.79	19.45	20.13
		3	20.86	21.59	22.35
02122	Interior Plantscape Butterfly Attendant	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02717	Intermediate Operator (Water Treatment)	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
03405	Journeyman Boom Truck Operator (Repairman)	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
03404	Journeyman Boom Truck Operator (Truck Driver)	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02716	Junior Operator (Water Treatment)	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02501	Labourer 1	1	15.14	15.67	16.22
			17.04	17.64	18.26
			18.92	19.58	20.27
02511	Labourer 2		15.84	16.39	16.96
			17.84	18.46	19.11
			19.81	20.50	21.22

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02521	Labourer 3	1	16.41	16.98	17.57
		2	18.48	19.13	19.80
		3	20.51	21.23	21.97
02504	Labourer (Refuse Pick Up)	1	16.70	17.28	17.88
		2	18.79	19.45	20.13
		3	20.86	21.59	22.35
02528	Labourer 4	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02513	Labourer, Lead Hand	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02520	Landfill Utilityman	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
01958	Lead Custodial Worker	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02544	Lead Hand Auxiliary Crew	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02935	Lead Hand, Building Maintenance Person	1	20.16	20.87	21.60
		2	22.68	23.47	24.29
		3	25.21	26.09	27.00
02831	Lead Hand Concrete Finisher	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02611	Lead Hand Confined Entry Op.	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02829	Lead Hand Form Setter	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02594	Lead Hand Mainline Video	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
01969	Lead Hand Mechanical Maintenance Worker	1	20.98	21.71	22.47
		2	23.59	24.42	25.27
		3	26.21	27.13	28.08
02705	Lead Hand Operator (Water Treatment)	1	20.98	21.71	22.47
		2	23.59	24.42	25.27
		3	26.21	27.13	28.08
02706	Lead Hand, Operator (Crusher Plant)	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02629	Lead Hand, Pump Operator (Wastewater)	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
01921	Lead Hand Repairman, Structures	1	20.16	20.87	21.60
		2	22.68	23.47	24.29
		3	25.21	26.09	27.00
03433	Lead Hand Sign Manufacturer	1	20.98	21.71	22.47
		2	23.59	24.42	25.27
		3	26.21	27.13	28.08
02608	Lead Hand Storm Infrastructure	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02966	Lead Hand, Sweeper Serviceman	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
01920	Lead Hand, Trades & Maintenance Worker	1	21.38	22.13	22.90
		2	24.06	24.90	25.77
		3	26.74	27.68	28.65
02607	Lead Hand Trainer (Roads)	1	21.38	22.13	22.90
		2	24.06	24.90	25.77
		3	26.74	27.68	28.65
02529	Lead Zoo/Elephant Keeper	1	20.54	21.26	22.00
		2	23.11	23.92	24.76
		3	25.68	26.58	27.51
02602	Leak Locator	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02235	Lifeguard *	1	19.44	20.22	20.93
		2	21.81	22.67	23.46
		3	24.19	25.14	26.02
02531	Light Labourer (see Note 1)	1	13.80	14.28	14.78
		2	15.53	16.07	16.63
		3	17.27	17.87	18.50
02909	Maintenance Person, Wastewater	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
01971	Mechanical Maintenance Worker 1	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
01972	Mechanical Maintenance Worker 2	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
01973	Mechanical Maintenance Worker 3	1	20.16	20.87	21.60
		2	22.68	23.47	24.29
		3	25.21	26.09	27.00

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
01970	Mechanical Maintenance Worker 4	1	20.54	21.26	22.00
		2	23.11	23.92	24.76
		3	25.68	26.58	27.51
02840	Parking Meter Service Worker	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02911	Parks Irrigation Worker 1	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02918	Parks Irrigation Worker 2	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02924	Parks Pruner	1	16.70	17.28	17.88
		2	18.79	19.45	20.13
		3	20.86	21.59	22.35
02578	Paver Operator (Rear)	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02540	Pipeman, Utilities	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02993	Plant Maintenance Man 1 (Water Treatment)	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02992	Plant Maintenance Man 1 (Wastewater Treatment)	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02685	Plant Maintenance Man 2 (Water Treatment)	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02686	Plant Maintenance Man 2 (Wastewater Treatment)	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02703	Plant Operator 1 (Wastewater Treatment)	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02708	Plant Operator 2 (Wastewater Treatment)	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02699	Plant Operator 3 (Lagoons)	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02696	Plant Operator 3 (Wastewater Treatment)	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02698	Plant Operator (Asphalt, Concrete, Crusher)	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02512	Plant Utilityman (Wastewater Treatment)	1	16.41	16.98	17.57
		2	18.48	19.13	19.80
		3	20.51	21.23	21.97
02923	Playground Equipment Repairman	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02267	Pool Attendant *	1	17.41	18.12	18.75
		2	19.55	20.33	21.04
		3	21.66	22.52	23.31
02628	Pump Operator (Wastewater)	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02925	Repairman 1	1	16.70	17.28	17.88
		2	18.79	19.45	20.13
		3	20.86	21.59	22.35
02926	Repairman 2	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02927	Repairman 3	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02928	Repairman 4	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02929	Repairman 5	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02934	Repairman 6	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02930	Repairman, Fencing	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02257	Safety Patrol Boat Operator*	1	19.44	20.22	20.93
		2	21.81	22.67	23.46
		3	24.19	25.14	26.02
02264	Sanctuary Attendant-Parks	1	16.70	17.28	17.88
		2	18.79	19.45	20.13
		3	20.86	21.59	22.35
00107	Scale Operator/Dispatcher	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02268	Senior Attendant (Swimming Pools)*	1	21.67	22.53	23.32
		2	24.32	25.27	26.15
		3	26.96	28.00	28.98
02276	Senior Facility Attendant (Arena/Athletic Park)	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02718	Senior Operator (Water Treatment)	1	20.54	21.26	22.00
		2	23.11	23.92	24.76
		3	25.68	26.58	27.51
02256	Senior Safety Boat Patrol Operator *	1	20.68	21.50	22.25
		2	23.20	24.11	24.95
		3	25.74	26.74	27.68
00589	Senior Storekeeper	1	21.38	22.13	22.90
		2	24.06	24.90	25.77
		3	26.74	27.68	28.65
03429	Sign Manufacturer 1	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
03424	Sign Manufacturer 2	1	20.54	21.26	22.00
		2	23.11	23.92	24.76
		3	25.68	26.58	27.51
03379	Small Motor Mechanic	1	20.54	21.26	22.00
		2	23.11	23.92	24.76
		3	25.68	26.58	27.51
03380	Small Motor Mech. (Field Service)	1	20.98	21.71	22.47
		2	23.59	24.42	25.27
		3	26.21	27.13	28.08
00585	Storekeeper	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
00584	Storesworker	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02965	Sweeper Serviceman	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02221	Swimming Instructor 1 *	1	17.41	18.12	18.75
		2	19.55	20.33	21.04
		3	21.66	22.52	23.31
02234	Swimming Instructor 2 *	1	19.44	20.22	20.93
		2	21.81	22.67	23.46
		3	24.19	25.14	26.02
02545	Thawing Operator (Water Services)	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02546	Thawing Operator (Water Services)	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02541	Timberman	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02901	Traffic Controller Waste & Recycling Services	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
03081	Traffic Marker	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02510	Traffic Sign Shop Labourer	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
03083	Traffic Spotter	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02588	Training Rate - Equipment (one level above E/O 7)	1	20.16	20.87	21.60
		2	22.68	23.47	24.29
		3	25.21	26.09	27.00
02610	Training Rate - Equipment (two levels above W O 7)	1	20.54	21.26	22.00
		2	23.11	23.92	24.76
		3	25.68	26.58	27.51
02590	Training Rate-Trucks (one level above T/D 8)	1	20.16	20.87	21.60
		2	22.68	23.47	24.29
		3	25.21	26.09	27.00
02612	Training Rate-Trucks (two levels above T/D 8)	1	20.54	21.26	22.00
		2	23.11	23.92	24.76
		3	25.68	26.58	27.51
02125	Tropical Plant Specialist	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02904	Troubleman (Wastewater)	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02900	Troubleman (Roads-Equipment)	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02902	Troubleman (Roads-Trucks)	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02903	Troubleman (Waterworks)	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02551	Truck Driver 1	1	16.41	16.98	17.57
		2	18.48	19.13	19.80
		3	20.51	21.23	21.97
02556	Truck Driver 2	1	16.70	17.28	17.88
		2	18.79	19.45	20.13
		3	20.86	21.59	22.35
02553	Truck Driver 3 (Zoo)	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02557	Truck Driver 3	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02558	Truck Driver 4	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02562	Truck Driver 5	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02560	Truck Driver 6	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02587	Truck Driver 7	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02564	Truck Driver 8	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02601	Utility Locator	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02550	Utility Worker	1	18.39	19.03	19.70
		2	20.70	21.42	22.17
		3	22.99	23.79	24.62
02609	Vehicle & Equipment Trainer	1	21.38	22.13	22.90
		2	24.06	24.90	25.77
		3	26.74	27.68	28.65
02597	Vehicle & Equipment Trainer (Wastewater)	1	20.54	21.26	22.00
		2	23.11	23.92	24.76
		3	25.68	26.58	27.51
02586	Vehicle & Equipment Trainer (Parks)	1	20.16	20.87	21.60
		2	22.68	23.47	24.29
		3	25.21	26.09	27.00
02598	Vehicle & Equipment Trainer (Roads)	1	20.54	21.26	22.00
		2	23.11	23.92	24.76
		3	25.68	26.58	27.51

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02573	Video Operator (Wastewater)	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02991	Water Services Maintenance Man	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02538	Water Services Maintenance Man (Pressure/Vacuum Truck)	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02592	Water Services Maintenance Worker (Video)	1	17.66	18.28	18.92
		2	19.87	20.57	21.29
		3	22.07	22.84	23.64
02603	Water Distribution Operator 1	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02604	Water Distribution Operator 2	1	18.99	19.65	20.34
		2	21.37	22.12	22.89
		3	23.75	24.58	25.44
02605	Water Distribution Operator 3	1	20.16	20.87	21.60
		2	22.68	23.47	24.29
		3	25.21	26.09	27.00
02606	Water Distribution Operator 4	1	20.54	21.26	22.00
		2	23.11	23.92	24.76
		3	25.68	26.58	27.51
00103	Weighman (Waste & Recycling Services)	1	18.03	18.66	19.31
		2	20.28	20.99	21.72
		3	22.52	23.31	24.13
02591	Whitewing	1	16.41	16.98	17.57
		2	18.48	19.13	19.80
		3	20.51	21.23	21.97
02936	Zoo Building Maintenance Man	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02530	Zoo/Elephant Keeper	1	20.16	20.87	21.60
		2	22.68	23.47	24.29
		3	25.21	26.09	27.00
02519	Zoo Facility Attendant	1	17.15	17.75	18.37
		2	19.30	19.98	20.68
		3	21.45	22.20	22.98
02533	Zoo Keeper	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12
02536	Zoo Keeper (Zoo Ranch)	1	19.53	20.21	20.92
		2	21.96	22.73	23.53
		3	24.39	25.24	26.12

Job Code	Description	Step	2005/12/26	2006/12/25	2007/12/24
02534	Zoo Labourer	1	16.41	16.98	17.57
		2	18.48	19.13	19.80
		3	20.51	21.23	21.97
02110	Zoo Labourer (Animal Care)	1	16.41	16.98	17.57
		2	18.48	19.13	19.80
		3	20.51	21.23	21.97

SCHEDULE B: RATES OF PAY - TRADES - APPRENTICES

Class	Description	Periods	2005/12/26	2006/12/25	2007/12/24
03260	Apprentice, Automotive Mechanic	1	18.35	18.99	19.65
		2	20.29	21.00	21.74
		3	22.80	23.59	24.42
		4	25.58	26.47	27.40
03250	Apprentice, Blacksmith	1	18.35	18.99	19.65
		2	20.29	21.00	21.74
		3	22.80	23.59	24.42
		4	25.58	26.47	27.40
03252	Apprentice, Heavy Duty Mechanic	1	18.35	18.99	19.65
		2	20.29	21.00	21.74
		3	22.80	23.59	24.42
		4	25.58	26.47	27.40
03253	Apprentice Machinist	1	18.35	18.99	19.65
		2	20.29	21.00	21.74
		3	22.80	23.59	24.42
		4	25.58	26.47	27.40
03254	Apprentice Millwright	1	18.35	18.99	19.65
		2	20.29	21.00	21.74
		3	22.80	23.59	24.42
		4	25.58	26.47	27.40
03255	Apprentice Painter	1	18.35	18.99	19.65
		2	20.29	21.00	21.74
		3	22.80	23.59	24.42
		4	25.58	26.47	27.40
03210	Apprentice Partsman	1	19.28	19.95	20.65
		2	21.66	22.41	23.20
		3	24.30	25.14	26.03
03242	Apprentice Plumber	1	18.35	18.99	19.65
		2	20.29	21.00	21.74
		3	22.80	23.59	24.42
		4	25.58	26.47	27.40
03256	Apprentice, Steel Fabricator	1	18.35	18.99	19.65
		2	20.29	21.00	21.74
		3	22.80	23.59	24.42
		4	25.58	26.47	27.40
03257	Apprentice, Welder	1	20.29	21.00	21.74
		2	22.80	23.59	24.42
		3	25.58	26.47	27.40
03259	Apprentice Zoo Keeper	1	16.41	16.98	17.57
		2	18.48	19.13	19.80
		3	20.51	21.23	21.97
		4	22.44	23.22	24.03

* Journer 3 rate as per Clause 5.30

SCHEDULE B: RATES OF PAY - TRADES - JOURNEYMAN

Class	Description	Step	2005/12/26	2006/12/25	2007/12/24
03387	Journeyman 1, Automotive Mechanic	1	24.84	25.71	26.61
		2	26.31	27.23	28.18
		3	27.80	28.77	29.78
03386	Journeyman 2, Automotive Mechanic	1	26.08	27.00	27.94
		2	27.63	28.59	29.59
		3	29.19	30.21	31.27
03391	Journeyman 1, Blacksmith	1	24.84	25.71	26.61
		2	26.31	27.23	28.18
		3	27.80	28.77	29.78
03390	Journeyman 1, Blacksmith Field Service	1	25.14	26.01	26.91
		2	26.61	27.53	28.48
		3	28.10	29.07	30.08
03381	Journeyman 1, Heavy Duty Mechanic	1	24.84	25.71	26.61
		2	26.31	27.23	28.18
		3	27.80	28.77	29.78
03382	Journeyman 1, Heavy Duty Mechanic Field Service	1	25.14	26.01	26.91
		2	26.61	27.53	28.48
		3	28.10	29.07	30.08
03383	Journeyman 2, Heavy Duty Mechanic	1	26.08	27.00	27.94
		2	27.63	28.59	29.59
		3	29.19	30.21	31.27
03416	Journeyman 1, Machinist	1	24.84	25.71	26.61
		2	26.31	27.23	28.18
		3	27.80	28.77	29.78
03419	Journeyman 1, Machinist, Field Service	1	25.14	26.01	26.91
		2	26.61	27.53	28.48
		3	28.10	29.07	30.08
03420	Journeyman 2, Machinist	1	26.08	27.00	27.94
		2	27.63	28.59	29.59
		3	29.19	30.21	31.27
03392	Journeyman 1, Millwright	1	24.84	25.71	26.61
		2	26.31	27.23	28.18
		3	27.80	28.77	29.78
03395	Journeyman 1, Millwright, Field Service	1	25.14	26.01	26.91
		2	26.61	27.53	28.48
		3	28.10	29.07	30.08
03397	Journeyman 2, Millwright	1	26.08	27.00	27.94
		2	27.63	28.59	29.59
		3	29.19	30.21	31.27
03425	Journeyman 1, Painter	1	24.84	25.71	26.61
		2	26.31	27.23	28.18
		3	27.80	28.77	29.78
03396	Journeyman 1, Partsperson	1	23.60	24.42	25.28
		2	24.99	25.87	26.77
		3	26.41	27.33	28.29

Class	Description	Step	2005/12/26	2006/12/25	2007/12/24
02399	Journeyman2, Parisperson	1	25.49	26.37	27.30
		2	26.99	27.94	28.91
		3	28.52	29.52	30.55
03770	Journeyman 1, Plumber	1	24.84	25.71	26.61
		2	26.31	27.23	28.18
		3	27.80	28.77	29.78
03769	Journeyman 1, Plumber Field Service	1	25.14	26.01	26.91
		2	26.61	27.53	28.48
		3	28.10	29.07	30.08
03358	Journeyman Pressure Welder	1	24.94	25.81	26.71
		2	26.43	27.36	28.32
		3	27.91	28.89	29.90
03359	Journeyman Pressure Welder Field Service	1	26.08	27.00	27.94
		2	27.63	28.59	29.59
		3	29.19	30.21	31.27
02104	Journeyman 1, Sheet Metal Worker	1	24.84	25.71	26.61
		2	26.31	27.23	28.18
		3	27.80	28.77	29.78
02106	Journeyman 1, Sheet Metal Worker, Field Service	1	25.14	26.01	26.91
		2	26.61	27.53	28.48
		3	28.10	29.07	30.08
03388	Journeyman 2, Sheet Metal Worker	1	26.08	27.00	27.94
		2	27.63	28.59	29.59
		3	29.19	30.21	31.27
03393	Journeyman 1, Steel Fabricator	1	24.84	25.71	26.61
		2	26.31	27.23	28.18
		3	27.80	28.77	29.78
03394	Journeyman 1, Steel Fabricator, Field Service	1	25.14	26.01	26.91
		2	26.61	27.53	28.48
		3	28.10	29.07	30.08
03406	Journeyman 2, Steel Fabricator	1	26.08	27.00	27.94
		2	27.63	28.59	29.59
		3	29.19	30.21	31.27
01400	Journeyman 1 Welder	1	24.84	25.71	26.61
		2	26.31	27.23	28.18
		3	27.80	28.77	29.78
03403	Journeyman 1, Welder, Field Service	1	25.14	26.01	26.91
		2	26.61	27.53	28.48
		3	28.10	29.07	30.08
03401	Journevman 2, Welder	1	26.08	27.00	27.94
		2	27.63	28.59	29.59
03385					

NOTES:

1. Where an incumbent employee has spent 90 days in an unrated position (as shown by classification below), a Position Analysis Questionnaire shall be filled out by the incumbent employee and a rating shall be effected. Where the revised hourly pay rate results in an upgrade, retroactivity shall be effective from the date the incumbent employee commenced in that classification.

These classifications are:

02917	Building Repairman 1
02531	Light Labourer

2. An employee hired subsequent to date of ratification, shall be paid at the Step 1 hourly pay rate for the assigned classification,
3. Hourly pay rate step increases shall occur following the accumulation of each 1983.6 straight time hours of work. **Hours spent on WCB, S&A, and LTD are not included in these totals.**

If reporting pay is paid or part shifts worked, complete shift credits shall be added toward the accumulation of these hours.

4. **Journeyman hourly pay rate incremental increases will occur following the completion of each 2088 regular hours of work. Hours spent on WCB, S&A, and LTD are not included in these totals.**

5. An employee who does return for a second and subsequent seasons of employment shall be credited with previous time worked in that accumulation of straight time hours for the purpose of advancing to the next Step in the wage progression schedule.

An employee who does not return for a second and subsequent seasons of employment shall not be credited with previous time worked in that accumulation of straight time hours for the purpose of advancing to the next Step in the wage progression schedule.

6. An employee who resigns and is subsequently rehired the following season shall not be credited with any previous time worked in the accumulation of straight time hours for the purpose of advancing to the next step in the wage progression schedule.

SCHEDULE C: BASIC TOOLS – Automotive Mechanics, Small Motor Mechanics and related Apprentices

AGI PART NUMBER	DESCRIPTION	QUANTITY
	TOOL BOXES	
BCH 92-612	Tool box 12 drawer HD with tray-locking (or equivalent)	1
BCH 92-712	Roller cabinet 12 drawer HD locking (or equivalent)	1
	HAMMERS	
WSW 9116M	Hammer 16oz ballpein	1
WSW 9124M	Hammer 24oz ballpein	1
WSW 9132M	Hammer 32oz ballpein	1
WSW T720	Hammer soft face	1
	Rubber mallet	1
	PUNCHES & CHISELS	
WSW HC1	Punch holder	1
WSW WC34	Center punch	1
WSW WC8385	Aligning punch 16" long	1
WSW WC8386	Aligning punch 12" long	1
WSW WC40	Taper drift punch 1/8"x10" long	1
PRT 96-3/8	Taper drift punch 3/8"x10" long	1
PRT 47-1/4X1/16	Pin punch 1/16"x4-1/4" long	1
WSW WC28	Pin punch 1/8"x5-1/4" long	1
WSW WC30	Pin punch 1/4"x6-1/2" long	1
WSW WC1	Cold chisel 3/8"x5-1/2" long	1
WSW WC2	Cold chisel 1/2"x6-1/4" long	1
WSW WC5	Cold chisel 7/8"x8" long	1
	PLIERS	
PRT 380	Combination retaining ring pliers (internal & external)	1
WSW SJ605V	Diagonal cutting pliers 7"	1
WSW 500-8	Slip joint pliers 7"	1
WSW SJ606V	Needlenose pliers 6-1/2"	1
WSW SJ607V	Needlenose pliers 8-1/2"	1
WSW 510-10	Waterpump pliers 9"	1
092 932 484	Waterpump pliers 12" Craftsman	1
092 932 486	Waterpump pliers 16" Craftsman	1
KDT 61073	Brake service tool kit (3 piece)	1
WSW A2	Wire stripping/crimping pliers 8"	1
WSW TS10Y	Tin snips	1
WSW 500-10	Slip joint pliers 10"	1
PTR 9LN	Flat nose lock ring pliers 8"	1
KD 3252	Hose clamp pliers	1
	SCREWDRIVERS	
WSW SDR701	Standard screwdriver 1/4x4"	1
WSW SDR702	Standard screwdriver 1/4x6"	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW SDR705	Standard screwdriver 3/8x10"	1
WSW SDE724	Electrician screwdriver 3/16x10"	1
092 932 333	Craftsman extra long screwdriver set 3 piece	1
WSW SDT10	T10 Torx screwdriver	1
WSW SDT15	T15 Torx screwdriver	1
WSW SDT20	T20 Torx screwdriver	1
PRT 88527	T27 Torx screwdriver	1
WSW SDP740	#1 Philips screwdriver	1
WSW SDP742	#2 Philips screwdriver	1
WSW SDP743	#3 Philips screwdriver	1
WSW SDP741	#2 Philips stubby screwdriver	1
WSW SDR101	#1 Robertson screwdriver	1
WSW SDR102	#2 Robertson screwdriver	1
WSW SDR103	#3 Robertson screwdriver	1
PLR2 Stubby	#2 Robertson stubby screwdriver	1
	COMBINATION WRENCHES	
WSW CWK14R	Combination wrench set 14 piece 3/8", 7/16", 1/2", 9/16", 5/8", 11/16", 3/4", 13/16", 7/8", 15/16", 1", 1 1/16, 1 1/8", 1-1/4"	1
WSW CMK16R	Combination wrench set 16 piece 7mm, 8mm, 9mm, 10mm, 11mm, 12mm, 13mm, 14mm, 15mm, 16mm, 17mm, 18mm, 19mm, 20mm, 21mm, 24mm.	1
	OPEN END WRENCHES	
PRT 3100B	Open end wrench set 7 piece 1/4X5/16", 3/8X7/16", 1/2X9/16", 5/8X1 1/16, 3/4X7/8", 15/16X1", 1 1/8X1 1/4".	1
PRT 30000A	Open end wrench set 7 piece 6X8mm, 7X9mm, 10X11mm, 12X14mm, 13X15mm, 16X18mm, 17X19mm, 21X24mm	1
	RATCHET WRENCHES	
KD 9308	Combination gear wrenches 8 piece Std. 5/16 - 3/4"	1
KD 9309	Combination gear wrenches - 13/16 - 1"	1
KD 9412	Combination gear wrenches - Metric 8 - 19 mm	1
	3/8" DRIVE SOCKET SET	
WSW SK3820	3/8" drive socket set 20 piece as follows 3/8", 7/16", 1/2", 9/16", 5/8", 11 13/16 standard and deep sockets, reversible ratchet, flex handle, 3" extension, universal joint	1
WSW SS3864	5/16" standard socket	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW MSK3814	3/8" drive metric socket set 22 piece includes 9mm, 10mm, 11mm, 12mm, 13mm,14mm, 15mm, 16mm, 17mm, 18mm and 19mm metric std. and deep sockets	1
WSW DMK3814	3/8" drive Metric flex socket set 10mm, 11mm, 12mm, 13mm, 14mm, 15 mm, 17mm and 19mm	1
WSW SKU38608	3/8" Std flex socket set 3/8", 7/16", 1/2", 9/16", 5/8", 11/16", and 3/4"	1
WSW MSU38610	6" Extension	1
WSW SA386	10" Extension	1
WSW SA3810	Socket set Torks 20 piece set, T10, T15, T20, T27, T30, T40, T45, T50, T55 and T60 bits and E4, E5, E6, E7, E8, E10, E12, E14, E16 and E18 sockets	1
WSW SKT20		
	1/4" DRIVE SOCKET SET	
WSW SKC1442	1/4" drive socket set 41 piece shallow/deep, metric/std. 4mm, 5.0mm, 5.5mm, 6mm, 7mm, 8mm, 9mm, 10mm, 11mm, 12mm, 13mm shallow and deep sockets 3/16", 7/32", 1/4", 9/32", 5/16", 11/32", 3/8", 7/16", and 1/2" standard sockets, shallow and deep reversible ratchet	1
WSW SA142	2" Extension	1
WSW SA146	6" Extension	1
WSW SA1401	Flex handle	1
WSW SA1402	Universal joint	1
WSW SDH1412	Socket driver handle	1
	1/2" DRIVE SOCKET SET	
WSW M3022	1/2" drive socket set 20 piece Std. 7/16" to 1-1/4" standard sockets, reversible ratchet, flex handle, universal joint, 5" extension, 10" extension 7/16", 1/2", 9/16", 5/8", 11/16", 3/4", 13/16", 7/8", 15/16", 1", 1 1/16", 1 1/8", 1 1/4" deep.	1
WSW DMK12612	Deep metric socket set - 12 piece 12mm, 13mm, 14mm, 15mm, 16mm, 17mm, 18mm, 19mm, 20mm, 21mm, 22mm, 24mm, 27mm	1
WSW DSK12612	Socket set deep Impact 6 pt. 1/2", 9/16", 5/8",	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
	11/16" 3/4", 13/16" 7/8", 15/16" 1", 1 1/16" 1 1/8"	
	Impact standard socket set 7/16", 1/2", 9/16", 5/8"	1
	11/16", 3/4", 13/16", 7/8", 15/16", 1", 1 1/16", 1 1/8", 1 1/4"	
	Impact metric socket set 13mm, 14mm, 15mm, 16mm, 17mm, 18mm, 19mm, 20mm, 21mm, 22mm, 24mm, 27mm	1
	Deep impact metric socket set - 12 piece 12mm, 13mm, 14mm, 15mm, 16mm, 17mm, 18mm, 19mm, 20mm, 21mm, 22mm, 24mm, 27mm	1
WSW SA122	2" extension - 1/2 inch drive	1
WSW SA1238	Adaptor 1/2" F to 3/8" M	1
WSW SA1234	Adaptor 1/2" F to 3/4" m	1
092 842 432	Craftsman 1/2" universal joint	1
092 842 361	Craftsman 1/2" Dr. 5" extension	1
	Craftsman 1/2" Dr. 10" extension	1
	ASSORTED TOOLS	
PRT 000D	Gauge feeler ignition set - 10 piece	1
PRT 000AA	Gauge feeler master set 25 piece	1
WSW AW6	6" adjustable wrench	1
WSW AW10	10" adjustable wrench	1
WSW AW15	15" adjustable wrench	1
PTR 7WR	7" Vise grip curved/straight jaw locking pliers	1
PTR 10WR	10" Vise grip curved/straight jaw locking pliers	1
WSW PW8	8" pipe wrench	1
WSW PW14	14" pipe wrench	1
TFY 3296	Insulated spark plug boot pliers	1
WSW A4	Gasket scraper tool	1
WSW TIC0605	Circuit tester	1
WSW 20W	Hacksaw frame	1
WSW 400	Battery post cleaner	1
WSW PBK4	Pry bar kit 4 piece	1
LFK 1035CME	Tape measure 16'	1
WSW A7	Cotter pin puller	1
BHS 20199	Hex key wrench set - metric/standard	1
WSW PTM24	Magnetic pick up tool	1
PRT 2373	Inspection mirror	1
PRT 2345	Flexible retrieving tool	1
OLF SCS2	Scissors - serrated edge - 7 inch	1
WSW TWA12	Torque wrench 1/2 inch drive	1
PRT 6062F	Torque wrench 1/4 inch drive	1
OTC 7312	O-ring pick set	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
	ASSORTED TOOLS (CONT'D)	
ATD 5544	Digital multimeter	1
ARN 25-7222	Universal trim tool	1
ATD 1090	MTD standard crowfoot set 3/8 - 1"	1
ATD 1190	MTD metric crowfoot set 9 - 19 mm	1
SK 386	SK flare nut wrench set Std. 1/4 - 7/8"	1
SK 378	SK flare nut wrench set metric 9 - 21 mm	1
ATD 7024	Disk brake pad and caliper service kit MTD	1
CNP CP734H	1/2 " impact wrench	1
GNF 1800-99999	Drill bit set - 29 pieces 1/16" to 1/2" in 64 th increments	1

Annual Tool Allowance: \$560
Apprentice 3rd & 4th year: \$532
Apprentice 1st & 2nd year: \$420

- (1) Purpose of Allowance to maintain effectiveness of Basic Tool Set.
- (2) Tools now in possession of Automotive and Small Motor Mechanics subject to periodic inspection.
- (3) When applicable, tools must be of replacement guarantee quality.
- (4) Equivalent may be substituted for brand names

**SCHEDULE D: BASIC TOOL REQUIREMENTS– Millwrights and related Apprentices–
Wastewater Treatment**

AGI PART NUMBER	DESCRIPTION	QUANTITY
TOOL BOXES		
BCH 92-612	Tool box 6 drawer HD with tray-locking (or equivalent)	1
BCH 92-712	Roller cabinet 3 drawer HD locking (or equivalent)	1
HAMMERS		
WSW 9116M	Hammer 16oz ballpein	1
WSW 9124M	Hammer 24oz ballpein	1
WSW 9132M	Hammer 32oz ballpein	1
PUNCHES & CHISELS		
WSW HC1	Punch holder	1
WSW WC34	Center punch	1
WSW WC8385	Aligning punch 16" long	1
WSW WC8386	Aligning punch 12" long	1
WSW WC40	Taper drift punch 1/8"x10" long	1
PRT 96-3/8	Taper drift punch 3/8"x10" long	1
PRT 47- 1/4X1/16	Pin punch 1/16"x4-1/4" long	1
WSW WC28	Pin punch 1/8"x5-1/4" long	1
WSW WC30	Pin punch 1/4"x6-1/2" long	1
WSW WC1	Cold chisel 3/8"x5-1/2" long	1
WSW WC2	Cold chisel 1/2"x6-1/4" long	1
WSW WC5	Cold chisel 7/8"x8" long	1
PLIERS		
PRT 380	Combination retaining ring pliers (internal & external)	1
WSW SJ605V	Diagonal cutting pliers 7"	1
WSW SJ606V	Needlenose pliers 6-1/2"	1
WSW 510-10	Waterpump pliers 9"	1
WSW TS10Y	Tin snips	1
WSW 500-10	Slip joint pliers 10"	1
PTR 9LN	Flat nose lock ring pliers 8"	1
SCREWDRIVERS		
WSW SDR701	Standard screwdriver 1/4x4"	1
WSW SDR702	Standard screwdriver 1/4x6"	1
WSW SDR705	Standard screwdriver 3/8x10"	1
WSW SDP740	#1 Phillips screwdriver	1
WSW SDP742	#2 Phillips screwdriver	1
WSW SDP743	#3 Phillips screwdriver	1
COMBINATION WRENCHES		
WSW CWK14R	Combination wrench set 14 piece 5/16", 3/8", 7/16", 1/2", 9/16", 5/8", 11/16", 3/4", 13/16", 7/8", 15/16", 1", 1 1/16", 1 1/8",	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
	1 1/4"	
WSW CW301	Combinationwrench - 1 5/16	1
WSW CMK16R	Combination wrench set 16 piece 7mm - 24 mm	1
Sub Total	SUB-TOTAL	3
	3/8" DRIVE SOCKET SET	
WSW SK3820	3/8" drive socket set 20 piece as follows	1
	3/8" - 7/8" standard and deep sockets	
WSW SS3864	5/16" standard socket	1
	Reversible ratchet, flex handle, 3" extension, Universaljoint	
WSW MSK3814	3/8" drive metric socket set 22 piece includes 9mm, 10mm, 11mm, 12mm, 13mm, 14mm, 15mm, 16mm, 17mm, 18mm,	1
WSW DMK3814	and 19mm metric standard and deep sockets	1
WSW SA386	6" Extension	1
WSW SA3810	10" Extension	1
	1/2" DRIVE SOCKET SET	
WSW M3022	11/2" drive socket set 20 piece Std.	1
	7/16" to 1-1/4" standard sockets, reversible ratchet, flex handle	
	universaljoint, 5" extension, 10" extension	
	Standard metric socket set 13 piece 12 - 27 mm	1
	Deep metric socket set - 13 piece	
WSW DMK12612	12mm, 13mm, 14mm, 15mm, 16mm, 17mm, 18mm, 19mm, 20mm, 21mm, 22mm, 24mm, 27mm	1
	Socket set deep 6 pt. 1/2", 9/16", 5/8", 11/16", 3/4", 13/16",	
WSW DSK12612	7/8", 15/16", 1", 1 1/16", 1 1/8"	1
WSW SA122	2" extension	1
WSW SA1238	Adaptor 1/2" F to 3/8" M	1
WSW SA1234	Adaptor 1/2" F to 3/4" m	1
	Scribe - 6"	1
PRT 000AA	Gauge feeler master set 25 piece	1
WSW AW6	6" adjustable wrench	1
WSW AW10	10" adjustable wrench	1
WSW AW15	15" adjustable wrench	1
PTR 10WR	10" Vise grip curved/straight jaw locking pliers	1
WSW PW8	8" pipe wrench	1
WSW PW14	14 " pipe wrench	2
WSW A4	Gasket scraper tool	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW 20W	Hacksaw frame	1
WSW PBK4	Pry bar kit 4 piece	1
LFK 1035CME	Tape measure 16'	1
BHS 20199	Hex key wrench set - metric/standard	1
WSW PTM24	Magnetic pick up tool	1
PRT 2373	Inspection mirror	1
OLF SCS2	Torque wrench - 1/2 " drive	1
OLF SCS2	Scissors - serrated edge - 7 inch	1
MTT 531-128	6" Vernier caliper	1
WSW A20	6" Steel ruler	1
PTR - 20R	20" Chain wrench	1
Starrett	Inside/Outside Divider/Calipers - 8"	1
Starrett	Dial indicator and magnetic base	1
Starrett	Micrometer - 0 - 1 inch	1
Starrett	Micrometer - 1 - 2 Inch set	1
Starrett	Thread pitch gauges set (Standard/Metric)	1
STT 46-123	Combination square	1
GNF 1800-99999	Drill bit set - 29 pieces 1/16" - 1/2" in 64th increments	1
	SUB-TOTALS	28


Annual Tool Allowance: \$305
Apprentice 3rd & 4th year: \$290
Apprentice 1st & 2nd year: \$229

- (1) Purpose of Allowance to maintain effectiveness of Basic Tool Set.
- (2) Tools now in possession of Millwrights subject to periodic inspection.
- (3) When applicable, tools must be of replacement guarantee quality.
- (4) Equivalent may be substituted for brand names.

**SCHEDULE E: BASIC TOOL REQUIREMENTS-- Millwrights and related Apprentices--
Water Treatment and Other Millwrights not covered by Schedule D**

AGI PART NUMBER	DESCRIPTION	QUANTITY
	TOOL BOXES	
BCH 92-612	Tool box 6 drawer HD with tray-locking (or equivalent)	1
BCH 92-712	Roller cabinet 3 drawer HD locking (or equivalent)	1
	HAMMERS	
WSW 9116M	Hammer 16oz ballpein	1
WSW 9124M	Hammer 24oz ballpein	1
WSW 9132M	Hammer 32oz ballpein	1
WSW T720	Hammer soft face	1
	PUNCHES & CHISELS	
WSW HC1	Punch holder	1
WSW WC34	Center punch	1
WSW WC8385	Aligning punch 16" long	1
WSW WC8386	Aligning punch 12" long	1
WSW WC40	Taper drift punch 1/8"x10" long	1
PRT 96-3/8	Taper drift punch 3/8"x10" long	1
PRT 47-1/4X1/16	Pin punch 1/16"x4-1/4" long	1
WSW WC28	Pin punch 1/8"x5-1/4" long	1
WSW WC30	Pin punch 1/4"x6-1/2" long	1
WSW WC1	Cold chisel 3/8"x5-1/2" long	1
WSW WC2	Cold chisel 1/2"x6-1/4" long	1
WSW WC5	Cold chisel 7/8"x8" long	1
	PLIERS	
PRT 380	Combination retaining ring pliers (internal & external)	1
WSW SJ605V	Diagonal cutting pliers 7"	1
WSW 500-8	Slip joint pliers 7"	1
WSW SJ606V	Needlenose pliers 6-1/2"	1
WSW SJ607V	Needlenose pliers 8-1/2"	1
WSW 510-10	Waterpump pliers 9"	1
WSW A2	Wire stripping/crimping pliers 8"	1
WSW TS10Y	Tin snips	1
WSW 500-10	Slip joint pliers 10"	1
PTR 9LN	Flat nose lock ring pliers 8"	1
	SCREWDRIVERS	
WSW SDR701	Standard screwdriver 1/4x4"	1
WSW SDR702	Standard screwdriver 1/4x6"	1
WSW SDR705	Standard screwdriver 3/8x10"	1
WSW SDE724	Electrician screwdriver 3/16x10"	1
WSW SDT10	T10 Torx screwdriver	1
WSW SDT15	T15 Torx screwdriver	1
WSW SDT20	T20 Torx screwdriver	1
PRT 88527	T27 Torx screwdriver	1
WSW SDP740	#1 Philips screwdriver	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW SDP742	#2 Philips screwdriver	1
WSW SDP743	#3 Philips screwdriver	1
WSW SDP741	#2 Philips stubby screwdriver	1
	COMBINATION WRENCHES	
WSW CWK14R	Combination wrench set 8 piece 5/16", 3/8", 7/16", 1/2", 9/16", 5/8", 11/16", 3/4"	1
WSW CMK16R	Combination wrench set 13 piece 7mm, 8mm, 9mm, 10mm, 11mm, 12mm, 13mm, 14mm, 15mm, 16mm, 17mm, 18mm, 19mm.	1
	3/8" DRIVE SOCKET SET	
WSW SK3820	3/8" drive socket set 20 piece as follows 3/8", 7/16", 1/2", 9/16", 5/8", 11/16", 3/4" and 13/16" standard and deep sockets Reversible ratchet, flex handle, 3" extension, universal joint	1
WSW SS3864	5/16" standard socket	1
WSW MSK3814	3/8" drive metric socket set 22 piece includes 9mm, 10mm, 11mm, 12mm, 13mm, 14mm, 15mm, 16mm, 17mm, 18mm, and 19mm metric standard and deep sockets	1
WSW DMK3814	6" Extension	1
WSW SA386	10" Extension	1
WSW SA3810		1
	1/2" DRIVE SOCKET SET	
WSW M3022	1/2" drive socket set 20 piece Std. 7/16" to 1-1/4" standard sockets, reversible ratchet, flex handle universal joint, 5" extension, 10" extension	1
WSW SMK12612	Standard metric socket set - 12 piece 12mm, 13mm, 14mm, 15mm, 16mm, 17mm, 18mm, 19mm, 20mm, 21mm, 22mm, 24mm, 27mm	1
WSW DMK12612	Deep metric socket set - 12 piece 12mm, 13mm, 14mm, 15mm, 16mm, 17mm, 18mm, 19mm, 20mm, 21mm, 22mm, 24mm, 27mm	1
WSW DSK12612	Socket set deep 6 pt. 1/2", 9/16", 5/8", 11/16", 3/4", 13/16", 7/8", 15/16", 1", 1 1/16", 1 1/8"	1
WSW SA122	2" extension	1
WSW SA1238	Adaptor 1/2" F to 3/8" M	1
WSW SA1234	Adaptor 1/2" F to 3/4" M	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
	3/4" DRIVE SOCKET SET	
	PRT 55104 3/4" drive socket set - 29 piece as follows	1
	7/8 - 2 3/8" standard sockets, reversible ratchet, u-joint,	
	5" extension, 8" extension, 16" extension, flex handle	
	7/8", 15/16", 1", 1 1/16", 1 1/8", 1 1/4", 1 5/16", 1 3/8", 1 7/16",	
	1 1/2", 1 5/8", 1 11/16", 1 3/4", 1 13/16", 1 7/8", 1 15/16", 2",	
	2 1/16", 2 1/8", 2 1/4", 2 5/16", 2 3/8"	
WSW MSK3417	3/4" drive metric socket set 17 piece as follows	1
	17mm, 19mm, 20mm, 21mm, 22mm, 24mm,	
	27mm, 29mm, 30mm, 32mm, 34mm, 35mm, 36mm, 38mm,	
	41mm, 46mm, 50mm	
PRT 5528M	28 mm standard socket	1
PRT 5542M	42 mm standard socket	1
PRT 5554M	54 mm standard socket	1
PRT 5555M	55 mm standard socket	1
PRT 5558M	58 mm standard socket	1
PRT 5560M	60 mm standard socket	1
	ASSORTED TOOLS	
PRT 000AA	Gauge feeler master set 25 piece	1
WSW AW6	6" adjustable wrench	1
WSW AW15	15" adjustable wrench	1
PTR 7WR	7" Vise grip curved/straight jaw locking pliers	1
PTR 10WR	10" Vise grip curved/straight jaw locking pliers	1
WSW PW8	8" pipe wrench	1
WSW A4	Gasket scraper tool	1
WSW 20W	Hacksaw frame	1
WSW PBK4	Pry bar kit 4 piece	1
LFK 1035CME	Tape measure 16'	1
BHS 20199	Hex key wrench set - metric/standard	1
WSW PTM24	Magnetic pick up tool	1
PRT 2373	Inspection mirror	1
PRT 2345	Flexible retrieving tool	1
OLF SCS2	Scissors - serrated edge - 7 inch	1
MTT 531-128	6" Vernier caliper	1
WSW A20	6" Steel ruler	1
Starrett	Dial indicator and magnetic base	1
Starrett	Micrometer - 0 - 1 inch	1
Starrett	Micrometer - 2 - 6 Inch set	1
Starrett	Telescopic gauge set 6 piece 5/16 - 6"	1
Starrett?	Thread pitch gauges set	1
Craftsman	12" cast iron combination square	1

AGI PART NUMBER	DESCRIPTION	QUANTITY

Annual Tool Allowance: \$415
Apprentice 3rd & 4th year: \$394
Apprentice 1st & 2nd year: \$311

- (1) Purpose of Allowance to maintain effectiveness of Basic Tool Set.
- (2) Tools now in possession of Millwrights subject to periodic inspection.
- (3) When applicable, tools must be of replacement guarantee quality.
- (4) Equivalent may be substituted for brand names.

SCHEDULE F: BASIC TOOL REQUIREMENTS - Steel Fabricators

AGI PART NUMBER	DESCRIPTION	QUANTITY
	HAMMERS	
	1½ lbs.	1
	2 lbs.	1
	WRENCHES	
	3/8" to 1"	1
	8: adjustable	1
	12" adjustable	1
	12" pipe	1
	1 set Allen wrenches	1
	CALIPERS	
	6" vernier	1
	8" dividers	1
	SQUARE	
	12" combination	1
	6" tri square	1
	PROTRACTOR	
	0 – 180 degrees	1
	RULE	
	6'	1
	12"	1
	COMPASS	
	8"	1
	SOCKETS	
	1 set ¾" drive	1
	1 set ½" drive	
	SCREWDRIVERS	
	1 set (Flat)	1
	1 set of Phillips	1
	1 set of Robertson	1
	PUNCH	
	1 set of three (pin)	1
	1 set of two (centre)	1
	SCRIBER	
	1 set of two	1
	CHISEL	
	1 set	1
	HACKSAW FRAME	1
	TIN SNIPS	1
	PLIERS	
	vice grip	1
	diagonal slip joint	1

	SOAPSTONE HOLDER	1
	TOOL BOX	1

Annual Tool Allowance: \$150

- (1) Purpose of Allowance to maintain effectiveness of Basic Tool Set.
- (2) Tools now in possession of Steel Fabricators subject to periodic inspection.
- (3) When applicable, tools must be of replacement guarantee quality.
- (4) Equivalent may be substituted for brand names.

SCHEDULE G: BASIC TOOL REQUIREMENTS– Heavy Duty Mechanics and related Apprentices

AGI PART NUMBER	DESCRIPTION	QUANTITY
TOOL BOXES		
BCH 92-612	Tool box 12 drawer with tray-locking (or Equivalent)	1
BCH 92-519	Tote box with tray	1
BCH 92-712	Roller cabinet	1
HAMMERS		
WSW 9116M	Hammer 16oz ballpein (Set of 3 as listed)	1
WSW 9124M	Hammer 24oz ballpein	1
WSW 9132M	Hammer 32oz ballpein	1
WSW T720	Hammer soft face with replaceable tips (or equivalent)	1
PUNCHES & CHISELS		
WSW HC1	Punch holder	1
WSW WC34	Center punch	1
WSW WC8385	Aligning punch 16" long	1
WSW WC8386	Aligning punch 12" long	1
WSW WC40	Taper drift punch 1/8"x10" long	1
PRT 96-3/8	Taper drift punch 3/8"x10" long	1
PRT 47-1/4X1/16	Pin punch 1/16"x4-1/4" long	1
WSW WC28	Pin punch 1/8"x5-1/4" long	1
WSW WC30	Pin punch 1/4"x6-1/2" long	1
WSW WC1	Cold chisel 3/8"x5-1/2" long	1
WSW WC2	Cold chisel 1/2"x6-1/4" long	1
WSW WC5	Cold chisel 7/8"x8" long	1
PLIERS		
PRT 380	Combination retaining ring pliers (internal & external)	1
WSW SJ605V	Diagonal cutting pliers 7"	1
WSW SJ603V	Diagonal cutting pliers 4-1/2"	1
WSW 500-8	Slip joint pliers 7"	1
WSW SJ606V	Needlenose pliers 6-1/2"	1
WSW 510-10	Waterpump pliers 9"	1
TFY 1103	Brake spring pliers 12"	1
WSW A2	Wire stripping/crimping pliers 8"	1
WSW TS10SY	Tin snips	1
WSW 500-10	Slip joint pliers 10"	1
PTR 9LN	Flat nose locking pliers 8"	1
SCREWDRIVERS		
WSW SDR701	Standard screwdriver 1/4x4"	1
WSW SDR702	Standard screwdriver 1/4x6"	1
WSW SDR705	Standard screwdriver 3/8x10"	1
WSW SDE724	Electrician screwdriver 3/16x10"	1
WSW SDR700	Stubby screwdriver 1/4x1-1/2"	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW SDR101	#1 Robertson screwdriver	1
WSW SDR102	#2 Robertson screwdriver	1
WSW SDR103	#3 Robertson screwdriver	1
PLR 2STUBBY	#2 Robertson stubby screwdriver	1
WSW SDP740	#1 Phillips screwdriver	1
WSW SDP742	#2 Phillips screwdriver	1
WSW SDP743	#3 Phillips screwdriver	1
WSW SDP741	#2 Phillips stubby screwdriver	1
WSW SDT10	T10 Torx screwdriver	1
WSW SDT15	T15 Torx screwdriver	1
WSW SDT20	T20 Torx screwdriver	1
PRT 88527	T27 Torx screwdriver	1
COMBINATION WRENCHES		
WSW CWK14R	Combination wrench set 14 piece 3/8" to 1-1/4"	1
WSW CW199	Combination wrench 5/16"	1
WSW CW301	Combination wrench 1-5/16"	1
WSW CW302	Combination wrench 1-3/8"	1
WSW CW303	Combination wrench 1-7/16"	1
WSW CW304	Combination wrench 1-1/2"	1
WSW CMK16R	Combination wrench set 16 piece 7mm-24mm	1
WSW CM20	Combination wrench 20mm	1
WSW CM26	Combination wrench 26mm	1
PRT 1228MASD	Combination wrench 28mm	1
PRT 1229MASD	Combination wrench 29mm	1
WSW CM30	Combination wrench 30mm	1
WSW CM32	Combination wrench 32mm	1
OPEN END WRENCHES		
PRT 3100B	Open end wrench set 14 piece 3/8" to 1-1/4"	1
PRT 30000A	Open end wrench set 10 piece 6mm to 24mm	1
3/8" DRIVE SOCKET SET		
WSW SK3820	3/8" drive socket set 20 piece as follows	1
	3/8" to 3/4" standard sockets, 3/8" to 13/16" deep sockets	
	Reversible ratchet, flex handle, 3" extension, universal joint	
WSW SS3864	5/16" standard socket	1
WSW MSK3814	3/8" drive metric socket set 14 piece	1
WSW DMK3814	3/8" drive metric deep socket set 14 piece	1
WSW SA386	6" Extension	1
WSW SA3810	10" Extension	1
WSW SA3812	Adapter 3/8"F to 1/2"M	1
WSW SA3814	Adapter 3/8"F to 1/4"M	1
WSW SKU38608	3/8" drive universal (flex) socket set 3/8" to 3/4"	1
WSW PMU3809	3/8" drive universal (flex) socket 9mm (impact)	1
WSW MSU38610	3/8" drive universal (flex) socket 10mm	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW MSU38611	3/8" drive universal (flex) socket 11mm	1
WSW MSU38612	3/8" drive universal (flex) socket 12mm	1
WSW MSU38613	3/8" drive universal (flex) socket 13mm	1
WSW MSU38614	3/8" drive universal (flex) socket 14mm	1
WSW MSU38615	3/8" drive universal (flex) socket 15mm	1
PRT 5239-10W	T10 Torx socket bit	1
PRT 5239-15W	T15 Torx socket bit	1
PRT 5239-20W	T20 Torx socket bit	1
PRT 5239-27W	T27 Torx socket bit	1
PRT 5239-30W	T30 Torx socket bit	1
PRT 5239-40W	T40 Torx socket bit	1
PRT 5239-45W	T45 Torx socket bit	1
PRT 5239-50W	T50 Torx socket bit	1
PRT 5239-55W	T55 Torx socket bit	1
	1/4" DRIVE SOCKET SET	
WSW SKC1	1/4" drive socket set 20 piece as follows	1
	3/16" to 1/2" standard sockets, 4mm to 12mm standard socket	
	reversible ratchet	
WSW SA142	2" Extension	1
WSW SA146	6" Extension	1
WSW SA1401	Flex handle	1
WSW SA1402	Universal joint	1
WSW SDH1412	Socket driver handle	1
	1/2" DRIVE SOCKET SET	
WSW SK1220	1/2" drive socket set 20 piece as follows	1
	7/16" to 1-1/4" standard sockets, reversible ratchet, flex handle	
	universal joint, 5" extension, 10" extension	
WSW MS12612	12mm standard socket	1
WSW MS12612	13mm standard socket	1
WSW MS12614	14mm standard socket	1
WSW MS12615	15mm standard socket	1
WSW MS12616	16mm standard socket	1
WSW MS12617	17mm standard socket	1
WSW MS12618	18mm standard socket	1
WSW MS12619	19mm standard socket	1
WSW MS12620	20mm standard socket	1
WSW MS12622	22mm standard socket	1
WSW MS12624	24mm standard socket	1
WSW MS12626	26mm standard socket	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW MS12627	27mm standard socket	1
WSW MS12628	28mm standard socket	1
WSW MS12630	30mm standard socket	1
WSW MS12632	32mm standard socket	1
WSW DS122B	7/16" deep socket	1
WSW DS122C	1/2" deep socket	1
WSW DS122D	9/16" deep socket	1
WSW DS122F	5/8" deep socket	1
WSW DS122H	11/16" deep socket	1
WSW DS122I	3/4" deep socket	1
WSW DS122K	13/16" deep socket	1
WSW DS122L	7/8" deep socket	1
WSW DS122M	15/16" deep socket	1
WSW DS122N	1" deep socket	1
WSW DS122O	1 1/16" deep socket	1
WSW DS122P	1 1/8" deep socket	1
WSW DMS12613	13mm deep socket	1
WSW DMS12614	14mm deep socket	1
WSW DMS12615	15mm deep socket	1
WSW DMS12616	16mm deep socket	1
WSW DMS12617	17mm deep socket	1
WSW DMS12618	18mm deep socket	1
WSW		
WSW DMS12620	20mm deep socket	1
WSW DMS12621	21mm deep socket	1
WSW DMS12622	22mm deep socket	1
WSW DMS12624	24mm deep socket	1
WSW DMS12627	27mm deep socket	1
WSW DMS12629	29mm deep socket	1
WSW PM1212	12mm impact socket	1
WSW PM1214	14mm impact socket	1
WSW PM1215	15mm impact socket	1
WSW PM1216	16mm impact socket	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW PM1217	17mm impact socket	1
WSW PM1218	18mm impact socket	1
WSW PM1219	19mm impact socket	1
WSW PM1220	20mm impact socket	1
WSW PM1222	22mm impact socket	1
WSW PM1224	24mm impact socket	1
PRT 7427M	27mm impact socket	1
WSW PM1229	29mm impact socket	1
WSW PMD1213	13mm deep impact socket	1
WSW PMD1214	14mm deep impact socket	1
WSW PMD1215	15mm deep impact socket	1
WSW PMD1216	16mm deep impact socket	1
WSW PMD1217	17mm deep impact socket	1
WSW PMD1218	18mm deep impact socket	1
WSW PMD1219	19mm deep impact socket	1
WSW PMD1220	20mm deep impact socket	1
WSW PMD1221	21mm deep impact socket	1
WSW PMD1222	22mm deep impact socket	1
WSW PMD1224	24mm deep impact socket	1
PRT 7327M	27mm deep impact socket	1
WSW PMD1229	29mm deep impact socket	1
WSW SA122	2" extension	1
WSW SA1238	Adaptor 1/2"F to 3/8"M	1
WSW SA1234	Adaptor 1/2"F to 3/4"M	1
	3/4" DRIVE SOCKET SET	
PRT 55104	3/4" drive socket set 29 piece as follows	1
	7/8" to 2-3/8" standard sockets, reversible ratchet, u-joint	
	5" extension, 8" extension, 16" extension, hinge handle	
	7/8", 15/16", 1", 1 1/16", 1 1/8", 1 1/4", 1 5/16", 1 3/8", 1 7/16",	
	1 1/2", 1 9/16", 1 5/8", 1 11/16", 1 3/4", 1 13/16", 1 7/8",	
	1 15/16", 2", 2 1/16", 2 1/8", 2 1/4", 2 5/16", 2 3/8"	
WSW MSK3417	3/4" drive standard socket set 17 piece 17mm, 19mm, 20mm,	1
	21mm, 22mm, 24mm, 27mm, 29mm, 30mm, 32mm, 34mm,	
	35mm, 36mm, 38mm, 41mm, 46mm, 50mm,	
PRT 5528M	28mm standard socket	1
PRT 5542M	42mm standard socket	1
PRT 5554M	54mm standard socket	1
PRT 5555M	55mm standard socket	1
PRT 5558M	58mm standard socket	1
PRT 5560M	60mm standard socket	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
	ASSORTED TOOLS	
PRT 000D	Gauge feeler ignition set 10 piece	1
PRT 000AA	Gauge feeler master set 25 piece	1
KDT 2223	Gauge feeler non-metallic	1
TFY 3296	Insulated spark plug boot pliers	1
EVR E250Y	Flashlight	1
EVR EN95T6	Batteries for above flashlight	2
WSW AW6	6" adjustable wrench	1
WSW AW10	10" adjustable wrench	1
WSW AW15	15" adjustable wrench	1
WSW LWC7	7" locking plier	1
WSW LWC10	10" locking plier	1
WSW PW8	8" pipe wrench	1
WSW PW14	14" pipe wrench	1
WSW A4	Gasket scraper tool	1
PRT 9866	Screw starter 6"	1
PRT 3021	Tube wrench 3/8"x7/16"	1
PRT 3026	Tube wrench 1/2"x9/16"	1
PRT 3034	Tube wrench 5/8"x11/16"	1
PRT 3039	Tube wrench 3/4"x7/8"	1
PRT 31011	Tube wrench 10mmx11mm	1
PRT 31213	Tube wrench 12mmx13mm	1
PRT 31415	Tube wrench 14mmx15mm	1
PRT 31617	Tube wrench 16mmx17mm	1
	Tube wrench 18mmx19mm	1
TFY 3344	Circuit tester	1
WSW 20W	Hacksaw frame	1
WSW 400	Battery post cleaner	1
WSW PB2	Pry bar 17-1/2"	1
WSW PB18	Mechanics pry bar 18"	1
LFK 1035CME	Tape measure 16'	1
WSW A20	6" steel ruler	1
MTN S120	Air blow gun	1
AKE 1710U	Welding goggles	1
PTR 20R	20" chain wrench	1
WSW A7	Cotter pin puller	1
GNF 1800-99999	Drill bit set 29 pcs 1/16" to 1/2" in 64th increments	1
CNP CP734H	1/2" Impact air wrench	1
MTT 531-128	6" Vernier caliper	1
RDG 33927	Flaring and cutting tool set	1
PRT 9500B	Screw extractor set 10 piece 1/8" to 1"	1
WSW HKP25	Hex key wrench set 25 piece plus the following 3 individual	1
WSW MHK12	12mm hex key	1
WSW HK716	7/16" hex key	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW HK12	1/2" hex key	1
WSW PTM24	Magnetic pick up tool	1
PRT 2373	Inspection mirror	1
PRT 2345	Flexible retrieving tool	1
	SUB-TOTALS	48

Annual Tool Allowance: \$681
Apprentice 3rd & 4th year: \$647
Apprentice 1st & 2nd year: \$511

- (1) Purpose of Allowance to maintain effectiveness of Basic Tool Set.
- (2) Tools **now** in possession of Heavy Duty Mechanics subject to periodic inspection.
- (3) When applicable, tools must be of replacement guarantee quality.
- (4) Equivalent may be substituted for brand names.

AGI PART NUMBER	DESCRIPTION	QUANTITY
	TOOL BOXES	
	Tool box 6 drawer HD with tray-locking (or equivalent)	1
BCH 92-612	Tool box 6 drawer HD with tray-locking (or equivalent)	1
BCH 92-712	Roller cabinet 3 drawer HD locking (or equivalent)	1
	HAMMERS	
WSW 9116M	Hammer 16oz ballpeen	1
WSW 9124M	Hammer 24oz ballpeen	1
WSW 9132M	Hammer 32oz ballpeen	1
WSW T720	Hammer soft face	1
	PUNCHES & CHISELS	
WSW HC1	Punch holder	1
WSW WC34	Center punch	1
WSW WC8385	Aligning punch 16" long	1
WSW WC8386	Aligning punch 12" long	1
WSW WC40	Taper drift punch 1/8"x10" long	1
PRT 96-3/8	Taper drift punch 3/8"x10" long	1
PRT 47-1/4X1/16	Pin punch 1/16"x4-1/4" long	1
WSW WC28	Pin punch 1/8"x5-1/4" long	1
WSW WC30	Pin punch 1/4"x6-1/2" long	1
WSW WC1	Cold chisel 3/8"x5-1/2" long	1
WSW WC2	Cold chisel 1/2"x6-1/4" long	1
WSW WC5	Cold chisel 7/8"x8" long	1
	PLIERS	
PRT 380	Combination retaining ring pliers (internal & external)	1
WSW SJ605V	Diagonal cutting pliers 7"	1
WSW 500-8	Slip joint pliers 7"	1
WSW SJ606V	Needlenose pliers 6-1/2"	1
WSW SJ607V	Needlenose pliers 8-1/2"	1
WSW 510-10	Waterpump pliers 9"	1
KDT 61073	Brake service tool kit (3 piece)	1
WSW A2	Wire stripping/crimping pliers 8"	1
WSW TS10Y	Tin snips	1
WSW 500-10	Slip joint pliers 10"	1
PTR 9LN	Flat nose lock ring pliers 8"	1
	SCREWDRIVERS	
WSW SDR701	Standard screwdriver 1/4x4"	1
WSW SDR702	Standard screwdriver 1/4x6"	1
WSW SDR705	Standard screwdriver 3/8x10"	1
WSW SDE724	Electrician screwdriver 3/16x10"	1
WSW SDT10	T10 Torx screwdriver	1
WSW SDT15	T15 Torx screwdriver	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW SDT20	T20 Torx screwdriver	1
PRT 88527	T27 Torx screwdriver	1
WSW SDP740	#1 Philips screwdriver	1
WSW SDP742	#2 Philips screwdriver	1
WSW SDP743	#3 Philips screwdriver	1
WSW SDP741	#2 Philips stubby screwdriver	1
	COMBINATION WRENCHES	
WSW CWK14R	Combination wrench set 14 piece 3/8" - 1 1/4" + 5/16"	1
WSW CMK16R	Combination wrench set 17 piece set 7mm - 27mm	1
	3/8" DRIVE SOCKET SET	
WSW SK3820	3/8" drive socket set 20 piece as follows	1
	3/8", 7/16", 1/2", 9/16", 5/8", 11/16", 3/4" and 13/16"	
	Standard and deep sockets	
	Reversible ratchet, flex handle, 3" extension, universal joint	
WSW SS3864	5/16" standard socket	
WSW MSK3814	3/8" drive metric socket set 22 piece includes 9mm, 10mm,	1
	11mm, 12mm, 13mm, 14mm, 15mm, 16mm, 17mm, 18mm,	
WSW DMK3814	and 19mm metric standard and deep sockets	1
WSW SA386	6" _____	1
WSW SA3810	10" Extension	1
	1/2" DRIVE SOCKET SET	
WSW SK1220	1/2" drive socket set, 20 piece as follows	1
	7/16" - 1 1/4" standard sockets, reversible ratchet, flex handle, universal joint, 5", 10" extensions	
WSW MS 12612	12 mm standard socket	1
WSW MS12613	13 mm standard socket	1
WSW MS 12614	14 mm standard socket	1
WSW MS12615	15 mm standard socket	1
WSW MS12616	16 mm standard socket	1
WSW MS12617	17 mm standard socket	1
WSW MS12618	18 mm standard socket	1
WSW MS12619	19 mm standard socket	1
WSW MS12620	20 mm standard socket	1
WSW MS12622	22 mm standard socket	1
WSW MS12624	24 mm standard socket	1
WSW MS12626	26 mm standard socket	1
WSW MS12627	27 mm standard socket	1
WSW MS12628	28 mm standard socket	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW MS12630	30 mm standard socket	1
WSW MS12632	32 mm standard socket	1
WSW DS122B	7/16" deep socket	1
WSW MS122C	1/2" deep socket	1
WSW DS122D	9/16" deep socket	1
WSW DS122F	5/8" deep socket	1
WSW DS122H	11/16" deep socket	1
WSW DS122I	3/4" deep socket	1
WSW DS122K	13/16 " deep socket	1
WSW DS122L	7/8" deep socket	1
WSW DS122 M	15/16" deep socket	1
WSW DS122N	1" deep socket	1
WSW DS122O	1 1/16" deep socket	1
WSW DS122P	1 1/8" deep socket	1
WSW DMS12613	13mm deep socket	1
WSW DMS12614	14 mm deep socket	1
WSW DMS12615	15 mm deep socket	1
WSW DMS12616	16 mm deep socket	1
WSW DMS12617	17 mm deep socket	1
WSW DMS12618	18 mm deep socket	1
WSW DMS12619	19 mm deep socket	1
WSW DMS12620	20 mm deep socket	1
WSW DMS12621	21 mm deep socket	1
WSW DMS12622	22 mm deep socket	1
WSW		
WSW DMS12627	27 mm deep socket	1
WSW DMS12629	29mm deep socket	1
WSW PM1212	12 mm impact socket	1
WSW PM1213	13 mm impact socket	1
WSW PM1214	14 mm impact socket	1
WSW PM1215	15 mm impact socket	1
WSW PM1216	16 mm impact socket	1
WSW PM 1217	17 mm impact socket	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
WSW PM1218	18 mm impact socket	1
WSW PM1219	19 mm impact socket	1
WSW PM1220	20 mm impact socket	1
WSW PM1222	22 mm impact socket	1
WSW PM1224	24 mm impact socket	1
PRT 7427M	27 mm impact socket	1
WSW PM1229	29 mm impact socket	1
WSW PMD1213	13 mm deep impact socket	1
WSW PMD1214	14 mm deep impact socket	1
WSW PMD1215	15 mm deep impact socket	1
WSW PMD1216	16 mm deep impact socket	1
WSW PMD1217	17 mm deep impact socket	1
WSW PMD1218	18 mm deep impact socket	1
WSW PMD1219	19 mm deep impact socket	1
WSW PMD1220	20 mm deep impact socket	1
WSW PMD1221	21 mm deep impact socket	1
WSW PMD1222	22 mm deep impact socket	1
WSW PMD 1224	24 mm deep impact socket	1
PRT 7327M	27 mm deep impact socket	1
WSW PMD 1229	29 mm deep impact socket	1
WSW SA122	2" extension	1
WSW SA1238	adaptor 1/2" F to 3/8" M	1
WSW SA 1234	adaptor 1/2" F to 3/4" M	1
ASSORTED TOOLS		
PRT 000AA	Gauge feeler master set 25 piece	1
WSW AW6	6" Adjustable wrench	1
WSW AW15	15" Adjustable wrench	1
PTR 7WR	7" Vise grip curved/straight jaw locking pliers	1
PTR 10WR	10" Vise grip curved/straight jaw locking pliers	1
WSW PW8	8" Pipe wrench	1
WSW A4	Gasket scraper tool	1
WSW 20W	Hacksaw frame	1
WSW PBK4	Pry bar kit 4 piece	1
LFK 1035CME	Tape measure 16'	1
BHS 20199	Hex key wrench set - metric/standard	1
WSW PTM24	Magnetic pick up tool	1
PRT 2373	Inspection mirror	1
PRT 2345	Flexible retrieving tool	1
OLF SCS2	Scissors - serrated edge - 7 inch	1
MTT 531-128	6" Vernier caliper	1
WSW A20	6" Steel ruler	1
GNF 1800- 99999	Drill bit set - 29 pieces 1/16" - 1/2" in 64th increments	1
Starrett	Dial indicator and magnetic base	1

AGI PART NUMBER	DESCRIPTION	QUANTITY
Starrett	Micrometer - 0 - 1 inch	1
Starrett	Micrometer - 2 - 6 Inch set	1
Starrett	Telescopic gauge set 6 piece 5/16 - 6"	1
Starrett	Thread pitch gauges set	1
Craftsman	12" cast iron combination square	1

Annual Tool Allowance: \$326
Apprentice 3rd & 4th year: \$310
Apprentice 1st & 2nd year: \$245

- (1) Purpose of Allowance to maintain effectiveness of Basic Tool Set.
- (2) Tools now in possession of Machinists subject to periodic inspection,
- (3) When applicable, tools must be of replacement guarantee quality.
- (4) Equivalent may be substituted for brand names.

SCHEDULE I: CLOTHING

The employee shall be responsible for the reasonable care and cleaning of clothing issued under this Schedule. Replacement of clothing items shall be at the discretion of the City, dependent on wear and usage, and upon presentation of former issue for replacement. Employees shall bear the cost of replacement where a former issue cannot be presented. All items of clothing shall be returned upon termination, or the employee shall be deducted the cost of same (last issue only).

NOTE:

- A. All employees required by the City to perform outdoor work in wet weather shall be provided with "rain wear" (RW) as required, as a rack item.
- B. All employees working in wet conditions shall be provided with "rubber boots" (RB), or if due to health restrictions, "rubber overshoes," as required.
- C. Where this Schedule provides for "work boots" (WB), employees shall be required to purchase same and shall be provided with a credit of \$35.00, except employees assigned to work with tarketles (Tarkettle Operators, **Hot Box** Operators) and Oil Distributors, who shall have "work boots" provided by the City.
- D. Employees assigned to work in higher classifications shall only receive issues of clothing not referenced in previously worked classifications.
- E. Where this Schedule provides for "appropriate gloves" (AG), this shall be defined as:
leather (roper, unlined) and rubber (gauntlet type)
- F. Where this Schedule provides for coveralls (C), employees may request to replace same with bib and brace overalls, subject to Occupational Health and Safety Regulations regarding protective wear.
- G. All employees required by the City to perform outdoor work in cold weather shall be provided with "Hard Hat Liner" (HHL) or "Hard Hat Balaclava" (HHB).

Abbreviations

A	Apron	RO	Rubber Overshoes
C	Coveralls	WB	Work Boots
AG	Appropriate Gloves	SL	Slicker
LG	Leather Gloves	RW	Rainwear
RG	Rubber Gloves	LA	Leather Apron
CG	Cotton Gloves	RA	Rubber Apron
WG	Welding Gloves	PS	Protective Suit
WM	Welding Mitts	WP	Winter Parka
MW	Mitts, Winter	DC	Disposable Coveralls
M	Mitts	NJ	Nylon Jacket
ML	Mitt Liners	LJ	Leather Jacket
SM	Smock	LP	Leather Pants
B	Bibs	LGG	Linesman Gloves
RB	Rubber Boots	HHB	Hard Hat Balaclava
HHL	Hard Hat Liner		

JOB CODE	DESCRIPTION	ISSUE
03260	Apprentice (Automotive Mechanic)	Tied to Journeyman
03250	Apprentice (Blacksmith)	Tied to Journeyman
03252	Apprentice (Heavy Duty Mechanic)	Tied to Journeyman
03253	Apprentice (Machinist)	Tied to Journeyman
03254	Apprentice (Millwright)	Tied to Journeyman
03255	Apprentice (Painter)	Tied to Journeyman
03210	Apprentice (Partsman)	Tied to Journeyman
03242	Apprentice (Plumber)	Tied to Journeyman
03256	Apprentice (Steel Fabricator)	Tied to Journeyman
03257	Apprentice (Welder)	Tied to Journeyman
03259	Apprentice (Zoo Keeper)	Tied to Zoo Keeper
02535	Asphalt Rakerman	C, LG
02870	Automotive Serviceman 1	C, AG, Rack WP
02871	Automotive Serviceman 2	C, AG, Rack WP
02872	Automotive Serviceman 3	C, AG, Rack WP
01961	Building Maintenance Worker 1	RG
01962	Building Maintenance Worker 2	C, AG
01963	Building Maintenance Worker 3	C, AG
01964	Building Maintenance Worker 4	C, AG
02917	Building Repairman 1	C, AG, Rack WP
02919	Building Repairman 2	C, AG, Rack WP
02112	Commissary Keeper	C, AG
02837	Concrete Finisher	C or Bib, LG
02524	Container Maintenance Man	C, AG, RB, RW
01933	Custodial Worker (Police)	RG
02595	Depot Yardman	C, LG
01771	Distribution Control Worker	C, AG
02561	Equipment Operator 1	C, LG
02566	Equipment Operator 2	C, LG
	Equipment Operator 2 (Hydraulic Cleaning Machine)	C, AG, RW, RB
02572	Equipment Operator 3	C, LG
02581	Equipment Operator 4	C, LG,
	(Traffic Operations)	AG
02582	Equipment Operator 5	C, LG
	Equipment Operator 6	C, LG,
02567	(Traffic Operations)	AG
	Equipment Operator 7	C, LG
02584	(Traffic Operations)	AG
02274	Facility Attendant(Arena/Athletic Park)	LG, Rack C, RO
03415	Fitter Fabricator	C, LG, WP
02852	Form Setter	C, AG

JOB CODE	DESCRIPTION	ISSUE
02574	Front End Loader (Asphalt, Concrete, Crusher)	C, LG
02569	Front Loader Operator (Waste & Recycling Services)	C, LG, MW, RW, RB, ML
02107	Gardener	C, AG
02579	Grademan	C, LG
02126	Greenskeeper	C, AG
02941	Groundskeeper (Wastewater Treatment)	C, LG
02245	Ice Marshall	LG, NJ
02124	Indoor Gardens Attendant	C, AG, RB
02123	Interior Plantscape Attendant	RG
02122	Interior Plantscape Butterfly Attendant	C, RG
02717	Intermediate Operator (Water Treatment)	C, AG
03387	Journeyman 1 (Automotive Mechanic)	C, LG, CG Rack WP
03386	Journeyman 2 (Automotive Mechanic)	C, LG, CG
03391	Journeyman 1 (Blacksmith)	C, LGG, LA
03390	Journeyman 1 (Blacksmith, Field Service)	C, LGG, LA, WP
03405	Journeyman Boom Truck Operator (Repairman)	C, LG, HHL
03404	Journeyman Boom Truck Operator (Truck Driver)	C, LG, HHL
03381	Journeyman 1 (Heavy Duty Mechanic)	C, LG, CG
03382	Journeyman 1 (Heavy Duty Mechanic Field Service)	C, LG, CG, WP, RB
03383	Journeyman 2 (Heavy Duty Mechanic)	C, LG, CG
03416	Journeyman 1 (Machinist)	SM, LGG
03419	Journeyman 1 (Machinist Field Service)	SM, LGG, WP
03420	Journeyman 2 (Machinist)	SM, LGG
03392	Journeyman 1 (Millwright)	C, LGG
03397	Journeyman 2 (Millwright)	C, LGG
03395	Journeyman 1 (Millwright, Field Service)	C, LGG, WP
03395	Journeyman 1 (Millwright, Field Service) Water Treatment	C, LG, Rack WP
	Journeyman 1 (Millwright, Field Service) Wastewater Treatment	C, LG, RB, Rack WP
03425	Journeyman Painter	C
03396	Journeyman 1 (Partsperson)	C or SM, LG
	Journeyman 1 (Partsperson) Wastewater Treatment	C, AG, Rack WP
	Journeyman 2 (Partsperson)	C or SM, LG
03359	Journeyman (Pressure Welder, Field Service)	C, WM, WP, RB, Rack LA, LJ, LP
03770	Journeyman (Plumber) Wastewater Treatment	C, AG, RB, Rack WP
03769	Journeyman (Plumber, Field Service) Wastewater Treatment	C, AG, WP

JOB CODE	DESCRIPTION	ISSUE
03406	Journeyman2 (Steel Fabricator)	C, LGG, Rack LA, LJ
03400	Journeyman 1 (Welder)	C, Rack LA, LJ, LP, WM or WG
03403	Journeyman 1 (Welder. Field Service)	C, WM, WP, RB, Rack LA, LJ, LP
03401	Journeyman 2 (Welder)	C, Rack LA, LJ, LP, V
02716	Junior Operator (Water Treatment)	C, AG
02501	Labourer 1	C, LG
	Labourer 1 (Parks/Recreation seasonals)	LG
02511	Labourer2	C, LG
	Labourer 2 (Parks/Recreation seasonals)	LG
	Labourer 2 (Traffic Operations)	AG
02521	Labourer 3	C, AG
01958	Labourer. Lead Hand	C, LG
02504	Labourer (Refuse Pick-up)(Waste & Recycling Services)	C, AG, MW, RW, RB, ML
	Labourer (Refuse Pick-up)(Parks)	C, LG
02528	Labourer4	C, AG
	Labourer 4 (Tarkettle)	WB, WM, LG, C (2pairs/year)
02520	Landfill Utilityman	C, LG, MW, RW, RB, ML
01958	Lead Custodial Worker	C, LG
02544	Lead Hand Auxiliary Crew	C, AG
02935	Lead Hand Building Maintenance Person	C, LG
02593	Lead Hand Calgro Operator	C, LG
02831	Lead Hand Concrete Finisher	C or Bib, AG
02611	Lead Hand Confined Entry Operator	C, RG, LG, RB, HHB, RW
02829	Lead Hand Form Setter	C, LG
02594	Lead Hand Mainline Video	C, RG, LG, RB, HHB, RW
01969	Lead Hand Mechanical Maintenance Worker	C, LG
02706	Lead Hand Operator (Crusher Plant)	C, LG
02705	Lead Hand Operator (Water Treatment)	C, LG, HHL
02629	Lead Hand Pump Operator (Water Services)	C, RG, LG, RB, HHB, RW
01921	Lead Hand Repairman, Structures	C, AG
03433	Lead Hand Sign Manufacturer	AG, SM or A
02608	Lead Hand Storm Infrastructure	C, RG, LG, RB, HHB, RW
02966	Lead Hand Sweeper Serviceman	C, LG
01920	Lead Hand Trades & Maintenance Worker	C, LG
02607	Lead Hand Trainer (Roads)	C, LG, RW, RO
02529	Lead Zoo/Elephant Keeper	C, RG
02602	Leak Locator	C, AG
02531	Light Labourer	C, LG
02909	Maintenance Person, Water Services	C, AG
01971	Mechanical Maintenance Worker 1	C, AG
01972	Mechanical Maintenance Worker 2	C, AG

JOB CODE	DESCRIPTION	ISSUE
01973	Mechanical Maintenance Worker 3	C, AG
01970	Mechanical Maintenance Worker 4	C, AG
02840	Parking Meter Service Worker	C, Rack SM, AG, WB, WP, Rack RW
02911	Parks Irrigation Worker 1	C, AG
02918	Parks Irrigation Worker 2	C, AG
02924	Parks Pruner	C, LG
02578	Paver Operator (Rear)	C, LG
02540	Pipeman, Utilities	C, AG, RB, Waders, RW
02992	Plant Maintenance Man 1 (Wastewater Treatment)	C, AG
02686	Plant Maintenance Man 2 (Wastewater Treatment)	C, AG
02993	Plant Maintenance Man 1 (Water Treatment)	C, AG
02685	Plant Maintenance Man 2 (Water Treatment)	C, AG
02703	Plant Operator 1 (Wastewater Treatment)	C, AG
02698	Plant Operator (Asphalt, Concrete & Crusher Plant)	C, AG, Rack WP
02708	Plant Operator 2 (Wastewater Treatment)	C, AG
02699	Plant Operator 3 (Lagoons)	C, AG
02696	Plant Operator 3 (Wastewater Treatment)	C, AG
02512	Plant Utilityman (Wastewater Treatment)	C, AG
02923	Playground Equipment Repairman	C, LG
02628	Pump Operator (Water Services)	C, AG, Waders, RB, RW
02925	Repairman 1	C, AG
02926	Repairman2	C, AG
02927	Repairman 3	C, AG
02928	Repairman4	C, AG
02929	Repairman 5	C, AG
02934	Repairman6	C, AG
02930	Repairman, Fencing	C, AG
02257	Safety Patrol Boat Operator	LG
02264	Sanctuary Attendant (Parks)	C, AG
00107	Scale Operator/Dispatcher	C, LG
02276	Senior Facility Attendant (Arena/Athletic Park)	LG, Rack C
02256	Senior Safety Patrol Boat Operator	LG
00589	Senior Storekeeper	C, AG, WP
02718	Senior Operator (Water Treatment)	C, AG
02592	Water Services Worker (Video)	C, RG, LG, RB, HHB, RW
03424	Sign Manufacturer	AG, SM or A
03429	Sign Manufacturer 1	AG, SM or A
03379	Small Motor Mechanic (Fleet)	C, LG, CG
	Small Motor Mechanic (Traffic Operations)	C, AG
03380	Sm. Motor Mechanic (Field Service - Fleet)	C, LG, CG, WP, RB

JOB CODE	DESCRIPTION	ISSUE
00585	Storekeeper (Traffic Operations)	C, AG, WP, Rack WP
00584	Storesworker (Traffic Operations)	C, AG, WP, Rack WP
02965	Sweeper Serviceman	C, LG
02545	Thawing Operator (Water Services)	C, AG, Waders, RB RG (winter)
02546	Thawing Operator (Water Services, Electric & Steam)	C, AG, RB, RG(winter)
02541	Timberman	C, AG, RB
02901	Traffic Controller, (Waste & Recycling Services)	C, AG, RW, RB, MW, ML
03081	Traffic Marker	C, AG
02510	Traffic Sign Shop Labourer	AG, SM or A
03083	Traffic Spotter	C, AG (Note C)
02588	Training Rate - Equipment (one level above E/07)	C, LG
02610	Training Rate - Equipment (two levels above E/07)	C, LG
02590	Training Rate - Trucks (one level above T/D8)	C, LG
02612	Training Rate - Trucks (two levels above T/D8)	C, LG
02125	Tropical Plant Specialist	C, AG
02904	Troubleman (Water Services)	C, AG, RB, Waders
02903	Troubleman (Water Services)	C, AG, RB
02902	Troubleman (Roads – Trucks)	C, AG, RB, DISP Boots & C
02900	Troubleman (Roads - Equipment)	C, AG, RB, DISP Boots & C
02551	Truck Driver 1	C, AG
02556	Truck Driver 2	C, AG
02553	Truck Driver 3 (Zoo)	C, AG
02557	Truck Driver 3	C, AG
	Truck Driver 3 (Water Services)	C, AG, RW, RB
02558	Truck Driver 4	C, AG
02562	Truck Driver 5	C, AG
	Truck Driver 5 (Oil Dist.)	C, AG, WB
02560	Truck Driver 6	C, AG
02587	Truck Driver 7	C, AG
02564	Truck Driver 8	C, AG
02601	Utility Locator	C, AG
02550	Utility Worker	C, LG, HHB, RW
02609	Vehicle & Equipment Trainer	C, HHL, RW
02597	Vehicle & Equipment Trainer (Water Services)	C, HHL, RW
02598	Vehicle & Equipment Trainer (Roads)	C, AG, RW, RO
02573	Video Operator (Water Services)	C, RG, LG, RB, HHB, RW
02991	Water Services Maintenance Man	C, AG, Waders, RB RW, RG(winter)
02538	Water Services Maintenance Man (Pressure/Vacuum Truck)	C, AG, Waders, RB RW, RG(winter)
02603	Water Distribution Operator 1	C, AG, RB, HHB, RW

02605	Water Distribution Operator 3	C, AG, RB, HHB, RW
02606	Water Distribution Operator 4	C, AG, RB, HHB, RW
00103	Weighman (Waste & Recycling Services)	SM
02591	Whitewing	C, AG, RW, MW, ML
02936	Zoo Building Maintenance Man	C, AG
02530	Zoo /Elephant Keeper	C, AG
02519	Zoo Facility Attendant	C, AG
02533	Zoo Keeper	C, AG
02536	Zoo Keeper (Zoo Ranch)	C, AG
02534	Zoo Labourer	C, AG
02110	Zoo Labourer (Animal Care)	C, AG

SCHEDULE J: SUPPLEMENTATION OF COMPENSATION

1. (a) "child" means the natural child, whether born before or after the employee's death, or legally adopted child of an employee, and includes any person to whom the employee and spouse stood in *locoparentis*.
- (b) "dependent child" means an unmarried child who, at the time the employee died, was being supported by the employee and
 - (i) is less than 18 years of age; or
 - (ii) is 18 years of age or over, and not more than 21 years of age, and is in attendance full-time at an accredited school or university, having been in such attendance substantially without interruptions since he reached 18 years of age; or
 - (iii) is 18 or more years of age and not more than 21 years of age and is disabled having been supported due to such disability without interruption since the time he reached 18 years of age.
- (c) "disabled shall mean suffering from a severe prolonged mental or physical disability and for these purposes:
 - (i) a disability is severe only if by reason thereof an employee is incapable regularly of pursuing any substantially gainful occupation, and
 - (ii) a disability is prolonged only if it is determined that such disability is likely to be long, continued and of indefinite duration or is likely to result in death;
- (d) "full pay" means the **regular biweekly earnings and service pay** that the employee was entitled to receive at the time he was disabled or killed. **Regular biweekly earnings shall be based on the regular rate of pay for the established classification of the employee at the time he was disabled or killed and the regular number of biweekly hours applicable to that employee's status. Applied to these regular biweekly earnings will be:**
 - (i) the progression **to the top step of the established classification that the employee would have automatically progressed to** only by reason of time in the classification had he not been disabled or killed; and
 - (ii) any economic salary changes negotiated from time to time in accordance with the Collective Agreement; **less deductions in an amount equivalent to all normal deductions provided however that the full pay will never be less than that which the employee was receiving at the time the employee was killed or disabled.**
- (e) "Normal deductions" shall mean those items which would have been deducted from the **regular earnings** of the employee, in the normal course of events had he not been disabled or killed, and, without limiting the generality of the foregoing, shall include any **and** all deductions for Federal or Provincial Income Tax according to the employee's exemption at the time he was disabled or killed, or in the case of an employee who has been killed, according to the exemptions of his widow and children, contributions to any City Pension Plan and Canada Pension Plan, Union dues (applicable in disabled

cases only). Employment Insurance premiums, Group Life Insurance premiums, Alberta Blue Cross and Alberta Health Care Insurance premiums or any of their equivalents that might have been payable by the employee from time to time.

- (f) "widow" means a woman who has survived an employee to whom she was lawfully married and who was being wholly or partially supported by **the employee** at the time of death and where there is no lawful **spouse** at the time of death of the employee includes a common-law spouse.
 - (g) "widower" means a man who has survived an employee to whom he was lawfully married and who was being wholly or partially supported by **the employee** at the time of death and where there is no lawful **spouse** at the time of death includes a common-law spouse.
 - (h) "common-law spouse" includes any man or woman who, although not legally married to an employee, lives and cohabits with an employee as the spouse of that employee and has maintained such relationship for a continuous period of 5 years or more; or has maintained such relationship for a continuous period of 2 years or more and has borne / **sired** the child or children of such employee, **or has adopted a child or children of the employee, or has adopted a child or children with the employee;** and is generally known as the employee's **spouse** in the community in which they lived at the time of death of the employee.
 - (i) "**employee**" means a permanent employee.
2. Where an employee is disabled or killed **as a result of an accident arising directly out of the course and in the scope of his employment with the City of Calgary**, the City shall pay to the employee, if disabled, or to the employee's widow, **widower, common-law spouse** or dependent children, if killed, the employee's full pay under the terms and conditions hereinafter set out **PROVIDED the accident is not proven to be an intentional act to cause injury or death.**
 3. In the event an employee is killed leaving a **surviving widow, widower, or common-law spouse** under the circumstances set out in Article 2, the City shall pay to the **surviving widow, widower, or common-law spouse biweekly**, subject to the deductions set out in Article 6, the full pay that the employee would have received from the City had **the employee** not been killed. The said sum **will** be payable from the date of death of the employee until such time as the **widow/widower** remarries **or enters into a common-law relationship**, dies, or the date the employee would have **reached the age of 65 years or the date the employee would have been at least 55 years and eligible for pension under the '85 factor'**, whichever is the earliest.
 4. (a) In the event an employee is killed under circumstances set out in Article 2, leaving no **surviving widow, widower, or common-law spouse** but leaving a dependent child or children surviving **the employee**, the City shall, subject to the deductions set out in Article 6, pay to each dependent child up to a maximum of **4, biweekly** a sum equal to **20%** of the full pay that the employee would have received from the City had he not been killed. The said sum **will** be payable from the date of death of the employee until such time as the child ceases to be a dependent child or the date the employee would have **reached the age of 65 years or the date the employee would have been at least 55 years and eligible for pension under the '85 factor'**, whichever is the earlier.

- (b) Where the employee leaves surviving him more than 4 dependent children, the total sum **not to exceed 80 % of the employee's full pay (as defined)** pursuant to Article 4 (a) shall be paid **by the City** to such dependent children in **fixed** equal shares.
- (c) **The** sum payable by the City pursuant to this Article shall be paid by the City as long as any child of the employee remains a dependent child.
5. In the event the **surviving** widow, **widower, or common-law spouse** dies subsequent to an employee having been killed without having remarried, **or entered into a common-law relationship**, the provisions of Article 4 shall apply to any dependent child surviving the employee and his widow, **widower, or common-law spouse**.
 6. In determining the amount to be paid to a **surviving** widow, **widower, common-law spouse** or dependent child by the City, any benefits payable to the **surviving** widow, **widower, common-law spouse** or any dependent child by reason of the death of the employee under any Workers' Compensation (except any payment for funeral expenses), Canada Pension Plan (except any payment for funeral expenses), Local Authorities Pension Plan, City of Calgary Pension Plan, any other pension plan or annuity or any of their equivalents that have not been personally contracted ~~for~~ by the employee, the widow, or any of the employee's family, or any damages awarded to the widow, **widower, common-law spouse** or any dependent child by reason of the death of the employee, shall upon being awarded to the widow, **widower, common-law spouse** or the dependent child, be deducted from the full pay.
 7. Any sums of money payable by the City to any dependent child under the age of 18 years may properly be paid by the City to the legal guardian of such dependent child whose receipt shall be sufficient discharge to the City.
 8. The City shall continue to ensure ~~that~~ the widow or any dependent child will be covered by the appropriate Alberta Blue Cross Plan and the Alberta Hospitals Act or any replacement, extension or substitution thereof in Alberta, PROVIDED the widow, **widower, common-law spouse** or any dependent child at all times remains eligible for such coverage.
 9. On the date that the employee would have ~~reached the age of 65 years had he not been killed under the circumstances set out in article 2, or the date the employee would have been at least 55 years and eligible for pension under the '85 factor', whichever is earlier~~, the City shall pay to the **surviving** widow, **widower, or common-law spouse**, if alive and if has not remarried **or entered into a common-law relationship**, biweekly, an amount equal to the monthly pension to which she would have been entitled as a widow had the employee died subsequent to his retirement date, in the same manner and under the same conditions as may be provided in any City Pension Plan or its equivalent application to employees of the City in existence at the date that the employee would have retired ~~from~~ the employ of the City had ~~the~~ **employee** not been killed.
 10. In the event an employee is disabled under circumstances set out in Article 2, the City shall pay to the employee **biweekly** subject to the deductions set out in Article 6, the full pay that he would have received from the City had he not been disabled until such time ~~as~~ the employee dies or the date that the employee **reaches the age of 65 years or the date the employee would have been at least 55 years and eligible for pension under the '85 factor'**, whichever is earlier, PROVIDED THAT if the employee fully recovers and is capable of being employed by the City at a salary which is equal to or in excess of the employee's full pay, the City's obligation herein shall cease.

11. Where a disabled employee partially recovers and the City finds alternative employment for the employee within the City or any of its associated Boards, Commissions, Authorities or Agencies which the employee is capable of performing, the full pay which the employee is entitled to receive shall be reduced by the **earnings** received from such employment.
12. A disabled employee may earn from employment, other than employment with the City or any of its associated Boards, Commissions, Authorities or Agencies, up to 20% of his annual full pay without any reduction in the employee's full pay but any monies earned by the employee from such employment in excess thereof shall be deducted from the employee's full pay.
13. The provisions of this **Schedule** shall be administered by Human Resources.
14. Affidavits in a form and containing such information as may be prescribed by the City shall be filed annually with and on a date to be specified by Human Resources by the following persons:
 - (a) widow, **widowers, or common-law spouse**;
 - (b) guardians of dependent children under the age of 18 years;
 - (c) dependent children over 18 years of age;
 - (d) disabled employees.
15. Throughout this **Schedule**, where the term "employee" is used and where a term reflecting male and/or female gender is used, it shall be considered that either the feminine or masculine have been used where the context of the application so requires. **The terms "widow", "widower", and "common-law spouse" shall apply to both same-sex and opposite-sex relationships.**

**LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37**

RE: LAYOFF PROCEDURE

During the term of this Agreement, and should it become necessary, The City may be required to layoff permanent employees as per Article 4.00 of the Collective Agreement.

Prior to initiating layoffs under Article 4.00, The City may, for the purpose of retention of employment for permanent employees of the bargaining unit:

1. Schedule employees off on current vacation entitlements, with employee preference being accommodated whenever possible;
2. Schedule employees off on banked vacation entitlements;
3. Redeploy employees to vacant positions in other work units, and/or Business Units, but within the bargaining unit, subject to required qualifications and ability. Rates of pay shall be based on classifications;
4. The City shall continue to maintain the sole right to decide whether to staff a vacant position.

Notwithstanding the above, the City and the Union may, by mutual agreement, implement other methods to attain the desired results.

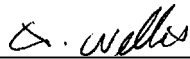
Signed this 1st day of March, 2006.

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES



Manager, Labour Relations



President

**LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37**

RE: SENT HOME BECAUSE OF INCLEMENT WEATHER

Notwithstanding Clause 5.25, Sent Home Because of Inclement Weather, effective 2001 January 1st, the City shall implement the following:

Sent Home Because of Inclement Weather

If an employee works more than 2 hours in any day and is then sent home because of inclement weather, he shall receive a minimum of 4 hours pay or pay for actual hours worked, whichever is the greater.

In the event of inclement weather, employees shall be sent home on the **basis** of reverse order of seniority and qualifications, in the Operating Sections as defined in Clause 5.16.

Upon the completion of a trial period or sooner should the need arise, the parties (C.U.P.E. Local 37, applicable Business Unit and Employee Relations, Human Resources representatives) shall convene to evaluate the impact of this revised language on the operation.

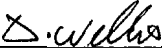
Signed this 15th day of March, 2006.

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES



Manager, Labour Relations



President

**LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37**

RE: NON-STANDARD HOURS OF WORK, EXCLUDING PART-TIME

During the term of this Agreement, and notwithstanding Clause 5.05 of the Collective Agreement, should The City identify a requirement for non-standard hours of work which on a scheduled basis shall average 38 hours per week beyond a 6 week period of time, The City shall formally discuss the necessity with the Union Executive. The Union shall be fully informed of all particulars, at least 1 month in advance, prior to any meeting(s).

Employee Relations, Human Resources shall convene a meeting(s) of the parties, to review the needs of the operation, current schedule(s) of work, methods of maintaining the 4 day work week (if applicable), the rationale/necessity for the change to the new schedule(s) of work, review the new non-standard hours of work schedule and any suggested alternatives brought forward by any party. The parties shall reach agreement prior to implementation of any new non-standard hours of work schedules for specified evaluation periods.

Upon the completion of the evaluation period, the parties shall convene to review the impact of such scheduling on the operation.

This letter shall continue for the term of this Collective Agreement.

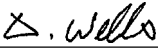
Signed this 15th day of March, 2006.

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES



Manager, Labour Relations



President

**LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37**

RE: LEAVES OF ABSENCE - MEDICAL REASONS

Temporary (seasonal) employees requiring a leave of absence without pay for medical reasons shall apply, in writing, to the Exempt Supervisor, with a copy to the Union. In granting the leave of absence for medical reasons, the Exempt Supervisor shall contact Human Resources to certify the validity for the leave.

The circumstances in which a leave of absence for medical reasons shall occur are as follows:

1. Where a temporary (seasonal) employee has not finished serving the waiting period and is not yet eligible for Short Term Sickness and Accident (S&A) benefits and Long Term Disability (LTD) benefits:
 - a) yet ceases to be actively employed due to an illness or a non-work related injury and continues to be medically unable to return to work; or
 - b) yet ceases to be actively employed due to a work related injury, is in receipt of Workers' Compensation Total Temporary Disability (TTD) benefits (paid directly to the employee) and continues to be medically unable to return to work.

In a) and b) above, the employee shall apply for and be granted a leave of absence for medical reasons until such time as they are fit to return to work or they are laid off from work. The employee shall be required to pay, in advance all applicable benefit premiums and any other levies normally in force had such leave of absence not been granted. Premium rate, amount, and required benefit coverage on a leave of absence, shall be determined by the Municipal Employees Benefit Association of Calgary.

2. Temporary (seasonal) employees • with less than 365 continuous days of service:
 - a) where a temporary (seasonal) employee is eligible for S&A and LTD benefits, ceases to be actively employed due to an illness or a non-work related injury or a work related injury, is in receipt of S&A benefits and is laid off on or before the 105th day of benefits.

The employee will continue to receive S&A benefits to the earlier of the date they are deemed fit to return to work or to the maximum of 105 calendar days. No leave of absence for medical reasons is required in this instance.

Employees who expect their disability to continue beyond their date of layoff may choose to prepay their LTD benefit premiums from their date of layoff to the end of the elimination period in order to keep their LTD benefit coverage in effect.

- b) where a temporary (seasonal) employee is eligible for S&A and LTD benefits, ceases to be actively employed due to an illness or a non-work related or a work related injury, is in receipt of S&A benefits and is laid off after 105 days of S&A benefits but prior to 119 days:

The employee shall apply for and be granted a leave of absence for medical reasons to bridge the period of time from the 106th day to the date of layoff. The employee shall be required to pay, in advance all applicable benefit premiums and any other levies normally in force had such leave of absence not been granted. Premium rate, amount, and required benefit coverage on a leave of absence, shall be determined by the Municipal Employees Benefit Association of Calgary.

Employees who expect their disability to continue beyond their date of layoff may choose to prepay their LTD benefit premiums from their date of layoff to the end of the elimination period in order to keep their LTD benefit coverage in effect.

- c) where a temporary (seasonal) employee is eligible for S&A and LTD benefits, ceases to be actively employed due to an illness or a non-work related injury or a work related injury, has exhausted S&A benefits (119 days) and continues to be medically unable to return to work:

The employee shall apply for and be granted a leave of absence for medical reasons to cover the elimination period prior to LTD benefits, or from the 120th day to the date LTD benefits become payable, or to the date the employee is deemed fit to return to work or the date of layoff, whichever first occurs. The employee shall be required to pay, in advance all applicable benefit premiums and any other levies normally in force had such leave of absence not been granted. Premium rate, amount, and required benefit coverage on a leave of absence, shall be determined by the Municipal Employees Benefit Association of Calgary.

Employees who expect their disability to continue beyond their date of layoff may choose to prepay their LTD benefit premiums from their date of layoff to the end of the elimination period in order to keep their LTD benefit coverage in effect.

In a), b) and c) above, the elimination period is the 105 calendar days following the expiration of the S&A benefit period. Temporary (seasonal) employees with less than 365 days of continuous service are required to serve an elimination period before LTD benefits become payable.

If an employee elects to maintain their LTD coverage, no refund of premiums will be made should the employee not require the coverage following the elimination period. The employee is purchasing protection in the event their disability continues. If the disability does continue, it is recommended that the employee apply for their LTD benefits approximately 8 weeks prior to the completion of the 105 calendar day elimination period. This will allow Great West Life to complete their adjudication of the employee's claim and issue payment.

This letter shall form part of and continue for the term of this Collective Agreement.

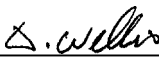
Signed **this** 15th day of March, 2006.

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES



Manager, Labour Relations



President

**LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37**

RE: JOB SHARING

The parties recognize that, over the term of this Collective Agreement, permanent employees whose bargaining rights are held by C.U.P.E. Local 37 may approach their employing Business Units with proposal(s) to enter into job sharing arrangements.

In this event, it is agreed that The City and C.U.P.E. Local 37 shall reach a job sharing agreement which is consistent with the City's corporate guidelines with respect to job sharing arrangements.

Such job sharing agreement shall be subject to the approval of the membership of C.U.P.E. Local 37 and The City of Calgary.


Signed this 15th day of March, 2006.

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES



Manager, Labour Relations



President

**LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES**

RE: MARKET AFFECTED CLASSIFICATION(S)

For the term of the 2006/2008 Collective Agreement, when the City experiences difficulty in retaining or recruiting employees for certain positions because of the rate of pay required by the market place, The City shall have the right to authorize the placement of new hires on a step of their pay grade which is competitive with the market place. A current employee shall not be paid less than the market adjusted step paid to a new hire. When a current employee's step is adjusted upward for this reason, any hours accumulated toward their next step pay increase shall be applied to subsequent movement to that step. All employees whose step is adjusted in this manner shall be notified of their adjusted step placement.

In the event that the step three hourly pay rate of a classification is not competitive in the market place, the City may set an "out of schedule" hourly pay rate above the classification's step three hourly pay rate. All employees in classifications which are adjusted because of the market will be moved to the "out of schedule" classification hourly pay rate. All employees to whom this letter applies shall be notified of the hourly pay rate of their job classification. Employees receiving "out of schedule" pay rates will be given 6 months notice in writing of any reduction or cancellation of the "out of schedule" rates and shall be placed at not less than the step three hourly pay rate of their classification.

The Union will be notified of any market-affected classifications

Signed this 15th day of March, 2006

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES



Manager, Labour Relations



President

**LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37**

RE: HOURS OF WORK SCHEDULES

The City agrees it will not schedule more than 10% of the full time bargaining unit workforce to shift schedules that are different from those currently contemplated by the provisions of Clauses 5.02 and 5.04 of the Collective Agreement.

Prior to implementation of any such scheduling, the Union will be fully informed of all particulars, at least 1 month in advance.

Should the Union wish to appeal the implementation of such new schedule(s), the appeal shall be in writing to the General Manager and the responsible Executive Officer. Their decision shall be final and shall be communicated to the Secretary of the Local in writing.

Those different shift schedules presently implemented shall be included in the 10% limit.

Should the City wish to exceed the 10% limit, agreement with the Union must be reached prior to implementation.

This letter shall continue for the term of this Collective Agreement.

Signed *this* 15th day of March, 2006.

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 ~~OF~~ THE CANADIAN UNION ~~OF~~
PUBLIC EMPLOYEES



Manager, Labour Relations



President

**LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37**

RE: PENSION PLAN

The City of Calgary acknowledges that all eligible employees shall participate in the Local Authorities Pension Plan, or any successor plan, in accordance with the terms and conditions of the Local Authorities Pension Plan Act of Alberta, or the terms and conditions of the successor plan.

Signed this 15th day of March, 2006.

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES

W. Steelh
Manager, Labour Relations

S. Wells
President

LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37


RE: SUPPLY MANAGEMENT SERVICES INTEGRATION AGREEMENT

It is agreed that either the City of Calgary or CUPE Local 37 may deem it advisable or necessary to amend the original Supply Management Services Integration Agreement. These amendments will be addressed through a negotiated process which includes Local 583 of the Amalgamated Transit Union.

Signed this 15th day of March, 2006.

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES



Manager: Labour Relations



President

LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37


RE: FLEET SERVICES INTEGRATION AGREEMENT

It is agreed that either the City of Calgary or CUPE Local 37 may deem it advisable or necessary to amend the original Fleet Services Integration Agreement. These amendments will be addressed through a negotiated process which includes both Local 583 of the Amalgamated Transit Union and Local 709 of the Canadian Union of Public Employees.

Signed this 15th day of March, 2006.

FOR THE CORPORATION OF
THE CITY OF CALGARY

FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES



Manager, Labour Relations



President

LETTER OF UNDERSTANDING
BETWEEN
THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37

RE: USE OF HOURS MOST WORKED RATE TO TRACK AND PAY FOR OVERTIME
BANKED LIEU DAYS AND STATUTORY HOLIDAYS

Currently, Clause 5.15 (B) provides those eligible members of CUPE Local 37 to take lieu time and be paid for such time at the dollar value when earned as overtime. Clause 7.13 indicates that a statutory holiday falling on an employee's normal day off or on an employee's normal day off during a vacation period will allow the employee to receive statutory holiday pay based on the hourly pay rate of his assigned classification of scheduled hours of work of the employee's working day preceding the holiday.

In order to comply with the implementation of the Time and Labour PeopleSoft Module and to ease the administrative burden of manually calculating these entitlements, the City intends to change the pay methodology of Clauses 5.15 (B) and 7.13 to reflect the use of the hours most worked rate for the computation of overtime banked lieu days. In addition, the hours most worked rate will be used for the computation of statutory holiday pay. The changeover to this methodology will commence in the 2006 calendar year effective 2006 March 20.

The new clause 5.15 (B) will read as follows:

5.15 Lieu Time for Overtime

- (B) In taking of lieu time, the employee shall be required to take full shifts off only, or may be permitted by the City to take part shifts off for medical appointments or for other reasons, and shall be paid for such time at the hours most worked rate. If banked overtime is subsequently paid out, it will be paid out at the hours most worked rate;

The new clause 7.13 will read as follows:

7.13 Holiday on Day Off

- (1) If a full-time employee has more than 30 calendar days service in the preceding 12 months, and a holiday falls on an employee's normal day off or on an employee's normal day off during a vacation period, he shall receive his scheduled hours of work for the day preceding the holiday, or 9 ½ hours, whichever is less, at straight time as holiday pay. The employee has the option to either be paid out this holiday pay or may bank the time.

If the employee chooses to be paid the statutory holiday pay, the rate will be determined by the rate of pay on the shift preceding the statutory holiday. If the employee **chooses** to bank the time, the rate of pay for that banked time will be determined by the hours most worked rate for that period. Banked time may be used as time off, by agreement with the employee's Exempt Supervisor, and such lieu time shall be taken before or with the next annual vacation. Subsequent payouts of all banked time will also assume the hours most worked rate.

- (2) The above provisions apply to part-time employees; however, holiday pay hours will be based on average daily hours as outlined in the Employment Standards Code.

Signed this 1st day of March, 2006.

FOR THE CORPORATION OF
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FOR THE CALGARY CIVIC EMPLOYEES,
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PUBLIC EMPLOYEES



Manager, Labour Relations

President

LETTER OF UNDERSTANDING
BETWEEN
THE CORPORATION OF THE CITY OF CALGARY
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 37

RE: TRAINING RATES OF PAY - WATER SERVICES - FIELD OPERATIONS

The terms of **this** letter apply to Water Services - Field Operations only.

An employee may be required to train others in a specialized procedure or skill. An employee who is selected as per clause 4.15 or appointed as per clause 4.16 and who is properly certified by the City as a qualified trainer in such a procedure or skill, and who has been assigned & scheduled by the Learning and Development group to **train** another employee or employees in that subject matter, shall be paid the second hourly **pay** rate level immediately higher than his current **classification** for hours spent conducting the training.

The preceding will not apply where conducting training is a recognized function of the employee's job classification (for example, Trainer positions, Journeymen positions, etc). In such cases the employee shall receive only the regular rate of pay for that classification.

Signed this 15th day of March, 2006.

FOR THE CORPORATION OF
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FOR THE CALGARY CIVIC EMPLOYEES,
LOCAL 37 OF THE CANADIAN UNION OF
PUBLIC EMPLOYEES

W. F. ...
Manager, Labour Relations

A. Wells
President

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