

2021 - 2024

COLLECTIVE AGREEMENT

between

THE CORPORATION OF THE TOWNSHIP OF LANGLEY

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

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THIS AGREEMENT made and entered into this 21st day of April, in the year Two Thousand and Twenty Three.

BETWEEN THE:

CORPORATION OF THE TOWNSHIP OF LANGLEY
(hereinafter called the "Employer")

PARTY OF THE FIRST PART

AND THE:

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403
(hereinafter called the "Union")

PARTY OF THE SECOND PART

PREAMBLE

The purpose of this Agreement is to secure for the Employer, the Union and the employees of the Employer, the full benefit of orderly and legal collective bargaining, and to ensure to the utmost extent possible the safety and physical welfare of the employees, economy of operation, quality and quantity of output, the protection of property, and to promote efficiency of operation. It is recognized by the Agreement to be the duty of the Employer and the Union and the employees to co-operate fully, individually and collectively, for the advancement of said conditions.

The Employer and the Union agree to abide by the terms set out in this Agreement. The Union further agrees that it will at all times instruct its members to act in accordance with the terms contained in this Agreement. The Employer agrees, in the exercise of the functions of Management, that the provisions of this Agreement will be carried out.

ARTICLE 1: TERM OF AGREEMENT

This Agreement shall be effective as from the first day of January 2021, and shall remain in force and be binding upon the Employer and the Union until the 31st day of December 2024, and from year to year thereafter unless terminated by either the Employer or the Union by written notice pursuant to the Statutes of the Province of British Columbia.

1.1: Continuation Conditions

During any period when collective bargaining negotiations are being conducted between the Employer and the Union to amend this Agreement, the present Agreement shall continue in full force and effect until:

- (a) The Union commences a lawful strike; or

- (b) The Employer commences a lawful lock-out; or
- (c) The Employer and the Union enter into a new or amended Agreement, whichever occurs soonest.

The operation of Subsections (2) and (3) of Section 50 of the Labour Relations Code shall be excluded from and shall not be applicable to this Agreement.

ARTICLE 2: MANAGEMENT RIGHTS

2.1: Management

The management of the Employer and staff, except as expressly limited by this Agreement, is reserved to and vested exclusively in the Employer.

2.2: Contracting

There shall be no limitation of the Employer's sole rights to contract outside the bargaining unit for work, services or materials providing that no employee shall be laid off as a direct and immediate result thereof.

ARTICLE 3: BARGAINING AGENCY

3.1: Employer

The Employer is an employer within the meaning of the Labour Relations Code.

3.2: Exclusions

Effective 2023 April 21:

The Employer recognizes the Union as the sole collective bargaining agency of the employees of the Employer except the classifications of:

Administrative Manager – Police Services	Community Initiatives and Special Projects Assistant
Airport Business Coordinator	Community Recreation Manager
Airport Manager	Coordinator, Communications and Intergovernmental Relations
Airport Operations Coordinator	Coordinator, Council Policies and Priorities
Assistant Airport Manager	Corporate Events Manager
Assistant Fire Chief	Corporate Media Liaison
Assistant Chief Inspector	Community/Council Support Clerk
Human Resources Advisor	Cultural Services Manager
Assistant Manager, Development Engineering	Deputy Director, Finance
Assistant Manager, Parks Design and Development	Deputy Director, Recreation
Building Energy Manager	Deputy Fire Chief
Business Support Supervisor	

Deputy Township Clerk	Manager, Facilities
Director, Bylaws, Legal and Strategic Advice Implementation	Manager, Facilities Planning and Construction
Director, Community Initiatives and Projects	Manager, Financial Planning
Director, Corporate Projects	Manager, Financial Reporting
Director, Corporate Administration	Manager, Financial Systems and Supplier Services
Director, Community Development	Manager, Fire Business Support
Director, Finance	Manager, Equipment and Fleet
Director, Human Resources	Manager, Geomatics Services
Director, Recreation	Manager, Green Infrastructure Services
Director, Public Works	Manager, Health and Safety
Disability Management Advisor	Manager, Heritage Planning
District Fire Chief	Manager, Legal Services
Energy Manager	Manager, Network and Security
Engineering in Training (EIT)	Manager, Park Design and Development
Superintendent	Manager, Parks Operations
Executive Secretary	Manager, Payroll Services
Fire Chief	Manager, Permit, Licensing and Inspection Services
GM, Municipal Administration, Facilities and Corporate Projects	Manager, Police Services
Groundwater Hydrologist/Hydrogeologist	Building Engineer
Senior Human Resources Advisor	Manager, Property Services
Human Resources Assistant	Manager, Purchasing Services
Infrastructure Assets Manager	Manager, Strategic and Social Planning
IT, Project Manager	Manager, Sustainability
Manager, Administration and Business Services	Manager, Technical Support
Manager, Administration and Legislative Services (Clerk)	Manager, Transportation Engineering
Manager, Administrative Services	Manager, Utilities Operations
Manager, Applications	Manager, Water Resources and Environment
Manager, Arts and Culture	Municipal Administrator
Manager, Business Support Police Services	Municipal Collector
Manager, Bylaw Enforcement	Project Engineer
Manager, Client Support and Victim Services	Project Engineer Jr.
Manager, Climate Action	Project Manager
Manager, Community and Council Initiatives	Manager – Special Projects
Manager, Community and Policy Planning	Project Supervisor
Manager, Community Development Business Support	Risk Management Advisor
Manager, Corporate Administration Business Support	Senior Development Planner
Manager, Corporate Communications	Senior Long Range Planner
Manager, Development Engineering	Senior Manager, Information Technology
Manager, Development Planning	Senior Transportation Engineer
Manager, Employment Services	Senior Water Resource Engineer
Manager, Engineering Operations	Stormwater Manager
Manager, Engineering Services	Supervisor, Information, Privacy, and Records Management
	Transportation Engineer
	Utilities Planning Engineer

Water Resource Engineer

Water Resource Planning Engineer

Any employees who, by a ruling under the Labour Relations Code, are not employees within the meaning of the Labour Relations Code.

Any employee who by reason of the duration of their initial employment assignment has less than the equivalent of thirty (30) days' full-time employment within a period of time not to exceed three (3) calendar months.

3.3: Agreement in Conflict

No employee covered by this Agreement shall be required or permitted to make any written or verbal agreement with the Employer or its representative which may conflict with the terms of this Collective Agreement.

ARTICLE 4: UNION SECURITY

4.1: Membership

All present employees who are now members of the Union shall remain members of the Union. All employees employed on or after the effective date of this agreement shall apply to the Union to become members thereof by the pay period immediately following completion of thirty (30) working days of employment.

All present employees who are now members of the Union and those employees who subsequently become members of the Union shall remain members of the Union as a condition of employment provided that no employee shall be deprived of employment by reason of loss of membership in Union for reasons other than failure to pay the regular Union dues that all other members of the Union are required to pay to the Union; nor shall any employee be deprived of employment by reason of the refusal of the Union to admit such employee to membership in the Union.

4.2: Dues and General Assessments

All employees covered by Article 4, Section 1, shall pay a monthly fee to the Union equal to the Union's monthly dues and/or general assessments; such payment to be made by payroll deduction, provided that such deductions are authorized in writing by the employee. This deduction shall become effective on the first payday of the month coincident with or next payday following the completion of thirty (30) working days of employment. Deductions shall be made in respect of all subsequent months provided an employee works any part of the month.

4.3: Check Off

The Employer agrees to remit the deductions and/or general assessments made under Article 4, Section 2, to the Union each month, together with a list of the names of the employees from whom such deductions were made.

4.4: Union Dues Receipt

At the same time that Income Tax (T4) forms are made available, the Employer shall indicate on the Income Tax (T4) forms the amount of Union dues, or general assessments paid by each Union member in the previous year.

4.5: Indemnification Notification

The Union agrees to notify the Employer in writing of any revision of the current monthly Union dues and/or general assessments. The Union further agrees to indemnify the Employer with regard to the check off, collection and remittance of dues and/or general assessments to the Union.

4.6: Status Change

Effective 2023 April 21:

The Employer agrees to notify the Union in writing when an employee is hired. The Employer agrees to notify the Union in writing when an employee has had a change in term of an assignment, or is laid off, promoted within or the first time promoted outside of the bargaining unit, demoted, transferred, recalled, disciplined, suspended, retired or terminated for just cause or resigns.

ARTICLE 5: EMPLOYMENT DEFINITIONS

5.1: Definitions

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to convert twenty (20) Temporary Full-Time positions to Regular Full-Time Positions. These positions will be posted and filled internally. The positions shall be posted within sixty (60) days after the date of ratification of this Memorandum of Agreement.

Upon ratification of this Memorandum of Agreement, the Employer and Union agree to establish a Staffing Conversions Committee (the "Committee") to review the operational staffing requirements and current utilization of Temporary Full-Time (TFT) and Auxiliary positions. The Committee will be comprised of three (3) representatives appointed by the Employer and three (3) representatives appointed by the Union. The purpose of the Committee will be to assess if the operational staffing and service requirements support the conversion of additional TFT and Auxiliary positions to Regular positions. The Committee will meet within thirty (30) calendar days of the date of ratification of this Memorandum of Agreement to establish the parameters and process to conduct this assessment.

The Committee will report its findings and make mutually agreed to recommendations to the Employer's Senior Management Team no later than December 31, 2023. The Committee will cease to exist at the expiration of the current Collective Agreement.

- (a) A Regular Full-Time Employee is an employee who is employed on a regular full-time basis of thirty-five (35), thirty-seven and one-half (37.5), forty (40) or such other number of weekly hours as is recognized in the Collective Agreement as normal hours for a particular class of positions and is employed for an indefinite period of time.

- (b) A Regular Part-Time Employee is an employee who is employed on a regular schedule of twenty (20) hours or more per week averaged over the year and is employed for an indefinite period of time.
- (c) A Temporary Full-Time Employee is an employee who is employed on a full-time basis for a definite and limited period of time (which may be extended or cut short by circumstances which could not be foreseen at the time of hiring).
- (d) Incentive Program Employees shall be defined as those employees hired under Federal/Provincial Incentive Programs and who are employed on a special project basis of limited duration.
- (e) An Auxiliary Employee is any other employee.

5.2: Status

Incentive Program Employees shall not be subject to the terms and conditions of the Collective Agreement beyond those entitled by Statute.

ARTICLE 6: WAGES, SALARIES AND PREMIUMS

6.1: Wage Schedule

Effective on the dates shown the rates of pay shall be as outlined in the attached Schedule "A", "B", "C" and "D", which form part of this Agreement.

6.2: Pay Days

The Employer shall pay salaries and wages bi-weekly on a Friday in accordance with Schedules "A", "B", "C" and "D" attached hereto and forming part of this Agreement. On each pay day, each employee shall be provided with an itemized statement of their wages and deductions.

6.3: Hourly Rates

The hourly rates (taken to the second decimal place following the arithmetical rules of rounding) shall be the basis for the application of any general salary increases.

6.4: Equal Pay

The principle of equal pay for equal work shall apply, regardless of gender.

6.5: Trailer Premium

Effective 2023 April 21:

- (a) When an employee operates a truck with a trailer attached, such employee shall receive a bonus equal to thirty cents (\$0.30) per hour for the period the employee is in charge of such combination

with a minimum of four (4) hours per shift. For the purposes of this section, a trailer is defined as one (1) with a gross vehicle weight in excess of 5,400 kg.

- (b) Notwithstanding (a) above, when an employee who possesses a Class 1 Driver's License with Air Endorsement is required to operate a large tandem axle dump truck (gross vehicle weight of 25,459 kg or over) in combination with the tandem axle dump body trailer (gross weight of 17,000 kg or over), the employee shall receive a premium payment of sixty-four cents (\$0.64) per hour for the hours so worked.

6.6: Meal Premium

Employees required to work more than two (2) hours' overtime, beyond their regularly scheduled day or shift, shall be entitled to a meal allowance of up to twelve dollars (\$12.00) upon presentation of receipt.

6.7: Dirty or Hazard Pay

Time and one-half (1½X) shall be paid for work certified by the immediate superior to be of an extremely dirty or hazardous nature. Such certification is to be subject to final approval by the Manager, Operations or Engineering Superintendent as appropriate.

6.8: First Aid Premium for Designated Holders of WorkSafeBC Occupational First Aid Certificates

- (a) Employees who are required by the Employer to perform first aid duties in addition to their normal duties and who hold a valid WorkSafeBC Occupational First Aid certificate shall be paid a premium as follows:

<u>Certificate</u>	<u>Full-Time Employees</u>	<u>Regular Part-Time</u>
OFA II	\$125 per month	\$0.80 per hour

- (b) The Employer will bear the cost of keeping the OFA II certificates current.

6.9: Car Allowance

Effective 2023 April 21:

Those employees who are required to use their private vehicle for Township business will be reimbursed at a rate per kilometer. The reimbursement rate will be in line with the non-taxable rate set by the Canada Revenue Agency.

Those employees who are high mileage users and who are required to use their vehicle for performing their duties shall, in addition to the above mentioned rate per kilometer, qualify for the regular monthly mileage allowance as per policy.

6.10: Horticulture Certification

Where the Employer designates an employee to hold a Horticulture Certificate, the employee shall receive the rate of pay established as a Tradesman I on the understanding that designated employees may be required to carry out supervisory responsibilities when in receipt of such pay.

Note: Employees on staff as of 1992 August 31, who are currently being paid as Tradesman I in accordance with Clause XIV, Section 11, of the 1988-90 Agreement, will remain unaffected by this change.

6.11: Educational Allowance for Required Courses

The Employer shall pay the full cost of any course of instruction required by the Employer for an employee to become better qualified to perform their job. Full payment shall be made on commencement of the course.

6.12: Fees and Licenses

The Employer shall pay professional/technical fees for any employee who is required by the Employer to be a member of a professional/technical association, and license for any employee who is required to be licensed, other than Motor Vehicle Operator's Licenses. However, time off with pay shall be granted for medical examinations and license examinations for air ticket operators, provided the time off does not exceed a maximum of two (2) hours.

6.13: Savings

Regular Employees shall be entitled to have pay assignments made through payroll deductions to a Canada Savings Bond Plan.

ARTICLE 7: HOURS OF WORK

7.1: Schedule "A"

- (a) The regular hours of work of Inside Employees shall be seven (7) continuous hours of work (exclusive of lunch) occurring between the hours of 6:30 a.m. and 9:00 p.m., Monday through Saturday inclusive, with one (1) hour for lunch at, or as near as possible to, the middle of the employee's hours of work. Except for those employees hired after 1995 July 20, the hours of work for inside employees (Schedule "A") will be assigned by the Employer only with the consent of the employee.
- (b) Unless specifically assigned or modified by the Employer as per (a) above, the hours of work of Inside Employees shall be seven (7) continuous hours of work occurring between 8:30 a.m. to 4:30 p.m. Monday through Friday, inclusive, with one (1) hour for lunch between 12:00 noon and 2:00 p.m.
- (c) Except for emergencies, where the Employer reassigns hours of work pursuant to (a) above and such reassignment is for five (5) shifts or less, the employee shall be given five (5) calendar days'

notice of such change. For changes of a longer duration, the employee shall be given twenty-one (21) calendar days' notice. Changes may be implemented earlier with the consent of the employee.

- (d) The Employer agrees to notify all new employees hired within Schedule "A" of this Agreement of the possibility of modifications of work weeks, shifts, or start times as per (a) of this Article.

7.2: Schedule "B"

The hours of work of Outside Employees shall begin at 8:00 a.m. and shall end at 4:30 p.m., Monday through Friday, inclusive, with one-half (½) hour for lunch from 12:00 noon to 12:30 p.m. or as near as possible.

7.3: Rest Periods

One rest period of fifteen (15) consecutive minutes in both the morning and afternoon as near as practical to 10:00 a.m. and 3:00 p.m. (2:30 for Outside Division) shall be allowed.

The rest period of employees whose hours of work are modified under Article 7, Section 1, shall be adjusted to correspond to the modifications of the employee's hours of work.

7.4: Special Shift

A special shift may include Saturdays; however, no employee will be required to work more than five (5) days in a seven (7) day period without the payment of overtime rates, and further provided that any employee on special shift shall be entitled to two (2) consecutive days off, one (1) of which will be Sunday.

7.5: Schedule "C" – Non-Standard Hours and/or Non-Standard Work Weeks

Article 7.1 shall not apply to other classifications, work areas and locations who work non-standard hours or non-standard work weeks as set out in Schedule "C" of this Agreement.

7.6: Daily Guarantee

- (a) An employee reporting for a scheduled shift on the call of the Employer shall receive a minimum of two (2) hours' pay at the regular hourly rate. Where the employee commences work the employee shall receive a minimum four (4) hours' pay (inclusive of the two (2) hours for reporting for a scheduled shift) at the regular hourly rate.
- (b) In any case where an employee reports for a regular shift but refuses to commence work, or where the employee commences work but refuses to continue work, the employee shall not be entitled to receive the minimum payments set forth in this Article.
- (c) Neither school students (those who attend a recognized educational institution in B.C.) nor Auxiliary Employees under Schedule "D" are entitled to the provisions of this Article, but once work has commenced they shall be entitled to be paid for the time they actually worked.

ARTICLE 8: OVERTIME, CALLOUT, STANDBY

8.1: Overtime

Overtime work authorized by the Employer shall be paid to all employees for all work performed outside of regular hours at the rates of:

- (a) Time and one-half ($\frac{1}{2}$) for all overtime worked outside of normal working hours on regularly scheduled days of work up to two (2) hours.
- (b) Double time shall be paid for all overtime worked in excess of two (2) hours and for the hours worked on regularly scheduled days off, Statutory Holidays or any other days the Employer chooses to declare a holiday.
- (c) Regular normal working hours are defined as those hours occurring during an employee's scheduled work period as established by the Employer.
- (d) Overtime for Temporary, Auxiliary and Incentive employees is provided for in Schedule "E".

8.2: Overtime Payment

Effective 2023 April 21:

Overtime may be accumulated and banked to a non-replenishable maximum of one hundred and five (105), one hundred and twelve and a half (112.5), one hundred and twenty (120), or one hundred and twenty six (126) hours respectively, per calendar year; depending on the number of bi-weekly hours normally scheduled for the position.

Time off or payment in lieu of overtime, will be at the discretion of the employee. When the time is to be taken, is to be mutually agreed between the employee and the General Manager/Director. Overtime which is not used by the end of each calendar year shall be paid out during the first pay period in the year following at the rate prevailing as of December 31st of the year in which the overtime was worked, OR be carried forward to the next calendar year. If an employee elected to carry unused banked overtime to the following calendar year and it is not taken as time off prior to April 30th of the following calendar year, it shall be paid out the first pay period following April 30th at the rate prevailing as of December 31st of the year in which the overtime was worked.

Employees who work in the areas listed below and who are regularly assigned to standby can bank up to one (1) additional week of actual callout time over and above the maximums referenced in the first paragraph of Article 8.2:

- Corporate Administration – Information Technology
- Engineering – Public Works
- Engineering – Strategic Initiatives
- Parks and Recreation – Recreation Services

8.3: Callout

It is understood that callout pay as stated in Article 8.3 will have the option of being paid out or eligible to be banked.

- (a) The Employer agrees to pay employees a minimum of three (3) hours' callout pay at their regular hourly rate at double time (2X) when they are called back to work after completing their regular work period or shift. The three (3) hour minimum includes the time travelling to and from home to work. Employees can opt to have the actual callout hours paid out or assigned to their overtime bank as per the provisions of Article 8.2.
- (b) Where an employee completes the callout work and is called back again prior to the expiry of the three (3) hour period, such additional calls shall not attract an additional three (3) hour minimum.
- (c) Where an employee is called out within three (3) hours of their normal start time, the employee shall be paid at double time (2X) until the commencement of their normal working hours at which time the straight-time rate shall apply.
- (d) Callout does not apply where overtime has been pre-scheduled nor where an employee is at work prior to their normal start time and is requested to commence work early. In such cases, normal overtime rates shall apply.
- (e) Effective 2023 April 21:

An employee who has been authorized by the Employer to receive a notification by phone or computer while off duty, and is able to deal with the problem over the phone or by computer and does not have to report to a worksite, the employee shall be paid one (1) hour pay at double the employee's regular rate of pay. Multiple phone or computer callouts within a one (1) hour period will be treated as one (1) event for the purpose of pay. Consecutive events lasting more than one (1) hour will be paid for actual time worked. An employee will not be eligible for this form of callout should a return to the worksite Callout (Article 8.3(a) above) result from the issue being discussed.

8.4: Standby

Effective 2023 April 21:

It is understood that standby pay as stated in Article 8.4 is paid out or banked.

Engineering Operations and Recreation, Arts and Culture (includes Parks Operations) and Information Technology Standby:

Any employee of the Employer required to stand by shall be paid one (1) hour at the Foreman I (Step III) or at the employee's regular rate of pay, whichever is greater, for each eight (8) hour shift for those days where the employee is required to stand by. Those employees required to stand by on statutory holidays shall be paid two (2) hours at the Foreman I (Step III) or at the employee's regular rate of pay, whichever is greater, for each eight (8) hour period required to standby.

Employees on standby who are required to respond (as per Article 8.3), shall be paid the Foreman I (Step III) rate for any callout, with the exception of those employees that are regularly at a higher rate of pay who shall retain their regular rate of pay for the callout.

ARTICLE 9: EMPLOYEE BENEFITS

The Employer shall arrange coverage for the following health and welfare plans:

9.1: Medical Services Plan

Effective the first of the month following one (1) month of continuous service, Regular Full-Time Employees and Regular Part-Time Employees who opted for benefits in accordance with Article 9, Section 6(b), shall be entitled to enroll in the Medical Services Plan of British Columbia.

9.2: Extended Health

(a) Effective the first of the month following three (3) months of continuous service, Regular Full-Time Employees and Regular Part-Time Employees who opted for benefits in accordance with Section 9.6(b), shall be entitled to enroll in the Extended Health Care Plan.

(b) Vision Care - Eligible employees shall be entitled to coverage under the Extended Health Plan which provides for a maximum coverage of four hundred (\$400.00) (effective 2023 April 21, five hundred (\$500.00)) dollars per person payable in a twenty-four (24) month period towards the purchase of prescribed eyeglasses or contact lenses. Effective 2023 April 21, one thousand (\$1,000.00) dollars lifetime maximum for laser eye surgery per registered employee or dependent.

(c) In accordance with the Plan, there shall be, among other benefits, coverage for hearing aids, orthopedic shoes, diabetic equipment and supplies, and ostomy supplies. The EHB lifetime maximum coverage under this Plan will be one million (\$1,000,000) dollars per person.

9.3: Dental

Effective the first of the month following six (6) months of continuous service, Regular Full-Time Employees and Regular Part-Time Employees who opted for benefits in accordance with Article 9, Section 6(b), shall be entitled to enroll in a Dental Plan as follows:

Plan A: Basic Dental Services paying for eighty percent (80%) (effective 2023 April 21, ninety percent (90%)) of the approved Schedule of Fees.

Plan B: Restorative dental services paying for fifty percent (50%) (effective 2023 April 21, sixty percent (60%)) of the approved Schedule of Fees.

Plan C: Orthodontics paying for fifty percent (50%) (effective 2023 April 21, sixty percent (60%)) of the approved Schedule of Fees to a lifetime maximum of \$3500.00 (effective 2023 April 21, \$4,500.00) for employees and dependents.

9.4: Group Life

Effective the first of the month following one (1) month of continuous service, Regular Full-Time Employees and Regular Part-Time Employees who have opted for benefits in accordance with Article 9, Section 6(b), shall be entitled to enroll in the Group Life Insurance Plan which shall include a death benefit of one point five (1.5) times the employee's annual salary, rounded to the nearest one thousand (\$1,000) dollars.

9.5: Premiums

The Employer shall pay seventy-five percent (75%) (effective 2023 April 21, ninety percent (90%) and effective 2024 June 01, ninety-five percent (95%)) of the premiums for Medical, Extended Health and Dental, and the employees shall pay twenty-five percent (25%) (effective 2023 April 21, ten percent (10%) and effective 2024 June 01, five percent (5%)) of the premiums. The Employer shall pay one hundred percent (100%) of the premiums for Group Life. Employees' contributions shall be made by monthly payroll deductions.

9.6: Benefits and % in Lieu - Regular Part-Time, Auxiliary, Temporary and Incentive Employees

- (a) Auxiliary, Temporary and Incentive Employees shall receive thirteen percent (13%)(effective 2023 April 21, thirteen point five percent (13.5%)) of their base rate of pay in lieu of all benefits, including vacation and general holidays provided by the Collective Agreement and Statute. Such payment to be made on a continuing basis and included within their normal bi-weekly pay cheque.
- (b) Employees within the definition of "Regular Part-Time Employees" as set out in Article 5, Section 1(b), shall have the option of either receiving thirteen percent (13%) (effective 2023 April 21, thirteen point five percent (13.5%)) of their base rate of pay in lieu of all benefits or receive all benefits with Sick Leave, Annual Vacation, and Statutory Holiday benefits prorated to the actual number of hours worked per month.
- (c) Temporary Full-Time Employees, having attained twelve (12) continuous months of service, shall be entitled to a one (1) time option of continuing to receive the percentage in lieu of benefits or electing to receive Medical, Extended Health, Group Life, Dental, Sick Leave and have access to Vacation, Vacation Pay, Statutory Holidays and Leaves of Absence under the Collective Agreement.

9.7: Same Sex Coverage

Employees who are on benefits and who cohabit with a person of the same sex, and who promote such person as a "spouse" (partner), and who have done so for a period of not less than twelve (12) months, will be eligible to have the person covered as a spouse for purposes of Medical, Extended Health, and Dental benefits.

9.8: Sick Leave

- (a) Employees shall be granted sick leave with pay of one and one-half (1½) days per full month worked to be credited at the end of the month.

- (b) Any unused portions will accrue in future years to a maximum of one hundred and twenty (120) days.
- (c) While it is recognized that sick leave days are to be used by an employee for their own personal illness or non-occupational injury, where a family member (meaning spouse, child, or parent) becomes ill or injured, an employee shall be entitled to use up to a maximum of two (2) of their accumulated sick days per year to provide the necessary care. Proof of illness or injury may be required.

In order to comply with the requirements regarding eligibility for EI rebates, only those employees who have more than twelve (12) days' sick leave credits are entitled to use sick leave for family illness.

- (d) Notwithstanding the foregoing sections, the Municipal Administrator may at his/her own discretion grant further periods of sick leave in special circumstances.
- (e) The Employer may require proof of illness, at the employee's expense, prior to awarding payment for sick leave for all leave requests beyond any one (1) day in a given calendar year.
- (f) Employees who are sick and unable to report for work shall notify their supervisor or other designated person by telephone no later than thirty (30) minutes prior to the commencement of the shift. Telecom Operators shall notify the designated person at the RCMP detachment at least four (4) hours before the work shift commences. In the case of Lifeguard/Swim Instructors, notification of their absence shall be provided no less than two (2) hours in advance of the commencement of their shift.
- (g) Upon returning to work after sick leave, at the request of the Employer, an employee shall complete a time sheet for the period covered by such Sick Leave showing the number of days involved.

9.9: Extended Sick Leave

If required to replenish the Sick Bank a deduction of one (1) day's Sick Leave shall be made from each employee's Sick Leave Credit with credit so deducted being transferred to the general credit of members of the bargaining unit to be applied under circumstances of necessary and required extended sick leave beyond an individual employee's entitlement. Such extensions to be accorded only under circumstances of an employee having exhausted their sick leave entitlement, EI disability benefits and with a maximum limitation of sixty (60) working days' extension per employee as approved by the Employer.

The general credit of sick leave shall at no time exceed one day for each employee eligible for sick leave plus an additional 20 days. The general credit shall be maintained within this limit by mutual agreement between the Employer and the Union as to necessary and required future deductions over the duration of this Agreement.

9.10: Sick Leave Reimbursement

An employee who has received paid sick leave or paid extended sick leave for injuries caused by a third party shall be obliged in the event such employee undertakes an action or makes a claim for recovery of

damages against the third party, to seek recovery of the cost of continuation of wages and benefits, and shall be obliged to reimburse the Employer to the extent the employee succeeds in recovering lost wages and benefits less the proportionate cost of legal fees. The Employer shall reimburse the sick leave and/or extended leave bank the amount of money paid out of sick leave on the employee's behalf in proportion to the total amount of money recovered. Without limiting the foregoing, this provision includes actions or claims made to ICBC.

9.11: Retirement and Sick Leave Payout

Only Regular Full-Time Employees and Regular Part-Time Employees on staff as of 2008 July 07 who have opted for benefits and who subsequently retire from service with the Employer under the rules of the Municipal Pension Plan, shall be paid an amount equivalent to their accumulated sick leave credit (to a maximum of seventy-five (75) days), multiplied by their daily rate of pay at retirement if they retire on pension in accordance with the rules of the Municipal Pension Plan. If the employee retires prior to qualifying for an unreduced pension in accordance with the rules of the Municipal Pension Plan the payment will be factored by the percentage of full pension awarded by the Municipal Pension Plan.

9.12: Death Benefit

Monies equivalent to the accumulated sick leave at the time of death shall be paid to the estate of the employee who has died while still employed by the Township of Langley.

9.13: Pension

All employees shall be eligible to participate in the plan under the terms of the Pension (Municipal) Act of British Columbia.

ARTICLE 10: VACATIONS AND HOLIDAYS

10.1: Vacations

Paid annual vacations for all Full-Time Employees covered by this Agreement shall be as follows:

- (a) Employees during their first (1st) calendar year of service, shall accumulate a prorated portion of fifteen (15) working days at the employees' regular rate of pay based on the number of months of the year employed or six percent (6%) of the employee's annual gross earnings, whichever is greater.
- (b) During the second (2nd) and to and including the seventh (7th) calendar year, fifteen (15) working days.
- (c) During the eighth (8th) and to and including the fifteenth (15th) calendar year, twenty (20) working days.
- (d) During the sixteenth (16th) and to and including the twenty-second (22nd) calendar year, twenty-five (25) working days.

- (e) During the twenty-third (23rd) calendar year and all subsequent years of service, thirty (30) working days.

10.2: Vacation Upon Termination

Except as provided in Article 10, Section 3, employees who leave the service after the completion of twelve (12) consecutive months of employment shall receive vacation for the calendar year in which termination occurs on the basis of one-twelfth ($1/12$) of their vacation entitlement for that year for each month or portion of a month greater than one-half ($1/2$) worked to date of termination.

Employees leaving employment in less than twelve (12) months from the date of commencing employment shall be granted vacation pay in accordance with the "Employment Standards Act".

10.3: Scheduling of Vacation

Effective 2023 April 21:

- (a) On or before October 31st of each calendar year, employees shall submit their requests for annual vacations for the following year (January 1 to December 31). On or before November 30th of each calendar year, the Employer shall approve the scheduling of annual vacations for employees.

In the event that two (2) or more employees from within the same Department submit an application for the same time period, seniority will be the determining factor.

- (b) After October 31st, vacation requests will be dealt with on a first come, first serve basis.
- (c) Other than as outlined in (a) and (b) above, requests for vacation and amendments to or cancellation of previously booked vacation are to be made by the employee to their immediate non-bargaining unit supervisor at least one (1) week in advance of the vacation being sought, amended or cancelled. In cases of sudden injury or illness, and proof of same, the one (1) week notice may be waived.

10.4: Use of Vacation Entitlement

Not more than fifteen (15) days' vacation may be taken at one (1) time. Exceptions may be considered by the Employer upon advance written application by the employee if there is a good reason.

10.5: Advanced Vacation Payment

Employee's pay for annual holidays to which the employee is entitled shall be paid in one (1) payment to the employee at least one (1) day before the beginning of the employee's annual holiday, provided a written request for advance pay has been made to the Payroll Department one (1) week in advance of such holiday. Where an employee has mutually agreed with the immediate non-bargaining unit supervisor to take their annual holiday entitlement in one (1) unbroken holiday period or any combination of five (5) consecutive working days, payment for the employee's annual holidays shall be in accordance with this section.

10.6: Interrupted Vacation

Where an employee qualifies for bereavement, or other approved leave during their 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.

10.7: Illness During Vacation

In the event of sickness occurring while an employee is on annual vacation, the employee shall be granted extra days to compensate for such sick time; provided that a medical certificate is supplied when the employee returns to work. An employee shall also be required to notify the Department Head by telephone when sickness occurs during their annual vacation.

10.8: Overpayment Adjustment

In all cases of termination of service for any reason other than retirement on the Municipal Pension Plan or on attaining maximum retirement age or death in service, adjustments will be made for any overpayment of vacations.

10.9: Close Down for Vacations

If the Employer wishes to close down its Public Works operations, which includes the Engineering and Recreation, Culture and Parks operations, to provide for outside staff annual vacations, it shall give thirty (30) days' notice of such intention.

ARTICLE 11: STATUTORY HOLIDAYS

11.1: Statutory Holiday Entitlement

All employees covered by this Agreement shall be paid at the regular rate of pay for the following Statutory Holidays: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, B.C. Day, Labour Day, National Day for Truth and Reconciliation, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other day proclaimed by the Federal or Provincial Government or appointed by the Council to be a Civic Holiday.

11.2: Statutory Holidays During Vacations

Where Statutory Holidays or Public Holidays declared by the Council of the Employer occur while an employee is on annual holiday, or Saturday or Sunday, extra days in lieu of such holidays shall be granted. Such extra days are to be at the weekend.

11.3: Statutory Holiday Pay

Where an employee is required to work on a Statutory Holiday, such employee shall be compensated by the payment of double time for the hours worked, exclusive of any regular statutory holiday pay to which the employee may be entitled by the provisions of this Agreement.

11.4: Employees Working Non-Standard Hours of Work

For those employees working non-standard hours of work and not already covered by language on statutory holidays, upon approval of the Employer in each and every case, an employee may choose to work a statutory holiday which falls on their regular work day at their straight-time rate of pay and will be granted an alternate day off in lieu. No statutory holiday premium will apply. The day(s) off taken in lieu is subject to the approval of the Employer and will be taken within two (2) weeks following or three (3) days preceding the holiday and be taken with the employee's days of rest. Should the Employer require the employee to work on the statutory holiday, overtime rates will apply.

ARTICLE 12: LEAVES OF ABSENCE

12.1: Application for Leaves of Absence

- (a) Employees desiring a leave of absence with or without pay shall submit an application for such leave to their immediate non-bargaining unit supervisor and General Manager/Director for absences of less than twenty (20) working days (short term leaves) for Regular Full-Time Employees and less than four (4) consecutive weeks for Regular Part-Time Employees.

For longer leaves of absence the request shall first be submitted to their Divisional Manager then to their Divisional Director/General Manager and then to the Municipal Administrator.

In all cases each request will be judged based on the circumstances and merits of each application. The final and binding decision to grant short term leaves shall rest with the non-bargaining unit supervisor and the final and binding decision for long term leaves shall rest with the Municipal Administrator.

- (b) Extended Benefit Coverage

Where an employee(s) has been granted an extended leave of absence by the Employer and has made arrangements to pay their share of the medical and dental premiums, the Employer shall make arrangements to continue coverage for the period of the leave.

12.2: Bereavement

Employees shall be given three (3) days' leave of absence without loss of pay in the event of a death in the immediate family. For the purposes of this section, immediate family shall include: parent, step-parent, parent-in-law, brother, sister, grandparent and grandchild. In the case of a death of a spouse, child or step-child, the employee shall be given five (5) days' leave of absence without loss of pay.

Employees required to travel more than three hundred (300) kilometers each way from the Township of Langley to attend a funeral for which they are entitled to bereavement leave shall be entitled to an additional two (2) days' leave of absence without loss of pay.

12.3: Jury or Court Duty

- (a) The Employer shall grant paid leave to employees for days on which the employee was otherwise scheduled to work, who serve as jurors or subpoenaed witnesses in a court action.
- (b) In cases where an employee's private affairs have occasioned a court appearance, such leave to attend at court shall be without pay.
- (c) An employee in receipt of regular earnings while serving at court shall remit to the Employer all monies paid to such employee by the court, except travelling and meal allowance not reimbursed by the Employer.
- (d) Time spent at court by an employee in their official capacity shall be at the employee's regular rate of pay.
- (e) Court actions arising from employment, requiring attendance at court, shall be with pay.
- (f) In the event an accused employee is jailed pending a court ruling, such leave of absence shall be without pay.
- (g) For the above leaves, the employee shall advise their non-bargaining unit Supervisor as soon as the employee is aware that such leave is required.
- (h) The employee shall report for work immediately if excused from jury duty or from appearing as a witness for the day, provided there are more than two (2) hours of work left in the work day.

12.4: Maternity and Parental Leave

(a) Length of Leave

Birth Parent

A pregnant employee shall be entitled to up to seventeen (17) consecutive weeks of maternity leave and up to sixty-one (61) consecutive weeks of parental leave, all without pay. The parental leave must immediately follow the maternity leave.

In the event the birth parent dies or is totally disabled (as determined by a Medical Doctor licensed to practice in the Province of British Columbia), an employee who is the non-birth parent of the child shall be entitled to both maternity and parental leave without pay.

Non-Birth Parent and Adoptive Parent

An employee who is the non-birth parent or the adoptive parent shall be entitled to up to sixty-two (62) consecutive weeks of parental leave without pay. The employee shall take the leave within seventy-eight (78) weeks of the child's birth or date the child comes within the care and custody of the employee.

Extensions - Special Circumstances

An employee shall be entitled to extend the maternity leave by up to an additional six (6) consecutive weeks' leave without pay where a physician certifies the employee as unable to return to work for medical reasons related to the birth.

An employee shall be entitled to extend the parental leave by up to an additional five (5) consecutive weeks' leave without pay where the child is at least six (6) months of age before coming into the employee's care and custody and the child is certified as suffering from a physical, psychological or emotional condition.

Provided however, that in no case shall the combined maternity and parental leave exceed seventy-eight (78) consecutive weeks following the commencement of the leave.

(b) Notice Requirements and Commencement of Leave

- (1) An employee who requests parental leave for the adoption or caring of a child shall be required to provide proof of adoption or birth of the child.
- (2) An employee shall provide written notice, at least four (4) weeks in advance, of the intended commencement date of the maternity and/or parental leave. (In the case of adoption of a child, the employee shall provide as much notice as possible.)
- (3) The Employer may require a pregnant employee to commence maternity leave where the duties of the employee cannot reasonably be performed because of the pregnancy. In such cases the employee's previously scheduled leave period will not be affected.
- (4) An employee on maternity leave or parental leave shall provide four (4) weeks' notice prior to the date of intention to return to work.
- (5) An employee who wishes to return to work within six (6) weeks following the actual date of the birth may be required to provide a certificate from a medical practitioner stating the employee is able to return to work.
- (6) Where a pregnant employee gives birth before requesting maternity leave or before commencing maternity leave, the maternity leave will be deemed to have started on the date the employee gave birth.

(c) Return to Work

On resuming employment an employee shall be reinstated in their previous or a comparable position and for the purposes of pay increments and benefits, referenced in (e) herein, and vacation entitlement (but not for statutory holidays or sick leave) maternity and parental leave shall be counted as service. Vacation pay shall be prorated in accordance with the duration of the leave and an employee may elect not to take that portion of vacation which is unpaid.

(d) Sick Leave

- (1) An employee on maternity leave or parental leave shall not be entitled to sick leave during the period of leave.
- (2) Subject to paragraph (d)(1), an employee on maternity leave or parental leave who has notified their Department Head of their intention to return to work pursuant to paragraph (b)(4) and who subsequently suffers any illness or disability which prevents such employee from returning to work as scheduled, whether or not such illness or disability is related to pregnancy, shall be entitled to sick leave benefits commencing on the first day on which such employee would otherwise have returned to work.

(e) Benefits

- (1) MSP, Dental, EHB, and Life Insurance benefits shall continue uninterrupted during the period of time the employee is on maternity and/or parental leave provided that the employee makes arrangements prior to commencing the leave to pay their share of the benefit premiums for that period where the premiums are cost-shared. Where an employee makes arrangements to continue benefits coverage all benefits named in this paragraph shall continue.
- (2) Pension contributions will cease during the period of the leave unless the employee makes arrangements prior to commencing the leave to pay the contributions pursuant to the provisions of the Pension (Municipal) Act.

(f) Supplementary Employment Insurance Benefits

- (1) Birth mothers who are entitled to maternity leave and who have applied for and are in receipt of Employment Insurance benefits are eligible to receive SEIB Plan payments.
- (2) Subject to the approval of the Employment Insurance Commission, non-birth parent who, due to the death or total disability of the birth parent, have applied for and are in receipt of Employment Insurance maternity benefits are eligible to receive SEIB Plan payments.
- (3) The SEIB Plan is intended to supplement the Employment Insurance benefits received by employees while they are temporarily unable to work as a result of giving birth.
- (4) The SEIB Plan payment is based on the difference between the Employment Insurance benefit plus any other earnings received by an employee and ninety-five percent (95%) of their gross weekly earnings and is paid as follows:
 - (a) for the first six (6) weeks, which includes the Employment Insurance waiting period; and
 - (b) up to an additional eleven (11) weeks will be payable if an employee continues to receive Employment Insurance benefits and is unable to work due to a valid health reason related to the birth and provides the Employer with satisfactory medical evidence.

- (5) The Plan meets the requirements of Section 38 of the Employment Insurance Regulations, specifically that, when combined with an employee's weekly Employment Insurance benefit, the payment will not exceed the claimant's normal weekly earnings from employment and an employee's accumulated leave credits will not be reduced.
- (6) Income tax rules or regulations may require a payback of Employment Insurance earnings, depending upon the tax rules in effect at the time an employee is receiving benefits. Under the SEIB Plan, the Employer does not guarantee any specific level of earnings but rather are liable only for the payment of the benefit as described above. The Employer, under no circumstance, will be responsible for any paybacks arising from changes to or the application of the tax regulations.

12.5: Local Union Business

- (a) Time off shall be granted to Official Representatives of the Union upon application to and permission of the Department Head in each specific case when it becomes necessary to transact business in connection with matters affecting the members of the Union, provided that it does not interfere with the operation of the Employer.

Effective 2023 April 21:

- (b) The Employer agrees to continue to pay such representatives regular pay and shall submit an account to the Union for such an amount plus the additional overhead percentage of thirty percent (30%) to offset the costs associated with vacation, general holidays, pension, sick leave, and other such applicable statutory holiday entitlement and health and welfare benefits.

12.6: Negotiations

- (a) The Union shall appoint five (5) representatives to their bargaining committee, however only three (3) official representatives shall have the privilege of attending meetings without loss of remuneration for the purpose of negotiating a revision or renewal of this agreement.
- (b) Official representatives of the Union may also be granted time off when discussing a grievance or other matter contained in this Agreement with representatives of the Employer.

12.7: Meetings and Banking

It is agreed and understood that Union meetings will not be held during regular working hours; however, the Employer agrees to allow the Secretary or Treasurer of the Union time off during working hours to complete financial transactions with the Bank.

12.8: No Union Business During Working Hours

The Union agrees that none of its members shall transact any of its business during working hours, except the Union President and Secretary, or their representative, who may from time to time meet with the Municipal Administrator to transact business relating to personnel and the Collective Agreement, and with the exception of Article 12, Sections 7 and 8 above. For the purpose of this clause, the Employer

agrees that any Officer or members of the Union who may be requested by the Employer to be in attendance at any such meeting shall do so without loss of salary, wages or other benefits.

12.9: Union Leave

Effective 2023 April 21:

The Employer agrees that any employee who is elected or appointed to a full-time position with the Local Union, the Canadian Union of Public Employees or the B.C. Federation of Labour shall be granted leave of absence without pay for a period of one (1) year and shall be entitled to maintain their existing seniority while on such approved leave of absence. Such leave may be extended each year by mutual agreement of the Employer and the Union.

An employee while on leave under Article 12.9 shall be for the purpose of rates of pay, hours of work as set by the Union, benefits and the Municipal Pension Plan if applicable will be considered a Regular Full-Time Employee.

All costs under Article 12.9 shall be recovered by the Employer and paid for by CUPE Local 403.

For greater clarity, the provisions as outlined in Article 12.9 shall apply to all Regular Full-Time, Regular Part-Time, Temporary and Auxiliary bargaining unit members.

Upon the expiry of the leave of absence, such an employee shall, in the first instance, be entitled to return to their original Regular Full-Time, Regular Part-Time, Temporary or Auxiliary position in the same classification they held and, where no vacancy exists, to their own original position.

ARTICLE 13: PROMOTIONS

13.1: Job Postings

Where the Employer decides to fill a job vacancy, or to create a new job, it will give present employees every reasonable opportunity to apply by posting the position for a period of not less than seven (7) working days in the Employer's offices, shops and all bulletin boards in order that all members will know about the position and be able to make application.

When the Employer decides to fill a job vacancy or create a new job, it will notify the Union in writing, by giving it a copy of the notice two (2) days prior to the actual posting.

It is agreed between the Employer and the Union that should the necessity arise, the vacancy or new position may be filled by a temporary employee for a period not exceeding sixty (60) working days, provided that an extension of time may be granted by mutual agreement of the Employer and the Union.

Temporary positions which exceed one hundred and twenty (120) working days will be posted in accordance with Article 13 of the Collective Agreement. It is understood that extensions of up to ten (10) days shall be mutually agreed upon if a position not previously posted is subject to continuation due to circumstances which could not be foreseen at the time of the initial hiring.

It is agreed that the closing date of an internal competition shall be the date upon which seniority will be assessed for all job competition purposes.

13.2: Information on Postings

Postings will be numbered and such notices shall contain the following information: nature of position, qualifications, required knowledge and education, skills, shift, wage or salary rate or range. Such qualifications may not be established in an arbitrary or discriminatory manner and will reflect the current requirements of the job. This will not allow the Employer to develop a job posting for the purpose of including or excluding a specific applicant.

13.3: Advertising

Such notice shall be posted after notification of a position becoming vacant.

13.4: Recognition of Seniority

Both the Employer and the Union recognize the principle of promotion within the service of the Employer, and that job opportunity should increase in proportion to length of service.

13.5: Method of Making Appointments

In making staff changes, transfers or promotions, appointment shall be made of the applicant with the required knowledge, ability and skills, and where two (2) or more applicants are equally capable of fulfilling the duties of the position, seniority of years of service with the employer shall be the determining factor. The employees shall retain the right of appeal under the grievance procedure contained in this Agreement.

13.6: Trial Period

If the successful applicant is hired from within the bargaining unit the employee shall be placed on trial for a period not exceeding seventy-five (75) working days. Conditional on satisfactory service, such trial promotion shall become permanent after the period of seventy-five (75) working days. In the event the successful applicant proves unsatisfactory in the position during the aforementioned trial period, in the opinion of the non-bargaining unit Supervisor, the employee shall be returned to their former position without loss of seniority and wage or salary attributed to the former position. Any other employee promoted or transferred because of the re-arrangement of positions shall also be returned to their former position without loss of seniority, wages or salary attributed to the former position.

ARTICLE 14: SENIORITY

14.1: Probation Period

Employees engaged to fill a regular position, whether full or part-time, shall be considered on a probationary basis for a period of one hundred and twenty (120) working days. During this period, the competence and suitability of the employee for a regular position shall be determined. Such an employee

may be terminated at any time during the probationary period without notice if the Employer does not find the employee suitable for regular employment.

Notwithstanding provisions contained in this section, Regular Part-Time Employees shall be required to put in equivalent hours of a Regular Full-Time Employee with respect to the completion of a probationary period leading to seniority status.

The rights and obligations secured under this Agreement shall not be extended to employees engaged on a probationary basis as identified within Article 14, Section 1.

14.2: Definition

Seniority is defined as the continuous length of service in the bargaining unit, and/or with the Employer as a Regular Full-Time or Regular Part-Time Employee. There shall be two (2) Divisions, an Inside Division and an Outside Division, containing those job titles which are listed and appended as salary and wage schedules to the Agreement. Present seniority shall be carried by each employee to the Division.

14.3: Calculation

Seniority shall be established on the basis of a regular employee's continuous service with the Employer, calculated from the date upon which the employee commenced employment with the Employer. In the case of Regular Part-Time Employees, seniority shall be calculated on the accumulated hours worked.

When a position is increased in hours to less than full-time hours, it shall not become a new position; and when a part-time position is so increased in hours the incumbent shall accept the position as to the total hours, or the job shall be posted.

14.4: Backdating Service

It is understood that if an Auxiliary, Temporary Employee, or Incentive Program Employee is selected for a full-time position during or at the completion of employment and successfully completes the probationary period identified in Article 14, that employee shall have seniority rights recognized retroactive to the last original date of hire.

Such seniority shall be accumulative based on straight-time hours of work.

14.5: Auxiliary and Temporary Full-Time Employees - Seniority

Temporary Full-Time Employees and Auxiliary Employees shall be entitled to seniority after the completion of twelve hundred (1200) straight-time hours worked in two (2) consecutive calendar years and such service shall be backdated to the last date of hire. Such seniority shall only be used to distinguish between two (2) or more candidates who are equally qualified when competing for a regular full-time or regular part-time position posted in accordance with Article 13, Section 5.

Temporary Full-Time Employees and Auxiliary Employees who are rehired within one (1) year following their last assignment shall have any accumulated seniority or hours worked towards seniority status reinstated. Temporary Full-Time Employees and Auxiliary Employees rehired after one (1) year shall be treated for all purposes as if they were new employees.

14.6: Seniority List

The Employer shall prepare semi-annually, an up-to-date Seniority List containing the employee's name, classification, and the date from which the employee's seniority is calculated for all its Regular Full-Time employees and seniority hours for Regular Part-Time employees.

The Employer shall prepare semi-annually, an up-to-date Seniority List containing the employee's name and seniority hours for all auxiliary employees with seniority.

The aforementioned seniority lists shall be posted by the Employer on March 1st and October 1st for fifteen (15) working days. Any objection to the accuracy of the information contained therein must be submitted in writing to the Director of Human Resources during the said posting period. Thereafter, the posted lists will be deemed to be valid and correct for all purposes.

14.7: Loss of Seniority

An employee shall lose seniority as a regular employee and their employment status shall cease in the following circumstances:

- (a) Discharged for proper cause and is not reinstated;
- (b) Resigns;
- (c) Absent from work in excess of five (5) working days without sufficient cause or without notifying the Employer, unless such notice was not reasonably possible;
- (d) Fails to return to work within seven (7) calendar days following a layoff and after being notified by registered mail to do so unless through sickness or other just cause. It shall be the responsibility of the employee to keep the Employer informed of a current address.
- (e) Absence due to a layoff for a period equal to the employee's seniority, if the seniority of that employee is less than twelve (12) months.
- (f) Absence due to layoff for a period in excess of twelve (12) consecutive months if the employee's seniority is one (1) year or greater.

For purposes of the two (2) preceding paragraphs, a recall of ten (10) consecutive working days or less shall not be deemed to interrupt an absence due to layoff.

This is not intended to affect layoff and recall provisions in Article 15.

Except in the case of Maternity/Parental Leave, Sick Leave and approved Union Leave, an employee who is absent on unpaid leave in excess of a total of sixty (60) consecutive working days or an employee who has been suspended for twenty (20) consecutive working days or more shall have their seniority date adjusted for the period of absence.

14.8: Resignation and Re-employment

A Regular Full-Time or Regular Part-Time Employee who has voluntarily resigned and is re-employed as a Regular Full-Time or Regular Part-Time Employee within one (1) year from the last termination of service as a Regular Full-Time or Regular Part-Time Employee, shall be considered eligible for reinstatement under the applicable employee benefits, provided, in each case, length of service, benefits, and seniority are adjusted by the period of absence. An employee who has voluntarily resigned and is re-employed after one (1) year from the last termination of service shall be considered a new employee as regards seniority, employee benefits and salary.

Reinstatement into Superannuation will be in accordance with the Municipal Pension Plan.

14.9: Historic Benefits

Seniority employees shall not suffer loss of any historic benefit or condition of work that is consistent with the provisions of this Agreement.

ARTICLE 15: LAYOFF AND RECALL AND SEVERANCE PAY

15.1: Layoff and Recall

Both the Employer and the Union recognize that job security should increase in proportion to the length of service. Therefore:

- (a) In the event of a layoff, employees shall be laid off in the reverse order of their seniority, by classification within their Division. An employee who is subject to lay off may exercise seniority within the employee's classification, or to a lower classification within the employee's Division, provided the employee currently possesses the required knowledge, ability and skills, to properly and efficiently fulfill all the duties, responsibilities and requirements currently inherent in the lateral or lower classification.
- (b) When exercising paragraph (a) the employee shall have five (5) working days in which to demonstrate that such employee can properly and satisfactorily perform the job to the satisfaction of the Employer.
- (c) Seniority rights must be exercised within five (5) working days of notification of layoff.
- (d) Employees assuming lower classifications as a result of exercising seniority rights also assume the lower rates and inherent conditions.
- (e) When a less senior employee is occupying a job which cannot be immediately filled by the senior employee exercising their seniority rights, the employee with the next least seniority will be laid off.
- (f) Employees shall be recalled in the order of their seniority, providing the employees have demonstrated that they have the required knowledge, ability and skills necessary to perform the work.

- (g) An employee who is laid off and fails to return to work when given seven (7) calendar days' notification to return to work shall be deemed to have abandoned employment with the Employer.
- (h) Contact will be made at the last known address.
- (i) No new employees will be hired until those laid off have been given an opportunity of re-employment, provided the laid off employees have demonstrated that they have the required knowledge, ability and skills necessary to perform the work.
- (j) The Employer shall notify, in writing, those employees who are to be laid off five (5) working days before the lay off is to be effective. If the employee laid off has not had the opportunity to work five (5) full days after notice of lay off, the employee shall be paid in lieu of work for that part of five (5) days during which work was not made available. This provision (j) shall not apply because of temporary suspension of work due to inclement weather or mechanical breakdown.

15.2: Seniority During Layoff

A Regular Full-Time and Regular Part-Time Employee shall be credited with seniority during the period of a layoff providing their employment status does not cease as per Article 14.7(e) or (f). Such crediting shall be solely for the purposes of calculating seniority.

15.3: Severance Pay

A Full-Time Employee or Regular Part-Time Employee who has received written notice of lay off shall within five (5) calendar days, elect to:

- (a) exercise their seniority rights under Article 15; or
- (b) accept severance pay as provided herein.

Upon acceptance of severance pay all provisions of Article 15 cease; or upon acceptance of retention of seniority rights of lay off and recall, all rights to severance pay under these provisions cease.

Entitlement to and severance pay for each Full-Time Employee or Regular Part-Time Employee will be as follows:

- (a) Three (3) days' pay for each calendar year of service up to and including five (5) calendar years of service.
- (b) Five (5) days' pay for each calendar year of service after six (6) years of service.
- (c) The maximum number of days' pay for severance will be ninety (90) days' pay.

Part-time service shall be calculated on a pro-rata basis. Salary upon which severance pay is calculated shall be based on the employee's salary at the effective date of termination.

ARTICLE 16: TEMPORARY WORKING CONDITIONS

16.1: Conditions of Transfers

In the event that the Employer finds it necessary, from time to time, to adjust its work force to meet emergent conditions resulting in the transfer of seniority employees, the following conditions shall apply:

- (a) An employee transferred to a higher rated position shall receive the rate of pay for the higher position upon transfer; it being understood that such employee shall revert to their regular rate of pay when the employee returns to their regular duties.
- (b) When an employee has worked temporarily in a higher rated position for more than fifteen (15) consecutive working days immediately prior to an illness, vacation or statutory holiday, the employee shall receive that higher rate of pay upon illness, vacation or statutory holiday.
- (c) An employee transferred to a lower rated position shall maintain their normal rate of pay as established by the position from which the employee was transferred.
- (d) No employee affected by the temporary transfer shall suffer loss of seniority or compensation.
- (e) Work experience gained as a result of a temporary assignment will not prejudicially affect seniority provisions as applied to the regular promotional procedure established under the Agreement.
- (f) This provision shall not apply beyond twenty-five (25) working days' duration of temporary assignment.

In applying this Article 16, Section 1, it is understood that the temporary transfer of employees shall not be subject to the requirements of Article 13 (Promotions) and Article 18 (Classifications) of the Employer's and the Union's Agreement.

16.2: Temporary Transfer

Regular employees who transfer to positions made available by augmenting the regular staff or by a special project of limited duration shall, upon completion of said assignment, be returned to their former position without loss of seniority and scheduled rate of pay.

16.3: Exempt Transfer

- (a) No employee shall be transferred to a position outside the bargaining unit without the employee's consent unless there is no other employee who is qualified to perform the work, in which case the employee shall be transferred outside the scope of the bargaining unit but shall retain all rights and privileges and protections under the Collective Agreement.
- (b) Employees temporarily assigned a portion of the duties and responsibilities of a position outside the scope of this Collective Agreement, will be paid from and including the first day of the temporarily assigned duties and responsibilities, ten percent (10%) above the assigned employee's regular classification rate or the first step in the exempt pay grade for the position,

whichever is less. Employees assigned the full level of duties and responsibilities will receive the 1st step in the exempt pay grade for the position.

ARTICLE 17: GRIEVANCE PROCEDURE

Preamble

Both the Employer and the Union agree that expediency of the grievance procedure is of the utmost importance and they shall work to accomplish this.

17.1: Grievance Investigation

The Employer recognizes that Stewards may be required from time to time to investigate disputes arising from the interpretation, application, or operation of the Agreement. The Union recognizes that each Steward is employed full-time by the Employer and that the Steward will not leave work during working hours without first receiving permission from their non-bargaining unit supervisor, which will be granted provided the employee can be spared without materially affecting the operation of the department.

17.2: Grievance Steps

Any difference concerning the dismissal, discipline or suspension of an employee or the interpretation, application or operation of this Agreement or any alleged violation thereof, including any question as to whether any matter is arbitrable, shall without stoppage of work, be finally and conclusively settled in the following manner:

Step 1

Within ten (10) working days of the date on which the incident giving rise to the grievance occurred or of the date when the employee(s) first became aware of the incident, whichever is later, the employee(s) shall advise their immediate non-bargaining unit supervisor of the grievance. Within ten (10) working days of receiving the grievance, the immediate non-bargaining unit supervisor and the employee(s) shall meet to attempt to resolve the matter.

Step 2

Failing satisfactory settlement at Step 1, the Union shall, within ten (10) working days, submit the grievance in writing to the Director/General Manager denoting the particulars of the alleged violation, including the clauses violated, the date and circumstances of the incident and the remedy sought. The Director/General Manager shall meet with a representative of the Union and the employee(s) and shall render a decision within ten (10) working days of receipt of the grievance.

Step 3

Failing satisfactory settlement at Step 2, the Union shall, within ten (10) working days, submit the grievance, in writing, to the Municipal Administrator or designate. The Municipal Administrator

or designate shall meet with the Union and the employee(s) and shall render a decision within ten (10) working days of receipt of the grievance.

Step 4

Failing satisfactory settlement at Step 3, the Union may, within ten (10) working days, refer the grievance to a Board of Arbitration.

The Board of Arbitration shall consist of one (1) nominee appointed by the Employer and one (1) appointed by the Union. These two (2) nominees shall name a third member who shall be Chairperson.

Should the nominees fail to select a Chairperson within ten (10) working days, then either the Employer or the Union may apply to the Minister of Labour for the Province of British Columbia to appoint such member. The Employer and the Union shall each pay the expenses of their nominee and shall pay half the expenses of the Chairperson.

Within ten (10) working days following the establishment of the Board of Arbitration, it shall report its decision on the grievance. The majority decision of the Board shall be final and binding on the Employer and the Union.

17.3: Arbitrator's Jurisdiction

An arbitrator or Board of Arbitrators shall have no right to add to, take away or alter any condition of the Collective Agreement.

17.4: Adverse Report

The Employer agrees not to introduce as evidence in a hearing related to disciplinary action, any document from the file of an employee that was not known to have existed by the employee prior to the hearing, thereby denying the employee the opportunity of placing a written response on the record.

17.5: Dismissal and Suspension - Remedy

An employee who alleges wrongful dismissal, discipline, or suspension by the Employer shall be entitled to have such grievance settled in accordance with the grievance procedure set forth in Article 17. If the employee is found by a Board of Arbitration appointed under the provisions of Article 17 to be dismissed, suspended or otherwise disciplined for other than proper cause, the Board of Arbitration may:

- (a) direct the Employer to reinstate the employee and pay to the employee a sum equal to the employee's wages lost by reason of the dismissal, suspension or other discipline, or such lesser sum as in the opinion of the Board of Arbitration is fair and reasonable; or
- (b) make such order as it considers fair and reasonable, having regard to the terms of this Agreement.
- (c) In the event an employee is wrongfully dismissed or suspended, and is subsequently reinstated, either as a result of direct negotiation with the Employer, or as a result of a decision of an Arbitrator or a Board of Arbitration outlined in the grievance procedure contained in this

Agreement, such employee may receive payment of all wages or salary and be entitled to all additional benefits the employee would have otherwise received but for wrongful dismissal or suspension, subject to Article 17.5(a) and (b).

An employee who is reinstated by a Board of Arbitration shall be entitled to reinstatement without loss of seniority.

17.6: Dismissal and Suspension - Impact on Benefits

Any employee may be subject to immediate suspension or be dismissed without notice, for cause, and subject to Statutory Regulations be deprived of benefits that the employee would otherwise receive on retirement, or at the discretion of Council, such notice and benefits as the Council may authorize; provided however, that any employee so dismissed shall have the right to grieve in accordance with established procedures outlined in this Agreement.

17.7: Dismissal and Suspension - Union Representation

Where the Employer calls a meeting with an employee for the express purpose of written discipline, suspension or dismissal of an employee, the employee may elect to have a Union Representative present. Where the employee elects not to have a Union Representative present or a Union Representative is not available, the absence of a Union Representative shall not affect the Employer's right to discipline, suspend or dismiss and shall not be used as a reason to request an arbitrator to amend or overturn the action taken. The Employer agrees to make a reasonable effort to obtain a Union Representative where an Employee elects to have such representation.

17.8: Accelerated Procedure

A difference or grievance involving a dispute of general application or interpretation of this Agreement, or arising from the suspension or dismissal of an employee shall be initiated in writing to the Municipal Administrator under Article 17, Section 2, Step 3, omitting Step 1 and Step 2.

17.9: Time Limits

Wherever a stipulated time is mentioned herein, the said time may be extended by mutual consent of the Employer and the Union.

17.10: Single Arbitrator

Wherever a Board of Arbitration is mentioned herein, a single mutually agreeable Arbitrator may be utilized in lieu thereof by mutual consent of the Employer and the Union.

17.11: Optional Grievance Investigation Procedure

- (a) Recognizing that there are times and circumstances in which it may be advantageous to seek third-party assistance in the resolution of grievances, and in an attempt to find a way in which to bring about such resolutions without incurring the costs and delays associated with formal arbitration proceedings, the Employer and the Union have agreed to provide for an optional grievance investigation procedure.

The process is intended to complement the grievance and arbitration procedures otherwise provided for in this Agreement. It is not intended to replace those other procedures.

- (b) As provided for in the Labour Relations Code, where a difference arises between the Employer and the Union relating to the dismissal, discipline or suspension of an employee, or to the interpretation, application, operation or alleged violation of this Agreement, the Employer and the Union will appoint one (1) of the persons named hereunder as "investigators", or a substitute agreed to by the Employer and the Union, to
- (i) investigate the difference;
 - (ii) define the issue in the difference; and
 - (iii) make written recommendations to resolve the difference within five (5) days of the date of the receipt of the request; and, for those five (5) days from that date, time does not run in respect of the grievance procedure.

- (c) As provided for in the Labour Relations Code, the Employer and the Union shall pay one-third ($\frac{1}{3}$) of the cost incurred in relation to the reasonable remuneration, travelling and out-of-pocket expenses of the Investigator or a substitute. The remaining one-third ($\frac{1}{3}$) will be paid by the Provincial Government.

Each of the Employer and the Union shall be separately responsible for all other costs by each of them in relation to the preparation and presentation of their respective cases and submissions to the Investigator.

- (d) The Employer and the Union have agreed that for the term of this Agreement, the following persons will be recognized as their "Investigators" for purposes of this investigation procedure:

David McPhillips, Robert Dieboldt, Judi Korbin.

Selection of the specific individual from the above list to serve in each instance shall be by agreement of the Employer and the Union. Should the Employer and the Union fail to agree on the selection, then each may cross one name off the list above and the remaining person will be appointed.

- (e) Either the Employer or the Union may choose to implement the investigation procedure, provided that all steps of the grievance procedure, prior to reference to arbitration, have been exhausted without a resolution of the difference. Either the Employer or the Union wishing to use the investigation procedure shall notify the other of the decision, within 15 working days of the receipt of the reply at Article 17, Section 2, Step 3 of the grievance procedure. Such notification must be in writing.

Either the Employer or the Union receiving the notification may refuse to accept the investigation procedure, in which case the provisions of Article 17, Section 2, Step 4, are then applicable and the time limit contained in that section begins to run from the date of the refusal decision being delivered in writing. No reasons for the refusal need be given.

- (f) While the grievance investigation process is intended to yield non-binding recommendations, the Employer and the Union may agree that the recommendations will represent a binding award. Such agreement must be made in advance of the appointment of the Investigator.

ARTICLE 18: CLASSIFICATIONS

18.1: Establishment of Classes and Rates

New employees or employees re-engaged shall be entitled to the standard rate of wage for the position for which engaged. If there is no classification and wage scale in Schedule "A", "B", "C" or "D", of the Agreement covering the position, such shall be negotiated between the Employer and the Union.

18.2: Class Specifications/Job Descriptions

The Employer agrees to develop class specifications and/or job descriptions for all positions covered by Schedule "A" of this Agreement. Such class specifications and/or job descriptions shall be discussed with the Union upon completion.

18.3: New Classifications

The Employer agrees to develop class specifications for all positions covered by this Agreement.

- (a) When a new or substantially altered classification covered by the Agreement is introduced, the Employer may implement the classification and attach a salary grade thereto. As soon as the decision with regard to the classification and salary grade has been made, the Employer shall send written advice of the decision to the Union.
- (b) In the event that the Union disagrees with the salary grade attached to the classification, the matter shall, within one (1) month of receipt of written notification that the Employer has introduced a new or substantially altered classification, be taken up with the Employer in an attempt to negotiate the salary grade.
- (c) If the Employer and the Union are unable to agree on the applicable salary grade within ten (10) working days of their first meeting, or such longer period as may be mutually agreed to by the Employer and the Union, the matter may then be referred to arbitration pursuant to Article 17 of this Agreement.

Any adjustment to the salary grade, whether such adjustment results from negotiations or from the award of an arbitration board, shall become effective on the date that the employee assumed the responsibility for the duties of the position.

18.4: Classification Appeal Procedure

An employee shall have the right to appeal, through the Union, the classification of the position occupied. Such an appeal shall be in accordance with the following provisions and shall not be considered a grievance under Article 17 of the Collective Agreement.

- (a) If an employee believes their position is improperly classified or has been substantially altered, the employee shall complete a standard questionnaire provided by the Employer and submit it, along with a dated covering memo, to their immediate non-bargaining unit supervisor for review and transmittal to the Human Resources Division. The date the completed questionnaire is received by the non-bargaining unit supervisor shall be the official date of any change that may occur.
- (b) Upon receipt of the completed questionnaire, the Human Resources Division shall notify the Union in writing that a request has been received on behalf of the employee and provide the Union with a copy of the employee's submission.
- (c) The employee completing the questionnaire will be provided an opportunity to be interviewed except in cases where there has been a recent decision issued with no significant changes since the last review or where adequate information can be gathered through interviewing a representative sample of employees submitting requests as part of the review of an entire class of positions. A decision on the employee's request will be issued to the employee with a copy to the Union. Such decision shall be issued by the Human Resources Division following discussions with the MVRD Labour Relations Department and the employee's General Manager/Director or authorized designate but shall, as far as is practicable, be issued within four (4) calendar months from date of the questionnaire being completed and submitted to the Human Resources Division.
- (d) Upon receipt of the classification decision the employee shall, as soon as possible, provide the Union with their comments concerning the classification decision and the Union shall advise the Human Resources Division in writing as to whether they intend to appeal the decision. Such notice to the Human Resources Division shall, as far as is practicable, be issued within one (1) calendar month from the date of the original classification decision.
- (e) Where the Union has indicated an intent to appeal the decision of the Employer, the Director of Human Resources or designate and the Union shall meet within one (1) calendar month to discuss and seek to resolve the matter.
- (f) If the parties are unable to resolve the matter, it shall be referred by the Union to a Joint Classification Appeal Committee (JCAC) consisting of one (1) representative of CUPE National and one representative of the MVRD no later than one (1) month after the internal process is exhausted. The initial representatives to the JCAC shall be the Compensation Supervisor, MVRD, and a Job Evaluation Representative from CUPE.
- (g) The JCAC will return appeals to the parties for further discussion if, in their opinion, a concerted attempt has not been made to address and resolve the issues.
- (h) The JCAC shall have two (2) calendar months from receipt of the appeal to review, meet and report back to the parties. For the purpose of processing appeals, reclassifications shall only occur where there have either been significant changes in the duties, level of responsibility and requirements of a position or a position has been found to have been improperly allocated to an existing classification. This process shall not be used to make salary adjustments to existing positions or classes of positions. If necessary, revised class specifications will be prepared.

Comparison classes shall be internal related classes and the prevailing class and value among closely related regional classes from municipalities participating in the MVRD Labour Relations job classification system. Notwithstanding the consideration of external regional classes, the valuation of new classes will not disrupt the wage hierarchy of existing internal classes.

- (i) If the JCAC is in agreement, no further appeals will be available to the parties.
- (j) If the JCAC is not in agreement, the Union shall have one (1) additional calendar month to indicate whether it wishes to proceed to expedited arbitration.
- (k) The elements of the expedited arbitration process shall be as follows:
 - One (1) representative each from the MVRD and CUPE National will exchange written positions on the dispute three (3) weeks prior to the scheduled hearing; no additional information shall be presented at the arbitration hearing unless there is mutual agreement that a dispute over the facts exists. In that case, the JCAC shall attempt to resolve these issues prior to the hearing. Witnesses shall be asked to present factual evidence to a mutually agreeable arbitrator only if the dispute over facts cannot be resolved.
 - One (1) representative each from the MVRD and CUPE National will present the Employer and Union positions at the arbitration hearing.
 - The hearing will be limited to the issues in dispute.
 - Any costs associated with the hearing will be shared by the Employer and CUPE Local 403.
 - The arbitrator will have one (1) calendar month from notification to convene the hearing and one (1) calendar month after the date of the hearing to render a decision. Such decision shall be limited to the issues in dispute.
- (l) In the event a position is reclassified upwards the incumbent shall be placed on the lowest step of the new pay range which exceeds the incumbent's previous rate of pay and their increment date shall be amended accordingly. Where a single rate exists for the class of positions, the incumbent shall receive the rate of pay for the position.

In the event a position is reclassified downwards the incumbent shall suffer no reduction in their rate of pay by virtue only of a reclassification downwards and shall continue to receive all general pay increases and increments to which there would otherwise have been an entitlement, provided that at any time during the two (2) years immediately following the date when the position was reclassified downwards the Employer may unilaterally promote such incumbent to any other vacant position for which the employee is qualified, and which is valued at the same level as the position was formerly valued.

- (m) It will be incumbent on all parties to keep each other informed at all stages of this process and to request any extensions to the time limits that may be occasioned by unforeseen circumstances.

It will be the responsibility of CUPE Local 403 to keep its members informed at all stages of the process.

18.5: New Equipment

Whenever a piece of power equipment is purchased, the question of whether or not a bonus shall be paid shall be negotiated by the Union and the Employer.

ARTICLE 19: SPECIAL PROVISIONS

19.1: Tools

Employees required to furnish their own tools in the performance of their duties shall, upon producing a broken or worn out tool have same replaced by the Employer.

It is agreed by the parties that the Trades II Mechanic and Lead Hand - Mechanical wage rates includes compensation for providing their own tools.

19.2: Insurance - Tools and Equipment

The Employer shall provide fire and theft insurance covering the tools and equipment owned by employees and required in performance of their duties with the Employer.

19.3: Clothing

- (a) Clothing – The Employer shall issue protective coveralls to Engineering Operations and Parks Operations employees. It shall be the responsibility of the Employer to clean, launder and maintain all such clothing. Employees shall return their coverall issue upon leaving the employ of the Township.
- (b) Boot Allowance - Blacktop Crew - Members of the blacktop crew will be entitled to a fifty dollars (\$50.00) (effective 2023 April 21, one hundred dollars (\$100.00)) per year boot allowance toward the purchase of suitable footwear for use when blacktopping, providing such members work a minimum of twelve hundred (1,200) hours (effective 2023 April 21, nine hundred (900) hours) on the blacktop crew during the calendar year. This payment to be made at the request of the employee.
- (c) Regular Full-Time employees who are required by the Employer to wear safety boots in accordance with WorkSafe BC regulations shall be reimbursed fifty (\$50.00) dollars (effective 2023 April 21, one hundred dollars (\$100.00) every twenty-four (24) months upon presentation of receipt. Employees are not eligible to receive a boot allowance under both subsections (b) and (c) under Article 19.3.
- (d) Swimsuit Allowance – Lifeguards and Aquatics Instructors will be entitled to a one hundred dollars (\$100.00) per year swimsuit allowance toward the purchase of a suitable swimsuit, providing such members work a minimum of nine hundred (900) hours during the calendar year. This payment to be made at the request of the employee.

19.4: Bulletin Boards

The Employer shall provide Bulletin Boards which shall be placed so that all employees will have access to them and upon which the Union shall have the right to post notices of meetings and such other notices as may be of interest to the employees.

19.5: Picket Line

No employee covered by this Agreement shall be required to cross any legally constituted picket line established at any work location. It is further agreed that where an emergent condition or emergency situation exists, an employee may deal with such emergency situation where the Employer and the Union agree that such a situation does, in fact, exist.

19.6: Legal Counsel

Where coverage supplied through its comprehensive liability policy does not apply, the Employer shall supply the legal counsel where necessary for any action initiated against an employee from an act arising out of the performance or attempted performance, in good faith, of the employee's assigned duties.

19.7: Collective Agreement

Upon reaching agreement on the administrative details of printing the Collective Agreement, and having sufficient copies of the Agreement printed, the Employer shall provide each employee a copy of the current Collective Agreement. The cost of providing the Collective Agreements shall be shared equally between the Employer and Union.

19.8: Calendar Year

"Calendar Year" for the purposes of this Agreement shall mean the twelve (12) month period from January 1st to December 31st, inclusive.

19.9: Employee Status Change

It shall be the duty of the employees to notify the Employer (Human Resources Division), in writing, of any change in marital status, number of dependents, address or telephone number.

19.10: Extensions

Wherever a stipulated time is mentioned herein, the said time may be extended by mutual consent of the Employer and the Union.

19.11: Workplace Harassment

The Employer and the Union agree that employees are entitled to work in an environment free from workplace harassment based on the prohibitive grounds in the Human Rights Code.

ARTICLE 20: TECHNOLOGICAL CHANGE

In the event the Employer should introduce new methods or machines which require new or greater skills than are currently possessed by employees, such employees shall, at the expense of the Employer be given a maximum training period not to exceed three (3) months during which to become competent in the required knowledge, ability and skills necessitated by the new methods of operation. If the employee is unable to adjust to the new methods of operation or equipment after the three (3) months' training program, the employee will be laid off according to Article 15.

ARTICLE 21: LABOUR MANAGEMENT RELATIONS

21.1: Labour Management Committee

The Employer and the Union acknowledge the mutual benefits to be derived from joint consultation and are prepared to enter into discussions aimed at the development and introduction of appropriate means to provide such joint consultation on matters of mutual interest.

Without prejudice to the position the Union or the Employer may wish to take in the future as to the desirability of having subjects dealt with by the provisions of this Agreement, the following subjects, as they affect employees covered by this Agreement, shall be regarded as appropriate subjects of mutual consultation during the term of this Agreement:

- (a) Implementation of Agreement terms;
- (b) Implementation of Council policies;
- (c) Implementation of work methods and procedures;
- (d) Implementation of alternate hours of work;
- (e) Such other subjects as may be of mutual interest to the Employer and the Union.

21.2: Discussions

In the event of discussions being considered necessary by either the Employer or the Union during the term of this Agreement, related to rates of pay, hours of work, requests for reclassification or other working conditions, it is agreed that either the Employer or the Union shall meet with the other in order to carry out such discussions as soon as possible and, in any event, not later than thirty (30) days from the date of written request by the Employer or the Union to an Officer of the other.

21.3: Number of Representatives

For the purpose of Section 2 of this Article, it is mutually agreed between the Employer and the Union hereto that the representatives appointed by each side shall be up to three (3) per side, present at any meeting.

21.4: Notice of Representatives

The Employer and the Union agree to notify the other in writing within sixty (60) days from the date hereof, of the persons appointed to the respective committees. The Employer and the Union shall notify

the other in writing of any change in their respective committees which may take place during the term hereof.

No individual employee or group of employees shall undertake to represent the Union at meetings with the Employer without proper authorization of the Union.

21.5: Assistance of the National Representative

The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees when dealing or negotiating with the Employer. Such representatives shall have access to the Employer's premises in order to investigate and assist in the settlement of a grievance upon prior application to and approval of the Municipal Administrator.

IN WITNESS WHEREOF the Employer has caused these presents to be signed by its proper Officials on its behalf, and the Union has caused these presents to be executed under the hands of its proper Officials duly authorized in their behalf as of the day and the year first above written.

DATED at the Township of Langley, British Columbia, this 15th day of November, 2023.

THE CORPORATION OF THE TOWNSHIP OF
LANGLEY

"Eric Woodward"

MAYOR

"Wendy Bauer"

TOWNSHIP CLERK

THE CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 403

"Dalton Owen"

ACTING CUPE PRESIDENT

"Jane Norman"

RECORDING SECRETARY

SCHEDULE "A"INSIDE DIVISION2021 January 01 - 2024 December 31

<u>Notes</u>	<u>Position Classification</u>	<u>Pay Grade</u>
	Accounting Clerk	19
	Accounting Clerk - Capital Assets	22
	Accounts and Budget Coordinator – RCMP	21
	Accounts Receivable Coordinator	20
	Administrative Coordinator	21
	Administrative Services Clerk – Engineering	19
	Aquatic Leader	17
	Aquatics Instructor	12
	Archivist	23
3	Arena and Facility Service Worker 1	16
3	Arena and Facility Service Worker 2	18
	Arts and Culture Programmer	20
	Arts and Heritage Curator	22
	Arts and Heritage Supervisor	24
9	Asset Management Technician	23
	Asst. Coordinator – Victim Services	21
	Assistant – Crime Analysis Unit	17
	Auxiliary Constable Program Coordinator	22
	Budget Analyst	24
	Building and Event Service Worker	14
	Building Energy Specialist	25
	Building Inspector	26
	Building Service Worker	13
	Business Application Support Analyst	24
9	Buyer	23
	Bylaw Clerk	16
4	Bylaw Enforcement Officer	21
	Cemetery Supervisor	23
	Clerk I	11
	Clerk II	13
	Clerk III	17
	Clerk IV	19
	Clerk Typist II	13
	Clerk Typist III	15
	Clerk Typist IV	17
	Clerk Typist – Copy Centre	13
	Collections Assistant	19
	Collections Supervisor	20
	Communications Coordinator	21

SCHEDULE "A" (cont'd)

<u>Notes</u>	<u>Position Classification</u>	<u>Pay Grade</u>	
6	Communications Coordinator – Engineering	20	
	Community Fitness and Rehabilitation Advisor	18	
	Community Police Office Coordinator	18	
	Community Policing Program Coordinator	18	
	Community Policing Volunteer and Program Coordinator	18	
	Corporate Mail Clerk	12	
9	Council and Committee Clerk	17	
	Court Liaison/Reader	24	
	CPIC Operator-Clerk	15	
	Crime Analyst	24	
	Customer Service Representative	15	
	Cyber Security Lead	30	
	Data Base Administrator	30	
	Data Base Analyst	26	
	Data Base Assistant	17	
	Deputy Collector	20	
	Development Engineering Technologist	26	
	Digital Communications Coordinator	21	
	Drafting Technician	21	
	Draftsperson	19	
	Economic Development Coordinator	23	
	Education Program Curator	22	
	Electronic Disclosure Coordinator	19	
	10 ^(Public Works Only)	Engineering Technician	21
	10 ^(Public Works Only)	Engineering Technologist I	23
10 ^(Public Works Only)	Engineering Technologist II	25	
10 ^(Public Works Only)	Engineering Technologist III	26	
9	Environmental Coordinator I	25	
	Environmental Coordinator II	28	
	Environmental Sustainability Coordinator	28	
	Exhibit Custodian RCMP	17	
	Facilities Coordinator 1	24	
	Facilities Coordinator 2	26	
	3	Facility Operations and Maintenance Supervisor	22
		Facility Service Worker	19
		Filming Clerk	18
		Filming Coordinator	23
3	Financial Accountant	25	
	Financial Analyst	25	
	Fine Arts Curator	22	
	Fleet Maintenance Coordinator	16	
	Forensic Video Technician	21	
	Freedom of Information Specialist	19	

SCHEDULE "A" (cont'd)

<u>Notes</u>	<u>Position Classification</u>	<u>Pay Grade</u>
	Garage Service Technician	19
	Geomatics Coordinator	28
	GIS Analyst	26
	GIS Specialist	24
10 ^(Public Works Only)	GIS Technician I	19
	GIS Technician II	21
	Graphics Technician	19
3	Guard	13
	Indigenous Arts and Culture Curator	22
	Information Officer (RCMP)	17
	Information Technology Project Lead	30
	Infrastructure Analyst	24
	Infrastructure Asset Technician I	21
	Infrastructure Asset Technician II	23
10	Infrastructure Assets Coordinator	25
9	Intermediate Buyer	21
	IT Support Clerk	15
	Junior Buyer	19
	Landscape Architect	28
	Landscape Design Coordinator	26
	Landscape Design Technician	22
3	Lead Hand Guard	14
	Leisure Access Counselor	19
	License and Inspection Service Coordinator	23
	Marketing and Communications Coordinator	23
	Museum Assistant	11
	Museum Services Coordinator	15
	Network Administrator – Systems Analyst	26
	Network Analyst	24
	Network Security Analyst	28
	Network Coordinator	26
	Operations Support Supervisor	23
	Paralegal	21
	Parking Bylaw Enforcement Officer	16
	Parks Service Coordinator	19
	Payroll Accounting Clerk	21
	Payroll Clerk	18
	Payroll Supervisor	24
	Permit/Inspection Coordinator	28
	Plan Checker I	19
	Plan Reviewer	23
	Planner I	28
	Planner II	30

SCHEDULE "A" (cont'd)

<u>Notes</u>	<u>Position Classification</u>	<u>Pay Grade</u>
	Planning Assistant I	19
	Planning Technician	25
	Police Accounts Clerk	17
	Pool Service Worker	15
	Process Automation Technologist	25
9	Project Coordinator	26
	Programmer Analyst	24
	Property and Lease Coordinator	23
	Property Negotiator	26
6	Public Education Officer	24
	Public Works Insp. I	19
	Public Works Insp. II	21
	Purchasing Clerk	16
	Purchasing Coordinator	25
3	Records Clerk	15
3	Records Coordinator – RCMP	25
	Records and Information Coordinator	24
	Records Management System Specialist	19
	Recreation Attendant I	12
	Recreation Attendant II	14
	Recreation Cashier	11
6	Recreation Centre Supervisor	24
	Recreation or Arts and Culture Leader	16
6	Recreation Programmer	20
	Recreation Worker 1	8
	Recreation Worker 2	9
	Recreation Worker 3	11
	Recreation Worker 4	13
	Recreation Worker 5	14
	Senior Business Application Analyst	28
9	Senior Buyer	25
4	Senior By-Law Enforcement Officer	23
	Senior Clerk – Development Planning	19
	Senior Crime Analyst	27
	Senior Financial Analyst	27
	Senior Graphics Designer	21
	Senior Infrastructure Analyst	26
	Senior Infrastructure Assets Coordinator	26
	Senior Land Development Technologist	27
	Senior Network Infrastructure Analyst	28
9	Senior Process Automation Technologist	27
3	Senior Property Negotiator	28
	Senior Recreation Programmer	22

SCHEDULE "A" (cont'd)

<u>Notes</u>	<u>Position Classification</u>	<u>Pay Grade</u>
	Senior Technical Support Specialist	23
10 ^(Public Works Only)	Soil Bylaw Officer	19
10	Soil Deposit and Removal Coordinator	23
	Solid Waste Coordinator I	23
	Solid Waste Coordinator II	25
	Special Events Coordinator	20
3	Storekeeper/Buyer	19
	Storekeeper/Buyer – Garage	20
	Support Clerk	15
	Survey Assistant	15
3	Survey Supervisor	25
3	Survey Technician 1	21
3	Survey Technician 2	22
	Sustainability Programs Specialist	25
10 ^(Public Works Only)	Technical Assistant	16
	Technical Supervisor - RCMP	27
	Technical Support Specialist	19
	Technical Support Supervisor	24
1	Telecommunications Operator I	15
7	Telecommunications Operator II	19
7	Telecommunications Operator III	21
3	Telecommunications Supervisor – RCMP	23
	Traffic Technologist	26
	Transportation Safety Coordinator	20
	User Support Assistant	19
	Victim Support Worker	19
9	Water Quality and Source Control Coordinator	25
	Water Conservation Bylaw Officer	15
	Web Specialist	21
	Web Technician	22

NOTES:

- 1 Pay grade includes compensation for a 37.5 hour week and in lieu of lunch breaks.
- 3 Pay grade includes compensation for an 8 hour day.
- 4 Pay grade includes compensation for shift differential, an 8 hour day and weekend premiums.
- 6 Pay grade includes compensation for an 8 hour day with flexible and irregular hours, shift differential and weekend premiums.
- 7 Pay grade includes compensation for weekend premiums and a 12 hour shift averaging 42 hours per week.
- 8 Pay grade includes compensation for weekend premiums and for an 8 hour day.
- 9 These positions work a 37.5 hour work week.
- 10 Public Works positions work a 37.5 hour work week.

(Pay Grades are based on a 35-hour week, unless otherwise noted.)

INSIDE DIVISIONHOURLY RATES OF PAY2021 January 01 - 2024 December 31

KEY: A = Effective 2021 January 01 C = Effective 2023 January 01
 B = Effective 2022 January 01 D = Effective 2024 January 01

<u>Pay Grade</u>	<u>Effec. Date</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
7	A	19.29	20.05	20.85	21.69	22.53
	B	19.87	20.65	21.48	22.34	23.21
	C	20.76	21.58	22.45	23.35	24.25
	D	21.59	22.44	23.35	24.28	25.22
8	A	20.05	20.85	21.69	22.53	23.39
	B	20.65	21.48	22.34	23.21	24.09
	C	21.58	22.45	23.35	24.25	25.17
	D	22.44	23.35	24.28	25.22	26.18
9	A	20.85	21.69	22.53	23.39	24.39
	B	21.48	22.34	23.21	24.09	25.12
	C	22.45	23.35	24.25	25.17	26.25
	D	23.35	24.28	25.22	26.18	27.30
10	A	21.69	22.53	23.39	24.39	25.35
	B	22.34	23.21	24.09	25.12	26.11
	C	23.35	24.25	25.17	26.25	27.28
	D	24.28	25.22	26.18	27.30	28.37
11	A	22.53	23.39	24.39	25.35	26.34
	B	23.21	24.09	25.12	26.11	27.13
	C	24.25	25.17	26.25	27.28	28.35
	D	25.22	26.18	27.30	28.37	29.48

SCHEDULE "A" (cont'd)

KEY: A = Effective 2021 January 01 C = Effective 2023 January 01
 B = Effective 2022 January 01 D = Effective 2024 January 01

<u>Pay Grade</u>	<u>Effec. Date</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
12	A	23.39	24.39	25.35	26.34	27.43
	B	24.09	25.12	26.11	27.13	28.25
	C	25.17	26.25	27.28	28.35	29.52
	D	26.18	27.30	28.37	29.48	30.70
13	A	24.39	25.35	26.34	27.43	28.56
	B	25.12	26.11	27.13	28.25	29.42
	C	26.25	27.28	28.35	29.52	30.74
	D	27.30	28.37	29.48	30.70	31.97
14	A	25.35	26.34	27.43	28.56	29.70
	B	26.11	27.13	28.25	29.42	30.59
	C	27.28	28.35	29.52	30.74	31.97
	D	28.37	29.48	30.70	31.97	33.25
15	A	26.34	27.43	28.56	29.70	30.94
	B	27.13	28.25	29.42	30.59	31.87
	C	28.35	29.52	30.74	31.97	33.30
	D	29.48	30.70	31.97	33.25	34.63
16	A	27.43	28.56	29.70	30.94	32.23
	B	28.25	29.42	30.59	31.87	33.20
	C	29.52	30.74	31.97	33.30	34.69
	D	30.70	31.97	33.25	34.63	36.08
17	A	28.56	29.70	30.94	32.23	33.56
	B	29.42	30.59	31.87	33.20	34.57
	C	30.74	31.97	33.30	34.69	36.13
	D	31.97	33.25	34.63	36.08	37.58
18	A	29.70	30.94	32.23	33.56	34.96
	B	30.59	31.87	33.20	34.57	36.01
	C	31.97	33.30	34.69	36.13	37.63
	D	33.25	34.63	36.08	37.58	39.14

SCHEDULE "A" (cont'd)

KEY: A = Effective 2021 January 01 C = Effective 2023 January 01
 B = Effective 2022 January 01 D = Effective 2024 January 01

<u>Pay Grade</u>	<u>Effec. Date</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
19	A	30.94	32.23	33.56	34.96	36.39
	B	31.87	33.20	34.57	36.01	37.48
	C	33.30	34.69	36.13	37.63	39.17
	D	34.63	36.08	37.58	39.14	40.74
20	A	32.23	33.56	34.96	36.39	37.92
	B	33.20	34.57	36.01	37.48	39.06
	C	34.69	36.13	37.63	39.17	40.82
	D	36.08	37.58	39.14	40.74	42.45
21	A	33.56	34.96	36.39	37.92	39.50
	B	34.57	36.01	37.48	39.06	40.69
	C	36.13	37.63	39.17	40.82	42.52
	D	37.58	39.14	40.74	42.45	44.22
22	A	34.96	36.39	37.92	39.50	41.16
	B	36.01	37.48	39.06	40.69	42.39
	C	37.63	39.17	40.82	42.52	44.30
	D	39.14	40.74	42.45	44.22	46.07
23	A	36.39	37.92	39.50	41.16	42.96
	B	37.48	39.06	40.69	42.39	44.25
	C	39.17	40.82	42.52	44.30	46.24
	D	40.74	42.45	44.22	46.07	48.09
24	A	37.92	39.50	41.16	42.96	44.78
	B	39.06	40.69	42.39	44.25	46.12
	C	40.82	42.52	44.30	46.24	48.20
	D	42.45	44.22	46.07	48.09	50.13
25	A	39.50	41.16	42.96	44.78	46.64
	B	40.69	42.39	44.25	46.12	48.04
	C	42.52	44.30	46.24	48.20	50.20
	D	44.22	46.07	48.09	50.13	52.21

SCHEDULE "A" (cont'd)

KEY: A = Effective 2021 January 01 C = Effective 2023 January 01
 B = Effective 2022 January 01 D = Effective 2024 January 01

<u>Pay Grade</u>	<u>Effec. Date</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
26	A	41.16	42.96	44.78	46.64	48.64
	B	42.39	44.25	46.12	48.04	50.10
	C	44.30	46.24	48.20	50.20	52.35
	D	46.07	48.09	50.13	52.21	54.44
27	A	42.96	44.78	46.64	48.64	50.76
	B	44.25	46.12	48.04	50.10	52.28
	C	46.24	48.20	50.20	52.35	54.63
	D	48.09	50.13	52.21	54.44	56.82
28	A	44.78	46.64	48.64	50.76	52.91
	B	46.12	48.04	50.10	52.28	54.50
	C	48.20	50.20	52.35	54.63	56.95
	D	50.13	52.21	54.44	56.82	59.23
29	A	46.64	48.64	50.76	52.91	55.15
	B	48.04	50.10	52.28	54.50	56.80
	C	50.20	52.35	54.63	56.95	59.36
	D	52.21	54.44	56.82	59.23	61.73
30	A	48.64	50.76	52.91	55.15	57.59
	B	50.10	52.28	54.50	56.80	59.32
	C	52.35	54.63	56.95	59.36	61.99
	D	54.44	56.82	59.23	61.73	64.47
31	A	50.76	52.91	55.15	57.59	60.03
	B	52.28	54.50	56.80	59.32	61.83
	C	54.63	56.95	59.36	61.99	64.61
	D	56.82	59.23	61.73	64.47	67.19
32	A	52.91	55.15	57.59	60.03	62.64
	B	54.50	56.80	59.32	61.83	64.52
	C	56.95	59.36	61.99	64.61	67.42
	D	59.23	61.73	64.47	67.19	70.12

SCHEDULE "A" (cont'd)

KEY: A = Effective 2021 January 01 C = Effective 2023 January 01
 B = Effective 2022 January 01 D = Effective 2024 January 01

<u>Pay Grade</u>	<u>Effec. Date</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
33	A	55.15	57.59	60.03	62.64	65.35
	B	56.80	59.32	61.83	64.52	67.31
	C	59.36	61.99	64.61	67.42	70.34
	D	61.73	64.47	67.19	70.12	73.15

SCHEDULE "B"OUTSIDE DIVISION2021 - 2024HOURLY RATES OF PAY

Position Classification		2021 Jan. 01	2022 Jan. 01	2023 Jan. 01	2024 Jan. 01
Airport Maintenance Worker		30.94	31.87	33.30	34.63
Apprentice	70%	28.32	29.17	30.49	31.70
	90%	36.41	37.50	39.20	40.76
Apprentice - Mechanic	70%	28.81	29.67	31.00	32.24
	90%	37.04	38.14	39.86	41.45
Arborist		38.42	39.57	41.35	43.00
Building Automation Technician		43.08	44.37	46.37	48.22
Cemeterian		33.71	34.72	36.28	37.73
Community Patrol Officer		29.71	30.60	31.98	33.26
Crew Leader		31.45	32.39	33.85	35.20
Electrical Supervisor **	- (1)	42.69	43.97	45.95	47.79
	- (2)	43.93	45.25	47.29	49.18
	- (3)	45.11	46.46	48.55	50.49
Electrical Technician**		40.89	42.12	44.02	45.78
Electrician**		40.46	41.67	43.55	45.29
Equipment Operator II		31.70	32.65	34.12	35.48
Equipment Operator III		32.06	33.02	34.51	35.89
Equipment Operator IV		32.52	33.50	35.01	36.41
Equipment Operator IVa		33.71	34.72	36.28	37.73
Equipment Operator IVb		34.45	35.48	37.08	38.56
Equipment Operator V		35.69	36.76	38.41	39.95
Facilities Maintenance Worker		36.08	37.16	38.83	40.38
Foreman I	- (1)	32.99	33.98	35.51	36.93
	- (2)	34.13	35.15	36.73	38.20
	- (3)	35.20	36.26	37.89	39.41
Foreman II	- (1)	35.17	36.23	37.86	39.37
	- (2)	36.27	37.36	39.04	40.60
	- (3)	37.41	38.53	40.26	41.87
Garage Assistant		30.94	31.87	33.30	34.63
HVAC Mechanic		38.42	39.57	41.35	43.00
Irrigation Maintenance Worker		32.77	33.75	35.27	36.68
Labourer		29.71	30.60	31.98	33.26
Lead Hand - Mechanic		42.10	43.36	45.31	47.12
Lead Hand Utility Systems		39.68	40.87	42.71	44.42
Maintenance Technician		40.46	41.67	43.55	45.29
Mechanical Technician		40.46	41.67	43.55	45.29

SCHEDULE "B" (cont'd)

Page 2

Position Classification	2021 Jan. 01	2022 Jan. 01	2023 Jan. 01	2024 Jan. 01
Operations Maintenance Worker	30.94	31.87	33.30	34.63
Painter	38.42	39.57	41.35	43.00
Park Ranger	29.71	30.60	31.98	33.26
Parks Assistant	28.65	29.51	30.84	32.07
Senior Park Ranger	32.48	33.45	34.96	36.36
Stormwater Maintenance Worker	31.45	32.39	33.85	35.20
Supervisor – Facilities Maintenance	- (1) 40.91	42.14	44.04	45.80
	- (2) 42.26	43.53	45.49	47.31
	- (3) 43.59	44.90	46.92	48.80
Supervisor – Garage	- (1) 45.11	46.46	48.55	50.49
	- (2) 46.56	47.96	50.12	52.12
	- (3) 47.84	49.28	51.50	53.56
Supervisor – Mechanical Systems	47.84	49.28	51.50	53.56
Supervisor – Parks Infrastructure	- (1) 40.91	42.14	44.04	45.80
	- (2) 42.26	43.53	45.49	47.31
	- (3) 43.59	44.90	46.92	48.80
Supervisor – Roads	- (1) 40.25	41.46	43.33	45.06
	- (2) 41.62	42.87	44.80	46.59
	- (3) 42.92	44.21	46.20	48.05
Supervisor – Sportsfields	- (1) \$37.64	\$38.77	\$40.51	\$42.13
	- (2) \$38.80	\$39.96	\$41.76	\$43.43
	- (3) \$40.19	\$41.40	\$43.26	\$44.99
Supervisor – Stormwater	- (1) 40.25	41.46	43.33	45.06
	- (2) 41.62	42.87	44.80	46.59
	- (3) 42.92	44.21	46.20	48.05
Supervisor – Trails and Urban Forestry	- (1) 40.25	41.46	43.33	45.06
	- (2) 41.62	42.87	44.80	46.59
	- (3) 42.92	44.21	46.20	48.05
Supervisor – Utilities Operations	- (1) 40.25	41.46	43.33	45.06
	- (2) 41.62	42.87	44.80	46.59
	- (3) 42.92	44.21	46.20	48.05
Trades I	36.08	37.16	38.83	40.38
Trades I – Carpenter	36.08	37.16	38.83	40.38
Trades I – Parks	36.08	37.16	38.83	40.38
Trades I – Urban Forestry	36.08	37.16	38.83	40.38
Trades II	40.46	41.67	43.55	45.29
Trades II – Carpenter	40.46	41.67	43.55	45.29
Trades II – Mechanic**	41.15	42.38	44.29	46.06
Trades II – Plumber	40.46	41.67	43.55	45.29
Trades II – Welder	40.46	41.67	43.55	45.29

SCHEDULE "B" (cont'd)

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Trades Foreman – Garage	- (1)	45.11	46.46	48.55	50.49
	- (2)	46.56	47.96	50.12	52.12
	- (3)	47.84	49.28	51.50	53.56
Traffic Signal Maintenance Coordinator**		41.43	42.67	44.59	46.37
Trails and Natural Areas Maintenance Worker		31.45	32.39	33.85	35.20
Truck Driver		30.71	31.63	33.05	34.37
Truck Driver II		31.51	62.46	33.92	35.28
Truck Driver III		31.88	32.84	34.32	35.69
Truck Driver IV		32.96	33.95	35.48	36.90
Truck Driver – Crane Equipment		32.06	33.02	34.51	35.89
Utilities Maintenance Worker		31.45	32.39	33.85	35.20
Utility Worker - Parks		31.51	32.46	33.92	35.28
Wastewater Collections Systems Operator 1		36.08	37.16	38.83	40.38
Wastewater Collections Systems Operator 2		38.42	39.57	41.35	43.00
Wastewater Collections Systems Operator 3	- (1)	40.25	41.46	43.33	45.06
	- (2)	41.62	42.87	44.80	46.59
	- (3)	42.92	44.21	46.20	48.05
Water Operator 1		36.08	37.16	38.83	40.38
Water Operator 2		38.42	39.57	41.35	43.00
Water Operator 3	- (1)	40.66	41.88	43.76	45.51
	- (2)	41.90	43.16	45.10	46.90
	- (3)	43.08	44.37	46.37	48.22
Water Operator 4	- (1)	43.08	44.37	46.37	48.22
	- (2)	44.52	45.86	47.92	49.84
	- (3)	45.83	47.20	49.32	51.29

* Classes remain at 40 hours per week and are moved to Schedule "A".

** The trades adjustment shall not be made for any current incumbents who do not hold their Trades Qualification.

*** Where an employee holds and is required to operate at a Level 1 and/or Level 2 EOCP certification, and successfully completes and maintains the certification requirements of Level 3 and/or Level 4 EOCP, the employee shall receive an additional fifty cent (\$0.50) per hour premium. In the event the employee is promoted to a classification whereby EOCP Level 3 or EOCP Level 4 is a requirement, the premium shall cease.

SCHEDULE "C"NON-STANDARD HOURS AND/OR NON-STANDARD WORK WEEKSCOMMUNITY DEVELOPMENT DIVISION1. By-Law Enforcement Officer

The Employer and the Union recognize that the rates of pay for the above classifications takes into account shift differentials and weekend premium pay as may be required under the Agreement, and that they are based upon an eight (8) hour shift.

2. By-Law Enforcement Officer and Parking By-Law Enforcement Officer – Non-Standard Hours of Work

Employees in the classification of Bylaw Enforcement Officer and Parking By-Law Enforcement Officer shall work eight (8) continuous hours of work five days (5) per week (exclusive of lunch) between the hours of 6:30 a.m. and 9:00 p.m., Monday through Sunday. Sunday schedules shall be assigned in reverse order of seniority.

PROTECTIVE SERVICES DIVISION – RCMP3. Guards

Guard positions will be worked on a triple shift basis and the hours of work shall be an eight (8) hour shift. There shall be shift differential of seventy-five cents (\$0.75) per hour for the 2:00 p.m. to 10:00 p.m. shift and seventy-five cents (\$0.75) per hour for the 10:00 p.m. to 6:00 a.m. shift. Employees in these positions shall have one-half (½) hour for lunch as near mid-shift as practical. Changes in the shift system shall be discussed with the Union prior to implementation. This classification takes into account weekend premium pay.

4. Assistant Coordinator - Victim Services/Community Policing Program Coordinator/Victim Support Worker/Auxiliary Constable Program Coordinator/Operations Support Supervisor

In order to provide for a flexible work arrangement including flexible daily and weekly hours for employees working in the above noted classes and related classes, employees will be required to work thirty-five (35) hours per week. Employees shall be entitled to two (2) consecutive days of rest within this one (1) week period except when changing a work shift and overtime shall be paid for any hours worked beyond thirty-five (35) hours in the one (1) week period.

5. Shifts – RCMP Civilian Support Staff

The RCMP Civilian Support Staff may be operated on a multiple shift basis at the discretion of the Employer, following discussions with the Union, provided that at least forty-eight (48) hours' notice of change of shift is given to the employees concerned and the Union, (such notice may be waived in conditions of emergency).

The regular hours of work for the full time RCMP Civilian Support Staff shall be seven (7) continuous hours of work between 6:00 a.m. and 12:00 a.m. (exclusive of a one (1) hour lunch to be taken at or as near as possible to the middle of the employee's hours of work). The regular work week shall be any five (5) consecutive days in a seven (7) day period. All other applicable provisions of the collective agreement will apply, including shift differential for hours worked after 6:00 p.m. and prior to 6:00 a.m.

All RCMP clerical employees holding full-time or regular part-time positions and all Temporary Full-Time Auxiliary Employees shall be entitled to receive shift differential of seventy-five cents (\$0.75) per hour for those hours worked after 6:00 p.m. and prior to 6:00 a.m.

This does not apply to Schedule "C" Special Classifications for Assistant Coordinator –Victim Services, Victim Support Worker, Telecommunications Operator IIs and IIIs, Guards, Information Officers, Court Liaison Reader, Community Policing Program Coordinators, Auxiliary Constable Program Coordinator, Community Policing Office Coordinators, Records Coordinator, Records Management System Specialists, Records Supervisor, Records Clerks, or any other specific RCMP position which may be listed in Schedule "C".

6. Shifts – Telecommunications Operator IIs and IIIs

- (a) The normal hours of work for Regular Full-Time Telecommunications Operator IIs and IIIs shall be twelve (12) continuous hours of work between 7:00 a.m. and 7:00 p.m. day shift and 7:00 p.m. and 7:00 a.m. night shift. The shifts will be composed of two (2) day shifts and two (2) night shifts and four (4) days off. Shift differential of seventy-five cents (\$0.75) will be paid for the night shift. Operators will be entitled to a total of one and one-half (1½) hours in breaks (lunch, coffee) during each twelve (12) hour shift. Sick time and vacation time shall be computed on the basis of an average of a forty-two (42) hour work week and an average of 8.4 hours per day. i.e. 18 days sick x 8.4 = 151.2 hours and 15 vacation days x 8.4 = 126 hours. One (1) day off per month will be granted in lieu of statutory holidays for Regular Full-Time Employees. These Regular Full-Time Employees will also receive two (2) additional days, which can be taken at any time during the course of the year (for a total of fourteen (14) days).
- (b) Telecommunications Supervisors assigned to work as a Telecommunications Operator II or III shall work the hours of the Operator II or III.

This classification takes into account weekend premium pay.

7. RCMP Information Officer

The normal hours of work for Information Officers at the RCMP Detachment shall be eight and three-quarter (8.75) hours averaging thirty-five (35) hours a week for the Regular Full-Time Information Officers. The balance of the hours in the rotation shall be filled by a Regular Part-Time Officer. Statutory holidays shall be taken as they occur, based on a seven (7) hour day. All other applicable provisions of the Collective Agreement shall apply as for other Regular Full-Time

Employees. Shift differential in the amount of seventy-five cents (\$0.75) per hour shall be paid for all hours worked after 6:00 p.m. and prior to 6:00 a.m.

Sick leave and vacation shall be computed based on a thirty-five (35) hour work week.

8. Court Liaison/Reader

The normal hours of work for the Regular Full-Time Court Liaison positions shall be Monday to Friday, eight (8) consecutive hours which includes a one-half (½) hour unpaid lunch break between the hours of 06:30 a.m. and 05:00 p.m. Part-Time and Auxiliary Court Liaison employees shall not necessarily work eight (8) hours per day but rather will have their daily hours of work scheduled within the hours as outlined above and as per operational requirements.

The normal hours of work for the Regular Full-Time Reader positions shall be Monday to Friday, eight (8) consecutive hours which includes a one-half (½) hour unpaid lunch break between the hours of 07:00 a.m. and 03:00 p.m. Part-Time and Auxiliary Reader employees shall not necessarily work eight (8) hours per day but rather will have their daily hours of work scheduled within the hours as outlined above and as per operational requirements.

In the event of a work stoppage, the incumbents performing the Court Liaison function shall be considered an essential service and continue to have full access to the facilities.

9. Community Police Office Coordinator

The normal hours of work for Community Police Office Coordinator working in the Community Police Offices shall be seven (7) continuous hours of work occurring between the hours of 8:00 a.m. and 10:00 p.m. with two (2) days of rest within a one (1) week period. Statutory holidays shall be taken as they occur, based on a seven (7) hour day. All other applicable provisions of the collective agreement shall apply as for other regular full-time employees.

10. RCMP Records Employees

Records Clerks shall work shifts to cover off a twenty-four (24) hour, seven (7) day operation. Employees working in the class of Records Coordinator, Records Management Systems Specialist, and Records Clerk will work a forty (40) hour work week.

ENGINEERING DIVISION

11. Sweeper Operator

Sweeper Operators may work a non-standard shift during the normal work week such that non-standard or early shifts (e.g., 4:00 a.m. to 12:30 p.m. or 1:30 p.m. to 10:00 p.m.) may be instituted and it is understood employees shall receive a minimum of twelve (12) hours rest between shifts. Shift differential in the amount of seventy-five cents (\$0.75) shall apply for the period prior to the

start and following the end of the regular day shift and shift differential payments shall be adjusted to conform to summer and winter hours.

12. Shifts - Service Vehicle

For operational requirements, the Employer may, with the agreement of the affected workers, schedule designated mechanical staff (minimum of two (2)) working in Fleet Maintenance to work an early start shift. The regular hours of work for those designated to work the early shift shall be eight (8) hours of work between the hours of 7:00 a.m. and 3:30 p.m., Monday through Friday, inclusive of a one-half (½) hour lunch break to be taken at or as near as possible to the middle of the employee's work day.

13. Shifts - Engineering and Parks Department

The Parks and Engineering Departments may be operated on a multiple shift basis at the discretion of the Employer, following discussions with the Union, provided that at least forty-eight (48) hours' notice of change of shift is given to the employees concerned and the Union (such notice may be waived in conditions of emergency) and subject to the following conditions:

- (a) Afternoon Shift (4:00 p.m. to 12:30 a.m., inclusive of a one-half (½) hour unpaid lunch break);
- (b) Midnight Shift (11:30 p.m. to 8:00 a.m., inclusive of a one-half (½) hour unpaid lunch break).
- (c) Shift differential - employees working on either Afternoon Shift or Midnight Shift shall receive a shift premium of seventy-five cents (\$0.75) per hour where no other premium is applicable.
- (d) Unless the Employer advises the Union otherwise, prior to May 15, summer hours will not be put into effect for that year. Should the Union receive notification prior to May 15 of the implementation of summer hours, such hours will be between 7:00 a.m. and 3:30 p.m. commencing on the first Monday of June through to the end of the Labour Day weekend in September.
- (e) As per operational requirements, the regular hours of work for employees working within the Facilities Maintenance Department shall be eight (8) hours of work between the hours of 7:00 a.m. and 4:30 p.m., Monday through Friday inclusive of a ½ hour lunch to be taken at or as near as possible to the middle of the employee's hours of work.

14. Coordinator – Adopt-a-Program

The normal hours of work for the Coordinator – Adopt-a-Program shall be seven (7) consecutive hours of work occurring between the hours of 8:00 a.m. and 10:00 p.m. with two (2) days of rest within a seven (7) day period. Overtime shall be as per the Collective Agreement.

CORPORATE ADMINISTRATION DIVISION15. Property Negotiator

The Employer and the Union recognize that the rate of pay for the classification of Property Negotiator is based on an eight (8) hour shift and takes into account shift and weekend premium pay as may be required under the Agreement. The Employer and the Union also recognize that the position is required to work flexible and irregular hours not exceeding a maximum of ten (10) hours on a regular working day. The regular working day shall be between 7:00 a.m. and 10:00 p.m. and the regular working week shall consist of four (4) days per week not necessarily Monday - Friday. Two (2) consecutive days off shall be provided and any overtime worked (beyond ten (10) hours on a daily basis or beyond forty (40) hours on a weekly basis) shall be paid as per the Collective Agreement. These same conditions would apply if the position was eventually increased to regular full-time status.

16. Technical Support Specialist

Employees in the classification of Technical Support Specialist shall work seven (7) continuous hours of work five days (5) per week (exclusive of lunch) between the hours of 6:30 a.m. and 9:00 p.m., Monday through Sunday.

RECREATION, ARTS AND CULTURE DIVISION

Effective 2023 April 21:

17. Recreation, Arts and Culture Employees and Locations

- (a) The regular hours of work of inside clerical employees employed in Recreation, Arts and Culture Division shall be seven (7) continuous hours between 6:00 a.m. and 11:00 p.m. for all employees hired after 2000 January 10, exclusive of a one (1) hour lunch to be taken at or near as possible to the middle of the employee's hours of work. Inside employees, hired previous to 2000 January 10, regular hours of work will be seven (7) continuous hours between 6:00 a.m. and 11:00 p.m. with the consent of the employee working the shift between 6:00 a.m. and 6:30 a.m. exclusive of a one (1) hour lunch to be taken at or near as possible to the middle of the employee's hours of work.
- (b) The regular work week shall be any five (5) consecutive days in a seven (7) day period.
- (c) For employees employed on or before 1992 August 31, the assignment to regular hours of work beyond 8:30 a.m. to 4:30 p.m., Monday through Friday inclusive, will be done with the consent of the employee.
- (d) Recreation, Arts and Culture clerical employees holding full-time or regular part-time positions and all Temporary Full-Time Auxiliary Employees working a shift for the Recreation, Arts and Culture Division shall be entitled to receive shift differential of

seventy-five cents (\$0.75) per hour for those hours worked after 6:00 p.m. and prior to 6:00 a.m.

Recreation, Arts and Culture Division for purposes of this Clause shall mean George Preston Recreation Centre, Aldergrove Kinsmen Community Centre, W.C. Blair Centre, Willowbrook Recreation Centre, Walnut Grove Recreation Centre, Willoughby Community Centre, Aldergrove Credit Union Community Centre, salishan Place by the River, and new facilities as they are developed.

18. Recreation Workers (1) through (5) Inclusive

Effective 2023 April 21:

- (a) All Recreation Workers (1) through (5) inclusive, shall work a non-standard work day and work week such that the employees may work up to five (5) days Monday through Sunday, and up to eight (8) hours between 5:00 a.m. and 11:00 p.m. Monday through Sunday.
- (b) The regular work week for Regular Full-time Employees shall be any five (5) consecutive days in a seven (7) day period.

Recreation, Arts and Culture Division for purposes of this clause shall mean George Preston Recreation Centre, Aldergrove Kinsmen Community Centre, W.C. Blair Centre, Willowbrook Recreation Centre, Walnut Grove Recreation Centre, Willoughby Community Centre, Aldergrove Credit Union Community Centre, salishan Place by the River, and new recreation facilities as they are developed.

PARKS AND RECREATION DIVISION

19. Arena

(a) Arena / Facility Service Workers 1 and 2

The Employer and the Union recognize that the George Preston Recreation Centre and Aldergrove Credit Union Community Centre operate on a multiple shift basis at the discretion of the Employer, therefore Regular Full-Time and/or Regular Part-Time Arena / Facility Service Workers 1 and 2 will be required to work irregular and flexible hours.

The hours of work for the Regular Full-Time Arena / Facility Service Workers 1 and 2 at George Preston Recreation Centre and Aldergrove Credit Union Community Centre shall be forty (40) hours per week over a five (5) day period (eight (8) hours per day), Monday through Sunday.

It is further agreed that the rate of pay for the Regular Full-Time Arena / Facility Service Workers 1 and 2 take into account the requirement to work up to an eight (8) hour shift including any weekend premium pay and/or shift differential which may be required under the Agreement.

The Corporation and the Union agree that upon the expiry of the Collective Agreement which renews the 2012-2015 Collective Agreement, the classifications of Arena / Facility Service Workers 1 and 2 shall be eligible for a seventy-five (\$0.75) cent shift differential paid on hours worked between 7:00 p.m. and 7:00 a.m. where no other premium is applicable.

It is further agreed that in the event the Employer requires the Regular Full-Time and/or Regular Part-Time Arena / Facility Service Workers 1 and 2 to remain at the facility over their ½ hour lunch break that they shall be paid for this break. If the Employer does not require them to remain at the facility, they shall be entitled to a one-half (½) hour unpaid lunch break.

One (1) day off per month will be granted in lieu of statutory holidays for Regular Full-Time Employees, and Regular Part-Time Employees on benefits (prorated). The Regular Full-Time Employees will also receive two (2) additional days, which can be taken at any time during the course of the year (for a total of fourteen (14) days). The Regular Part-Time Employees on benefits will also receive two (2) additional days (prorated), which can be taken at any time during the course of the year (for a total of fourteen (14) days).

Based upon operational requirements, on an annual basis, when ice operations are shut down, the Regular Full-Time and/or Regular Part-Time Arena / Facility Service Workers 1 and 2 may be temporarily reassigned to other work sites in the Township. During the period of the temporary reassignment although the employee(s) will remain in their current classification, they may be required to perform work outside of their current classification. Any work assigned during the temporary reassignment will be deemed to be in keeping with the value assigned to their current classification and their knowledge, skills and abilities. There will be no impact on the employee compensation and/or total hours of work during their reassignment and the affected employee may not rely on the duties in the temporary reassignment to request a classification appeal pursuant to Article 18. The Corporation and the Union agree that upon the expiry of the Collective Agreement which renews the 2012 - 2015 Collective Agreement that this paragraph shall no longer apply. Any reassignment of Regular Full-Time and/or Regular Part-Time Arena / Facility Service Workers 1 and 2 after the expiry of the Collective Agreement which renews the 2012 - 2015 Collective Agreement will be in accordance with the terms and conditions of the Collective Agreement.

Given the nature of ice arena operations, Regular Full-Time and Regular Part-Time employees assigned to the classifications of Arena / Facility Service Workers 1 and 2 at George Preston Recreation Centre and Aldergrove Credit Union Community Centre may not be permitted to take annual vacation leave when ice is in the arenas. However, in

consideration of operational requirements and on a case by case basis, vacation leave may be approved by the Manager when ice is in. In the event that ice remains in an arena on a year-round basis, vacation scheduling will be in accordance with Article 10.3 for that arena.

(b) Recreation Centre Supervisor and Recreation Leader

Regular Full-Time employees in the classifications of Recreation Centre Supervisor and Recreation Leader will be required to work eighty (80) hours every two (2) week period. The biweekly hours for Regular Part-Time employees in these classification will be prorated. The daily hours and days of the week will be based on operational need. Specific individual requests by employees for variations to the hours will be considered by the employer subject to operational need. The overtime provisions as outlined in Article 8.1 will not apply until employee(s) work beyond twelve (12) hours per shift and/or eighty (80) hours in a two (2) week period.

(c) Daily Guarantee

Article 7.6 shall not apply to any auxiliary employee assigned to work at either George Preston Recreation Centre Arena or Aldergrove Credit Union Community Centre.

20. Recreation Programmers/Aquatic Leader/Fitness Rehabilitation Advisor/Parks Services Coordinator/Special Events Coordinator and Recreation Leaders

Recreation Programmers/Aquatic Leader/Fitness Rehabilitation Advisor/Parks Services Coordinator/Special Events Coordinator and Recreation Leaders will be given the option of presenting to their Supervisors, by 5:00 p.m. on the Wednesday prior to each two (2) week pay period, a schedule which, if accepted, will be implemented. This employee-drafted schedule will identify forty, two (2) hour blocks which the employee proposes to work during the following fourteen (14) day period.

Where there is no agreement on the schedule, the employees' hours shall be established by the exempt supervisory staff in accordance with item #21 of Schedule "C". The construction of these work schedules are not intended to create increased costs to the Employer.

No overtime benefits will be awarded to staff for any work performed within the above mentioned twenty block schedule. However, if an employee is required to work any additional hours during the fourteen (14) day period, overtime will be awarded at the normal remuneration as covered by the Agreement. Should an employee work less than four (4) hours in a day due to this schedule, those hours worked shall not attract the daily guarantee as outlined in Article 7.6(a).

All sick time, vacation and emergency leaves etc. will be deducted from the employee's entitlements as per the schedule actually approved and implemented.

21. Recreation Programmers/Aquatic Leader/Fitness Rehabilitation Advisor/Parks Services Coordinator/Special Events Coordinator and Recreation Leaders

The Employer and the Union recognize that the rate of pay for Recreation Programmers/Aquatic Leader/Fitness Rehabilitation Advisor/Parks Services Coordinator/Special Events Coordinator and Recreation Leaders takes into account the requirement to work an eight (8) hour shift with flexible and irregular hours. The regular working day shall be eight (8) consecutive hours between 6:00 a.m. and 11:00 p.m. The employees shall be required to work a five (5) day week - not necessarily Monday - Friday, shall receive two (2) consecutive days off each week and shall be entitled to compensation as per the Collective Agreement.

22. Building Service Workers, Pool Service Workers, Supervisor, Facility Operations and Maintenance, Supervisory Facility Service Workers and Facility Maintenance Workers

The regular hours of work for the classifications of Building Service Worker and Pool Service Worker employed in the Recreation, Arts and Culture Division shall be eight (8) continuous hours of work exclusive of a ½ hour lunch to be taken at or as near as possible to the middle of the employee's hours of work. The regular week shall be any five (5) consecutive days in a seven (7) day period. Shift differential in the amount of seventy-five cents (\$0.75) per hour shall be paid between the hours of 7 p.m. and 7 a.m.

One (1) day off per month will be granted in lieu of statutory holidays for Regular Full-Time Employees, and Regular Part-Time Employees on benefits (prorated). The Regular Full-Time Employees will also receive two (2) additional days, which can be taken at any time during the course of the year (for a total of fourteen (14) days). The Regular Part-Time Employees will also receive two (2) additional days (prorated), which can be taken at any time during the course of the year (for a total of fourteen (14) days).

For all new employees hired on or after 2014 May 05, as Supervisor, Facility Operations and Maintenance, Supervisory Facility Service Workers and Facility Maintenance Workers, shall work up to eight (8) continuous hours a day, up to five (5) consecutive days in a seven (7) day period, 6:00 a.m. to 6:00 p.m. Monday through Sunday, inclusive of a one-half (½) hour lunch to be taken at or as near as possible to the middle of the employee's hours of work. Shift differential in the amount of seventy-five cents (\$0.75) per hour shall be paid between the hours of 7:00 p.m. and 7:00 a.m. for these employees.

Note: This excludes Facility Maintenance Worker employees in the Engineering Division.

Note: Also see #14 for "Shift – Engineering and Parks Department".

ARTS AND CULTURE

23. Shifts - Museum Operations

(a) The regular full-time Museum employees' schedule shall average thirty-five (35) hours per week over each four (4) week cycle.

- (b) The regular hours of work shall be seven (7) continuous hours of work between 6:30 a.m. and 11:00 p.m. (exclusive of a one (1) hour lunch to be taken at or as near as possible to the middle of the employees' hours of work) although under normal circumstances the employees' daily schedule will be from 9:00 a.m. to 5:00 p.m.
- (c) The employees shall be entitled to overtime as per the Collective Agreement for all hours worked outside of the normal working hours on the scheduled days of work and for overtime worked on scheduled days off, statutory holidays or any day chosen by the Employer in lieu of a statutory holiday.
- (d) All other applicable provisions of the Collective Agreement shall apply as for other Regular Full-Time Employees.
- (e) The rate of pay for Arts and Heritage Curator and Arts and Heritage Educator takes into account weekend premium pay as may be required under the Agreement, and that full time position(s) in this classification are based on a seven (7) hour shift.
- (f) As per operational requirements, in the event a Statutory Holiday falls on a regularly scheduled day off for the Regular Full-Time or the Regular Part-Time Employees at the Museum, these employees shall be permitted to schedule an alternative day in lieu of the Statutory Holiday within two (2) weeks following the date of the declared Statutory Holiday. The day in lieu shall be scheduled as per operational needs and as agreed between the employee and the Employer.

SCHEDULE "D"HOURLY RATES OF PAY2021 January 01 - 2024 December 31

<u>Position Classification</u>		<u>2021 Jan. 01</u>	<u>2022 Jan. 01</u>	<u>2023 Jan. 01</u>	<u>2024 Jan. 01</u>
<u>A. Recreation, Arts and Culture Workers</u>					
Recreation Facility Attendant		17.07	17.58	18.37	19.10
Recreation Worker 1	- (1)	20.05	20.65	21.58	22.44
	- (3)	21.69	22.34	23.35	24.28
	- (5)	23.39	24.09	25.17	26.18
Recreation Worker 2	- (1)	20.85	21.48	22.45	23.35
	- (2)	21.69	22.34	23.35	24.28
	- (3)	22.53	23.21	24.25	25.22
	- (4)	23.39	24.09	25.17	26.18
	- (5)	24.39	25.12	26.25	27.30
Recreation Worker 3	- (1)	22.53	23.21	24.25	25.22
	- (2)	23.39	24.09	25.17	26.18
	- (3)	24.39	25.12	26.25	27.30
	- (4)	25.35	26.11	27.28	28.37
	- (5)	26.34	27.13	28.35	29.48
Recreation Worker 4	- (1)	24.39	25.12	26.25	27.30
	- (2)	25.35	26.11	27.28	28.37
	- (3)	26.34	27.13	28.35	29.48
	- (4)	27.43	28.25	29.52	30.70
	- (5)	28.56	29.42	30.74	31.97
Recreation Worker 5	- (1)	25.35	26.11	27.28	28.37
	- (2)	26.34	27.13	28.35	29.48
	- (3)	27.43	28.25	29.52	30.70
	- (4)	28.56	29.42	30.74	31.97
	- (5)	29.70	30.59	31.97	33.25

SCHEDULE "D" (cont'd)

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Position Classification	2021 Jan. 01	2022 Jan. 01	2023 Jan. 01	2024 Jan. 01
B. <u>Arena Employees</u>				
Arena Attendant	17.07	17.58	18.37	19.10
Food and Beverage Worker 1	17.07	17.58	18.37	19.10
Food and Beverage Worker 2	22.09	22.75	23.77	24.72

Notes:

Schedule "D" employees, where applicable, will receive salary increments in the same manner as Schedule "A" employees.

All hours worked by an employee in the classification of Recreation Worker 4 (Lifeguard/Instructor) and Recreation Worker 5 (Senior Lifeguard/Instructor) will be credited towards increment advancement in the classification of Recreation Worker 4 (Lifeguard/Instructor).

Employees in the classification of Recreation Worker 4 (Lifeguard/Instructor) who are required to work in the classification of Recreation Worker 5 (Senior Lifeguard/Instructor) will receive a premium of one dollar (\$1.00) per hour worked in addition to their regular hourly rate of pay as a Recreation Worker 4 for all hours worked as a Recreation Worker 5 (Senior Lifeguard/Instructor) instead of the Recreation Worker 5 (Senior Lifeguard/Instructor) regular hourly rate of pay.

SCHEDULE "E"

TEMPORARY, AUXILIARY AND INCENTIVE EMPLOYEES - HOURS OF WORK AND OVERTIME

Notwithstanding Article 5.2, the Employer and the Union agree as follows:

Daily Hours

Effective 2023 April 21:

The daily hours of Temporary Auxiliary and Incentive Employees shall be based on the length of the work day for full-time staff occupying the same classification (for example, the Clerk Typist 2 classification is based on a seven (7) hour day, the Information Officer classification is based on a ten (10) hour day, and the Telecommunications Operator classification is based on a twelve (12) hour day). Where there are Temporary Auxiliary and Incentive Employee classifications with no full-time equivalent, the hours of work would continue to be eight (8) hours per day (e.g., Schedule "D" classifications).

Daily Overtime

Daily overtime shall be in accordance with Article 8.1 (subject to Daily Hours referenced above), such that the first two (2) hours of daily overtime are paid at one and one-half times (1½X) the rate for the classification in which the employee is working at the time, and double time (2X) for all hours worked thereafter.

Weekly Overtime

Any overtime hours worked in excess of forty (40) hours in a week would be paid at one and one-half times (1½X) for the first two (2) hours, and double time (2X) for weekly overtime hours worked thereafter. It being understood that any hours for which overtime was paid on a daily basis would be excluded from the calculation with respect to weekly overtime (i.e., no double counting of hours for which overtime has already been paid).

For those employees who work on a compressed work week schedule, weekly overtime shall not be paid until such time as an employee has worked in excess of a Regular Full-Time Employee's weekly shift.

For purposes of the weekly overtime computation the last hours worked in the work week shall be those considered for determining the rate used in computing any overtime owed.

Work Week

For purposes of this Agreement, the work week shall be defined as Friday midnight to Friday midnight in order to facilitate operational, scheduling, and payroll calculations.

LETTER OF UNDERSTANDING

between the

TOWNSHIP OF LANGLEY
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403
(hereinafter called "the Union")

RE: MECHANIC APPRENTICESHIP PROGRAM

This Letter will serve as a Letter of Understanding between the Township of Langley and CUPE Local 403 in regards to an Apprenticeship Plan for the Mechanic Shop in the Engineering Department.

Both the Corporation and the Union have agreed to the following in respect to an Apprenticeship Program.

Terms and Conditions

1. Apprentices may be indentured under the provisions of the APPRENTICESHIP ACT of the Province of B.C. only in the Mechanics Shop of the Engineering Department.
2. A minimum of one (1) apprentice may be employed, provided however, the Director of Engineering may increase the number of apprentices if in his opinion such adjustment is warranted.
3. All vacancies for apprentice positions shall be posted as per Article 13.1 of the current Collective Agreement.
4. All candidates for the Apprenticeship Program shall have completion of the 12th school grade supplemented by an applicable Pre-Apprenticeship Program at a recognized post-secondary institution OR completed programs, trades courses and training in applicable subjects related to the Mechanical Maintenance Industry plus some related experience.
5. All apprentices shall be required to successfully complete a six (6) month probationary period as an apprentice. Upon successful completion of the probation period, an apprentice shall be credited with six (6) months of apprenticeship service.
6. Apprentices who were employed with the Township at the time of their acceptance as apprentices and who had seniority shall be entitled to exercise such seniority in the event that:
 - (a) they fail to complete the probationary period as an apprentice for any reason;

- (b) they fail to fulfill the terms of their apprenticeship contract.
7. Apprentices shall be paid not less than 70% of the Tradesman II rate and up to 90% of the Tradesman II rate of pay depending upon the level obtained in the Apprenticeship Program. (see attached schedule)
 8. An apprentice who has served time as an apprentice with a former Employer may be placed at a level consistent with their practical experience and theoretical knowledge, subject to the approval of the Apprenticeship Branch, Ministry of Labour for the Province of B.C. It is understood that time served with the former Employer shall not be considered in calculation of seniority.
 9. Apprentices who are employed with the Township shall be paid the difference between their regular rate of pay and the allowances granted by Labour Canada and Employment and Immigration Canada while they are attending courses set by a training authority acceptable to the Director of Engineering during each year of their apprenticeships. The payment shall be made for only one course of apprenticeship completion and certification. No payment shall be made to an apprentice for repetition of a course occasioned by his failure to pass an examination.
 10. An apprentice failing an examination acceptable to the Director of Engineering or the Apprenticeship Branch shall be permitted to repeat the examination once only at the next available examination period, if his superintendent considers the apprentice's in-shop performance adequate. In the event that the apprentice fails the examination a second time, the "apprenticeship" may be terminated at the discretion of the Director of Engineering.
 11. Every apprentice shall be bound by all the provisions of the Collective Agreement between the Township and CUPE 403 prevailing from time to time, provided however that:
 - (a) where the provisions of the Collective Agreement between the Township and the Union are inconsistent with the provisions of the apprentice's contract of apprenticeship and/or the provisions of this Schedule, then the provisions of the apprenticeship contract and/or this Schedule shall supersede the provisions of the Collective Agreement to the extent of such inconsistency;
 - (b) this Schedule and the contracts of apprenticeship entered into pursuant to this Schedule shall be governed by the provisions of the Apprenticeship Act.
 12. Every apprentice who has obtained a certificate of proficiency or a certificate of apprenticeship in his designated trade under the Act and for whom no journeyman's position is immediately open in the Garage shall, subject to availability of work, be retained on staff for a maximum of six (6) months at the final step of the appropriate apprentice pay scale as provided in his contract of apprenticeship; and after expiration of the said six (6) month period, the Township shall have no obligation to continue his employment.

- 13. Where an apprentice is absent from work by reason of sickness or injury, the term of such apprentice's contract shall be extended accordingly, PROVIDED that such extension shall not exceed six (6) months in duration without the approval of the Director of Engineering.
- 14. Every journeyman taken on staff shall be required to have a B.C. Certificate of Qualification and a B.C. Certificate of Apprentice or either certificate in the designated trade as required by the Act.
- 15. No provision of this Schedule shall infringe upon or limit the Township's right to hire, discharge or layoff employees.
- 16. For the purpose of layoff or bumping, the provision of Article 15.1 shall be in effect.

Agreed to this 16th day of April, 2004

SIGNED FOR THE CORPORATION OF THE
TOWNSHIP OF LANGLEY:

SIGNED FOR THE CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 403:

“S. Harvey-Renner”

“P. Albrecht”

SHANNON HARVEY-RENNER
MANAGER OF HUMAN RESOURCES

PAUL ALBRECHT
PRESIDENT, CUPE 403

LETTER OF UNDERSTANDING

between the

TOWNSHIP OF LANGLEY
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403
(hereinafter called "the Union")

RE: COLLECTIVE AGREEMENT APPLICATION - TEMPORARY FULL-TIME AND AUXILIARY EMPLOYEES

Effective 1995 July 20:

The following terms and conditions of the Agreement shall apply to Temporary Full-Time and Auxiliary Employees:

Part A

Article 1	Term
Article 1.1	Continuation Conditions
Article 2.1	Management
Article 3.1	Employer
Article 3.2	Exclusions
Article 3.3	Agreement in Conflict
Article 4.1	Membership
Article 4.2	Dues & General Assessments
Article 4.3	Check-Off
Article 4.4	Union Dues Receipt
Article 4.5	Indemnification Notification
Article 4.6	Status Change (notification of hiring only)
Article 5.1	Definitions
Article 6.1	Wage Schedule (rates of pay)
Article 6.2	Pay Days
Article 6.3	Hourly Rates
Article 6.4	Equal Pay
Article 6.5	Trailer Premium
Article 6.6	Meal Premium (provided the employee has worked a full shift, i.e. 7 or 8 hours and not just a part shift)
Article 6.7	Dirty or Hazard Pay
Article 6.8	First Aid Premium
Article 6.9	Car Allowance
Article 6.10	Horticulture Certification
Article 6.11	Education Allowance

Article 7.1	Schedule "A" - Hours of Work - Employees would work the same length of day and have the same lunch break if scheduled for a full shift but no restrictions on the time of day or days of the week.
Article 7.2	Schedule "B" - Hours of Work - Employees would work the same length of day and have the same lunch break if scheduled for a full shift but no restrictions on the time of day or days of the week.
Article 7.3	Rest Periods - Employees would have the same rest periods but would have to work a minimum of four (4) hours on a shift to qualify for a scheduled rest period.
Article 7.5	Other Shift Arrangements - Employees working in classifications assigned to Schedule "C" would assume the length of work day, lunch hours and shifts of full-time employees providing they were hired for a full shift. Otherwise they would be covered by 7.1, 7.2 and 7.3 above.
Article 8.3	Callout - See Part B
Article 9.6(a)	Employee Benefits
Article 12.1(a)	Application for Leaves of Absence
Article 12.2	Bereavement Leave - See Part B
Article 12.3	Jury Duty - See Part B
Article 12.4(a)	Maternity and Parental Leave
Article 12.4(b) (1), (2), (3), and (6)	
Article 12.4(b) (4), and (5)	Would recognize that given the casual nature of the employment, work may not automatically be available even though the employee has given notice that he/she is available to return to work.
Article 12.4(c)	The employees previous rate of pay would be recognized (including any previous increments already earned) if work was available in the employees previous classification.
Article 12.5	Local Union Business
Article 12.6	Other Union Business
Article 12.7	Negotiations
Article 12.9	Union Business During Working Hours
Article 17.1-17.3 and 17.8-17.10	These Articles apply subject to the terms of this LOU. In accordance with arbitral principles, the Employer has the unrestricted right to discontinue offering to or terminating the service of Temporary and Auxiliary Employees based on its view of the employee's suitability for employment and/or operational requirements.
Article 19.3(a), 19.3(b), (d), 19.4, 19.5, 19.9, 19.11	Special Provisions
Article 21	Labour Management Relations

Part B

In addition to the applicable terms and conditions referred to in Part A, the following provisions also apply to Auxiliary Employees:

1. Shift Differential

Auxiliary Employees shall be entitled to shift premiums on the same basis as regular staff providing they were filling in for a regular employee who was temporarily absent from their position and provided the regular employees were occupying those classes for which shift differential applies.

2. Callout

Auxiliary Employees are eligible for callout provided the employee has completed a full shift, e.g., 7 or 8 hours as appropriate, and is called and required to return to work prior to the expiration of a full eight (8) hour rest period.

Note: Except as noted above, being called and offered additional work under any circumstances is not deemed to be a callout.

3. Leaves(a) Bereavement Leave

Auxiliary Employees shall be entitled to three (3) full days off work with pay for the hours they were prescheduled to work during that three day period.

(b) Jury Duty

Auxiliary Employees shall be entitled to Jury Duty Leave and the employee's pay shall be maintained for any hours prescheduled during the period of the leave.

SIGNED FOR THE CORPORATION OF THE
TOWNSHIP OF LANGLEY:

“M. Zora”

MIKE ZORA
DIRECTOR OF HUMAN RESOURCES

SIGNED FOR THE CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 403:

“J. Reece”

JOANNE REECE
PRESIDENT, CUPE 403

Amended by the 2007-11 and 2012-15 Memoranda of Agreement.

LETTER OF UNDERSTANDING

between the

CORPORATION OF THE TOWNSHIP OF LANGLEY

(hereinafter called "the Corporation")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

(hereinafter called "the Union")

RCMP CIVILIAN STAFF - TRAINING

Whereas the Corporation and CUPE 403 have agreed to implement a revised process with respect to the rescheduling of training shifts for RCMP civilian staff, both parties hereby agree that the following provisions and procedures shall be used when amending established shift schedules.

A. Training - Attendance Required

Where the Corporation requires RCMP civilian staff to attend at training courses and such training requires an amendment to the shift schedule of one or more employees, the Civilian Supervisor will advise the affected employees of the need for a shift change thirty (30) calendar days in advance of the commencement of training. The Civilian Supervisor and each affected employee shall, thereafter, attempt to reach a mutually acceptable shift arrangement. Failing agreement, the Civilian Supervisor shall make the reassignment of hours (shift change) and provide a minimum of seven (7) calendar days' notice to affected employees. Shift changes for training purposes may be made with fewer than seven (7) calendar days but only with the consent of the affected employee(s).

Where such a shift change is made, the affected employees shall be entitled to receive their full regular pay (including shift differential) for all hours that would normally have occurred during that period had the schedule not been modified. For example, if a Telecommunication Operator was scheduled to work two twelve (12) hour days and two twelve (12) hour night shifts for a total of forty-eight (48) hours, and the schedule was changed to provide two twelve (12) hour day shifts, one twelve (12) hour night shift, and one eight (8) hour training shift for a total of forty-four (44) hours, the employee would be entitled to forty-eight (48) hours of pay at straight-time rates plus any shift differential that would normally have occurred had one of the night shifts not been amended.

If the seven (7) calendar day minimum notice period is not provided or a shorter period consented to by the employee, the employee shall be entitled to overtime for the hours actually worked on his/her normal day of rest. In the above, example, the affected employee would be entitled to regular pay for the three (3) twelve hour shifts and sixteen hours for the training shift for a total

of fifty-two (52) hours of pay plus any shift differential that would normally have occurred had one of the night shifts not been amended.

If, as a result of any such shift change, an employee actually works in excess of their normally scheduled hours in a pay period, the employee shall be entitled to overtime compensation as per the Collective Agreement.

B. Training - Attendance Optional

The Corporation and the Union recognize that voluntary training is at the discretion of the Corporation whether on an unpaid basis or paid for at straight-time rates for hours actually involved in the training. However, where the Corporation makes voluntary training available to employees and such training is on a paid basis, the Corporation will offer such training as follows. Employees who are not on shift at the time of the training will only be paid for the hours actually spent in the training. In most cases, this will involve an eight (8) hour shift rather than the normal twelve (12) hour shift configuration. Similarly, employees who are scheduled to work but elect to take voluntary training will only be paid for the hours actually spent in the training. They will, however, be able to use banked statutory holiday time, overtime or vacation time to cover off the difference between the hours spent in training and those they were normally scheduled to work. Alternatively, the Civilian Supervisor will attempt to make it possible for an employee to work part of their shift and have the balance of the shift covered through auxiliary replacements (if operationally warranted) in order to provide the employee with an additional option to maintain full pay.

The above provisions and procedures are agreed to on a “without prejudice” basis to the interpretation of the provisions of Schedule “C” of the Collective Agreement governing shift changes for RCMP civilian staff.

This Agreement shall be effective the date of ratification of the Memorandum of Agreement.

Agreed to this 2nd day of May, 1997.

Signed on behalf of the Corporation of the
Township of Langley:

“M. Zora”

MIKE ZORA
DIRECTOR OF HUMAN RESOURCES

Signed on behalf of the Canadian Union of Public
Employees, Local 403:

“J. Reece”

JOANNE REECE
PRESIDENT, CUPE 403

LETTER OF UNDERSTANDING

between the

CORPORATION OF THE TOWNSHIP OF LANGLEY

(hereinafter called 'the Corporation')

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

(hereinafter called "the Union")

JOB SHARING

Whereas the Township of Langley and CUPE Local 403 intend to establish a formal job sharing agreement and whereas the parties agree that job sharing is not a right of employees but an accommodation that may be made to establish an alternative work arrangement enabling two employees to fill a single position, the parties hereby agree that the following shall govern individual agreements approved on behalf of employees.

- A "Job Sharing Arrangement" refers to a specific written agreement setting out the names of the participants, the position to be shared, how the duties will be divided, and the terms and conditions which shall apply if the arrangement is to be approved. The written agreement shall be signed off by the Manager of Human Resources, CUPE Local 403, and the affected employees.
- No "Job Sharing Arrangement" shall be considered or continued which conflicts with the terms of the Collective Agreement, creates significant operational difficulties, service delivery issues or administration complications, or adversely impacts directly on the rights of other employees.
- Participation of employees in a Job Sharing Arrangement shall be voluntary.
- Participation shall be limited to Regular Full-Time and Regular Part-Time Employees who have completed their probationary period and are considered by the Township to be qualified and capable of undertaking the work of the position proposed for job sharing.
- Participation in any Job Sharing Arrangement shall normally be arranged from within the same classification. No employee shall attain a promotion through the approval of a job sharing arrangement although an employee may voluntarily accept a demotion in order to participate in job sharing.
- Employees wishing to establish a Job Sharing Arrangement must submit a written proposal to management and the Union outlining the reasons for the arrangement, its feasibility, and operating details necessary to implement it, such as: start date, days and hours worked, absence coverage, and sharing of responsibilities.

- Shared positions shall be treated in all respects as though they were single positions with regard to scheduling and job descriptions.
- Where a Job Sharing Arrangement has been approved for implementation by the Township, the operating divisions shall have a trial period of up to sixty (60) working days to determine whether the job sharing agreement is workable.
- A regular full-time vacancy created as a result of a Job Sharing Arrangement shall be posted in accordance with the provisions of Article 13.1 of the Collective Agreement although nothing in this Letter of Understanding shall obligate the Township to post and fill positions which are not required. The operating division may, however, delay the final appointment to a job sharing vacancy until such time as the trial period has successfully concluded.
- A work schedule will be set out in advance showing days, hours or shifts to be worked by the Job Sharing partners.
- During the period of the Job Sharing Arrangement, the accumulation of sick leave, vacation and statutory holiday time shall be pro-rated based on the schedule of hours agreed upon for the participants. Previously accumulated banked vacation, statutory holiday time, sick leave and overtime will not be affected.
- Job Sharers shall accumulate seniority on the basis of hours worked.
- Job Sharers shall earn increments based on the accumulation of hours equivalent to that of a full-time employee occupying the same classification.
- Job Sharing partners shall continue to be entitled to full coverage under the Health and Welfare benefits such as medical, dental, extended health, and group life insurance, but shall be responsible for the additional benefit premium costs associated with the Township employing two employees in one position.
- Employees engaged in a Job Sharing Arrangement may work up to the normal weekly hours of work associated with their classification (i.e., 35, 37½, 40 or 42 hours per week) in order to meet the hours specified for the Job Sharing Arrangement and/or to provide sick leave coverage or vacation relief for their partner or to assist occasionally in work overload situations. In doing so, their regular hours of work shall continue to be governed by Article 7 of the Collective Agreement and the employees shall be entitled to the daily overtime rates set out in Article 8.1 for any shifts so scheduled. The intent, however, is not to have job sharing partners working full-time hours on a regular or continuous basis. Job Sharers shall not be entitled to bid on additional regular part-time positions or work in additional auxiliary capacities in order to augment their Job Sharing Arrangement.
- A Job Sharing Arrangement may be terminated upon sixty (60) working days' written notice for the following reasons:

- (a) the employment of a Job Sharing partner terminates, or
- (b) a party to the arrangement applies for a vacancy and is appointed, or
- (c) service delivery issues or administrative complications for the Township.

Nothing in this Letter of Understanding shall require the Township to continue a position which is no longer required nor shall it limit the rights of the Township pursuant to Article 2.1 of the Collective Agreement.

- Where notice to terminate a Job Sharing Arrangement has been given because of one partner terminating, the remaining partner may use the sixty (60) day notice period to locate a qualified and capable individual to continue the Job Sharing Arrangement. In the event a qualified and capable individual cannot be found, one of the following will transpire:
 - (a) the remaining partner will become the regular full-time incumbent; or
 - (b) the position will be posted if the remaining partner elects to resign rather than to accept the increase in hours; or
 - (c) upon approval of the Division Director that the Township wishes in this instance to continue with a job sharing arrangement the remaining partner shall have the following option available:
 1. If after the 60 day notice period, a qualified and capable individual (RFT or RPT status) cannot be found, the remaining partner will have the opportunity to discuss with their Division Director the option of posting the “job share” arrangement as per the posting process outlined in the Collective Agreement. Posting of the “job sharing” arrangement will be subject to the Division Director’s approval and the Departments/Divisions operational requirements. If this option is not exercised by the remaining partner within 10 working days following the 60 day notice period, the remaining partner will become the regular full-time incumbent or the position will be posted if the remaining partner elects to resign rather than to accept the increase in hours.
 2. If a job sharing arrangement is posted as per #1 above, any Township employee (RFT, RPT and Auxiliary) who has completed their probationary period (with the exception of auxiliary) shall be eligible to apply for the job sharing arrangement. In the event an auxiliary employee is the successful applicant in the position, the auxiliary employee’s status will remain as an auxiliary and receive benefits as per Article 9.6(a) until such time that they post into a RFT or RPT position. In the event an RPT or RFT employee with the required knowledge, ability and skills fills the job sharing arrangement, upon acceptance of the job sharing arrangement the RPT or RFT position that they held prior to the acceptance of the job sharing arrangement shall be posted as per Article 13.1.
 3. If a job sharing arrangement is posted as per #1 above, and there are not qualified candidates with the required knowledge, ability and skills to fill the job sharing arrangement

the remaining partner will become the regular full-time incumbent or the position will be posted if the remaining partner elects to resign rather than to accept the increase in hours.

- Given that job sharing is an accommodation and not a right under the Collective Agreement, conflicts arising from the interpretation or application of Job Sharing Arrangements shall not be considered as grievances and shall, instead, be subject to discussion between the Township of Langley and CUPE Local 403 as part of the Labour/Management Committee.
- The parties recognize that Regular Full-Time and Regular Part-Time Employees engaged in an approved Job Sharing Arrangement shall, except as modified herein, be considered as regular employees for application of the Collective Agreement.

This Agreement shall be effective from the date of signing.

Agreed to this 30 day of Aug. 2004.

Signed for the Corporation of the Township of
Langley:

“Shannon Harvey-Renner”

Shannon Harvey-Renner
Manager, Human Resources

Signed for the Canadian Union of Public
Employees, Local 403:

“P. Albrecht”

Paul Albrecht
President, CUPE Local 403

LETTER OF UNDERSTANDING

between the

CORPORATION OF THE TOWNSHIP OF LANGLEY

(hereinafter called "the Corporation")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

(hereinafter called "the Union")

STANDBY LIST FOR CHRISTMAS/NEW YEAR'S FOR SANDING/PLOWING

Whereas:

The Corporation and CUPE Local 403 have agreed to the procedure to be followed in the event the Employer decides to create a standby list for Christmas and New Years for sanding/plowing operations. Both parties agree that the following procedure will be followed:

1. The Superintendent of Public Works will advise the Union in writing by November 30 of each year, in the event the Employer decides to create a standby list for Christmas and New Years for sanding/plowing operations.
2. The first option to be on the standby list for Christmas and New Years sanding/plowing operations will be provided, on a seniority basis, to employees within the Truck Driver III classification who have completed the annual winter training program.
3. If these employees within the Truck Driver III classification do not wish to be on the standby list, the Superintendent of Public Works will then approach posted spares on the Truck Driver III spare list, who have completed the annual winter training program, to go on the standby list. Employees will be approached by the order in which their name appears on the list, starting with the number one spare.
4. If employees on the Truck Driver III spare list do not wish to be on the standby list, the Superintendent of Public Works will then approach non-posted spares, who have completed the annual winter training program. In the event the non-posted spares do not want to go on the list, Equipment Operators who have completed the annual winter training program will be approached to have their names on the standby list.

This agreement shall be in effect 1998 December 23.

Letter of Understanding – Standby List for Christmas/New Year’s for Sanding/Plowing (cont’d)

Agreed to this 21st day of January 1999.

SIGNED ON BEHALF OF THE CORPORATION OF
THE TOWNSHIP OF LANGLEY:

SIGNED ON BEHALF OF THE CANADIAN UNION
OF PUBLIC EMPLOYEES, LOCAL 403:

“Catherine Deslauriers”

“J. Reece”

Catherine Deslauriers
Manager of Human Resources

Joanne Reece
President, CUPE Local 403

LETTER OF UNDERSTANDING

BETWEEN:

THE CORPORATION OF THE TOWNSHIP OF LANGLEY

AND:

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403**RE: WINTER MAINTENANCE****Whereas**

The Corporation and CUPE Local 403 have agreed, that for winter maintenance, the Engineering Division (Operations Department) may be operated on a multiple shift basis including standby to provide 7 days per week, 24 hours per day coverage from approximately November through to March of each year, or until such time that the Township determines that this arrangement is not appropriate.

The Corporation and the Union agree that these non-standard work weeks and or work days will be limited to the needs of winter maintenance and that these non-standard shifts will be implemented within the Public Works Department only. Should the Manager of Roads and Drainage or designate determine that additional positions be required they shall be posted as per Article 13 of the Collective Agreement.

The parties further agree that:

Winter Maintenance Shifts

- The winter maintenance shift for the Regular Full-Time Truck Drivers will be limited to the time period from November 1 to March 31 of each year. This period may be shortened at the Managers discretion should weather or other conditions allow. The specific shifts will be as follows:
 - Morning shift – 4:00 am to 12:30 pm;
 - Day shift – 8:00 am to 4:30 pm;
 - Afternoon shifts – 12:30 pm to 9:00 pm
- All shifts will include two 15 minute paid breaks and one 30 minute unpaid meal break. The winter maintenance shifts will not include the following:
 - From 4:00 pm December 24th to 4:00 am December 27th and,
 - From 4:00 pm December 31st to 4:00 am January 2nd

Shift Assignment

- All shifts will be assigned on a preference by seniority basis to the existing Regular Full Time truck drivers, with two drivers per shift.

Winter Shift Premium

- The shift hours outside the normal working hours of 8:00 am to 4:30 pm, Monday to Friday, will receive the \$0.75 per hour shift differential as well as a new winter maintenance premium of \$1.75 per hour, for a total of \$2.50 per hour, over and above their normal rate of pay.

Winter Maintenance Duties

- Duties for the Truck Drivers working the morning and afternoon shifts would also include but not be limited to the following, during the hours outside the normal working day:
 - Receiving calls from firebase and respond to the public work requests;
 - Ice and snow maintenance and patrols;
 - Wind and rainstorm maintenance;
 - Responding to emergencies which may arise on their shift.
- During the normal working hours of 8:00 am to 4:30 pm all truck drivers will be assigned duties as and where they are needed.

Sweeper Shift

- An afternoon sweeper operator shift of 12:30 pm to 9:00 pm will be added for the winter maintenance period only, Monday to Friday. The sweeper operator would do the normal sweeping routes during mild conditions and would be available to help with ice and snow removal when required. The sweeper operators would receive shift differential for all hours worked outside of normal work hours. A winter maintenance premium would apply to sweeper operators, when driving a truck during winter conditions, for the hours worked outside the normal work day, a minimum four hours of winter maintenance premium will apply. The winter maintenance premium is applicable to sweeper operators for the specified winter maintenance period only.

Regular Standby

- Standby as per Collective Agreement

Winter Maintenance Truck Driver Standby

To assist to the regular standby a Winter Maintenance Truck Driver Standby of \$10.00 per shift will be assigned to two truck drivers who will be available to help the regular standby person should they need assistance with snow and ice removal.

- The Truck Driver standby shifts would be as follows:
 - 9:00 pm to 4:00 am during the week (one shift per night);
 - 9:00 pm Friday to 4:00 am Monday (seven shifts on the weekends)
- Standby for Christmas and New Year's for Winter Maintenance will be scheduled and implemented based on the current Letter of Understanding appended to the Collective Agreement.
- The Winter Maintenance Truck Driver Standby shift would be covered by full time truck drivers and if necessary the spare truck drivers. Accordingly, this arrangement for Winter Maintenance Truck Driver Standby shifts as outlined above shall replace the current Letter of Understanding Standby List for Christmas/New Years Sanding/Plowing.
- The parties agree to meet at the end of each winter maintenance period for the purpose of ensuring that the Winter Maintenance Letter of Understanding continues to be effective as is or as amended by mutual agreement of the parties.

Agreed to this 10th day of November 2006.

Signed on behalf of the Corporation of the
Township of Langley

“Shannon Harvey-Renner”

Shannon Harvey-Renner
Director, Human Resources

Signed on behalf of the Canadian Union of Public
Employees, Local 403

“P. Albrecht”

Paul Albrecht
President, CUPE Local 403

Amended by the 2007-11 and 2023-04 Memoranda of Agreement.

LETTER OF UNDERSTANDING

between the

CORPORATION OF THE TOWNSHIP OF LANGLEY

(hereinafter called "the Corporation")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

(hereinafter called "the Union")

GRANT STUDENT EMPLOYMENT

This agreement shall form part of the Collective Agreement.

The Corporation and the Union recognize that it may be to their mutual advantage to take advantage of grant programs.

Where the Corporation has an interest in taking advantage of a Grant Student opportunity, the Corporation agrees to notify the Union of an intended application so that the parties may discuss the Grant application.

The Union agrees to provide its support for grant programs provided the employees shall be paid no less than the grant rate or twelve dollars and seventy cents (\$12.70) per hour (2015 rate)—commencing 2016 January 01 to be increased by the same general increases applied to the balance of the bargaining unit), whichever is greater, except where the technical skills of the position require a higher rate in which case the Corporation and Union will meet to discuss a rate of pay to be applied.

Employees on a grant program will not displace regular employees in the workforce or fill vacant positions. This does not prevent employees on a grant program from applying for posted positions.

Dated this 1st day of August, 2017.

Signed on behalf of the Corporation of the
Township of Langley:

Signed on behalf of the Canadian Union of Public
Employees, Local 403:

"Shannon Harvey-Renner"

Shannon Harvey-Renner
Director, Human Resources

"Debbie Whyte"

Debbie Whyte
President, CUPE Local 403

Amended by the 2007-11, 2012-15 and 2016-20 Memoranda of Agreement.

LETTER OF UNDERSTANDING

between the

CORPORATION OF THE TOWNSHIP OF LANGLEY

(hereinafter called "the Corporation")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

(hereinafter called "the Union")

POSTING PROVISIONS

The parties agree to the following:

1. The parties agrees that the Corporation has the right to decide whether or not a vacancy exists and whether and when to fill that vacancy.
2. The parties agree that the Corporation has the right to decide whether or not a new position exists and whether and when to fill that new position.
3. The parties commit to participate in the one (1) day Justice Institute Program (Johnson and Kalpatoo) on the first available date of the parties and the facilitators.
4. The Union commits to returning to regular Labour Management Committee meetings commencing within fifteen (15) days of completion of the Justice Institute Program.
5. The Corporation agrees that the Union may request information regarding the status of unposted vacancies on an as needed basis as part of Labour Management Committee meetings. The Corporation agrees to respond to such requests as part of the normal Labour Management Committee process. The following will apply to requests for information:
 - (a) The information provided to the Union by the Corporation will be limited to whether the Corporation is aware that:
 - (i) the position will be posted;
 - (ii) the position is being deferred pending the Corporation's review of the position; or,
 - (iii) a decision has been made not to post the position.
 - (b) The parties understand and agree that the Union does not have any contractual entitlement to this information under the current Collective Agreement. The Union understands and agrees that any information provided will be for informational purposes

only, is not intended to bind the Corporation to any future course of action, and will be considered to be provided on a strictly without prejudice basis.

6. Effective 2017 September 18, where the Corporation temporarily appoints an employee under the provision of paragraph 3 of Article 13.1 and the Corporation requires an extension to that temporary appointment beyond sixty (60) working days, the Corporation agrees to enter into discussions with the Union to reach mutual agreement to extend the appointment.
7. Effective 2017 September 18, the parties agree that the Corporation is not obligated to post temporary positions that are expected to last less than one hundred and twenty (120) working days.
8. Where the Corporation appoints an employee into a temporary position for less than ninety (90) working days for which extensions are required, the Corporation agrees to notify the Union of the reasons for the need for each extension and it shall be understood that an extension of up to ten (10) working days shall be granted for circumstances which could not be foreseen at the time of the initial hiring.
9. Effective 2017 September 18, where the Corporation appoints an employee into a temporary position which exceeds one hundred and twenty (120) working days the appointment letter to the employee will specify, the approximate end date of the appointment, or the event or set of circumstances which is expected to end the appointment.
10. The parties agree that Arbitrator Robert Diebolt, Q.C. shall remain seized of this matter in the event that there are any difficulties in implementing or interpreting this Letter of Understanding.

Signed and dated this 20th day of August, 2002.

For the Corporation of the Township of Langley

"Shannon Harvey-Renner"

For CUPE, Local 403

"J. Reece"

Amended by the 2007-11, 2012-15 and 2016-20 Memoranda of Agreement.

LETTER OF UNDERSTANDING

between the

THE CORPORATION OF THE TOWNSHIP OF LANGLEY
(hereinafter called "the Employer")

and the

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403
(hereinafter called "the Union")

RE: VICTIM SUPPORT WORKERS

The Client Support and Victim Services Section of the Langley RCMP provides information, emotional support, referrals and practical assistance to members of the Langley community that have been subjected to traumatic events.

Accordingly, the parties hereby agree as follows:

The Township will hire up to a maximum of ten (10) Auxiliary Victim Support Workers to be on stand by and available to take calls and respond to community emergencies during specified non business hours.

Standby Duty and Pay

For the purposes of this Letter of Understanding, standby duty means that the Auxiliary Victim Support Workers are designated by the supervisor for a specified time period to be available on-call by phone and within thirty (30) minutes travel time of the main Langley RCMP Detachment, to attend a scene and carry out victim services.

The specific standby duty hours shall be posted a minimum of one (1) month in advance as will the Auxiliary Victim Support Workers standby schedule.

Auxiliary Victim Support Workers on standby duty shall receive a standby premium of four dollars (\$4.00) per hour.

Auxiliary Victim Support Workers will not be entitled to Call out (Article 8.3) and Standby Pay (Article 8.4) or as per the Letter of Understanding titled "Temporary Full-Time and Auxiliary Employees" in the Collective Agreement.

Telephone Calls

Auxiliary Victim Support Workers designated on standby duty may occasionally be required to take telephone calls while at home to provide emotional support or assistance to clients. Such designated employees shall be compensated a minimum of one (1) hour straight time pay at their specific hourly rate for the time spent on the telephone providing emotional support or assistance to clients. Should more than one (1) call occur within the same one (1) hour period, then the one (1) hour straight time pay would cover all such calls. Auxiliary Victim Support Workers designated on standby duty will not be compensated

pay for enquiries or referral telephone calls from dispatch. Only direct calls with clients will be considered towards compensation.

Minimum Hours and Overtime

With the exception of Client Support and Victim Services Section meetings, Auxiliary Victim Support Workers shall receive a minimum of three (3) hours pay for hours worked to either attend a call out or perform any other office work within the Client Support and Victim Services Section.

Overtime will be paid only for hours worked beyond thirty-five (35) hours in one (1) week.

Training

In order to ensure that the Township continues to provide the appropriate level of support to community members and able to respond to emergency incidents, it is imperative that the Auxiliary Victim Support Workers maintain a high level of skill and expertise and that they continue to receive ongoing training.

Accordingly, Auxiliary Victim Support Workers covered by this Letter of Understanding must maintain an active paid or volunteer status in a Police based Victim Services Program.

REGULAR FULL TIME VICTIM SUPPORT WORKERS AND ASSISTANT COORDINATOR VICTIM SERVICES ON STANDBY

Regular full time Victim Support Workers and Assistant Coordinator Victim Services employees when required by the Employer to be on standby, will also be entitled to the four dollars (\$4.00) per hour standby rate.

In the event that the Victim Support Workers and Assistant Coordinator Victim Services employees who are on standby are required to respond to a callout, they will be compensated a minimum of three (3) hours pay at their regular hourly rate at double time. The three (3) hour minimum includes the time travelling to and from home to work.

Either party may terminate the operation of this agreement by providing the other with thirty (30) days written notice.

Agreed to this 1st day of August, 2017.

Signed on behalf of the Corporation of the
Township of Langley:

"Shannon Harvey-Renner"
Shannon Harvey-Renner
Director, Human Resources

Signed on behalf of the Canadian Union of Public
Employees, Local 403:

"Debbie Whyte"
Debbie Whyte
President, CUPE Local 403

LETTER OF UNDERSTANDING

between the

THE CORPORATION OF THE TOWNSHIP OF LANGLEY

(hereinafter called "the Employer")

and the

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

(hereinafter called "the Union")

**TECHNICAL SUPPORT SPECIALIST, SENIOR TECHNICAL SUPPORT SPECIALIST, AND HELPDESK
COORDINATOR**

Whereas:

The Corporate Administration Division has RFT positions of Technical Support Specialist, Senior Technical Support Specialist, and Helpdesk Coordinator. In most instances these positions will work Monday to Friday, 8:30 a.m. to 4:30 p.m., thirty-five (35) hours per week. However, due to the nature of work that may be involved, in some instances the positions may be required to work flexible and irregular hours, thus non-standard hours and/or work week.

Therefore, at the request of the Technical Support Specialist, Senior Technical Support Specialist, and Helpdesk Coordinator and as approved by the employee's Manager, or as mutually agreed, the parties hereby agree as follows:

- Within each two (2) week pay period the Technical Support Specialist, Senior Technical Support Specialist, and Helpdesk Coordinator will be required to work the position's base hours of seventy (70) hours.
- Within each two (2) week pay period, the Technical Support Specialist, Senior Technical Support Specialist, and Helpdesk Coordinator will be required to have four (4) days off.
- Work up to ten (10) hours per day without the accrual of overtime. Overtime will only come into effect after ten (10) hours of work in a day.
- The Technical Support Specialist, Senior Technical Support Specialist, and Helpdesk Coordinator will be entitled to receive shift differential of seventy-five cents (\$0.75) per hour for those hours worked after 6:00 p.m. and prior to 6:00 a.m.

Letter of Understanding – Technical Support Specialist, Senior Technical Support Specialist, and Helpdesk Coordinator (cont'd)

Agreed to this 1st day of August, 2017.

Signed on behalf of the Corporation of the Township of Langley:

Signed on behalf of the Canadian Union of Public Employees, Local 403:

“Shannon Harvey-Renner”

“Debbie Whyte”

Shannon Harvey-Renner
Manager of Human Resources

Debbie Whyte
President, CUPE Local 403

LETTER OF UNDERSTANDING

between the

THE CORPORATION OF THE TOWNSHIP OF LANGLEY

and the

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403**GRAPHICS TECHNICIAN, SENIOR GRAPHICS DESIGNER, COMMUNICATION COORDINATORS AND WEB SPECIALIST HOURS OF WORK**

Whereas:

The Corporate Administration Division has both RFT and RPT positions of Graphics Technician, Senior Graphics Designer, Communication Coordinators and Web Specialist. In most instances the RFT positions will work Monday to Friday, 8:30 am to 4:30 pm, 35 hours per week and the RPT positions will work 3 days per week, 7 hours per day, 21 hours per week. However, due to the nature of work that the positions may be involved with, in some instances the positions may be required to work flexible and irregular hours, thus non-standard hours and/or work week.

Therefore, at the request of the employee(s) and as approved by the employee's Manager, or as mutually agreed, the parties hereby agree as follows:

RFT Positions

- Within each two week pay period the positions will be required to work the position's base hours of 70 hours.
- Within each two week pay period, the positions will be required to have 4 days off.
- Work up to 10 hours per day without the accrual of overtime. Overtime will only come into affect after 10 hours of work in a day.

RPT Positions

- Within each two week pay period the positions will be required to work the position's base hours of 42 hours.
- Within each two week pay period, the positions will be required to have 4 days off.

These positions will be entitled to receive shift differential of seventy-five cents (\$.75) per hour for those hours worked after 6:00 pm and prior to 6:00 am.

Letter of Understanding – Graphics Technician, Senior Graphics Designer, Communication Coordinators and Web Specialist Hours of Work (cont'd)

This agreement shall replace the previous Letter of Understanding pertaining to the Graphics Technician dated May 26, 2004 and shall become effective as of the date noted below.

Signed this 10th day of May, 2006.

“Shannon Harvey-Renner”

Shannon Harvey-Renner
Manager of Human Resources

“P. Albrecht”

Paul Albrecht
President, CUPE Local 403

Amended by the 2012-15 and 2023-04 Memoranda of Agreement.

LETTER OF UNDERSTANDING

between the

THE CORPORATION OF THE TOWNSHIP OF LANGLEY

(hereinafter called "the Employer")

and the

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

(hereinafter called "the Union")

WORKERS' COMPENSATION PAYMENTS

1. Approved Claims

When a Regular Full-Time (RFT) or a Regular Part-Time (RPT) employee on benefits is injured in a job related accident for which the claim has been approved and the employee is entitled to Workers' Compensation, the employee will be paid by the Employer at the net rate of pay established by WorkSafeBC. The employee will continue to be paid by the Employer for the duration of the time that the employee is away from work as a direct result of their job related injury and continues to receive WorkSafeBC benefits.

2. Pending Claim

- (a) When a Regular Full-Time (RFT) employee or a Regular Part-Time (RPT) employee on benefits is injured in a job related accident for which the claim has not yet been approved and the employee's entitlement to Workers' Compensation has not yet been determined, the employee will continue to be paid by the Employer at the net rate of pay established by WorkSafeBC for as long as the employee has sick leave credits, vacation time, overtime banks, or any other such credits (hereinafter called "credits") that the employee has available, but in any case for the first fifteen (15) working days of a pending claim. Beyond the first fifteen (15) working days of a pending claim, in the event that such credits are not available or run out prior to a determination being made regarding the WorkSafeBC claim, the employee will be placed on unpaid sick leave.
- (b) Should a claim subsequently be approved, the Employer will reimburse any credits that were used during the period pending approval to the extent of payments received by the Employer from WorkSafeBC. The credits will be reimbursed in the same order they were accessed by the employee.
- (c) Should a claim subsequently be denied, reimbursement for any payment during the first fifteen (15) working days that were not drawn from existing banks shall be recovered from future credits, as referenced in (a) above. That is, further entitlements will not be credited to the employee until such time as the amount owing has been recovered.

3. WorkSafe Payments

It is understood that claims for RFT and RPT employees accepted by Workers' Compensation shall be reimbursed directly to the Employer. Any compensation received by an employee in error directly by WorkSafeBC is to be repaid to the Employer.

4. Auxiliary Employees

All Auxiliary employees injured in a job related accident for which there is time loss will be paid directly by Workers' Compensation.

Agreed to this 1st day of August, 2017.

Signed on behalf of the Corporation of the
Township of Langley:

“Shannon Harvey-Renner”

Shannon Harvey-Renner
Director, Human Resources

Signed on behalf of the Canadian Union of Public
Employees, Local 403:

“Debbie Whyte”

Debbie Whyte
President, CUPE Local 403

LETTER OF UNDERSTANDING

BETWEEN:

THE CORPORATION OF THE TOWNSHIP OF LANGLEY

AND:

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

RE: HOLIDAY CLOSURES

WHEREAS:

A. The Township has from time to time implemented a Christmas / Holiday closure around the Christmas / Holiday period (hereinafter referred to as the "Closure"), and as such, many of the Township facilities / sites do not operate and are not staffed during the Closure;

B. The Union grieved the actions of the Township in implementing the Closure in 2007 (grievance number 07-022) and 2008 (grievance number 08-001) (the "Grievances");

C. In an effort to resolve outstanding differences between them in respect of the Closure in 2009, the Township and the Union entered into the Letter of Understanding Regarding Callout During the 2009 Christmas / Holiday Closure dated September 24, 2009 that governed the rates of pay for both employees scheduled to work at facilities / sites that were for the most part closed over the Closure and for those employees that were called back to work during the Closure to such facilities/sites;

D. In an effort to resolve the outstanding differences between them in respect of the Closure, in 2009 the Township implemented a pilot holiday closure deferred bank program which provided an opportunity for employees to defer a specified number of hours per pay cheque to a bank which would then be used to compensate the employee over the Closure (the "Deferred Bank Program");

E. The Township and the Union wish to resolve all outstanding issues between them in respect of the Closure;

Accordingly, the Parties hereby agree as follows:

1. The Union will withdraw all grievances related to the Closure including the Grievances and shall refrain from filing any further grievances in respect of the Closure provided that Articles 2 and 3 of this Agreement continue to be in effect;
2. In the event that the Township elects to implement a Closure in a given year, the terms of the Letter of Understanding regarding Callout During the 2009 Christmas / Holiday Closure will apply to the

Closure, modified only in respect of the applicable dates such that it will apply to the Closure for a given year when the Township implements a Closure;

3. In the event that the Township elects to implement a Closure in a given year, the Deferred Bank Program shall continue in a manner similar to the current Deferred Bank Program. It is understood that the particulars in respect of the operation and administration of the Deferred Bank Program shall remain within the sole discretion of the Township;
4. In a manner consistent with the Collective Agreement, the Township will maintain sole discretion in determining if a Closure shall occur, the timing and extent of any such Closure, and the scheduling needs of the Township in respect of its operations relative to any Closure.
5. Either of the Parties may give notice in January of any year that they will no longer be bound by this Agreement. In the event that this occurs, the terms of this Letter of Understanding will be without prejudice to the rights of the Parties under the Collective Agreement. For greater specificity, this includes the understanding that nothing in this Letter of Understanding shall be interpreted as creating an obligation to continue the terms of the Letter of Understanding regarding Callout During the 2009 Christmas / Holiday Closure or the Deferred Bank Program.

Agreed to this 7th day of April, 2010.

On behalf of the Township

On behalf of the Union

"Shannon Harvey-Renner"

Shannon Harvey-Renner
Director, Human Resources

"M. Fruttarol"

Mario Fruttarol
Vice-President, CUPE Local 403

LETTER OF UNDERSTANDING

BETWEEN:

THE CORPORATION OF THE TOWNSHIP OF LANGLEY

AND:

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403**RE: CALLOUT DURING THE CHRISTMAS/HOLIDAY CLOSURE****Whereas**

Annually, the Corporation implements a Christmas / Holiday Closure (hereinafter called "the Closure") around the Christmas / Holiday period, and as such many of the Township facilities / sites are closed during this time;

And **whereas** employees that work at facilities / sites that are closed over the Christmas / Holiday time period and that are not required to work, are required to use vacation leave, banked overtime, leave of absence, or a combination thereof and be away from work during the Closure period;

And **whereas** depending on operational requirements some employees may be required to report to work at facilities / sites that are closed over the Christmas /Holiday time period on some or all of the Closure dates and/or be on call for emergencies;

The Corporation and CUPE Local 403 have agreed that the following provisions shall govern the rates of pay for both employees scheduled to work at facilities /sites that are for the most part closed over the Christmas / Holiday time period and for those employees that are called back to work during the Closure to these facilities / sites.

1. All employees except those specifically scheduled to work for operational reasons during the Christmas / Holiday time period shall be required to be away from work on an approved leave as previously outlined above.
2. Employees scheduled to work during the Closure on any normal week day, Monday through Friday exclusive of those days declared in lieu of a statutory holiday, shall receive straight time pay for any hours worked during their normally scheduled work day, no overtime premiums shall apply. Employees who have been scheduled to work, or who are at work and required to work overtime, shall be paid in accordance with Article 8.1.
3. Any employee called back to work on any of the Closure days and working any hours irrespective of the time of day, shall be paid in accordance with Article 8.3. These employees will have their timesheets adjusted from vacation, LOA and/or banked overtime for the hours that they are called to work on any of the Closure days.

The Corporation and CUPE Local 403 acknowledge that in some circumstances employees working side by side during the Closure may be paid differently for performing the same work and that this results from emergency reasons beyond the control of the employer.

This agreement shall become effective as of the date noted below, and will remain effective for the duration of the Closure period.

Agreed to this 24th day of September, 2009.

Signed on behalf of the Corporation
of the Township of Langley

Signed on behalf of the Canadian
Union of Public Employees, Local 403

"Shannon Harvey-Renner"
Shannon Harvey-Renner
Director, Human Resources

"P. Albrecht"
Paul Albrecht
President, CUPE Local 403

Amended by the 2023-04 Memorandum of Agreement.

LETTER OF UNDERSTANDING

between the

THE CORPORATION OF THE TOWNSHIP OF LANGLEY

(hereinafter called "the Employer")

and the

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

(hereinafter called "the Union")

**RECREATION PROGRAMMER/AQUATIC LEADER/FITNESS REHABILITATION ADVISOR/PARKS SERVICE
COORDINATOR/SPECIAL EVENTS COORDINATOR/RECREATION LEADER**

Effective 2017 October 01:

This Letter of Understanding is to be applied instead of item #20 of Schedule "C" in the Collective Agreement for as long as the letter of Understanding is in effect.

- (i) Recreation Programmers/ Aquatic Leader/Fitness Rehabilitation Advisor/Parks Service Coordinator/Special Events Coordinator/Recreation Leader will be given the option of presenting a schedule (the "Employee Designed Schedule (EDS)") to their non-bargaining unit Supervisor which, if accepted, will be implemented. The non-bargaining unit Supervisor will assess the proposed EDS against the operational requirements and this assessment will be conducted in a reasonable manner.
- (ii) The Employer will set out the operational requirements and the EDS must be drafted to meet those operational requirements.
- (iii) Implementation of the EDS's are not intended to create increased costs to the Employer.
- (iv) The EDS must be submitted to the non-bargaining unit Supervisor by 5:00 p.m. on the Wednesday prior to each four (4) week period covered by the EDS.
- (v) The EDS must include hours of work which will total of one hundred sixty (160) hours over the four (4) week work cycle and which will average to forty (40) hours per week over the four (4) week work cycle.
- (vi) The EDS-must include a minimum of twenty-four (24) hours in each week of the cycle and must identify the hours that the employee proposes to work during the following four (4) week period.
- (vii) Employees will be paid bi-weekly based on a forty (40) hour workweek. No overtime benefits will be awarded to staff for any work performed within the approved EDS. However, if an employee is required to work any additional hours during the four (4) week period, overtime will be awarded

at the normal remuneration as covered by the Agreement. Employees must receive authorization from a non-bargaining unit Supervisor prior to working any hours outside their approved EDS.

- (viii) Should an employee work less than four (4) hours in a day, those hours worked shall not attract the daily guarantee as outlined in Article 7.6(a).
- (ix) All sick time, vacation and emergency leaves etc. will be deducted on an hour for hour basis from the employee's entitlements as per the schedule actually approved and implemented.
- (x) Where the non-bargaining unit Supervisor does not accept the EDS, the employees' hours shall be established in accordance with item #21 of Schedule "C".
- (xi) The Regular Part-Time incumbent(s) of the classification of Recreation Leader as of the date of ratification of the Memorandum of Agreement renewing the 2012-15 Collective Agreement will have a one-time option to maintain their existing hours of work. This option must be exercised within sixty (60) days of the date of ratification.

Either party may terminate the operation of this agreement by providing sixty (60) calendar days' written notice. Notice shall be effective on the first pay period following cancellation and item #20 of Schedule "C" of the Collective Agreement would then apply.

Agreed to this 1st day of August, 2017.

Signed on behalf of the Corporation of the
Township of Langley:

Signed on behalf of the Canadian Union of Public
Employees, Local 403:

Shannon Harvey-Renner
Director, Human Resources

Debbie Whyte
President, CUPE Local 403

LETTER OF UNDERSTANDING

between the

CORPORATION OF THE TOWNSHIP OF LANGLEY

(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

(hereinafter called "the Union")

(collectively, "the Parties")

RECREATION INSTRUCTOR AND ARTS AND CULTURAL INSTRUCTOR

The Parties to this Letter of Understanding agree to the following effective the date of ratification:

Whereas on June 11, 2020, the Labour Relations Board granted the application by the Canadian Union of Public Employees, Local 403 to vary its Certification dated March 16, 1945 to include "Recreation Worker 6 and Cultural Worker 6 Employees" in its existing bargaining unit employed by Corporation of the Township of Langley.

Upon ratification, the term Recreation Worker 6 or Cultural Worker 6 will no longer be used in context with the incumbent employees currently in these classifications. In consultation and agreement with the Union, each affected employee will be placed in the appropriate new position with all hours worked being accounted for. The new positions shall be called Recreation Instructor, and Arts and Cultural Instructor.

The Parties agree that the Collective Agreement applies to Recreation Instructor and Arts and Cultural Instructor, including LOU: Collective Agreement Application – Temporary Full-Time and Auxiliary Employees, and except as specifically varied as follows (note: article and section references are drawn from the 2016-2020 Collective Agreement):

- Article 6.1: Wage Schedule:** Wages as applied below. Effective with the date of ratification, Recreation Instructors and Arts and Cultural Instructors will be paid at the rates noted below.

Recreation Instructors

Position Title	Description	Number of Hours Worked	Step	2021	2022	2023	2024
A. Recreation Instructors							
Recreation Instructor 1	General Instructors: Dance 1 (Belly Dance), etc.;	0	1	25.50	26.27	27.45	28.54
		200	2	26.52	27.32	28.54	29.69

	*1	500	3	27.54	28.37	29.64	30.83	
		800	4	28.56	29.42	30.74	31.97	
Recreation Instructor 2	First Aid Instructor, either BCRPA Group, or BCRPA Aquatic Fitness, or equivalent	0	1	27.54	28.37	29.64	30.83	
		200	2	28.56	29.42	30.74	31.97	
	*2	500	3	29.58	30.47	31.84	33.11	
		800	4	30.60	31.52	32.94	34.25	
Recreation Instructor 3	Either BCRPA Group, or BCRPA Aquatic Fitness, or equivalent plus additional Certification **	0	1	28.56	29.42	30.74	31.97	
		200	2	29.58	30.47	31.84	33.11	
	*3	500	3	30.60	31.52	32.94	34.25	
		800	4	31.62	32.57	34.03	35.40	
Recreation Instructor 4	Either BCRPA Group, or BCRPA Aquatic Fitness, or equivalent, plus additional Specialty Certification***; or plus Supervisor of Fitness Leaders designation or equivalent; or Specialty Designation ****; or NL Instructor (NLI), WSI Instructor Trainer (WSIT)	0	1	29.58	30.47	31.84	33.11	
		200	2	30.60	31.52	32.94	34.25	
		500	3	31.62	32.57	34.03	35.40	
		*4	800	4	32.64	33.62	35.13	36.54
Recreation Instructor 5	BCAK Kinesiologist (or Equivalent)	*5	0	1	30.60	31.52	32.94	34.25
			200	2	31.62	32.57	34.03	35.40
			500	3	32.64	33.62	35.13	36.54
			800	4	33.66	34.67	36.23	37.68

Note	Requirements
*1	Introductory: may not require specific education credentials but require expertise and experience.
*2	Intermediate 1: requiring base certification; for those who hold BCRPA, ACE, CANFIT certifications for fitness (dry or aquatic) or First Aid Instructor.
*3	Intermediate 2: requiring base certification plus ** additional certification: YogaFit, Spin, Third Age.
*4	Advanced: Hold base Intermediate level certifications plus *** Additional Specialty Certifications: Personal Training; Yoga, Pilates, Tai Chi, Older Adult, etc.; Or **** Specialty Designation: Zumba; NL Instructor (NLI), WSI Instructor Trainer (WSIT) etc.
*5	Specialty

Arts and Cultural Instructors

Position Title	Description	Number of Hours Worked	Step	2021	2022	2023	2024
B. Arts and Cultural Instructors							
Arts and Cultural Instructor 1	Primary: includes Dance, Music, School Programs, Theatre, Visual Arts Instruction at a Basic /Introductory Level *1	0	1	25.50	26.27	27.45	28.54
		200	2	26.52	27.32	28.54	29.69
		500	3	27.54	28.37	29.64	30.83
		800	4	28.56	29.42	30.74	31.97
Arts and Cultural Instructor 2	Intermediate: includes Cultural and Heritage Programs, Dance, Music, School Programs, Theatrical and Visual Arts Instruction at an Intermediate Level. *2	0	1	31.62	32.57	34.03	35.40
		200	2	32.64	33.62	35.13	36.54
		500	3	33.66	34.67	36.23	37.68
		800	4	34.68	35.72	37.33	38.82
Arts and Cultural Instructor 3	Advanced: includes First Nations Programs, Dance, Music, Theatre, School Programs, and Visual Arts Instruction at an Advanced Level. *3	0	1	41.82	43.07	45.01	46.81
		200	2	42.84	44.13	46.11	47.96
		500	3	43.86	45.18	47.21	49.10
		800	4	44.88	46.23	48.31	50.24
Arts and Cultural Instructor 4	Specialized: includes First Nations, Dance, Music, School Programs, Theatrical, Art, Cultural and Heritage Lecturer / Presenters at a Specialized Level. *4	0	1	46.92	48.33	50.50	52.52
		200	2	47.94	49.38	51.60	53.66
		500	3	48.96	50.43	52.70	54.81
		800	4	49.98	51.48	53.80	55.95

Note	Requirements
*1	Introductory not requiring specific education credentials but requiring expertise and experience
*2	Intermediate requiring minimum diploma or certification plus minimum one year of experience
*3	Advance requiring minimum of a degree and/or 5 years demonstrated expertise and experience
*4	Specialized requiring minimum of a degree and/or 10 years demonstrated expertise and experience.

Note: The pay rates established for these positions through this agreement will not be used as comparators for the Corporation of the Township of Langley's classification evaluation methodology for CUPE (current or future).

2. **Article 7: Hours of Work** – Not applicable.

Hours of work will vary and Employees will be scheduled according to program operational requirements. The Parties agree that, due to the nature of the programs, schedules are subject to cancellation or modification.

(a) All shifts shall be a minimum of one (1) hour, except when mutually agreed to vary;

(b) Effective with the date of ratification, any onsite program requirements will be included in the scheduled shift time.

All hours worked by Recreation Instructors and Arts and Cultural Instructors will be credited towards increment advancement in the lower Position Title of Recreation Instructors and Arts and Cultural Instructors that the employee holds.

3. **Schedules “A”, “B”, “C”, and “D”**– Not applicable.

DATED 11 day of April, 2023.

SIGNED ON BEHALF OF THE EMPLOYER:

SIGNED ON BEHALF OF THE UNION:

“Chanpreet Kooner”

“Sara Manchester”

Chanpreet Kooner
Director, Strategic Advice, Legal and Human Resources

Sara Manchester
President, CUPE Local 403

Date

Date

LETTER OF UNDERSTANDING

between the

CORPORATION OF THE TOWNSHIP OF LANGLEY
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403
(hereinafter called "the Union")

(collectively, "the Parties")

POST-SECONDARY EDUCATIONAL STUDENTS PROGRAM

The Parties to this Letter of Understanding agree to the following:

- (a) A co-op or work experience program student is an employee that is a student registered in a recognized post-secondary education program that aligns with the Employer's operational needs.
- (b) The job classification the student will be nominally assigned to will be the job that best matches the majority of the required duties and with relationship to the field of study at the entry level classification of the relevant field.
- (c) Compensation Table:

Progression Terms	% of Rate to Related Job Classification
Up to completion of 1st year of education program	75% of rate
Completion of 2nd year education program	80% of rate
Completion of 3rd year education program	85% of rate

- (d) Co-op or work experience program students shall receive pay in lieu equivalent to the rate referenced in article 9.6(a).
- (e) Co-op or work experience program students will not acquire seniority.
- (f) In accordance with article 4.6, the Employer agrees to notify the Union in writing when an employee is hired.
- (g) Co-op or work experience program students may be hired without posting.

- (h) The co-op or work experience program students will normally be hired for up to four (4) month terms. Where co-op or work experience program students are available for consecutive work experience terms up to eight (8) months, or for an extension of their initial four (4) month term, the Union will be notified.
- (i) The Employer will have no more than ten (10) students on an annual basis.
- (j) On acceptance of the position, the Union will be advised of the student's name, position and department, educational institution, program, and year of study.
- (k) The parties agree participation in this program will not limit the number of existing jobs or employees covered by the Collective agreement.
- (l) Either party may terminate this Letter of Understanding with thirty (30) days' notice following the completion of the first set of hiring of student(s).

DATED 11 day of April, 2023.

SIGNED ON BEHALF OF THE EMPLOYER:

SIGNED ON BEHALF OF THE UNION:

"Chanpreet Kooner"

"Sara Manchester"

 Chanpreet Kooner
 Director, Strategic Advice, Legal and Human
 Resources

 Sara Manchester
 President, CUPE Local 403

 Date

 Date

LETTER OF UNDERSTANDING

between the

CORPORATION OF THE TOWNSHIP OF LANGLEY
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403
(hereinafter called "the Union")

(collectively, "the Parties")

EARLY CHILDHOOD EDUCATOR WAGE ENHANCEMENT

The Employer agrees to apply for the Early Childhood Educator Wage Enhancement provided for and administered by the Provincial Government of British Columbia, Ministry of Childhood and Family Development.

Subject to approval of the Employer's application.

The Parties agree that:

1. The Employer will implement and administer the Early Childhood Educator Wage Enhancement (ECE-WE) based on the terms and provisions of the Provincial Government of British Columbia funding guidelines.
2. That the ECE-WE provided by the Province of British Columbia will not change or have any future relevance to the established rates of pay of any classifications in the Collective Agreement wage schedules.
3. Employees that are eligible for the ECE-WE will only receive it for hours worked and overtime in accordance with the program guidelines.
4. If for any reason the ECE-WE is discontinued the employees' rates of pay will immediately revert back to the established rates of pay in the Collective Agreement wage schedules.
5. Upon expiry of the Employer's initial funding agreement with the Province of British Columbia, the Employer will review the outcomes and re-apply for the ECE-WE, provided that the outcomes were positive and beneficial to the Employer, its employees and the Union.
6. This Letter of Understanding will terminate if any of the following occur:
 - i. The ECE-WE is discontinued, canceled or the Employer is deemed ineligible by the Province of British Columbia;

- ii. At the expiry of the Employer’s funding agreement with the Province of British Columbia, should the Employer decide not to re-apply for the ECE-WE;
- iii. At the expiry of the Employer’s funding agreement with the Province of British Columbia, should the Union not support the Employer’s re-application for the ECE-WE.

DATED 11 day of April, 2023.

SIGNED ON BEHALF OF THE EMPLOYER:

SIGNED ON BEHALF OF THE UNION:

“Chanpreet Kooner”

“Sara Manchester”

Chanpreet Kooner
Director, Strategic Advice, Legal and Human
Resources

Sara Manchester
President, CUPE Local 403

Date

Date

LETTER OF UNDERSTANDING

between the

THE CORPORATION OF THE TOWNSHIP OF LANGLEY

and the

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

AIRPORT MAINTENANCE WORKERS

Whereas:

This Letter will serve as a Letter of Understanding between the Township of Langley and CUPE Local 403 in regards to the classifications of Airport Maintenance Workers.

The Langley Regional Airport provides services to the aviation community seven days per week. Therefore, in an effort to provide a consistent level of service and to ensure operational efficiency, the parties hereby agree as follows:

- The classifications of Airport Maintenance Workers will be required to work flexible and irregular hours, thus non-standard hours and/or workweek.
- The regular hours of work shall be between 630am and 11pm, seven days per week.
- The positions will be based on a 40 hour work week
- Vacation and sick leave accrual will be based on an 8 hour day
- Positions may work up to (10) hours per day without the accrual of overtime. Overtime will only come into effect after ten (10) hours of work in a day.
- Regular Full Time (RFT) employees will receive one day off per month in lieu of statutory holidays, plus two (2) additional days, which can be taken at any time during the course of the year for a total of fourteen (14) days.
- When a RFT employee takes their day in lieu they will draw 8 hours from their statutory holiday bank and will be permitted to draw two (2) hours from their vacation and/or BOT (if available).

The parties agree to incorporate this agreement into Schedule C during the drafting of the Collective Agreement which renews the 2016- 2020 Collective Agreement.

This agreement shall become effective as November 26, 2019.

Agreed to on this 5th day of September, 2019.

“Shannon Harvey-Renner”

Shannon Harvey-Renner
Director, Human Resources

“Sara Manchester”

Sara Manchester
President, CUPE Local 403

Amended by the 2023-04 Memorandum of Agreement.

LETTER OF UNDERSTANDING

between the

THE CORPORATION OF THE TOWNSHIP OF LANGLEY

and the

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

BUYER, INTERMEDIATE BUYER AND SENIOR BUYER HOURS

Whereas:

The Finance Division, Purchasing Services Department provides support to all Divisions in the Township and has significant involvement and interaction with the Public Works Department at the Operations Centre.

Currently, the majority of employees that work at the Operations Centre, including those that work in the Public Works Department work either a 7.5 or 8 hour day (37.5 or 40 hour work week).

Therefore, in an effort to provide a consistent level of service and to ensure operational efficiency, the parties hereby agree as follows:

- All employees assigned to the classifications of Buyer, Intermediate Buyer and Senior Buyer shall have their daily hours of work adjusted from 7 hours to 7.5 hours (from 35 hours per week to 37.5 hours per week).

This agreement shall become effective as September 30, 2019

Agreed to on this 5th day of September, 2019.

"Shannon Harvey-Renner"

"Sara Manchester"

Shannon Harvey-Renner
Director, Human Resources

Sara Manchester
President, CUPE Local 403