



COBOURG

COLLECTIVE AGREEMENT

Between

THE MUNICIPAL CORPORATION OF THE TOWN OF COBOURG
("The Corporation")

-And-

THE CANADIAN UNION OF PUBLIC EMPLOYEES,
INSIDE AND OUTSIDE WORKERS

-And-

Crossing Guards

LOCAL 25
("The Union")

Expiring: December 31, 2024



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CUPE COLLECTIVE AGREEMENT 2022 - 2024

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ARTICLE 1 – GENERAL PURPOSE

- 1.01 The general purpose of this Collective Agreement is to establish and maintain orderly collective bargaining relationships between the Corporation and its employees. It is the desire of both parties to this agreement to co-operate and maintain harmonious relationships between them and to provide an orderly and amicable method of resolving any differences which may arise between them concerning the interpretation or application of the terms of this agreement or general working conditions.
- 1.02 It is understood and agreed that persons employed pursuant to the provisions of a federal or provincial government subsidized program shall not do work regularly performed by bargaining unit members so as to cause the lay-off or loss of employment or loss of working hours on the part of such members.
- 1.03 Wherever applicable in this collective agreement, the singular number shall include the plural.
- 1.04 The Corporation recognizes the right of the Union to have the assistance of a National Representative of the Canadian Union of Public Employees for the purposes of processing grievances as provided for herein, negotiating renewals or amendments to this agreement and for the purposes of consultation between the parties.

ARTICLE 2 – RECOGNITION AND PURPOSE OF AGREEMENT

- 2.01 (a) The Corporation recognizes the Union as the sole collective bargaining agent for all employees of the Roads and Sewers Department including Water Pollution Control Plant Operators, save and except Foreperson, persons above the rank of Foreperson, students employed pursuant to the provisions of a federal or provincial government subsidized program and students who regularly work less than 35 hours per week.
- (b) The Corporation recognizes the Union as the sole collective bargaining

agent for all employees of the Corporation of the Town of Cobourg below the rank of Foreperson employed in the Municipal Clerk's, the Engineering, the Building and Planning and the Finance Departments save and except the Administrative Assistant - Clerk's, the Administrative Assistant – Finance, the Executive Secretary, students employed pursuant to the provisions of a federal or provincial government subsidized program and, students who regularly work less than 35 hours per week. Should there be no agreement between the parties as to the inclusion or exclusion of any new positions created by the Corporation, then either party may make application to the Ministry of Labour pursuant to Section 106 of The Ontario Labour Relations Act for a determination and the parties agree to be bound by such determination.

- (c) The Corporation recognizes the Union as the bargaining agent of all service or maintenance employees of the Cobourg Parks and Recreation Department, save and except Foreperson, persons above the rank of Foreperson, persons regularly employed for not more than 24 hours per week and, students who regularly work less than 35 hours per week.
- (d) It is understood that wherever applicable in this Collective Agreement, Parks and Recreation Department shall mean Parks, Arena/CCC, Legion Fields, Marina and Concert Hall. It is understood that wherever applicable in this Collective Agreement Arena Attendants shall mean employees of the CCC and Arena. This shall apply to all employees that were hired as full-time employees on or after April 1, 2011.
- (e) The Corporation of the Town of Cobourg recognizes the Union as the sole collective bargaining agent for all employees in the Community Development Department below the rank of Events Coordinator, save and except persons employed pursuant to the provisions of a federal or provincial government subsidized program and students who regularly work less than 35 hours per week.

ARTICLE 3 – CORPORATION'S AND EMPLOYEES' RESPONSIBILITIES

3.01 It is recognized that the Corporation provides and maintains services for the recreation, safety, health, comfort and general welfare of the citizens of the Town of Cobourg and visitors to the Town, and that employees must be prepared at all hours of the day or night to assist in providing such services and amenities subject to the terms of this agreement.

3.02 The Employer, the Union and the employees agree that there shall be no discrimination or harassment contrary to the Ontario Human Rights Code because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, same-sex partnership status, family status or disability.

ARTICLE 4 – MANAGEMENT RIGHTS

4.01 All rights and prerogatives of Management are retained by the Corporation and remain exclusively and without limitation within the rights of the Corporation. Without limiting the generality of the foregoing, the Corporation's rights shall include:

- (a) The right to maintain order, discipline and efficiency, and in connection therewith, to make, alter and enforce from time to time, rules and regulations, policies and practices, to be observed by its employees; the right to discipline and discharge employees for just cause provided that a claim of discipline or discharge without just cause may be the subject matter of a grievance and dealt with as hereinafter provided.
- (b) The right to select, hire, transfer, assign to shifts, promote, demote, classify, lay-off, recall, suspend, and retire employees; to select employees for positions excluded from the bargaining unit.
- (c) The right to determine the location and extent of the operations and their commencement, expansion, curtailment, or discontinuance, the direction of

the working forces, the services to be furnished; the subcontracting of work; the schedules of work; the number of shifts; the methods, processes and means of performing work; job content and qualifications; quality and quantity standards; the qualifications of employees; the use of improved methods, machinery and equipment; overtime; the number of employees needed by the Corporation at any time; the number of hours to be worked; starting and quitting times; are solely and exclusively the right of the Corporation, subject only to the express provisions of this Collective Agreement.

ARTICLE 5 – GRIEVANCE PROCEDURE

5.01 Complaints and grievances shall be dealt with in the following manner: All grievances must be in writing and recorded within seven (7) days of the alleged grievance. Decisions will be given in writing.

Step No. 1

The employee, accompanied by a Steward, shall take the matter up with his/her immediate non-union Supervisor; failing settlement within three (3) working days, the employee may immediately proceed to Step No. 2.

Step No. 2

The employee, accompanied by a Steward and Chief Steward, may take the matter up with the respective Department Head; failing settlement within three (3) working days, the employee may immediately proceed to Step No. 3.

Step No. 3

The employee, accompanied by the Chief Steward and/or a full-time representative of the Union, may take the grievance up with the Corporation's committee responsible for grievances at which time any or all of the people concerned may be present.

Step No. 4

Any grievance not settled through the above procedure may be referred to a board of arbitration in accordance with the provisions of the Labour Relations Act for the Province of Ontario, as amended.

5.02 All times mentioned in this article may be extended or shortened if both parties mutually agree thereto. The "days" referred to in this article are normal working days excluding Saturdays, Sundays and holidays.

5.03 Should a regular employee be suspended or discharged, a letter stating a reason for such action shall be given to such employee and the President of the Local Union. This notification shall be given within seven (7) days of such action. Should a grievance be filed in such a case, it shall be lodged at Step No. 3 of the grievance procedure within seven (7) days of receipt of the notification provided for herein.

5.04 Where a dispute involving a question of general application or interpretation occurs, or where a group of employees of the Union has a grievance, Step No. 1, and by mutual consent, Step No. 2 of this article may be bypassed.

5.05 The employee shall have the right to review his/her personnel file. The employee shall arrange a suitable time with the Human Resources Department and their direct Supervisor that will allow a reasonable length of time for the review to be completed during regular business hours. An employee shall have the right to obtain a copy of any material contained in his/her personnel file and shall also have the right to append to any document in his/her personnel file.

Any notice of discipline shall be removed from an employee's file, provided the employee has had no similar warning notice for a period of eighteen (18) months.

ARTICLE 6 – ARBITRATION

- 6.01 (a) It is understood that either the Union or the Employer may proceed to arbitration on disputes relating to the interpretation, application or alleged violation of the terms of this Collective Agreement and/or as dictated by other legislation.
- (b) Prior to proceeding to arbitration, the parties may mutually agree to use a Grievance Mediation Officer to settle outstanding grievances.
- 6.02 The party desiring arbitration shall within 30 calendar days after the grievance has been disposed of according to the provisions of Article 5.01, Step No. 3, proceed by writing to the other party requesting such arbitration and such request shall set out the specific issues to be arbitrated and the provisions of this Collective Agreement which apply and contain the nomination of an arbitrator for the requesting party. The other party shall, within 15 calendar days of receipt of such request, nominate an arbitrator and advise the requesting party in writing thereof.
- 6.03 The two (2) nominees so named shall immediately hold a conference for the purpose of selecting a Chairperson for the Board of Arbitration. Should they fail to so select a Chairperson within seven (7) days from the commencement of such conference held for such purpose, they shall request the Minister of Labour for the Province of Ontario to appoint an impartial Chairperson.
- 6.04 No person shall be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance.
- 6.05 The parties hereto will bear the expense equally of the Chairperson of the Board of Arbitration and each party will bear the expense of the nominee appointed by it.

- 6.06 Except by mutual agreement, no matter may be submitted to arbitration which has not been properly carried through all previous steps of the grievance procedure.
- 6.07 The decision of the majority of the Board of Arbitration or failing such majority, the decision of the Chairperson thereof, shall be final and binding upon the parties hereto.
- 6.08 The arbitration board shall not be authorized to make any finding or decision inconsistent with the provisions of this Collective Agreement, nor shall it have the power to add to, alter, modify, amend or contract from any part of this Collective Agreement, nor to deal with any matters not covered by this Collective Agreement.
- 6.09 All times mentioned in this article may be extended or shortened if both parties mutually agree thereto. The "days" referred to in this article are normal working days excluding Saturdays, Sundays and holidays.
- 6.10 Either party may request that the grievance be heard by a mutually agreed upon sole arbitrator instead of a Board of Arbitration. If a decision on a sole arbitrator cannot be mutually agreed upon a Board of Arbitration shall be implemented.

ARTICLE 7 – UNION RECOGNITION

- 7.01 All employees eligible to be in the bargaining unit shall become and remain members of the Union in good standing as a condition of employment, and all new employees shall become members within 60 days of their employment.
- 7.02 The Corporation will deduct from the wages of each employee who is eligible to be a member of the Union, a sum equal to the current monthly union dues and remit the amounts so deducted to the Secretary-Treasurer of the Union, not later than the 15th day of the month following, accompanied

by a list of all employees from whose wages the deductions were made along with the amount of union dues deducted from each employee. The Employer agrees when issuing T-4 slips to record the amount of union dues deducted during that taxation year on such T-4. Tax receipts for dues paid will not be issued by the Union.

7.03 No employee shall be required to make a written or verbal agreement with the Corporation or its representative which may conflict with the terms of this Collective Agreement.

7.04 When a supervisor or manager intends to interview an employee for the purposes of discipline, suspension or discharge, they will remind the employee of their right to request the presence of a Steward.

ARTICLE 8 – STRIKES AND LOCKOUTS

8.01 The Union will not cause, authorize, sanction, nor permit its members to cause or take part in any sit-down, stay-in or slowdown in any department, or any strike or stoppage of any of the Corporation's operations, or of any curtailment of work, restriction or interference or any picketing of the Corporation's premises during the term of this agreement.

ARTICLE 9 – UNION COMMITTEES AND STEWARDS

The Corporation acknowledges the right of the Union to appoint or otherwise select committees and Stewards from among regular employees of the Corporation. The Union shall advise the Corporation of the personnel serving on these committees and also the names of the Stewards in writing and keep the list updated. The negotiating committee shall consist of the President of the Local Union and:

- One (1) from Roads & Sewers Group
- One (1) from WPC Group
- One (1) from Parks Group
- One (1) from Arenas/CCC Group
- One (1) from Inside Workers Group in pay grades 0 through 6
- One (1) from Inside Workers Group in pay grades 7 through 9

Costs incurred for the second Inside Worker representative shall be billed and paid for by the Union.

9.01 (a) In order to maintain adequate staffing levels in all departments, not more than one (1) employee in a department shall sit on the same Union committee at the same time with the exception of the President's automatic seat on the negotiating committee.

(b) With the exception of the negotiation committee, all Union members will be limited to sit on two (2) Union committees/positions at the same time. When a conflict with 9.01 (a) may occur, Article 9.01 (a) will take precedent.

9.02 The Union acknowledges that Stewards, members of the committees and Union Officers have regular duties to perform on behalf of the Corporation. With the exception of emergency circumstances and scheduled meetings with Management, in general, Union business shall be conducted during non-working hours. Should the need arise to discuss or engage in Union matters during work hours approval of the immediate Supervisor must be received a week in advance. The Union Secretary shall advise the Manager, Human Resources when Union business is scheduled to be conducted during work hours. Union members shall not leave their regular duties without receiving permission from their Foreperson or immediate Supervisor, and such permission shall not be unreasonably withheld. Union members who are required to attend scheduled meetings with Management shall notify their immediate Supervisor at least 48 hours prior to the absence.

9.03 It is clearly understood that Stewards and other Union officials shall not absent themselves from their regular duties unreasonably in order to deal with the grievances of employees or with other Union business and that in accordance with this understanding, the Corporation shall not make any pay deduction from such employee for the time spent in handling grievances and attending meetings of grievances and other committees and that this

does not apply to the time spent on such matters outside regular working hours.

- 9.04 Requests for CUPE employee information including but not limited to employment status, hours of work and other employment related information shall be requested through the Human Resources Department.

ARTICLE 10 – SENIORITY

- 10.01 (a) When referring to length of service for 35 hour per week positions the following definition shall apply for all classifications:

- Four (4) months equals 607 regular hours
- Six (6) months equals 910 regular hours
- One (1) year and/or annual equals 1820 regular hours

- (b) When referring to length of service for 40 hour per week positions the following definition shall apply for all classifications:

- Four (4) months equals 693 regular hours
- Six (6) months equals 1040 regular hours
- One (1) year and/or annual equals 2080-regular hours

- (c) When referring to “regular hours” for regular full-time employees and regular part-time employees who work more than 24 regular hours per week, regular hours shall include paid statutory holiday hours, paid vacation hours, paid short term disability hours and hours used as time off in lieu of banked overtime.

- (d) When referring to “regular hours” for regular part-time employees who work 24 hours per week or less and for casual and student employees, regular hours shall include all hours worked excluding overtime.

- (e) When referring to “regular basis” it shall be recognized as referring to four (4) weeks in any seven (7) week period.
- (f) All persons hired in accordance with Article 10.02 (a), (b) and (c) shall be on probation for a period of four (4) consecutive months. This time period may be expanded by mutual agreement between Management, the affected employee and the Union. Upon successful completion of the probationary period, the service date shall be the employee’s date of hire. The seniority date of any employee so affected will be recognized as the first day contributing union dues.

Upon successful completion of the probationary period the employee will be added to the standby schedule.

- 10.02 (a) A regular full-time employee is one who has been hired for an indefinite term of more than six (6) months to work the normal hours referred to in Article 14 herein, and who has successfully completed the probationary period referred to in Article 10.01.
- (b) A regular part-time employee is one who has been hired for an indefinite term of more than six (6) months and who works 24 regular hours per week or less on a regular basis; and who has successfully completed the probationary period; and whose employment relationship is governed by the provisions of Article 2.01 herein; or who has qualified as such under the provisions of Article 10.02 (f), herein. No benefits coverage or entitlement is payable on behalf of regular part-time employees who work on a regular basis for 24 regular hours per week or less.
- (c) Regular part-time employees who work more than 24 regular hours per week in accordance with 10.02 (b) shall receive vacation entitlements as provided for in Article 12, statutory holiday entitlement as provided for in Article 13 and the benefit plans coverage as provided for in Article 35, herein. In order to remain eligible for the benefits a regular part-time

employee must work more than 24 hours per week on a regular basis.

- (d) A probationary employee is one who has not yet completed the probation period referred to in Article 10.01 (f).
- (e) A casual employee is one who has been hired for a specific term or task of less than six (6) months duration, it being understood that such an employee may be assigned to work full-time weekly hours or less than full-time weekly hours, or a combination of same.

A casual employee may be extended for a period longer than six (6) months but no longer than eight (8) months upon mutual agreement in the Parks Department and the Marina and Trailer Park Department. No requests shall be unreasonably denied.

The Employer agrees to notify the Union in writing at the time of hiring of the approximate duration of the casual employment and the specific task to be performed. No benefits coverage or entitlement is payable on behalf of casual employees. All casual employees employed by the Corporation shall be eligible to apply for internally posted positions provided they are actively employed at the time the notice is posted.

- (f) In the case where a casual employee has continuously worked in the same position for more than six (6) months, in a period of eight (8) consecutive months, the position shall be posted as a regular part-time or regular full-time position in accordance with Article 11.01 (a).
- (g) A casual employee who is successful in obtaining regular full-time or regular part-time employment immediately upon the conclusion of the casual position shall receive a vacation allowance in accordance with the terms of this agreement retroactive to the commencement of such period but will not be entitled to any paid holidays or benefit and disability income benefit plan coverage for absences which occur during that period. Such employee's participation in the OMERS pension plan shall commence from the point in

time at which such employee becomes a regular full-time employee. Participation by regular part-time employees in OMERS shall be governed by OMERS regulations for enrolment of other than continuous full-time employees (OTCFT). The service date of a casual employee retained past the period, as aforesaid, shall be date of hire. The seniority date shall be recognized as the first day contributing dues as a casual worker. Said seniority shall be pro-rated.

- (h) A student employee is one who regularly works 35 hours per week or more for the period April 15th and September 15th in all departments except the Marina where the period shall be April 15th to November 30th. Student employees working at the Marina after September 15th shall work up to 35 hours per week until November 30th. No benefits coverage or entitlement is payable on behalf of student employees.
- (i) Seniority is defined as an employee's length of service within the bargaining unit. The waiting period of 59 days shall not be considered for seniority purposes.
- (j) Casual and student employees are excluded from accruing seniority, benefit and vacation entitlements. Statutory holiday entitlement shall be as per the Employment Standards Act.

10.03 In the event of a work shortage which causes the layoff of employees and for the purposes of recalling those to work who have been laid off, seniority shall govern. Employees shall be laid off in reverse order of seniority and shall be recalled by seniority with the understanding that the employee is fully able and qualified to perform the duties of the position as determined by Management.

It is understood that student and/or casual employees shall be the first to be laid off and the last to be recalled. For the purposes of layoff, regular part-time employees will have their seniority date calculated on the basis of

2,080 hours worked (in the Roads and Sewers Department, Water Pollution Control Plant, Parks and Recreation Department, and Building Maintenance Department) or one thousand eight hundred and twenty (1,820) hours worked (in the Municipal Clerks Office, Engineering, Building, Planning, and Finance Departments) equals one year of seniority.

10.04 In case of layoff bumping is only permitted if the employee possesses all licenses and position requirements at the time of the bump.

10.05 Transfers and Seniority outside the Bargaining Unit

(a) No regular employee shall be transferred to a position outside the bargaining unit without his/her consent.

(b) If a regular employee is transferred to a position outside of the bargaining unit for a temporary assignment with a pre-determined return date he/she shall retain his/her seniority accumulated up to the date of leaving the Unit and shall continue to pay union dues calculated based on the rate of pay he/she is receiving while outside the bargaining unit.

(c) If a regular employee is transferred to a position outside of the bargaining unit he/she shall retain his/her seniority accumulated up the date of the leaving the Unit, but will not accumulate any further seniority. If the employee returns to the bargaining unit the employee shall pay union dues retro-active to their transfer date to remain in good standing with the bargaining unit.

If a regular employee returns to the bargaining unit, he/she shall be placed in his/her previous job held. Such return shall not result in the layoff or bumping of an employee holding greater seniority.

10.06 The Employer shall maintain a seniority list showing the current classification and each regular employee's service date and seniority date. An up-to-date seniority list shall be sent to the Union and posted on all

bulletin boards in November of each year. Should there be a dispute arising out of the publication of the lists as aforesaid, such complaint must be made in accordance with the provisions of Article 5 herein. If no challenge is made to the lists as aforesaid within the time limits prescribed by Article 5 herein, then the list as posted shall be deemed to be accurate and correct for all purposes from and after the date thereof. Where two (2) or more employees have the same seniority date, the order of seniority of such employees shall be determined by cutting cards, high card wins, aces are low. Should a part-time employee become a full-time, such employee's accumulated seniority within the full-time bargaining unit shall be determined by converting his/her part-time hours worked into days of service and adjusting his/her seniority date in accordance therewith. As between part-time employees, such seniority shall be determined on the basis of total hours worked.

- 10.07 In the event employment is temporarily interrupted, seniority shall cease on the last day of work and resume on the first day the employee returns to work. For the purpose of seniority only, this clause shall be read in keeping with the Human Rights Code of Ontario and employees who are disabled as defined by the Code shall continue to accumulate seniority when unable to work due to their disability.

ARTICLE 11 – JOB POSTING

- 11.01 (a) All vacant or newly created positions of a higher grade than student or casual shall be posted at a location accessible to all employees for a period of five (5) working days, during which time present employees will have an opportunity to apply for the position before it is posted externally. The five (5) day posting period shall commence from the date of the last department posting the notice. The job posting will outline the general requirements of the posted job, shift hours and wage rate scale.

- (b) For positions which have a low likelihood of being filled by a qualified

internal applicant, Management may post internally and externally concurrently.

- (c) All job postings will be forwarded to the Recording Secretary, or President, in the Secretary's absence at least one (1) day prior to it being posted.

11.02 For the purposes of bargaining unit job competitions, the following factors shall be considered:

- (a) seniority;

- (b) skill, ability and qualifications of the employee to perform the job.

It is agreed that in circumstances where, as between two (2) or more employees the factors set forth in clause (b) above are relatively equal, then seniority as herein defined shall be the determining factor.

The Corporation's Hiring Practices – Anti Nepotism Policy shall take precedence when an applicant has a family member, including common law relationships, employed in the direct work area or department.

11.03 The successful applicant shall be allowed a trial period of up to 30 working days, during which time the Corporation will determine if the employee can satisfactorily perform the job and meets the qualifications. This time period may be expanded by mutual agreement between Management, the affected employee and the Union. This expanded period would also allow for specific job related training if such training is mutually agreed by Management, the affected employee and the Union. Within this period, the employee may voluntarily return, or be returned by the Corporation to the position formerly occupied without loss of seniority. The vacancy resulting from the posting may be filled on a temporary basis until the trial period is completed.

ARTICLE 12 – VACATIONS

12.01 (a) Vacations with pay will be granted to regular employees by the Corporation in accordance with the following:

- i. After successful completion of the probationary period, newly hired employees shall be granted a one-time entitlement of eight (8) days. All days must be used prior to the employee's first (1st) anniversary date. Any unused days will be lost;
- ii. After one (1) year of continuous service, two (2) weeks;
- iii. After three (3) years of continuous service, three (3) weeks;
- iv. After six (6) years of continuous service, four (4) weeks;
- v. After fifteen (15) years of continuous service, five (5) weeks;
- vi. After twenty-four (24) years of continuous service, six (6) weeks.
- vii. After thirty (30) years of continuous service, one (1) additional day for each year of service over thirty (30) years

(b) Vacation entitlement for regular part-time employees as outlined in Article 12.01 shall be prorated based on the total hours paid, excluding overtime, in the previous payroll year.

(c) All changes to Article 12.01 (a) and (b) made through the negotiation process shall become effective on the employee's next anniversary date.

(d) "Day/s" and "week/s" for vacation entitlements shall be calculated based on regular hours of work. Arena Attendants entitlement shall be based on a 42 hour week.

12.02 For the purpose of this clause only, continuous service shall be calculated as follows:

(a) Regular full-time employees – date of employment

(b) All other employees qualifying for benefits as set out in 10.02 (c) – date of entitlement.

12.03 The vacation pay will be the appropriate number of weeks as set out in Section 12.01 above, times the employee's current hourly earnings times the number of hours in the employee's regular work schedule not to exceed the maximum number of hours per week which the employee may be required to work before an overtime premium becomes payable or two percent (2%) per week of the employee's earnings during the twelve (12) months preceding January 1st whichever is the greater. Effective January 1, 2012 calculation of the previous year's annual earnings shall be as defined in the Employment Standards Act, 2000 as amended and will be paid on the last regular pay of May.

12.04 The Corporation reserves the right to allocate vacation dates to employees throughout the Corporation and the number of weeks of vacation that may be taken consecutively. Employees shall submit their preference for vacation weeks by February 21st. If there is a conflict in requests in any vacation week preference will be given to the employee with the greatest amount of seniority. Vacation schedules will be finalized and posted in each department no later than March 15th. If departmental vacation schedules are not posted by March 15th, vacation requests submitted by February 21st will be deemed to be approved. Once the final vacation schedule has been posted all requests for changed weeks and/or requests for individual vacation days shall be considered on a first come, first serve basis regardless of seniority. Requests for vacation in full weeks shall be approved before requests for individual days and shall be approved based on seniority.

Employees from the finance department may request to amend their vacation requests once tax due dates have been set in April each year.

12.05 No more than the following number of employees are allowed to be on vacation at the same time unless approved by the Manager:

(a) Roads and Sewers: providing, that in the opinion of the Manager of Public Works or designate, the remaining employees are qualified and available to carry out the work that has to be done:

- four (4) during the months of July and August
- three (3) during the months of May, October and November
- two (2) during the months of April, June and September
- one (1) during the months of December to March inclusive

(b) W.P.C.P Operators:

- Four (4) employees

(c) Parks:

- One (1) employee during the period starting Victoria Day weekend and ending Labour Day.

(d) CCC Arena Staff:

- One (1) Operator on each shift shall be on vacation at any given time.

(e) Finance:

- Zero (0) employees during the period starting three (3) days before and ending one (1) day after tax due dates.

Depending on present circumstances and at the discretion of the Manager, additional employees may be granted vacation during these periods. Granting of this would not set a precedent.

- 12.06 The vacation year shall be the employee's anniversary date and the employee may carry over a maximum of one (1) week to the following vacation year. There may be exceptional cases where up to two (2) weeks may be carried over and will be at the discretion of the Director and shall be noted in the employees file.
- 12.07 If a paid holiday which is subject to the provisions of Section 13.01 of Article 13 occurs during an employee's vacation, it will not be counted as part of his/her vacation and the employee will receive an extra day's vacation or an extra half-day vacation with pay, whichever is applicable.
- 12.08 When in any vacation year an employee's service is terminated before he/she qualifies for his/her full year's vacation, the employee shall receive their vacation allowance for the time served during that vacation year on a pro rata basis.
- 12.09 Employees requesting vacation days after the approved schedule has been posted on March 15th, shall submit each request, in writing, to their Supervisor or designate a minimum of three (3) days prior to the date(s) requested. The Supervisor or designate shall advise the employee, in writing, within 24 hours of receipt of the request, whether their request is approved or denied.
- It is understood that from time to time last minute requests for vacation do arise. The supervisor will make every attempt to grant last minute requests, on a first come first serve basis, provided that no burden is placed on the department to complete scheduled work assignments or interfere with other schedules.
- 12.10 Vacation credits shall not be earned during the following periods of absence:

(a) Long Term Disability (LTD)

(b) Personal leave of absence exceeding 10 consecutive days, excluding all statutory leaves provided under the Employment Standards Act and Pregnancy and Parental Leave (Article 29)

(c) Personal leave of absence exceeding 10 consecutive days excluding all statutory leaves provided under the Employment Standards Act for a period of three (3) months and further extension upon approval from the CAO

In the vacation year immediately following the employee's return to work from such absences the employee's vacation entitlement shall be reduced to reflect the absence. The employee will not accumulate continuous service or seniority during either of these absences.

12.11 Where an employee's scheduled vacation is interrupted due to serious illness, which either commenced prior to or during the scheduled vacation period, the period of such illness shall be considered sick leave.

Serious illness is defined as an illness which requires the employee to receive on-going medical care and/or treatments resulting in either hospitalization or the employee being confined to their residence for bed rest after hospitalization.

12.12 (a) The Employer reserves the right to provide new employees a vacation entitlement that is outside the vacation entitlement schedule – 12.01 (a) up to three (3) weeks based on the employees knowledge, skills and experience.

(b) Vacation entitlements that are outside the vacation entitlement schedule do not constitute recognition of service; therefore eligible employees must accumulate the required years of service to be eligible for progression through the vacation schedule.

(c) Vacation entitlements under 12.12 (a) will be effective upon the successful

completion of the required probationary period.

- (d) The Employer will notify the Union President or the Recording Secretary in the absence of the Union President, when an additional vacation entitlement has been provided to a new employee.

ARTICLE 13 – STATUTORY HOLIDAYS

- 13.01 (a) Outside Workers Only - The Corporation will recognize the following holidays for outside workers and all CCC inside workers:

New Year's Day

Family Day

Good Friday

Victoria Day

Canada Day

Civic Holiday (James Cockburn Day)

Labour Day

National Day of Truth and Reconciliation (Float Day)

Thanksgiving Day

Remembrance Day*

Christmas Day

Boxing Day

** Remembrance Day shall be recognized as a float day for all bargaining unit employees with the exception of the employees in the Arenas Department*

The last half of the shift immediately preceding New Year's Day and Christmas Day. The last half of the shift shall mean the last four (4) hours of the shift.

- (b) Inside Workers Only - The Corporation will recognize the following holidays for inside workers:

New Year's Day

Family Day
Good Friday
Easter Monday
Victoria Day
Canada Day
Civic Holiday (James Cockburn Day)
Labour Day
National Day of Truth and Reconciliation (Float Day)
Thanksgiving Day
Remembrance Day
Christmas Day
Boxing Day

At the discretion of the Manager statutory holidays for inside workers working in the Roads and Sewers and WPCP departments will be altered to coincide with outside worker statutory holidays as listed in Article 13.01 (a).

- (c) Float days are allocated annually each calendar year. Remembrance Day and National Day of Truth and Reconciliation for outside workers and Easter Monday, Remembrance Day, and National Day of Truth and Reconciliation for inside workers may be taken after the holiday has occurred up to December 31st of that year.

Float days must be booked off in accordance with the Collective Agreement provisions for vacation days as set out in Article 12.04.

Any employee who is scheduled to be off on a float day as shown on the vacation schedule posted on March 15th and who is called in to work by the Supervisor on said dates shall be paid at two (2) times their regular hourly rate.

Any employee who is scheduled to be off on a float day as shown on the vacation schedule posted March 15th, reports as absent due to illness the day proceeding and/or on the float day, said float day will then be consider to have been taken as a statutory holiday, not a sick day.

- (d) The Corporation will recognize any other day proclaimed by the federal, provincial, or municipal government.
- (e) All banked statutory holidays will be used prior to December 31st of the same year. With the permission of the Manager, any statutory holiday not used by December 31st may be carried forward to the following year and become part of the employee's vacation credits.

13.02 The Employer agrees that regular part-time are to receive the same paid holidays as full-time, but pay for the day is to be pro-rated as per the E.S.A. – total earnings in the four (4) week period immediately preceding the holiday, divided by 20, times the hourly rate.

13.03 For the purposes of Sections 13.01 (a) and 13.01 (b) when one of the above-listed holidays (not including the half-days) falls on a Saturday, the preceding Friday will be observed as the holiday and, when it falls on a Sunday, the following Monday will be observed as the holiday, except in cases of emergency when employees may be called to work at the prevailing overtime rates. This is subject to any government declaration regarding when a particular holiday will be observed. The half-day holiday preceding Christmas Day and New Year's Day provided for in Section 13.01 (a) will be observed on the last half shift that would otherwise have been worked before the day observed as a holiday.

13.04 For the purposes of Sections 13.01 (a) and 13.01 (b) where, by civic proclamation, some other day is set aside to be observed instead of any of the above holidays, the Corporation may consider such other day as the holiday.

13.05 An employee is eligible for the above payment provided both of the following conditions are met:

(a) The employee is classified as a regular employee;

(b) The employee works their regular authorized shift upon the working day next preceding such holiday, or half the authorized regularly scheduled number of hours he/she would otherwise have worked for a full shift on the same working day in the case of a half-day holiday, and also his/her regular authorized shift upon the first working day succeeding such holiday. This condition shall not prevent payment of holiday pay to an employee who has worked for the Corporation at any time within 14 calendar days prior to the holiday and who is absent either or both such work days due to verified personal illness.

13.06 Part-time, casual and student employees who work on public holidays as defined by the Employment Standards Act including Civic Holiday (James Cockburn Day) shall receive time and one-half (1 ½) for all hours worked.

(a) The Employer agrees that casual and student employees are to receive holiday pay for public holidays as defined by the Employment Standards Act, including Civic Holiday (James Cockburn Day) but pay for the day is to be pro-rated as per the E.S.A.

ARTICLE 14 – HOURS OF WORK

14.01 (a) Following are the normal working hours for all employees of the Roads and Sewers Department:

i. The period from Monday closest to April 1 to the first Friday in November: 6:30 am to 5:00 pm Monday to Thursday with a lunch break of one-half (½) hour for a total of 40 hours per week. It is

understood that the overtime premium will not apply until the daily 10 hours have been worked. During this period the hours of work for the scheduled "on-call" employee shall be 7:00 a.m. to 4:30 p.m. Monday to Thursday with a lunch break of one-half ($\frac{1}{2}$) hour; and 7:00 a.m. to 11:00 a.m. Friday for a total of 40 hours per week. It is understood that the overtime premium will not apply until the daily nine (9) hours have been worked.

- ii. The period excluding that referred to in 14.01 (a): 7:00 a.m. to 4:00 p.m. Monday to Thursday with a lunch break of one-half ($\frac{1}{2}$) hour and 7:00 am to 1:00 pm on Friday with two (2) fifteen (15) minute meal breaks for a total of 40 hours per week.

(b) For casual and student employees it is understood that nothing herein shall constitute a guarantee of the hours of work per day or week.

(c) This schedule may be expanded if the need arises to include a shift from 12:00 midnight to 8:00 am. Before such a shift is scheduled, representatives of Management and the Union will meet to discuss implementation.

(d) Engineering Technicians

- i. The Period from Monday closest to April 1 to the first Friday in November: 7:00am to 4:30pm Monday to Thursday with a lunch break of one half hour ($\frac{1}{2}$) and Friday 7:00am to 11am for a total of 40 hours per week.
- ii. The Period excluding that referred to in 14.01 (d): 7:00am to 4:00pm Monday to Thursday with a lunch break of one half hour ($\frac{1}{2}$) and Friday from 7:00am to 1:00pm with two 15 minute meal breaks for a total of 40 hours per week.

(e) Excess Hours

In accordance with the Employment Standards Act, 2000 (ESA), the Union

gives consent for full-time employees to exceed the regular hours of work per day and/or per week, subject to the maximum total as provided for under the Highway Traffic Act, and subject to the overtime provisions contained in Article 17 - Overtime of the Collective Agreement.

Notwithstanding the ESA, the above will remain in effect only for the term of the current Collective Agreement.

The parties agree that compliance with the ESA rules relating to hours free from work and eating periods shall be maintained.

Notwithstanding the above, employees operating with Certified Vehicle Operators Registration (CVOR) shall be governed in accordance with the Highway Traffic Act. The Corporation will not schedule more than the maximum allowable hours and each employee has an obligation to adhere to the maximum hour limits permissible under legislation.

For the purpose of overtime calculation, the current provisions of the core language regarding maximum hours or any prevailing MOU on hours of work/overtime and working conditions (outside employees) shall apply.

Furthermore, the Union agrees to sign any Municipal application to the Ministry of Labour for hours of work up to 75 hours per week.

(f) Public Works Inspector

The Public Works Inspector shall work on a flex hours basis Monday to Friday, 52 weeks per year to a maximum of 2080 regular hours annually. Flex hours shall be approved in advance by the Supervisor in consultation with the Inspector. Payment of wages shall be fixed at 80 regular hours bi-weekly, 26 pays per year. Any hours remaining in the flex bank shall be paid as set out in Article 17.01 (g).

14.02 (a) Following are the normal working hours for all employees of the Water Pollution Control Plants:

- i. The period from the Monday Closest to April 1 to the First Friday in November: 7:00 a.m. to 4:30 p.m. Monday to Thursday with a lunch break of one-half ($\frac{1}{2}$) hour; and 7:00 a.m. to 11:00 a.m. Friday for a total of forty (40) hours per week. It is understood that the overtime premium will not apply until the daily nine (9) hours have been worked.
 - ii. The Period Excluding that Referred to in 14.02 (a) (i): 7:00 a.m. to 3:30 p.m. Monday to Friday with a lunch break of one-half ($\frac{1}{2}$) hour for a total of 40 hours per week.
 - iii. The weekend shift starts at 7:00 a.m. unless agreed upon by the parties. Any request to modify the weekend shift shall be provided in writing to Management prior to Thursday at 12:00 noon in order to meet weekend operational requirements.
 - iv. Due to job requirements there may be times when working hours for the Environmental Technician may be adjusted by mutual consent between the Manager and the employee.
- (b) No employee shall be required to take time off from their regular shift in lieu of other days worked.
 - (c) Except in cases of emergency, unless notified 30 days in advance of a shift change, an employee will be paid at time and one-half ($1 \frac{1}{2}$) for the first four (4) hours worked on the changed shift.
 - (d) For casual and student employees it is understood that nothing herein shall constitute a guarantee of the hours of work per day or week.

14.03 Following are the normal working hours for all Victoria Hall Employees and GIS Coordinator (This excludes Building Maintenance Staff whose hours are outlined in 14.06)

- (a) Monday through Friday inclusive, 35 hours per week, seven (7) hours per

day, including a one (1) hour unpaid lunch break between the hours of 11:00 am and 2:00 pm. Schedule shall be 8:30 – 4:30 pm.

- i. Exceptions, for extenuating circumstances, to 14.03 (a) shall be at the discretion of the Department Manager.
- (b) Subject to the operational requirements of the department an employee may be permitted to work summer hours. On an employee by employee basis summer hours will be administered as follows:
 - i. Work a maximum extra half ($\frac{1}{2}$) hour per day during the approved lunch break.
 - i. Exceptions, for extenuating circumstances, to 14.03(b) (i) shall be at the discretion of the Department Manager.
 - ii. Employees shall use;
 - ii. Not less than three (3) banked summer hours after their regularly scheduled lunch or;
 - iii. Banked summer hours for full or consecutive days off.
 - iii. Requests shall be submitted on the “Request for Summer Hours Form” to the Department Manager for approval on a first come first served basis.
 - iv. Requests that are submitted simultaneously shall be subject to approval based on seniority.
 - v. Requests to use banked summer hours shall be made after April 15th.
 - vi. Banked summer hours will be administered through payroll. The number of banked summer hours accumulated during the current pay period will be shown on the employees deposit verification.

Managers shall meet with staff and forward their departmental request to their Director on or before April 1st. The Director will review and advise Managers of his/her decision and staff will be notified no later than April 15th.

Summer hours for regular full-time employees will commence on Victoria Day and continue until Thanksgiving Day. Dependent on sufficient staffing levels and approval of the Supervisor, employees with sufficient hours worked will leave a minimum of three (3) hours early in an afternoon or take a full day off. If staffing levels do not allow for an employee to be off on their scheduled afternoon or day(s) off, by mutual agreement between the Supervisor and the employee, alternate arrangements will be made. Any summer hours not taken by November 15th will be lost and a payment of unused banked summer hours shall not be made. Employees are encouraged to use their banked summer hours before the first week in November since it is not guaranteed that all requests in will be granted.

Time off must not be greater than the accumulated extra time worked (e.g. if during the two (2) week period, an employee has a sick day, paid holiday or a vacation day then the time would be reduced by one-half ($\frac{1}{2}$) hour for each day absent).

- (c) For casual and student employees it is understood that nothing herein shall constitute a guarantee of the hours of work per day or week.

14.04 Following are the normal working hours for all Office Workers Working in Departments Outside of Victoria Hall (except Community Development Department):

- (a) Monday through Friday inclusive, 35 hours per week, seven (7) hours per day, including a one (1) hour unpaid lunch break between the hours of 11:00 am and 2:00 pm. Schedule shall be as determined by the Supervisor between 7:00 am and 5:00 pm.

- (b) Summer hours may be altered to coincide with the schedule observed in that department. Employees work an extra one-half ($\frac{1}{2}$) hour per day and leave every other Friday five (5) hours early. This is dependent on sufficient staffing levels and approval of the Supervisor. If staffing levels do not allow for an employee to be off on their scheduled Friday, by mutual agreement between the Supervisor and the employee, alternate arrangements may be made. Time off must be no greater than the accumulated extra time worked (eg. if during the two (2) week period, an employee has a sick day, paid holiday or a vacation day then the time off would be reduced by one-half ($\frac{1}{2}$) hour for each day absent.
- (c) For casual and student employees it is understood that nothing herein shall constitute a guarantee of the hours of work per day or week.

14.05 Following are the normal working hours for all employees of Community Development Department:

- (a) During the period commencing the day after Thanksgiving Day through to the start of the Victoria Day weekend hours of work will be 9:00 am to 5:00 pm, Monday through Friday inclusive, 35 hours per week, seven (7) hours per day, including a one (1) hour unpaid lunch break between the hours of 11:00 am and 2:00 pm.
- (b) During the period commencing Saturday on the Victoria Day weekend through to Thanksgiving Day inclusive, schedules will be altered to accommodate the tourist season as follows: Regular hours of work will be 9:00 am to 5:00 pm, Monday through Saturday or Monday through Sunday, 35 hours per week, seven (7) hours per day, five (5) days per week, including a one (1) hour unpaid lunch break between the hours of 11:00 am and 2:00 pm.
- (c) The Manager will provide one (1) weeks' notice of any change of shift.
- (d) Summer hours for regular full-time employees will commence two (2) weeks

prior to Victoria Day and continue until Thanksgiving Day. Employees work an extra one-half ($\frac{1}{2}$) hour per day. At the discretion of the Manager this one-half ($\frac{1}{2}$) hour will be worked either prior to the start of their shift, during their lunch period, or at the end of their shift. Dependent on sufficient staffing levels and approval of the Supervisor employees with sufficient hours worked will leave every other Friday five (5) hours early. If staffing levels do not allow for an employee to be off on their scheduled Friday, by mutual agreement between the Supervisor and the employee, alternate arrangements will be made. Time off must be no greater than the accumulated extra time worked (e.g. if during the two (2) week period, an employee has a sick day, paid holiday or a vacation day then the time off would be reduced by one-half ($\frac{1}{2}$) hour for each day absent).

- (e) For casual and student employees it is understood that nothing herein shall constitute a guarantee of the hours of work per day or week.
- (f) When necessary casual and student employees may be hired to work trade shows and festivals in place of, or in addition to, full-time employees.

14.06 Following are the normal working hours for all Victoria Hall Maintenance Staff Employees:

- (a) Day Shift 6:30 a.m. to 3:30 p.m. or 7:00 a.m. to 4:00p.m. or 8:00 a.m. to 5:00 p.m. as determined by the Supervisor (with a one (1) hour unpaid lunch break) Monday through Friday inclusive, 40 hours per week, eight (8) hours per day. Lunch hours shall be staggered.
- (b) Afternoon Shift 3:30 p.m. to 11:30 p.m. (with a one-half ($\frac{1}{2}$) hour paid meal break taken on the premises) Monday through Friday inclusive, 40 hours per week, eight (8) hours per day.
- (c) Beginning the first Monday in May and ending the first Monday in October the "Afternoon shift" will be replaced with an early morning shift from 6:00 am to 2:00 pm with a one-half ($\frac{1}{2}$) hour paid meal

break taken on the premises Monday through Friday inclusive, 40 hours per week, eight (8) hours per day.

- (b) Summer hours for regular full-time employees will commence on Victoria Day and continue until Thanksgiving Day. Employees work an extra one-half (½) hour per day. At the discretion of the Manager this one-half (½) hour will be worked either prior to the start of their shift, during their lunch period, or at the end of their shift. Dependent on sufficient staffing levels and approval of the Supervisor employees with sufficient hours worked will leave every other Friday five (5) hours early. If staffing levels do not allow for an employee to be off on their scheduled Friday, by mutual agreement between the Supervisor and the employee, alternate arrangements will be made. Time off must be no greater than the accumulated extra time worked (e.g. if during the two (2) week period, an employee has a sick day, paid holiday or a vacation day then the time off would be reduced by one-half (½) hour for each day absent).
- (c) For casual and student employees it is understood that nothing herein shall constitute a guarantee of the hours of work per day or week.

14.07 Following are the normal working hours for all employees of the Parks Department:

- (a) The normal standard work week shall average 40 hours.
- (b) The normal working hours shall be four (4) nine (9) hour shifts and one (1) four (4) hour shift in accordance with operational requirements.
- (c) The normal shift will provide for eight (8) days off in a four (4) week period, with a schedule to be developed and mutually agreed upon between Supervisor and staff.
- (d) For casual and student employees, it is understood that nothing

herein shall constitute a guarantee of the hours of work per day or week.

14.08 Following are the normal working hours for all Arena Attendants at the Cobourg Community Centre:

- (a) The normal standard work day shall be 12 hours and the normal standard work week shall average 42 hours over a two (2) week period. The two (2) week period shall coincide with the current pay period.
- (b) The hours of work will be determined in consultation with staff. Requests to change individual shift start and end times, based on operational requirements, may be made upon mutual agreement between the Facilities Manager and the employee. It is understood and agreed that weekly hours are to be averaged over the existing two (2) week pay period before liability for weekly overtime is applicable and that the Union agrees to save harmless and indemnify the Corporation against any or all claims for weekly overtime which may be made by reason of the adoption of the shift schedule.
- (c) During the period between when the ice is no longer available for rental in one of the two (2) ice surfaces to the point of start up for both ice surfaces at the Cobourg Community Centre shall be based on operational requirements for an average of 42 hours per week over a two (2) week period. The two (2) week period shall coincide with the current pay period. It is understood that the overtime premium will not apply until the time worked has exceeded an employee's regular hours of work in accordance with Article 14.08.

(d) It is understood that Life Insurance, LTD, and vacation entitlement shall be based on a 42 hour work week for staff on 12 hours and/or float shift rotation.

(e) For casual and student employees it is understood that nothing herein shall constitute a guarantee of the hours of work per day or week.

14.09 Following are the normal working hours for all Reception Staff at the Cobourg Community Centre:

(a) The normal standard workday shall be ten (10) hours and the normal standard work week shall average 35 hours over a two (2) week period. The two (2) week period shall coincide with the current pay period.

(b) The normal shift schedule shall be 10:00 am to 8:00 pm. Requests to change individual shift start and end times, based on operational requirements, may be made upon mutual agreement between the Facilities Manager and the employee. It is understood and agreed that weekly hours are to be averaged over the existing two (2) week pay period before liability for weekly overtime is applicable and that the Union agrees to save harmless and indemnify the Corporation against any or all claims for weekly overtime which may be made by reason of the adoption of the shift schedule.

(c) It is understood that the overtime premium will not apply until the daily ten (10) hours have been worked.

(d) For casual and student employees it is understood that nothing herein shall constitute a guarantee of the hours of work per day or week.

14.10 It is recognized that attendance at training courses may not follow normal

scheduled hours. However, each day of training will be considered as one regular shift.

ARTICLE 15 – STANDBY HOURS

- 15.01 It is agreed that, due to the nature of the Employer's business, provision should be made for emergency service. Emergency service means any work which is normally performed by hourly-rated employees.
- 15.02 (a) For the Roads and Sewers Department, two (2) employees shall be on standby from 7:00 a.m. Saturday to 7:00 a.m. Monday and on statutory holidays from December 1st to March 31st, if required by the Corporation. At other times of the year and on statutory holidays outside this period, one (1) employee shall be on standby, if required by the Corporation. Where two (2) employees are on standby, both employees will be called-in on each call.
- (b) One (1) employee shall be on weekly standby for off-shifts hours from the completion of the regular shift on Thursday to the following Thursday at 7:00 am.
- (c)
- i. General Utility Workers in the Roads and Sewers Department must first work two summer seasons (April 1 - November 30) and be limited to one "give away" stand-by period during the summer season.
 - ii. General Utility Workers in the Roads and Sewers Department who have worked more than two summer seasons are permitted to give away all summer stand-by periods with the exception of one (1).
 - iii. Any giveaway of a stand-by assignment must receive prior approval by the Supervisor. Such approval will not be unreasonably withheld.
 - iv. One (1) stand-by period equals seven (7) days.
 - v. Giveaways must be provided in one (1) day increments at a time, or the entire seven (7) day period.

- vi. An employee who has given away a standby period will remain on the standby list but will be called last.
- (d) The Public Works Inspector and Roads and Sewers Working Foreperson shall be included in the weekly Supervisor standby rotation with the Roads and Sewers Supervisor. The weekly standby shall include off-shift hours beginning after completion of the regular shift on Thursday to the commencement of the regular shift the following Thursday. The Public Works Inspector and Roads and Sewers Working Foreperson shall not be included in the General Utility Workers weekly standby rotation.
- i. Any exchanges and giveaways of a standby assignment must receive prior approval by the Manager.
 - ii. Exchanges and giveaways may be permitted in one (1) day increments at a time, or the entire seven (7) day period.
 - iii. Standby giveaway is limited to 50% of assigned standby periods between April 1 and November 30 each year.
 - iv. Exchanges and giveaways with another employee in the standby rotation is permitted and should always be conducted between employees on the Supervisor standby rotation, where possible.
 - v. Giveaways to other General Utility Workers may be permitted upon approval of the Manager.
 - vi. The employee is responsible to find standby coverage during an employee's vacation period. Standby coverage during a vacation period will not be considered a giveaway of standby.
- 15.03 (a) For the Water Pollution Control Department, there shall be one (1) operator on standby from 3:30 p.m. Thursday until 7:00 a.m. the following Thursday during the winter working schedule as outlined in Article 14.02 (a)(ii). There shall be one (1) operator on standby from 4:30 p.m. Thursday until 7:00 a.m. the following Thursday during the summer working schedule as outlined in Article 14.02 (a) (i). When a statutory holiday falls on a Thursday, the stand-by shift will commence at 7:00 am.

- (b) In addition, the employee on standby will be available to work an overtime shift of three (3) hours minimum per day on Saturday, Sunday and statutory holidays as required.
- (c) When an operator on call does not hold a Class 4 license and a separate Overall Responsible Operator (ORO) is assigned, the ORO will also receive on call pay at the premium as set out in Schedule "B".
- (d) The Public Works Inspector and Roads and Sewers Working Foreperson shall be included in the weekly supervisor standby rotation with the Roads and Sewers Supervisor. The weekly standby shall include off-shift hours beginning after completion of the regular shift on Thursday to the commencement of the regular shift the following Thursday. The Public Works inspector and Roads and Sewers Working Foreperson shall not be included in the General Utility Workers weekly standby rotation.
 - i. Any exchanges and giveaways of a standby assignment must receive prior approval by the Manager.
 - ii. Exchanges and giveaways may be permitted in one (1) day increments at a time, or the entire seven (7) day period.
 - iii. Standby giveaway is limited to 50% of assigned standby periods between April 1 and November 30 each year.
 - iv. Exchanges and giveaways with another employee in the standby rotation is permitted and should always be conducted between employees on the supervisor standby rotation, where possible.
 - v. Giveaways to other General Utility Workers may be permitted upon approval of the Manager.
 - vi. The employee is responsible to find standby coverage during an employee's vacation period. Standby coverage during a vacation period will not be considered a giveaway of standby.

- 15.04 (a) For the Cobourg Community Centre Facilities Staff, one (1) Arena Attendant with authority to enter the mechanical rooms will be on standby from 6:00 am Monday until 6:00 am the following Monday.
- (b) Any giveaway of a standby assignment must receive prior approval by the Supervisor.
- (c) One standby period equals seven (7) days from Monday to Monday.
- (d) Giveaways must be provided in one day increments at a time, or the entire seven (7) day period.
- (d) Standby time will be adjusted as required to cover summer schedule when only one (1) ice pad is in service.

15.05 A rotating stand-by schedule shall be arranged for the Custodial staff and Supervisor of Public Buildings.

15.06 A stand-by schedule shall be established for the Victoria Hall Concert Hall for days when events are booked on weekends. The standby rotation shall be on an equal basis between the Concert Hall Facilitators and the House Manager. Said schedule shall be established in January for the current year and be reviewed on a quarterly basis. If the need arises, the schedule may be expanded to include events scheduled on week days.

15.07 Employees who are on weekend standby in accordance with the provisions of Articles 15.02, 15.03, 15.04, 15.05 and 15.06 herein, shall be paid as follows:

Weekend

Two and one-half (2½) hours of straight time per day.

Weekly

One and one-half (1½) hours of straight time per day. If an employee on weekly standby is also scheduled for weekend standby, such payment shall be in addition to the payment for weekend standby time.

Statutory Holiday

Three and one-half (3½) hours of straight time (instead of 1½ hours) per day for any weekly standby day designated as a statutory holiday in Article 13.01.

Should an employee be unable to fulfil their scheduled standby assignment(s) due to WSIB or sick leave lasting for a continuous period greater than one (1) month, said employee will not be required to make up the missed standby at a later date.

15.08 The Corporation shall supply a cell phone for employees when they are on standby duty. It is the responsibility of each employee on standby to:

(a) obtain the cell phone from the Employer before going on standby duty.

(b) to check that the cell phone is operational.

(c) to keep the cell phone within call distance and service range while on standby duty.

A standby employee must acknowledge and respond within five (5) minutes of the cell phone contact. If no response is acknowledged within this timeframe, the employee will be considered unavailable and the next employee will be called. The employee shall also lose his/her stand-by pay for that day.

Upon completion of standby duty the cell phone is to be returned immediately.

15.09 Employees, who are placed on standby duty on a rotating basis, are liable to accept standby assignments according to a schedule prepared by the Supervisor each October 15th for the following year. If possible, the Corporation shall notify affected employees one (1) month in advance of

any revisions to the standby assignment schedule made by the Corporation. Should an employee so assigned to standby duty be unable to work by reason of illness on the day immediately prior to the standby assignment, the employee is deemed to be ineligible for the standby assignment. When an employee is absent due to bereavement leave, or other emergency, the employee will be deemed to be ineligible for the standby assignment unless he notifies his/her Supervisor 24 hours in advance that he will be available to complete his/her standby assignment. In the event an employee is not available for a standby assignment, he/she shall lose his/her standby pay and the Employer shall be entitled to ask other employees to accept the assignment. If an employee is missing in the standby list because they are on LTD, their missed stand-by should be rotated through the call list.

- (a) If there are employees on the standby list who have missed standby assignments, then the Employer may first make the assignment to any such employee for the equivalent number of hours missed at the normal standby rate.
- (b) If no one on the list has missed a standby assignment, then the Employer shall, beginning with the next person on the list, determine the first employee who is willing and available to accept the assignment who shall receive two (2) times the standby rate for the assignment. If no one is willing and available to take the standby assignment, the Employer shall be entitled to appoint an employee to undertake such duty. If the person so appointed has not missed any previous standby assignments in the previous 12 months, or having done so, has made up such missed assignments, he shall receive two (2) times the standby rate for such extra standby assignment. If the person so appointed has missed a previous standby assignment and has not made up the same, he shall receive the normal standby rate.
- (c) Employees who have been placed on modified duties or modified hours by

a physician may be deemed ineligible for standby and call-in assignments during the period specified in the physician's letter or on the Corporation's Treatment Memorandum and Functional Abilities Report (TMFAR).

15.10 Employees who choose a period of vacation which includes an assigned standby period are required to find a replacement for such standby period and to advise the Supervisor of the name of such person two (2) weeks prior to the departure on vacation and to obtain the Supervisor's consent to such arrangement, which consent shall not be unreasonably withheld.

15.11 An employee may make arrangements with another employee to exchange assigned standby time as long as the employees affected advises the Employer of such arrangements and provided that such exchanges do not result in the Employer being obliged to pay double standby rates, subject to the arrangement being approved by the employee's Supervisor. If mutually agreeable between two (2) employees and approved by the Manager, employees may exchange standby in either single day, days, weeks or weekends. An employee shall only exchange their standby for another standby in the same season (exchange a winter standby for a winter standby).

An employee may exchange their standby for another standby in a different season for exceptional circumstances.

15.12 The Employer agrees not to assign employees to standby duty on consecutive weekends, subject only to the provisions of Articles 15.08 and 15.09 herein. Assignment to weekly standby duty shall be on a rotating basis, the selection being made in accordance with the process set forth in Articles 15.08, 15.09 and 15.10 herein.

15.13 In the event the standby duty schedule is altered after annual vacation schedules have been approved, the employer agrees not to assign employees to standby duty during their approved vacation period.

ARTICLE 16 – CALL OUT TIME

- 16.01 (a) When an employee is called out for emergency service, he/she shall receive no less than three (3) hours pay at overtime rates except that more than one (1) call within three (3) hours of any such call shall be continuous.
- (b) In the case of employees who are in receipt of standby pay it is understood that there shall be no forfeiture of standby pay in the event, unless the employee missed a call.
- (c) Call out pay commences upon arrival at the workplace.
- 16.02 Employees on standby are liable for all calls during the period of standby.
- 16.03 An employee called out for emergency service shall, upon reporting for work, remain at work until assigned the task for which the call out was made and until the work is completed.
- 16.04 (a) When an employee has been on duty and/or driving for 11 hours with a one (1) hour break in one (1) day and has not had the opportunity to rest for the designated minimum period of eight (8) consecutive off duty hours, that employee will be bypassed for further call ins until the rest period has been completed. This article shall apply to snow operations only. The hours in this clause are subject to change as per Highway Traffic – O. Reg. 555/06.
- (b) During a lengthy or reoccurring snow storm it may become necessary for an on call General Utility Worker(s) to be sent home for a mandatory rest period after having reached the maximum driving and/or on duty hours.

On call General Utility Worker(s) will not be recalled until the mandatory off duty rest period as outlined in O. Reg. 555/06, s.6(1), s.6(2), s.6(3) of the Highway Traffic Act has been completed. This Article may require amendment from time to time to comply with any legislated changes to O. Reg. 555/06, s.6.(1), s.6(2), s.6(3) of the Highway Traffic Act.

- (c) When an employee is within three (3) hours or less of reaching his/her maximum on duty / driving time (13 hours driving/14 hours on duty) and receives another call out after being sent home prior to the call coming in the employee can return for the call out if the call out will be less than the three (3) hour minimum call out. In situations where the work is projected to be longer than the three (3) hour minimum call, the employee will not be called in until he/she has completed the mandatory rest period as outlined in O. Reg. 555/06, s.6(1), s.6(2), s.6(3) of the Highway Traffic Act.
 - (d) Should the employee reach his/her maximum excess hours as described in Article 14.01 (e) during a call out the employee shall be replaced by the next available employee as per Article 15.
 - (e) Relief General Utility Workers will be called from the on call list to fill in during these rest periods. The relief workers will be replaced by the regular on call General Utility Worker(s) upon completion of their rest period.
- 16.05 Call ins shall be in accordance with the provisions set out in Article 15.
- 16.06 (a) When responding to a call-in an employee must report within 30 minutes of acknowledging the call.
- (b) Active employees whose place of residence on January 19, 2009 would make a 30 minute response impossible, are exempt as long as they reside at said residence.
- 16.07 In the event an employee has been assigned a task to complete which may result in working two (2) hours or less past the end of his/her shift, it is understood that the employee will complete the task assigned and be paid at the premium rate for the hours worked after the end of the regular shift. This type of assignment will not be considered a call-in and does not require on call personnel to be called. No remuneration will be paid to on call personnel in lieu of a call-in.

- 16.08 It is understood and agreed that an employee who is absent from work due to vacation or using banked overtime is not obliged to accept a call in but may volunteer to do so if he/she wishes.

ARTICLE 17 – OVERTIME

In this article, the term “in excess of” shall mean that the hours referred to must be worked before overtime rates apply.

17.01 Roads and Sewers Department:

- (a) All hours worked in excess of the normal daily hours as shown in Article 14, Section 14.01 (a) and (b), Monday through Friday, shall be paid at one and one-half (1 ½) times the employee's regular hourly rate of pay. In addition, any hours worked in excess of fourteen (14) consecutive hours will be paid at the rate of two (2) times.
- (b) The first eight (8) consecutive hours worked on a Saturday shall be paid at one and one-half (1 ½) times the employee's regular hourly rate of pay. Time worked after the first eight (8) consecutive hours on a Saturday shall be paid at two (2) times the employee's regular hourly rate of pay.
- (c) All hours worked on Sundays and paid holidays, shall be paid at two (2) times the employee's regular hourly rate of pay.
- (d) During the time period from the completion of the regular shift on Thursday to the following Thursday at 7:00 a.m., if emergency or overtime work is required to be done, then the employee scheduled for weekly standby shall be the first to be called out or requested to perform such work. Should additional employees be required, then the employee as outlined on the employee's standby list shall be the first eligible employee or employees to be called out or requested to perform such work. When the Corporation deems it necessary, additional employees may be called out or requested to perform such work according to the next-in-line on the standby or call out

list.

- (e) Any employee required to work 16 hours within a 24 hour period shall be allowed a leave of absence with pay for the next day except in the case of a shift changeover.
- (f) Overtime at the rate of time and one half (1 ½) shall be paid to part-time, casual and student employees for all hours worked:
 - i. in excess of eight (8) hours per day when the hours worked are an extension of their regular shift.
 - ii. for extra shifts provided the employee has worked 40 regular hours in the seven (7) day period recognized as his/her regular work week.
- (g) All hours remaining in the Public Works Inspector's flex bank after 2080 regular hours have been paid, shall be paid at time and one-half the employee's regular hourly rate. At the discretion of the Manager, the Public Works Inspector is permitted to receive time off in lieu of payment. Said pay or lieu time must be reconciled by March 31st of the following year.
- (h) Any employee required by the Supervisor to stay a minimum of 15 minutes past regular working hours shall be paid a minimum of one-half (½) hour. Overtime beyond that point shall be calculated in quarter hour increments.

17.02 Water Pollution Control Plant Operators:

- (a)
 - i. Time and one-half (1 ½) for time worked in excess of scheduled daily hours as outlined in Article 14.02.
 - ii. During irregular hour work weeks as described in Article 14.02 (a) (iv), time and one-half (1½) shall be paid for time worked in excess of the scheduled 40 hour work week or for work in excess of the scheduled daily hours if less than 24 hours' notice is provided to the employee.

- (b) All hours worked on Sundays and paid holidays, shall be paid at two (2) times the employee's regular hourly rate of pay.
- (c) Any employee required to work 16 within a 24 hour period shall be allowed a leave of absence with pay for the next day except in the case of a shift changeover.
- (d) Overtime at the rate of time and one half (1 ½) shall be paid to part-time, casual and student employees for all hours worked:
 - i. in excess of eight (8) hours per day when the hours worked are an extension of their regular shift.
 - ii. for extra shifts provided the employee has worked forty (40) regular hours in the seven (7) day period recognized as his/her regular work week.

17.03 Arena/CCC Employees:

- (a) Time and one-half (1 ½) for time worked in excess of scheduled daily hours in accordance with Article 14.08 and 14.09.
- (b) The first eight (8) hours worked on an employee's first and second off shift shall be paid at one and one-half (1 ½) times the employee's regular hourly rate of pay. All hours worked after the first eight (8) hours on the employee's first and second off shift shall be paid at two (2) times the employee's regular hourly rate of pay.
 - i. In the event that the same employee has to work his/her first and second day off, then the second day will be paid at two (2) times regular rate of pay.
- (c) All hours worked on paid holidays shall be paid at two (2) times the employee's regular hourly rate of pay. It is the option of the employee to take two (2) days' vacation in lieu of payment.
- (d) Any employee required to work 16 hours within a 24 hour period shall be

allowed a leave of absence with pay for the next day except in the case of a shift changeover.

- (e) Overtime at the rate of time and one half (1 ½) shall be paid to part-time, casual and student employees for all hours worked:
 - i. in excess of eight (8) hours per day when the hours worked are an extension of their regular shift.
 - ii. for extra shifts provided the employee has worked 40 regular hours in the seven (7) day period recognized as his/her regular work week.

17.04 Parks Employees:

- (a) Time and one-half (1 ½) for time worked in excess of scheduled daily hours in accordance with Article 14.07.
- (b) The first eight (8) hours worked on an employee's first off shift shall be paid at one and one-half (1 ½) times the employee's regular hourly rate of pay. All hours worked after the first eight (8) hours on the employee's second off shift or Sunday shall be paid at two (2) times the employee's regular hourly rate of pay.
- (c) All hours worked on paid holidays shall be paid at two (2) times the employee's regular hourly rate of pay.
- (d) Any employee required to work 16 hours within a 24 hour period shall be allowed a leave of absence with pay for the next day except in the case of a shift changeover.
- (e) Overtime at the rate of time and one half (1 ½) shall be paid to part-time, casual and student employees for all hours worked:
 - i. in excess of eight (8) hours per day when the hours worked are

an extension of their regular shift.

- ii. for extra shifts provided the employee has worked 40 regular hours in the seven (7) day period recognized as his/her regular work week.

17.05 Office Employees:

- (a) All hours worked in excess of the normal daily hours as shown in Article 14, Section 14.03 (a) and (b) when required by the employee's Supervisor, shall be paid at one and one-half (1 ½) times the employee's hourly rate providing the overtime exceeds 15 continuous minutes, except Sundays and holidays which will be at two (2) times.
- (b) When office employees are scheduled to attend a meeting(s) as a continuation of their shift, overtime rates shall apply for the actual hours worked beyond their regular work day. When required to attend evening meetings the employee shall receive not less than two and one-half (2½) hours pay at overtime rates.
- (c) Overtime at the rate of time and one half (1 ½) shall be paid to part-time, casual and student employees for all hours worked:
 - i. in excess of seven (7) hours per day when the hours worked are an extension of their regular shift.
 - ii. for extra shifts provided the employee has worked 35 regular hours in the seven (7) day period recognized as his/her regular work week.

17.06 Victoria Hall Maintenance Staff Employees:

- (a) All hours worked in excess of the normal daily hours as shown in Article 14, Section 14.06 when required by the employee's Supervisor, shall be paid at one and one-half (1 ½) times the employee's hourly rate providing the

overtime exceeds 15 continuous minutes, except Sundays and holidays which will be at two (2) times.

- (b) Overtime at the rate of time and one half (1 ½) shall be paid to part-time, casual and student employees for all hours worked:
 - i. in excess of eight (8) hours per day when the hours worked are an extension of their regular shift.
 - ii. for extra shifts provided the employee has worked 40 regular hours in the seven (7) day period recognized as his/her regular work week.

17.07 Overtime Accumulation:

- (a) Employees shall be permitted to accumulate overtime and standby hours, at the appropriate overtime rate, up to a maximum of 200 hours.
- (b) Employees may receive time off in lieu of payment to a maximum of 80 hours.
- (c) All requests for time off in lieu of pay for banked overtime are granted at the discretion of the Supervisor. The Supervisor will make every attempt to grant requests that do not place a burden on the department to complete scheduled work assignments or interfere with other schedules.
- (d) Overtime hours will not be carried forward. All hours remaining in an employee's overtime bank will be paid out on the last pay of the year.

17.08 Travel time shall not be considered overtime.

ARTICLE 18 – SHIFT PREMIUM

18.01 A bonus of one dollar (\$1.25) per hour will be paid for all hours worked on

regular second shifts and all hours worked on regular third shifts. Regular second shifts. Effective January 1, 2023 the shift premium rate will be subject to the negotiated annual wage rate percentage increases.

18.02 The Public Works Inspector position is excluded from this article.

ARTICLE 19 – REST PERIODS

19.01 Employees will be provided with one (1) paid rest period of ten (10) minutes duration in each half shift worked, to be taken as close as practicable to the mid-point of the half shift.

ARTICLE 20 – MEAL ALLOWANCE

20.01 (a) All employees required to work four (4) hours past normal stopping time, or when called out for emergency service for four (4) hours, shall be given as a meal allowance seventeen dollars (\$17.00). The time limit for eating such meal shall be 30 minutes. Staff will not be permitted to skip meal entitlements in order to accrue additional time.

(b) Payment of meal allowance shall accumulate and be paid at the end of each quarter in March, June, September and December.

ARTICLE 21 – TIME OF PAY

21.01 Employees will be paid by direct bank deposit every two (2) weeks on Thursday, before noon except in circumstances beyond the control of the Corporation. Any pay falling due during an employee's vacation period shall be paid the employee prior to leaving on vacation providing at least one (1) pay period's notice is given before the normal pay day.

Upon reporting a payroll error to their Manager the employee shall receive payment by cheque prior to end of their shift on Friday immediately after pay day.

ARTICLE 22 – ATTENDING AUTHORIZED COURSES

22.01 Employees attending authorized courses on their regular days off shall be paid at their straight time regular hourly rate of pay for the normal daily hours. The Corporation shall pay the cost of renewal of specialized certificates and licenses including renewals and upgrades, if approved by the Supervisor as being a requirement for the job. It is mandatory for all employees to participate in health and first aid courses offered by the Corporation during normal working hours of any employee so affected.

22.02 The Corporation shall pay to each employee a bonus of \$10.00 per diem to a maximum of \$50.00 upon the successful completion of a course where attendance is required during non-working hours and pertains to the employee's classification and for which the Department Head's approval has been received prior to enrolment. Travel time to an approved course on a regular work day or regular day off shall not be considered for compensation.

22.03 The Corporation will cover the cost of an employee's first attempt at any relevant and/or required examination/certification/qualification/testing for any professional association or institution and further that the employee be paid the amount of their regularly scheduled shift if approved by their Manager.

Payment shall be made as follows:

(a) 50% upon registration for the course.

(b) 50% upon successful completion of the course.

ARTICLE 23 – HOURLY RATE, RATE RANGES AND CLASSIFICATIONS

23.01 Regular part-time employees shall be paid in accordance with their classification and their movement on the grid shall be at six (6) month increments and be based on regular hours worked.

23.02 (a) W.P.C.P. Operator #4

- i. All new Water Pollution Control Plant (WPCP) Operators will hold an Operator in Training (OIT) Wastewater Treatment License and must successfully obtain a Class 1 Wastewater Treatment License within eighteen (18) months of becoming a WPCP Operator.

All classifications of Wastewater Treatment Licenses other than Class 4 will be paid at the "Operator" pay grade.

- ii. Payment towards completion of the wastewater treatment and wastewater collection exams will be reimbursed to the employee by the Employer as follows:

(a) 50% upon registration for the course.

(b) 50% upon successful completion of the course.

- (b) The Corporation will maintain a training plan to ensure required training has been defined and implemented for employees to ensure safe operation of Roads & Sewers equipment.

- (c) General Utility - In addition to such regular duties as may be assigned, an employee classified as general utility shall be able to operate and shall operate as required the following equipment on a regular basis:

Truck and accessories, tractors and accessories, loader, mechanical street sweeper, grader, backhoe and other equipment provided by the Corporation.

- (d) The Corporation undertakes to provide backhoe and grader operation training to those employees classified as general utility who are capable of being trained and wish to be trained in the operation of the backhoe and grader.

- (e) When a regular full-time parks employee performs work normally performed by a General Utility Worker, the parks employee will receive the rate of pay as a General Utility Worker. Training is to be provided and compensated at Roads and Sewers Department rate.
- (f) When additional staff is required for snow removal duties, parks employees shall be requested to perform such duties. Such requests will be made on a seniority basis. If no parks employees agree to the request and no casual staff are available, then parks employees may be assigned to the task in reverse order of seniority.
- (g) Lead Hand - Supervisors may, at their discretion, assign lead hand duties on a temporary basis (less than two (2) months). Shift premium shall be as set out in Schedule "B". Duties shall include short range planning for tasks involving site familiarity and work review including material type, quantity estimating and work scheduling. Authorization shall be as expressed by the Supervisor, but generally shall include determination of the detail and scope of work required to complete a task when general directions given are not specific or sufficient. Further responsibilities include detecting problems as they arise and determining what action is required to rectify them. In the event either the Roads and Sewers Manager or Foreperson are unable to assume their stand-by roll, the Lead Hand may, by mutual consent, fill in on a temporary basis provided it does not conflict with the Lead Hand's rotation on the departmental standby list. Remuneration shall be paid at the employee's normal stand by rate plus lead hand premium included as outlined in Article 15.07.
- (h) Temporary Working Foreperson - From time to time it may be required to assign a temporary Working Foreperson. Temporary being two (2) months to one (1) year. The premium shall be as set out in Schedule "B". Duties shall include short range planning for tasks involving site familiarity and work review including material type, quantity estimating and work

scheduling. Authorization shall be as expressed by Supervisor, but generally shall include determination of the detail and scope of work required to complete a task when general directions given are not specific or sufficient. Further responsibilities include detecting problems as they arise and determining what action is required to rectify them.

- (i) Working Foreperson - When a Working Foreperson is required on a permanent basis (longer than one (1) year), the position will be filled in accordance with Article 11. The rate of pay shall be as set out in Schedule "B".

- (j) Overall Responsible Operator (ORO) - The Manager of the Water Pollution Control Facilities will, in his/her absence, designate an Operator to serve as the "Overall Responsible Operator", during his/her absence. The scope of work shall include all process-related functions pertaining to the smooth operation of the Wastewater Treatment Plants and pumping stations, as well as scheduling, health and safety requirements and other responsibilities of the Manager as may be assigned from time to time. The ORO must be qualified as per MOE Regulation 129/04 and must be accessible to the Water Pollution Control Plant staff at all times to assist with operational problems or emergency situations. The premium shall be as set out in Schedule "B".

The ORO must acknowledge and respond within five (5) minutes of the cell phone contact. If no response is acknowledged within this timeframe, the employee will be considered unavailable and the next qualified employee will be called.

- (k) Students - The student rates referred to in Schedule "B" shall apply to student employees within the bargaining unit as set forth in Article 10.02 (h). Start rate shall apply first year student employees. Experienced rate shall apply to returning student employees with one (1) or more years of experience with the Town of Cobourg.

- (l) Public Works Inspector - As part of the duties of this position, the inspector must perform inspections of subdivisions under construction. Therefore, the inspector's hours of work shall conform closely to the construction site hours on a controlled flex hour basis.
- (m) The Employer and the Union recognize that vacant positions due to long term leaves of absence greater than six (6) months, such as maternity, parental leave LTD, may require "Temporary Full-Time" replacements.

The "Temporary Full-Time" position will:

- i. Be filled only when a vacancy is created due a known absence greater than six (6) months such as a maternity, parental leave or LTD Leave for a period of up to one (1) year.
 - ii. After all eligible staff have been used, the "temporary full-time" employee may be placed at the bottom of the rotating stand-by/call-out lists or shall respond to a request for after-hours work.
 - iii. Be employed under the same terms as a casual worker in accordance with Article 10.02 (e) and (g) of the current Collective Agreement.
 - iv. In order to ensure that the vacant position is filled with "ready to start" experienced worker(s) it is necessary that the hourly rate be equivalent to the vacant position rate as listed in Schedule B of the current Collective Agreement.
- (n) Planner I/Planner II/Intermediate

Movement between Planner classifications will be based on years of experience, status of professional membership, and experience with complex file reviews. This will be based on the applicable job description.

(o) Water Pollution Control Plant

Movement between the position of WPCP Operator 1 and Operator 4 will be based on achievement of the Class 4 Wastewater Treatment License. This will be based on the applicable job description.

(p) Acting pay shall be awarded for assuming significant additional responsibilities during a staff absence or vacancy for a period longer than one month from the date a staff member is placed on an acting status.

Where an employee is assigned to an acting assignment that involves taking on approximately 1-50% of the responsibilities, a recognition pay of 5% will be assigned for the remainder of the assignment.

Where an employee is assigned to an acting assignment that involves taking on approximately 50-100% of the responsibilities, a recognition pay of 10% will be assigned for the remainder of the assignment.

ARTICLE 24 – CHANGED CLASSIFICATIONS

24.01 (a) The Corporation agrees to prepare job descriptions for those positions falling within the bargaining unit. The Union shall have access to such job descriptions within five (5) working days of any job descriptions being created or amended. No bargaining unit job description will be amended without prior notice of five (5) working days being given to the Union.

(b) The Corporation will establish rates for all new or changed occupational classifications and will advise the Union in writing of all such new or changed classifications. Any complaint resulting from a change in job content in an occupational classification may be taken up under the grievance procedure as outlined in Section 5.01 and 5.02 of Article 5 herein.

24.02 Building Maintenance Worker designated by the Supervisor's will receive a 10% premium on his/her regular straight time hourly rate while undertaking the Supervisor's duties in his/her absence beyond a period of three (3)

working days and, in this event, the premium will commence on the first day of the Supervisors absence.

ARTICAL 25 – RETROACTIVITY

25.01 Rates and salaries referred to in Schedule “B” attached and forming part of this agreement are effective as of the first pay period following the signing of this agreement by the parties hereto and are retroactive to January 1, 2022.

25.02 Retroactivity will be paid to those employees who are in the employ of and being paid by the Corporation on the date a memorandum of agreement was reached and to those employees who retired on pension or who were granted maternity leave as provided for in Article 29 of this collective agreement.

25.03 Retroactive pay will be applied to all hours paid from January 1, 2022 and all hours worked shall include hours granted as annual vacation and paid statutory holiday time. (Retroactive pay will be paid the second pay period following ratification of the Collective Agreement by both parties).

ARTICLE 26 – LEAVES OF ABSENCE

26.01 Upon request from the Union, the Corporation agrees to allow a leave of absence without pay or loss of seniority to members for Union functions, provided that the leave concerned does not exceed 10 days in any contract year.

The Union may request an additional leave of absence for CUPE Executive members without pay or loss of seniority to members for Union functions, provided that the leave concerned does not exceed five (5) days in any contract year and 30 days’ notice is provided. The request is subject to Supervisor approval. No request shall be unreasonably denied.

26.02 The Corporation may grant a leave of absence to any employee for any reasonable request; such request shall be in writing two (2) weeks prior to the leave of absence, if possible. Any leave of absence granted by the Corporation shall be in writing.

26.03 Employees granted a leave of absence for maternity purposes or Union functions will continue to accumulate seniority. Employees granted a personal leave of absence (other than bereavement) shall neither accumulate nor lose seniority during such leave.

ARTICLE 27 – COMPASSIONATE LEAVE

DEFINITIONS:

“Current spouse” shall refer to an individual who, on their date of death, was legally married to and living with the employee; or, was a common law partner who has been living in a marriage relationship with the employee for at least one (1) year. Ex-spouses and ex-partners are excluded.

“Current “when used in reference to “in-laws” shall refer to in-laws of the employee’s “current spouse” only. Relatives of ex-spouses and ex-partners are excluded.

“Immediate family” shall refer to an employee's current immediate family including father, mother, children, sister, brother, and mother and/or father of the employee’s current spouse. Relatives of ex-spouses and ex-partners are excluded.

27.01 The Corporation agrees that it is proper to grant leave of absence to regular employees.

27.02 All regular full-time and eligible regular part-time employees (as referred to in Article 10.02 (c)) who are on the active payroll and who have completed the probationary period will be eligible to the following:

- (a) When death occurs to the current spouse or child of a regular employee, the employee will be granted an appropriate leave of absence with pay at the normal rate of pay not exceeding seven (7) consecutive scheduled work days.
- (b) When death occurs to a member of the current immediate family, excluding spouse and child, of a regular employee, the employee will be granted an appropriate leave of absence with pay at the normal rate of pay not exceeding five (5) consecutive scheduled work days.
- (c) In the event that seven (7) days or five (5) days, as the case may be, are not sufficient time to allow the employee to attend the funeral, further leave may be granted, without pay, at the discretion of the respective Director in consultation with the Chief Administrative Officer.
- (d) When death occurs to a regular employee's grandparent or current brother-in-law or sister-in-law, daughter-in-law or son-in-law or any relative residing permanently with an employee will be granted an appropriate leave of absence with pay at the normal rate of pay not exceeding two (2) consecutive scheduled work days.
- (e) When the death occurs to a regular employee's family member not listed 27.02 (a) (b) or (d) the employee will be granted a leave of absence of one (1) day per event with pay at the normal rate, up to a maximum of three (3) work days per calendar year.
- (f) "Days off" are not to be altered to form part of the days mentioned herein.
- (g) With the approval of the Supervisor, when a regular employee acts as a pallbearer at a funeral that takes place on the employees scheduled work day, the employee may be granted a leave of absence at the normal rate of pay not exceeding one (1) day.
- (h) It is understood that in the event that the funeral is held at a different time

from the internment, the member will be entitled to use one (1) of the days entitlement referred to in clause 27.02 (a) and (b) to attend the internment.

- 27.03 In the case of illness of a member of an employee's immediate family, employees shall be entitled to use a maximum of five (5) sick days per year to care for the ill family member. No such request will be unreasonably denied.

ARTICLE 28 – APPEARANCE IN COURT

- 28.01 An employee who is summoned to and reports for jury duty or is subpoenaed as a Crown witness in a court of law will be paid his/her regular rate of pay for regular hours lost from work provided he/she endorses over to the Corporation the amount received from the Court for the service performed and further provided he/she reports for work on any days or half-days he/she is not required to serve or remain in the courtroom.

ARTICLE 29 – PREGNANCY AND PARENTAL LEAVES

Pregnancy and parental leave shall be provided as required in the EMPLOYMENT STANDARDS ACT as amended from time to time.

An employee who is entitled to take a pregnancy or parental leave cannot be terminated or laid off, disciplined or suspended because he/she is so entitled, or has, in fact, applied for or taken such leave.

Seniority for all purposes continues to accrue during pregnancy and parental leaves and, following the leave, the employee must be reinstated to the same position if it still exists, or to a comparable position if it does not. On reinstatement, the employee must be paid at the rate paid when the leave commenced or, if it is higher, at the rate the employee would be earning if he or she had worked through the leave.

While an employee is on pregnancy or parental leave he/she may continue to participate in the benefit plans described in Articles 34, 35, and 37. The Corporation shall continue to make the Employer's contributions unless the employee gives the Employer written notice that he/she does not intend to pay his/her share.

29.01 Pregnancy Leave:

- (a) An employee is entitled to at least 17 weeks of unpaid leave of absence for pregnancy if she has been employed with the Corporation for at least 13 weeks preceding the estimated day of delivery. The leave may be commenced up to 17 weeks before the expected date of delivery.
- (b) An employee who is entitled to the leave is required to give her Employer two (2) weeks' notice in writing of the date the leave is to begin, together with a medical certificate estimating the date of the delivery. If the employee does not specify the date of the end of the pregnancy leave, it will be assumed that she wishes to take the maximum leave.
- (c) An employee who has given notice to begin a pregnancy leave may change the notice to an earlier date by giving at least two (2) weeks written notice before the earlier date. She may change to a later date by giving two (2) weeks' notice before the leave was to begin.
- (d) If pregnancy related complications force the employee to stop work before she has arranged her pregnancy leave, she has two (2) weeks from that date to give the Employer written notice with a medical certificate confirming the circumstances and the expected or actual date of birth.
- (e) A pregnancy leave will normally end 17 weeks after it begins, but if the mother suffers a still-birth or miscarriage or if the child dies while the mother is still on her pregnancy leave, the pregnancy leave will end six (6) weeks after the date of the still-birth, miscarriage or birth or 17 weeks after the pregnancy leave commenced, whichever is later.

- (f) If the employee has been on her pregnancy leave for 17 weeks but the child has not yet been born, the pregnancy leave will end when the baby is born and the employee will be entitled to take a parental leave immediately after the birth.
- (g) If an employee on pregnancy leave wishes to change the date of her return to work to an earlier date, she must give her Employer four (4) weeks written notice of the date on which she intends to return.
- (h) If an employee wishes to change the date of return to a later date (but subject to the rules concerning the maximum length of leave), she must give the Employer four (4) weeks written notice before the date the leave was to end.

29.02 Parental Leave

- (a) An employee who is a parent of a child and who has been employed with his/her Employer for at least 13 weeks is entitled to a 35 weeks unpaid parental leave following the birth of the child or the coming of the child into a parent's custody, care and control for the first time. Both parents will be eligible to take a parental leave, and each parent is eligible to take 35 weeks.
- (b) For a natural mother, parental leave commences when her pregnancy leave ends or when the baby first comes into custody, care and control of a parent. For fathers and adoptive parents, parental leave must commence within 52 weeks after the birth or after the child first comes into the custody, care and control of a parent.
- (c) A "parent" includes a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with the parent of the child and who intends to treat the child as his/her own.
- (d) An employee who has given notice to begin a parental leave may change

the notice to an earlier date by giving at least two (2) weeks' notice before the earlier date, or to a later date by giving two (2) weeks' notice before the leave was to begin. If the employee stops work because the child has arrived earlier than expected, the employee has two (2) weeks from that date to give the Employer written notice of his/her intent to take the parental leave.

- (e) If an employee on parental leave wishes to change the date of his/her return to work to an earlier date, he/she must give the Employer four (4) weeks written notice of the date on which he/she intends to return. If an employee wishes to change the date of return to work to a later date (but subject to the 35 week maximum length of leave), the employee must give the Employer four (4) weeks written notice before the date the leave was to end.

29.03 The Union agrees to forego Article 10.02 (g) for the purpose of hiring casual workers to temporarily fill the positions of employees on pregnancy and/or parental leave for the entire term of the leave as described in Article 29.01 and 29.02. If an employee is required, by a medical physician, to stop work prior to her anticipated delivery date due to illness, the length of the absence due to illness will be added to the casual worker's term without affecting Article 10.02 (g). The casual employee will progress through the pay grid at the same rate as a part-time employee.

ARTICLE 30 – WORKING EQUIPMENT

30.01 The Corporation will supply all necessary tools and equipment to carry out the duties of the Corporation and employees will be supplied with the following:

- (a) Work gloves of good quality;
- (b) Safety goggles;
- (c) Prescription safety glasses where required to interface with other

protective equipment;

(d) Adequate hearing protection to be issued to each employee and replaced when worn out or job type change;

It being understood that employees are obliged to wear such articles when required to do so.

30.02 The Corporation will maintain all working equipment that has to be used, so that it is in a safe operating condition. If an employee is aware that any working equipment, that is required to be used, is not in a safe operating condition then that employee is to report that fact to his/her immediate Supervisor.

30.03 The Employer will notify employees when digital surveillance will be used in work locations or vehicles, including but not limited to video security systems and GPS (Global Positioning Systems), AVL (Automated Vehicle Location Systems), RFID (Radio Frequency Identification), keystroke monitoring, email and telephone monitoring.

ARTICLE 31 - CLOTHING AND FOOTWEAR

All regular full-time and eligible regular part-time employees (as referred to in Article 10.02 (c)) who are on the active payroll and who have completed the probationary period will be eligible to receive the following clothing and footwear as outlined for their department.

Clothing and footwear supplied to employees must be worn while performing any duties, or during any shifts, specifically designed for their use.

31.01 Clothing

At the discretion of the Director, clothing supplied shall be as recommended

in the standards and guidelines of the Ontario Health and Safety Act.

(a) Roads and Sewers Department and Engineering Technicians:

- i. In even years The Corporation agrees to purchase up to a maximum of \$346.00
- ii. In odd years the Corporation agrees to purchase up to a maximum of \$421.00

(b) Water Pollution Control Employees:

- i. In even years The Corporation agrees to purchase up to a maximum of \$346.00
- ii. In odd years the Corporation agrees to purchase up to a maximum of \$421.00

(c) Parks Employees:

- i. In even years The Corporation agrees to purchase up to a maximum of \$421.00
- ii. In odd years the Corporation agrees to purchase up to a maximum of \$346.00

(d) Arena Employees:

- i. The Corporation agrees to purchase up to a maximum of \$371.00

(e) Building Maintenance Worker:

- i. In the first year of employment and every third year The Corporation agrees to purchase up to a maximum of \$364.81
- ii. For each year not referred to above the Corporation agrees to

purchase up to a maximum of \$272.36

(f) Other Inside Workers:

- i. The Corporation agrees to purchase for each regular full-time and regular part-time Plans Examiner/Inspector
 - One (1) heavy winter coat every two (2) years or as required
 - One (1) windbreaker every two (2) years or as required
- ii. The Corporation agrees to purchase for each regular full-time and regular part-time GIS Coordinator, Planners and Development Review Coordinator.
 - One (1) windbreaker every two (2) years or as required with management approval
- iii. The Corporation will provide an appropriate uniform to the Concert Hall Facilitator, Operations to be worn when acting in the capacity of bar tender.
- iv. The Corporation will provide \$100.00 per calendar year for the purchase of Town logo shirts for those employees who do not receive clothing allowance. The Corporations will approve these employees to carryover \$100 at any one time to a maximum total of \$200.

31.02 (a) Each employee is to be responsible for the maintenance of all clothing referred to in 31.01, i.e. laundering and keeping in wearable condition, unless other specified herein. The Employer agrees to launder orange coats and coveralls as required. Each employee will wear clothing provided to them by the Corporation during working hours.

- (b) Where it is necessary for employees to work in wet weather, the Employer will provide rain suits for such employees.
- (c) Employees receiving the items referred to in the forgoing articles which bear the Town Logo shall only wear such items to and from work and while on the job.
- (d) Instead of receiving the normal issue of clothing employees may choose to use 100% of the total cost of the normal clothing issue to spend at the their discretion on approved clothing.
- (e) The Corporation agrees to make clothing available to the Union for viewing and to ensure that employees are able to order the correct size of clothing.

31.03 Footwear

- (a) The Corporation will contribute \$225 towards the cost of purchasing approved steel-toed and steel-soled safety boots for each regular full-time and regular part-time employee who is classified as an outside worker in Schedule "B" plus Engineering Technicians, Building Maintenance Workers and Plans Examiner/Inspector.
- (b) The Corporation will contribute \$130 towards the cost of purchasing approved steel-toed and steel-soled safety footwear for each of the following regular full-time and regular part-time employees, Intermediate Planner, Planner II, Planner I, GIS Coordinator, Concert Hall Facilitator – Operations, and any other regular inside worker who is designated by the Director as being required to wear safety footwear.
- (c) The Administrative and Accounts Clerk shall purchase steel-toed and steel-soled safety work shoes when required as approved by the Director. The cost of said shoes shall be approved by the Director and reimbursed upon submission of receipt to a maximum of the Inside Worker annual allowance.
- (d) Where it is necessary for employees to work in wet weather, the Employer

will provide rubber boots for such employees.

- (e) The Corporation will provide overshoes to regular full-time employees referred to in Article 31.03 (a) and (b) on an “as needed” basis.

31.04 The items referred to in Article 31 will be supplied by May 15th each year.

ARTICLE 32 – LABOUR MANAGEMENT COMMITTEE

32.01 The parties recognize a joint Corporation and Union committee established for the purpose of discussing matters of mutual interest between them so as to assist in the improvement of employee and employer relations and the delivery of services to the Corporation.

32.01 The Committee, which is to be composed of mutually agreeable representatives from the Corporation and the Union, shall meet quarterly or at such other times as may be mutually agreed upon.

ARTICLE 33 – HEALTH AND SAFETY COMMITTEE

The safety and protection of Town employees is a responsibility shared by both the Employer and employees. Therefore, Town officials and employees will adopt the Corporation’s Health and Safety philosophy and abide by its policies and procedures as set out in Article 33.01 while performing their duties as a Town of Cobourg staff member.

33.01 It is acknowledged the parties have entered into an agreement dated February 20, 1996 on health and safety matters and approved by the Minister of Labour on June 7, 1996.

33.02 First aid kits will be placed in locations available to all employees in time of emergency.

33.03 Employees must be groomed in such a way that facial hair growth does not

interfere with safety breathing apparatus which employees may be required to wear from time to time and in emergency situations. This shall apply to employees who may be required to wear a safety breathing apparatus from time to time and in emergency situations.

ARTICLE 34 – BENEFIT PLANS

The benefits described in Article 34.01, 34.02 and 34.03 shall apply to regular full-time employees and eligible part-time employees as referred to in Article 10.02 (c) who are on the active payroll.

34.01 The Corporation agrees to contribute 100% of the cost of the billed premiums for a term life insurance plan including accidental death and dismemberment coverage and Ontario Health Insurance Plan. The amount of life insurance shall be one and one-half (1 ½) times the member's regular annual wage. For the purpose of this clause, annual wage for eligible regular part-time employees shall be the employee's normal weekly hour's times 52 weeks.

34.02 The Corporation agrees to contribute 100% of the cost of billed premiums for a major medical health plan including:

(a) Vision Benefit

- ii. \$400 every 24 months for vision care with corrective eye surgery recognized as an option to be included in the maximum.
- iii. \$75 per family member every 24 months toward the cost of eye exams. The Employer will top up the benefit paid by the benefit carrier for eye exams by \$25 to a maximum of \$100 upon presentation of receipt of payment.

(b) Extended Health Care Benefit

- i. Massage therapy to be capped at the amount of \$400 per family

member per year.

- ii. Chiropractic care to a capped amount of \$600 per family member per year.
- iii. Physiotherapy to be capped at \$700 per family member per year.
- iv. The maximum prescription dispensing fee shall be capped at seven dollars and fifty cents (\$7.50). The employee is responsible to pay 100% of the difference for a dispensing fee greater than seven dollars and fifty cents (\$7.50).
- v. Hearing Aids to a lifetime capped amount of \$2000 per family member.
- vi. Treatment from Psychotherapist, Psychologist or Counsellor to be capped at the amount of \$400 per family member per year.

34.03 The Corporation agrees to contribute 100% of the cost of billed premiums for a dental plan including:

- (a) Liberty Health Dental Plan Number 9 or its equivalent
- (b) 50% of the billed premium for Rider #3 (orthodontics) to a lifetime maximum of \$2000.
- (c) Coverage will be based on previous year's ODA rates.
- (d) Dental Major Restorative Plan including crowns, bridges, caps, partial dentures, full dentures, tooth replacement with a 50%-50% co-pay to an annual maximum of \$2,500.00 per family member.

34.04 (a) For the purposes of 34.01 and 34.02 "active payroll" is any employee receiving full salary from the Corporation for the performance of duties outlined within the employment relationship for which the employee is hired,

including that time the employee is receiving temporary disability compensation from the Workplace Safety and Insurance Board, absent on short term disability leave, or first 24 months of the LTD leave and while. After the expiration of the 24 month period, a LTD recipient may continue to participate in the Group Major Medical and Dental Plans upon payment to the Town of Cobourg of the full cost of the billed premium providing the recipient is eligible to participate in such plan or plans.

- (b) Employees that have their employment interrupted due to leave under the Employment Standards Act (ESA) except for employees on pregnancy or parental leave shall maintain their benefits as described in 34.01, 34.02 and 34.03 for a period of two (2) months provided that the extension of benefits has been approved by the benefit provider.

35.05 In the event of the modification of any of the fully paid Corporation benefit plans set out herein, which reduces the premiums, the reduction shall be applied to the Corporation's share of the premium costs.

35.06 It is understood and agreed that the obligations imposed on the Employer by the provisions of this clause extends only to the payment of premiums on behalf of employees and that the Employer shall not be deemed to be an insurer or in any way liable to pay the benefits provided for herein, it being further understood that the Employer shall be liable if it fails to pay premiums on behalf of employees as required by the terms of this agreement.

34.07 Benefits for Retirees

- (a) Employees who retire on a reduced pension from the Ontario Municipal Employees Retirement System between the ages of 55 and 65 and who are enrolled in the Town's group benefit plans at the time of retirement, may continue to participate in the Major Medical Plan and the Group Life Insurance Plan upon payment to the Town of Cobourg of the full cost of the

billed premium applicable to each employee providing only that the employee is eligible to participate in such plan or plans. The amount of basic life insurance, including AD&D reduces to \$20,000 upon retirement as set by the benefit carrier.

- (b) Employees who retire on an unreduced pension from the Ontario Municipal Employees Retirement System between the age of 55 and 65 and who are enrolled in the Town's group benefit plans at the time of retirement, may continue to participate in the Major Medical Plan including drugs, the Group Dental Plan and the Group Life Insurance Plan at the Corporation's cost providing the employee is eligible to participate in the plans. The amount of retiree basic life insurance, including AD&D is set by the benefit carrier.

34.08 Should there be a change in benefit carrier for any, or all, of the employee benefits set forth in this Collective Agreement, such change of carrier shall not itself result in an overall reduction in benefit levels.

ARTICLE 35 – OMERS PENSION PLAN

35.01 (a) All regular full-time employees shall become members of OMERS on their date of hire with the exception of those employees who are in receipt of an OMERS pension and waive their right to participate.

Other Than Continuous Full-Time (OTCFT) employees shall be given the option of membership after meeting the standard eligibility requirement as set out in the OMERS policy. Part-time employees, seasonal employees, and employees hired by personal employment contracts shall be given the opportunity to become members of OMERS provided they have worked 700 regular hours per year or have earnings greater than 35% of the YMPE per year in two (2) consecutive years of employment with the Town of Cobourg.

- (b) Contributions are deducted from employees as set out in the Table of Employees Contributions issued by the Ontario Municipal Employees Retirement Board. The Town of Cobourg contributes an equal amount.

- 35.02 For the purposes of OMERS the normal retirement age (NRA) for all employees of the bargaining unit is 65.
- 35.03 Any earnings designated as contributory earnings that become owing to a retired employee in excess of \$500 may, at the discretion of the retired employee, be reported to OMERS and have contributions deducted at the applicable rate. Any earnings less than this amount shall not be considered for OMERS purposes.

ARTICLE 36 – WORKPLACE SAFETY AND INSURANCE

- 36.01 In case of injury at work the employee shall complete a Town of Cobourg “Employee Incident/Accident/Injury /Disease Report” at the time of the incident, or as soon as the employee is capable of doing so. Where a WSIB Employers Report of Injury/Disease (Form 7) is required, the Employer will provide the worker with a copy of the completed form. Subsequently, the worker will provide the Employer with a completed copy of the WSIB Worker’s Report of Injury/Disease (Form 6).
- 36.02 Employees off work as a result of an accident or occupational illness incurred in the performance of their duties will be provided with hospitalization and medical care as provided by the Workplace Safety and Insurance Act of Ontario. Employees absent on Workers' Compensation claims will receive 100% of net take home pay as derived from base salary recognizing that 90% of the net pay, as determined by the Workplace Safety and Insurance Board, is non-taxable at source. Such payments by the Corporation shall continue only while the employee is receiving temporary disability compensation from the Workplace Safety and Insurance Board and shall terminate at such time as either an award for permanent total disability or permanent partial disability is made to the employee by the Workers' Compensation Board, or when the employee returns to active employment, whichever should first occur.

- 36.03 An employee shall be responsible for the cost incurred by the employee for the production of any medical certificate or documentation required by the Employer.

ARTICLE 37 – DISABILITY INCOME BENEFITS

37.01 Short Term Disability Benefits

- (a) The Corporation shall provide a Short Term Disability Benefit for regular full-time employees, being a continuation of an employee's salary and will be payable for each separate disability cause for both illness, occupational and non-occupational injury. Benefits will be payable from the first day of disability due to accident or illness, reduced by any Workplace Safety and Insurance Board benefits payable. It is understood and agreed that for any illness in excess of three (3) days an employee making a claim shall be obliged to provide, on the fourth (4th) day, a medical certificate signed by a duly qualified medical doctor attesting to the course of treatment and the prognosis for recovery. Benefits will be reinstated in full after the employee has returned to continuous full-time employment for a period of 30 working days. Benefits paid to an employee shall not exceed 85 working days or 119 calendar days, before the employee either returns to work, or commences LTD, in any 12 month period for an absence resulting from the same disability. It is recognized that there may be exceptional cases where additional days are warranted. Such extensions will be at the discretion of the Chief Administrative Officer. The Corporation reserves the right to require an employee claiming benefits to undergo an independent medical examination by a physician of its choice at any time.
- (b) Coverage for Short Term Disability are in accordance with sub-paragraph (d) herein and are subject to the conditions set forth in sub-paragraph (c) herein.
- (c) Conditions

- i. Prior service with the Town of Cobourg will be recognized.
- ii. Benefits will be payable for disabilities resulting from pregnancy, childbirth, miscarriage or abortion.
- iii. Notwithstanding Article 37.02 of this agreement, the Corporation may require an employee to submit a new medical certificate signed by a duly qualified doctor after each five (5) days of absence.
- iv. Benefits are not payable for any period during which an employee engages in an occupation or employment for wage or profit.
- v. Benefits are not payable to an employee who refuses to authorize disclosure to the Corporation and its insurers of any medical information required under this agreement or who refuses to waive any rights to have such information remain confidential.

(d) Schedule of Benefits

Length of Service	Income Security Benefits
Less than 3 months	Not applicable
3 months, but less than 1 year	2 weeks full salary next 15 weeks, 75% of salary
1 year, but less than 2 years	4 weeks full salary next 13 weeks, 75% salary
2 years, but less than 3 years	8 weeks full salary next 9 weeks, 75% salary
3 years, but less than 4 years	12 weeks full salary next 5 weeks, 75% salary
4 years, but less than 7 years	16 weeks full salary next 1 week, 75% salary
7 years and over	17 weeks full salary

(e) Absence Due to Medical Appointments

Employees are encouraged to schedule all appointments of a medical/dental nature during non-work hours. When that is not possible the following rule shall apply:

The employee shall “make up” time absent for medical/dental appointments with a local professional under three (3) hours in duration. “Local” shall be defined as within 15 kilometres of their residence or workplace. Dental check-ups and non-specialized procedures should be performed by a local dentist. Therefore, reasonable travel of less than 15 kilometres should be required and time absent will be made up. In order to accommodate employees, a six (6) month grace period will be allowed for the employee to find a new dentist. Other exceptions to the rule shall be submitted to the Manager. With the approval of their Supervisor, absences shall be “made up” with banked overtime hours, vacation hours, changing lunch hours, arriving early and/or staying after their regular shift.

Absences due to dental check-ups and non-specialized procedures that are not performed by a local dentist shall be “made up” with banked overtime hours, vacation hours, changing lunch hours, arriving early and/or staying after their regular shift.

When an employee must travel further than 15 kilometres or is required to be absent longer than three (3) consecutive hours for a medical appointment/procedure; or for dental procedures that require a specialist or surgeon, the time absent shall be considered as paid sick time and no make-up of time is necessary.

- (f) All regular part-time employees who works a minimum of 28 hours per week on a regular basis shall be entitled to one and a half (1.5) sick day every two (2) months to a maximum of nine (9) days per calendar year.

Entitlement shall be for scheduled daily hours in accordance with Article 14. Entitlement is non-cumulative.

- (g) In recognition and support of the health of each employee, the Employer will grant two (2) additional days off with pay per calendar year. These days will be recognized as "Wellness Days". Days may be used at any time as mutually agreed with the Manager. It is understood that "a day" is an employee's regularly scheduled shift.
- (h) When an employee is injured on the job and must leave the job site to undergo medical treatment:
 - i. during regular working hours the remaining regular working hours for that day will be paid.
 - ii. while working overtime, the overtime ends when the worker leaves the job site and overtime is paid for actual hours worked.
 - iii. while working overtime as a call in, the minimum call in hours, or the actual hours worked, will be paid whichever is greater.

37.02 Long Term Disability Plan

The Corporation shall provide a Long Term Disability Insurance Plan wherein employees may apply to the Insurance carrier for LTD benefits to commence on the 120th calendar day of disability. Said Plan shall provide a benefit which remains in effect until the employee is no longer deemed to be disabled as set out in the terms of the contract with the carrier; the employee dies; or the employee reaches age 65; whichever comes first. The plan will be integrated with the Short Term Disability Plan which expires on the 119th calendar day of disability.

- (a) For the purposes of the Long Term Disability Plan, "total disability" means that, as a result of injury or disease, the member is unable, during the

qualifying period and the 24 month period immediately following, to perform the regular duties of the occupation in which the member was engaged immediately prior to the commencement of the disability, and following expiry of the 24 month period, to perform the duties of any occupation for remuneration or profit within the range of the member's education, training or experience. No consideration will be given to the availability of such occupation.

(b) Limitations

The Long Term Disability Benefit will not be paid if disability results from:

- i. self-inflicted injuries while sane or insane;
- ii. any condition for which the member is not under treatment by a duly qualified medical doctor;
- iii. committing or attempting to commit a criminal offence;
- iv. civil disorder or war;
- v. the use of drugs or alcohol unless the employee is certified as being actively supervised by and receiving continuous treatment from a rehabilitation centre, a provincially designated institution or a duly qualified medical doctor.

(c) The Corporation agrees to obtain and maintain in force a Long Term Disability Plan for regular full-time employees at 100% cost to the employee. To offset the cost to the employee, the Town will add the amount of the deduction to the employee's bi-weekly gross salary. Said premium will not form part of annual salary. The Employer shall make application for LTD benefits on behalf of an employee who has been absent for the same illness/injury for a continuous period of 119 calendar days. The plan shall provide a benefit of 60% of monthly earnings up to a maximum of \$3,500

per month and is directly offset by CPP/QPP "frozen" primary disability benefits and Disability Benefit will be offset further by any other disability income, once income from all sources exceeds 85% of the employee's pre-disability monthly earnings. For the purposes of this agreement "income from all sources" includes disability benefits payable under any other government plan, any salary continuation, any other group insurance disability benefits, any OMERS pension benefits, and any retirement benefits.

- 37.03 An employee shall be responsible for the cost of the first medical certificate and the Corporation shall be responsible for the cost of any further medical certificate in relation to the same incident giving rise to the original certificate.

ARTICLE 38 – REPORTING ABSENCES

- 38.01 Any employee who, because of illness or injury, is unable to report for work shall notify the Corporation as soon as possible, but not later than their starting time.
- (a) Outside workers shall notify their direct Supervisor or Manager directly.
 - (b) Inside workers shall notify their Supervisor or Manager directly.
 - (c) Employees shall notify their Supervisor or Manager each day they are absent unless medical information provided specifies the length of the absence.
 - (d) Employees have satisfied the notification requirement when the Supervisor or Manager has acknowledged their absence notification. If the employees Supervisor is not available the employee must contact the next appropriate Supervisor. Staff will be informed of Supervisor availability.
- 38.02 It is the responsibility of the employee to ensure that medical information required under this agreement is provided to the Corporation's Human

Resources Department and/or its insurers.

Benefits are not payable to an employee who refuses to authorize disclosure or provide said medical information.

ARTICLE 39 – MODIFIED LIGHT DUTIES

In accordance with the Workplace Safety and Insurance Board Act, the Ontario Health and Safety Act, the Ontario Human Rights Code and related policy on Duty to Accommodate and the Employment Standards Act, where possible an employee injured at work or on disability income benefits may be assigned modified/light duties on a temporary basis providing all of the following conditions are met:

- (a) Where the employee is unable to return to his/her regular duties for medical reasons and modified light duties are available, the employee's physician will complete the Corporation's Treatment Memorandum and Functional Abilities Report (TM and FAR) indicating that the employee is capable of returning to work with restrictions described.
- (b) Modified duties will be structured in accordance with information provided on the TM and FAR and a mutually agreed upon work plan will be developed in consultation with the Director of his/her designate, the employee and, if the employee so chooses, a Union representative.
- (c) As the employee's condition improves, a further TM and FAR may be requested by the Department Manager at an interval not less than what is stated on the TM and FAR.
- (d) Once an employee has been medically certified as fit for duty the employee will be returned to the position to which the employee was assigned prior to the temporary disability, unless the interim, the employee has been promoted.
- (e) At no time shall the employee attempt, or be required to attempt, to perform duties that will exceed the limitations outlined in the TM and FAR.

- (f) The employee shall be paid his/her pre injury rate for performing modified duties as long as his/her condition is classified as temporary.

ARTICLE 40 – INCLEMENT WEATHER

40.01 Hourly-Rated Employees Only

The Corporation will continue to provide inside work for employees who usually work outside, during wet and inclement weather. These conditions will be decided by the Foreperson or Supervisor and, in the absence of both, by the respective Department Head.

- 40.02 When it is necessary to work in wet weather, the Corporation will provide appropriate rain wear for all employees.

- 40.03 The Public Works Inspector position is excluded from this article.

ARTICLE 41 – JOB SECURITY

- 41.01 The Corporation agrees that no employee will be laid off by reason of contracting out of work normally performed within the bargaining unit.

ARTICLE 42 – GENERAL

- 42.01 The Corporation will supply the CUPE District Representative with four (4) signed original copies of this agreement and seven (7) additional copies and will further supply each employee with a copy of this agreement within two (2) weeks from the date of signing by both parties.

- 42.02 All correspondence between the parties and arising out of this agreement or incidental thereto shall pass to and from the Chief Administrative Officer or his/her designate and the Recording Secretary of the Union, or the CUPE National Representative, with a copy to the Recording Secretary of the Union.

- 42.03 The Corporation to provide the local with an e-mail address

cupe25@cobourg.ca

- 42.04 The Corporation shall reimburse the employee for any extra insurance premium charged to the employee by his/her insurance company for the use of their personal vehicle for town business on a regular basis. The Employer shall also pay for any deductibles resulting from an incident when using personal vehicle for town business for “not at fault” accidents provided the employees requests to have the deductible waived by their insurance carrier.
- 42.05 The Corporation agrees to pay the cost of one (1) medical examination fee per employee per year that is required to renew a Class A and/or Class D license.
- 42.06 The Parties agree that in a case where the Corporation’s Policy Manual differs from the Collective Agreement the Collective Agreement will take precedence.

ARTICLE 43 – JOB EVALUATION SYSTEM

- 43.01 The Joint Job Evaluation Committee shall review internal equity for those positions covered by this Agreement and shall consist of four (4) members from the Corporation two (2) from the Union (one (1) for Inside Workers and one (1) for Outside Workers); and two (2) from Management. The CAO’s designate shall be a member of the Committee and act in the capacity of Chairperson and Recorder.
- 43.02 The Job Evaluation System shall be the existing plan. The plan shall only be amended by the mutual agreement of the parties.
- 43.03 The Joint Job Evaluation Committee shall review all new positions not listed in Schedule “B” after a period of six (6) months and those positions which have been significantly revised and a reclassification request has been approved by the Department Head.

43.04 The employee shall complete a Job Information Questionnaire (JIQ) and submit it to their Supervisor for approval. Any discrepancies shall be discussed and the JIQ will be amended if required and forwarded to the Human Resources Department.

43.05 Where the evaluation process is part of a pay equity review, the process of further reconsiderations shall follow the plan as described in 43.02. Decisions of the Joint Job Evaluation Committee are final and will only be reviewed by the Commission.

43.06 Where the job evaluation review is not part of a pay equity review, the decision of the Joint Job Evaluation Committee may be the subject of a grievance and would be initiated at Step No. 3 of the grievance procedure.

ARTICLE 44 - LEGAL COUNSEL

44.01 The Corporation will pay the necessary and reasonable fees of Legal Counsel to represent any employee who may be sued in a civil action or charged with a criminal offence while acting in his/her capacity as an employee of the Town of Cobourg provided such suit or charge is dismissed and the employee was acting in good faith at the time of the incident giving rise to the civil action or charged with a criminal offence. The Corporation shall choose the Counsel to represent the employees who may be involved after consulting with representatives of the Union.

ARTICLE 45 – TERMINATION AND AMENDMENTS

45.01 This agreement shall continue in force and effect from the 1st day of January 2022 until the 31st day of December 2024.

Either party to this agreement may, within the period of 90 days before the agreement ceases to operate, give notice in writing to the other party of its desire to bargain with a view to the renewal, with or without modifications, of this agreement or to the making of a new agreement.

SIGNATURES

SIGNED AT COBOURG, ONTARIO this 8th day of SEPTEMBER, 2022

FOR THE MUNICIPAL CORPORATION
TOWN OF COBOURG

FOR THE CANADIAN UNION OF THE
PUBLIC EMPLOYEES, LOCAL 25

John Henderson - Mayor, Town of Cobourg

[Signature]

[Signature]

Brent Larmer, Municipal Clerk

[Signature]

[Signature]

[Signature]

SCHEDULE "B" INSIDE WORKERS
Wage Rate Effective January 1, 2022 - 3.0%

GRADE	JOB TITLE	START	6	12	18	24
			Mths	Mths	Mths	Mths
		80%	85%	90%	95%	Job Rate
9	Engineering Technician Emergency Planner Intermediate Planner	31.11	33.04	34.99	36.93	38.87
8A	GIS Coordinator Accessibility and Equity, Diversity and Inclusion Coordinator Plans Examiner/Inspector Planner II Recreation Coordinator – Events Recreation Coordinator - Programs	30.36	32.26	34.15	36.05	37.95
8B		29.54	31.38	33.24	35.07	36.93
7	Planner I Municipal Property Standards Officer Bylaw Officer Tourism Coordinator	28.73	30.54	32.33	34.12	35.92
6	Communications Coordinator Concert Hall Facilitator - Administration Concert Hall Facilitator - Operations/Technical	26.07	27.70	29.31	30.94	32.58
5A	Payroll Data Clerk	25.15	26.73	28.30	29.87	31.44
5B		24.73	26.28	27.81	29.37	30.90
4	Revenue Data Clerk	24.35	25.86	27.39	28.90	30.44
3A	Administrative & Accounts Clerk Events Assistant Small Business Facilitator Licensing Administrator Environmental Services Administrator	24.00	25.52	27.01	28.52	30.01
3C	Secretary V13 Program and Operations Assistant Administrator - Clerks Accounts Payable Clerk	23.06	24.51	25.95	27.39	28.83
2A	Finance Clerk	22.91	24.34	25.77	27.19	28.63
2B	Concert Hall Attendant	22.46	23.87	25.26	26.68	28.08
1A	Building Maintenance Worker	20.72	22.02	23.30	24.60	25.89
1B		20.38	21.66	22.94	24.22	25.49
1C		20.25	21.52	22.78	24.05	25.31
1D		20.14	21.38	22.64	23.90	25.16

SCHEDULE "B"
CASUAL AND STUDENT WORKERS
Wage Rate Effective January 1, 2022 - 3.0%

JOB TITLE	RATE
Casual Outside Worker	17.98
Casual Custodian	17.98
Casual Accounting Clerk	17.98
Casual Box Office Clerk	17.55
Casual Clerk - Typist	17.44
Experienced Student	15.71
1st Year Student	15.45
Part-time Arena Assistant	15.71
Part Time Food and Beverage Worker	15.45
Camp Counsellor	15.45
Junior Camp Counsellor	min wage
Skating Instructor	min wage

** Wage rates may be amended to reflect changes in minimum wage.

SCHEDULE B INSIDE WORKERS
Wage Rate Effective January 1, 2023 - 3.0%

GRADE	JOB TITLE	START	6	12	18	24
		80%	Mths 85%	Mths 90%	Mths 95%	Mths Job Rate
9	Engineering Technician Emergency Planner Intermediate Planner	32.04	34.03	36.04	38.04	40.04
8A	GIS Coordinator Accessibility and Equity, Diversity and Inclusion Coordinator Plans Examiner/Inspector Planner II Recreation Coordinator – Events Recreation Coordinator - Programs	31.27	33.23	35.17	37.13	39.09
8B		30.43	32.32	34.24	36.12	38.04
7	Planner I Municipal Property Standards Officer Bylaw Officer Tourism Coordinator	29.59	31.46	33.30	35.14	37.00
6	Communications Coordinator Concert Hall Facilitator - Administration Concert Hall Facilitator - Operations/Technical	26.85	28.53	30.19	31.87	33.56
5A	Payroll Data Clerk	25.90	27.53	29.15	30.77	32.38
5B		25.47	27.07	28.64	30.25	31.83
4	Revenue Data Clerk	25.08	26.64	28.21	29.77	31.35
3A	Administrative & Accounts Clerk Events Assistant Small Business Facilitator Licensing Administrator Environmental Services Administrator	24.72	26.29	27.82	29.38	30.91
3C	Secretary V13 Program and Operations Assistant Administrator - Clerks Accounts Payable Clerk	23.75	25.25	26.73	28.21	29.69
2A	Finance Clerk	23.60	25.07	26.54	28.01	29.49
2B	Concert Hall Attendant	23.13	24.59	26.02	27.48	28.92
1A	Building Maintenance Worker	21.34	22.68	24.00	25.34	26.67
1B		20.99	22.31	23.63	24.95	26.25
1C		20.86	22.17	23.46	24.77	26.07
1D		20.74	22.02	23.32	24.62	25.91

SCHEDULE "B"
CASUAL AND STUDENT WORKERS
Wage Rate Effective January 1, 2023 - 3.0%

JOB TITLE	RATE
Casual Outside Worker	18.52
Casual Custodian	18.52
Casual Accounting Clerk	18.52
Casual Box Office Clerk	18.08
Casual Clerk - Typist	17.96
Experienced Student	16.18
1st Year Student	15.91
Part-time Arena Assistant	16.18
Part Time Food and Beverage Worker	15.91
Camp Counsellor	15.91
	min
Junior Camp Counsellor	wage
	min
Skating Instructor	wage

** Wage rates may be amended to reflect changes in minimum wage.

SCHEDULE B INSIDE WORKERS
Wage Rate Effective January 1, 2024 - 3.0%

GRADE	JOB TITLE	START	6	12	18	24
		80%	Mths 85%	Mths 90%	Mths 95%	Mths Job Rate
9	Engineering Technician Emergency Planner Intermediate Planner	33.00	35.05	37.12	39.18	41.24
8A	GIS Coordinator Accessibility and Equity, Diversity and Inclusion Coordinator Plans Examiner/Inspector Planner II Recreation Coordinator – Events Recreation Coordinator - Programs	32.21	34.23	36.23	38.24	40.26
8B		31.34	33.29	35.27	37.20	39.18
7	Planner I Municipal Property Standards Officer Bylaw Officer Tourism Coordinator	30.48	32.40	34.30	36.19	38.11
6	Communications Coordinator Concert Hall Facilitator - Administration Concert Hall Facilitator - Operations/Technical	27.66	29.39	31.10	32.83	34.57
5A	Payroll Data Clerk	26.68	28.36	30.02	31.69	33.35
5B		26.23	27.88	29.50	31.16	32.78
4	Revenue Data Clerk	25.83	27.44	29.06	30.66	32.29
3A	Administrative & Accounts Clerk Events Assistant Small Business Facilitator Licensing Administrator Environmental Services Administrator	25.46	27.08	28.65	30.26	31.84
3C	Secretary V13 Program and Operations Assistant Administrator - Clerks Accounts Payable Clerk	24.46	26.00	27.53	29.06	30.58
2A	Finance Clerk	24.31	25.82	27.34	28.85	30.37
2B	Concert Hall Attendant	23.82	25.33	26.80	28.30	29.79
1A	Building Maintenance Worker	21.98	23.36	24.72	26.10	27.47
1B		21.62	22.98	24.34	25.70	27.04
1C		21.49	22.84	24.16	25.51	26.85
1D		21.36	22.68	24.02	25.36	26.69

SCHEDULE B OUTSIDE WORKERS
Wage Rate Effective January 1, 2024 - 3.0%

GRADE	JOB TITLE	START	6	
			Mths	12 Mths
		80%	90%	Job Rate
9		33.00	37.12	41.24
8A	Environmental Technician I	31.34	35.27	39.18
7		30.49	34.31	38.13
6A	Public Works Inspector W.P.C.P. Operator - Class 4 Written Waste Water Collection 2 Certificate + \$1.00 per hour	29.14	32.80	36.43
6B	Environmental Technician II Working Foreman Arborist	27.58	31.03	34.49
5A	W.P.C.P. Operator Written Waste Water Collection 2 Certificate + \$1.00 per hour	27.15	30.54	33.93
5B	Horticulturist	26.68	30.02	33.35
4	General Utility Worker Operations Clerk PW/Parks Jr. Horticulturist	25.46	28.65	31.84
3	Arena Attendant	24.95	28.06	31.18
2A	Parks Attendant	24.31	27.34	30.37
2B		23.82	26.80	29.79
1	Labourer Arena Cleaner	21.62	24.34	27.04

- Overall Responsible Operator 100.00 per day premium
- Lead Hand 2.00 per hour premium
- Temporary Working Foremen 2.00 per hour premium
- Shift Premium 1.33 per hour premium

SCHEDULE "B"
CASUAL AND STUDENT WORKERS
Wage Rate Effective January 1, 2024 - 3.0%

JOB TITLE	RATE
Casual Outside Worker	19.08
Casual Custodian	19.08
Casual Accounting Clerk	19.08
Casual Box Office Clerk	18.62
Casual Clerk - Typist	18.50
Experienced Student	16.67
1st Year Student	16.39
Part-time Arena Assistant	16.67
Part Time Food and Beverage Worker	16.39
Camp Counsellor	16.39
Junior Camp Counsellor	min wage
Skating Instructor	min wage

** Wage rates may be amended to reflect changes in minimum wage.

LETTER OF UNDERSTANDING

Between

The Municipal Corporation of the Town of Cobourg ("The Corporation")

And

CUPE Local #25

RE: Job Evaluation Schedule

Whereas the Employer and CUPE Local #25 have reviewed the current job evaluation process as per Article 43 – Job Evaluation System;

Whereas both parties acknowledge that a regular schedule will be maintained to ensure that CUPE job descriptions are current and accurately reflected in the wage rates and scales;

Whereas both parties acknowledge that the Job Evaluation schedule will begin April 2023;

Whereas both parties acknowledge that within this process the CUPE job descriptions will be updated;

Whereas both parties acknowledge that the schedule of Job Evaluation will be semi-annually in April and September;

Whereas both parties will work together to determine the positions that will be evaluated, up to a maximum of six (6) per evaluation period;

Whereas both parties acknowledge that any vacant positions as of May 3, 2022 will not be re-evaluated until the position has been filled for six (6) months;


Whereas both parties acknowledge that should a position move to a new wage grade, the wages will be retroactive to the date of the Job Evaluation meeting;

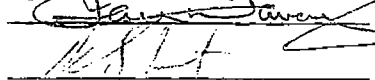
Whereas both parties will have all CUPE positions formally evaluated within the next five (5) years, unless mutually agreed upon to extend; and

Whereas both parties acknowledge that if at the end of the evaluation schedule, any positions that have been determined to not be required to go through the Job Evaluation process will be signed off by both CUPE and Management.


Signed at Cobourg on this 2nd day of June, 2022.

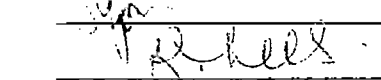
FOR THE CORPORATION





FOR CUPE LOCAL #25





LETTER OF UNDERSTANDING

Between

The Municipal Corporation of the Town of Cobourg ("The Corporation")

And

CUPE Local #25

RE: Position Re-Distribution of Wage Rates and Grades

Whereas the Employer and CUPE Local #25 will finalize the Pay Equity process in 2022;

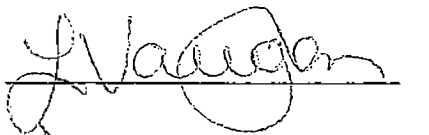
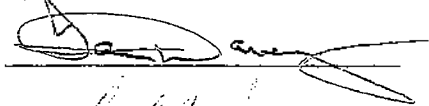
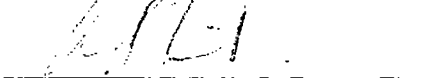
Whereas both parties acknowledge that positions re-evaluated within this process will then be properly reflective of the current job duties and responsibilities;

Whereas both parties acknowledge that positions re-evaluated within this process have been updated to reflect new placement within the appropriate job grades; and

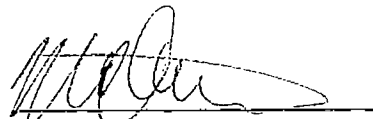

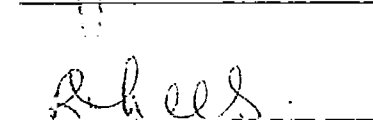
Whereas both parties agree that as of January 1, 2023 all positions within the CUPE wage rates and grades will be re-distributed as outlined within the finalized Pay Equity schedule.

Signed at Cobourg on this 2nd day of June, 2022.

FOR THE CORPORATION

FOR CUPE LOCAL #25

LETTER OF UNDERSTANDING

Between

The Municipal Corporation of the Town of Cobourg ("The Corporation")

And

CUPE Local #25

RE: Vacation Movement to a Calendar Year

Whereas the Employer and CUPE Local #25 have agreed that effective January 1, 2024 the vacation schedule shall be moved to reflect a calendar year from January 1 until December 31;

Whereas the Employer and CUPE have agreed that as of January 1, 2024 vacation credits will be pro-rated on the calendar years where a milestone is reached for an increase in vacation;

Whereas the Employer and CUPE have agreed, as of January 1, 2024, that upon the termination, resignation, or retirement of an Employee, the Employee shall be paid a proportionate number of hours (less any hours already taken in that calendar year) owed to the Employee up to the date of termination, resignation or retirement.

Whereas the Employer and CUPE have agreed that if an Employee has taken more vacation than they are entitled to by the date of cessation of employment, any amount owing to the Employer shall be deducted from any final monies owing to the Employee; and

Whereas the Employer and CUPE acknowledge that upon ratification, any new CUPE employees' vacation credits will be pro-rated from date of hire to December 31st of their first calendar year.

Signed at Cobourg on this 2nd day of June, 2022.

FOR THE CORPORATION

[Signature]
[Signature]
[Signature]

FOR CUPE LOCAL #25

[Signature]
[Signature]
[Signature]

LETTER OF UNDERSTANDING

Between

The Municipal Corporation of the Town of Cobourg (The Corporation)

And

C.U.P.E. Local #25 (The Union)

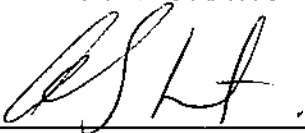
RE: Review of the Collective Agreement for formatting and housekeeping changes

The Employer and CUPE Local 25 agree that a review of the Collective Agreement to ensure consistency of format and minor housekeeping changes will be undertaken as follows:


1. Up to two (2) Employer and up to two (2) Union representatives will meet to review the document and decide on changes
2. Where the parties do not agree that a change is either in formatting or housekeeping the change will be deferred to be discussed at the next round of bargaining
3. The Employer and the Union will endeavor to complete this review as soon as possible after ratification but prior to printing of the Collective Agreement.

Signed at Cobourg on this 22nd day of September 2022.

FOR THE CORPORATION



FOR CUPE LOCAL #25



LETTER OF UNDERSTANDING

Between

The Municipal Corporation of the Town of Cobourg (The Corporation)

And

C.U.P.E Local #25(The Union)

RE: Article 2 – Recognition and Purpose of Agreement

The parties agree that the Recognition Clause and General Purpose Clause of the Collective Agreement mandates that the parties will agree on inclusion or exclusion of new positions within the bargaining unit.

New Positions:

1. Once Town of Cobourg Management determines that it will create a new position within the Town below the level of a Manager or post currently existing position(s) of Supervisor or Working Foreperson, Human Resources will advise the Union and forward the position description to CUPE for review. Job duties shall be outlined in a position description and the terms of employment shall be included (Union/Non-union, full time/ part time, casual, contract, hours of work etc.).
 - a. If Unionized – The pay grid placement proposal should be made based on a high level review by HR and the CUPE President, using the job review tool. Placement on a pay grid should be as close as possible to what would be expected based on the proposed duties.
 - b. For unionized positions, the Joint Job Evaluation and Pay Equity review will be completed within six (6) months. In the event the job rating provides for a lower rate of pay, the employee will be red circled until such time as Collective Agreement wage increases meet that wage. If a higher rate is determined, wage increases shall be effective within 30 days with retroactive payments back to the start date.
 - c. The Union shall be given no less than five (5) business days to review the position description and terms of employment and to provide a response back to the Employer.
 - d. If the Union has concerns with the proposed terms of employment, a meeting shall be held with the CUPE National Representative, local CUPE representatives, Human Resources, the CAO and the Director for the division in which the position falls.
2. Job is posted – if Unionized position, posted as per contract

Letter of Understanding – CUPE Local #25 – #02-2022

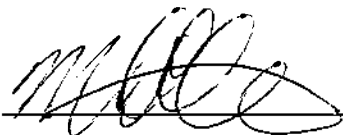
- 3. If Union and Employer cannot agree then the dispute resolution used will be as listed in Article 2.01 (b). Should there be no agreement between the parties as to the inclusion or exclusion of any new positions created by the Corporation, then either party may make an application to the MOL pursuant to Section 106 of The Ontario Labour Relations Act for a determination and the parties agree to be bound by such determination.

Signed at Cobourg on this 22nd day of September, 2022.

FOR THE CORPORATION



FOR CUPE LOCAL #25



LETTER OF UNDERSTANDING

Between

The Municipal Corporation of the Town of Cobourg (The Corporation)

And

C.U.P.E. Local #25 (The Union)

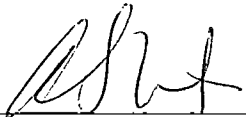
**RE: Article 2.01 (e) – Position Funded by Government Subsidized Program –
Seniors Health and Fitness Program Assistant**

The Employer and CUPE Local #25 mutually agree that the position of Seniors Health and Fitness Program Assistant is not subject to the terms and conditions of the CUPE Local #25 Collective Agreement. This agreement is in consideration of the fact that the position is funded in part by a government subsidized program and is not considered a permanent position.

It is understood that in the event the position is approved to become a permanent full time or permanent part time position it will be classified as a CUPE Local #25 position and will be subject to the terms and conditions of the collective agreement.

Signed at Cobourg on this 22nd day of September 2022.

FOR THE CORPORATION



FOR CUPE LOCAL #25



LETTER OF UNDERSTANDING

Between

The Municipal Corporation of the Town of Cobourg (The Corporation)

And

C.U.P.E Local #25 (The Union)

RE: Terms of Employment for Bar Staff in the Community Services Division.

The Employer and CUPE Local #25 on a without prejudice basis agree to the following terms of employment for bar staff in the Community Services Division;

1. Seniority – Article 10

a. Regular Full-Time Non-Union Staff

- i. Article 10.02 (j) – *Casual and student employees are excluded from accruing seniority, benefits and vacation entitlements. Statutory holiday entitlement shall be as per the Employment Standards Act.*

b. Regular Full-Time and Part-Time CUPE Staff

- i. All hours worked in CUPE positions (regular part-time and casual) will be included for the purposes of accruing seniority.
- ii. Seniority accrual cannot exceed 12 months.

2. Probation – Article 10

a. All Staff (Regular Full and Part-time, Casual)

- i. Probationary period of 6 shifts will apply.

3. Hours of Work – Article 14

- a. Staff who hold a regular full-time, regular part-time or a casual position with the Town of Cobourg will be eligible for bar staff positions.
- b. Staff who hold a regular full-time, regular part-time or casual position with the Town of Cobourg and hold a bar staff position can be scheduled for shifts provided that;
 - i. The total number of hours worked in a single day does not exceed 13 hours
 - ii. Upon completion of their shift the employee has 11 consecutive hours off before the start of their shift the following day. (eg. Bar

shift ends at 10:00pm employee is unable to report to work until 9:00 am the following day).

- c. It is the responsibility of the employee to ensure they do not accept shifts that contravene the hours of work limitations.

4. Scheduling – Article 14

- a. A pool of hired bar staff will be used.
- b. Staff will provide availability to Manager responsible for scheduling.
- c. Staff will be provided shifts based on availability.
- d. There is no guarantee of hours

5. Standby – Regular Full-Time Staff – Article 15

- a. If a regular full-time staff member is on standby for their regular full-time position they will not be eligible for bar shifts.

6. Rate of Pay – Schedule “B”

- a. All bar staff shall be paid \$15.00 per hour.
- b. It is also agreed that if the minimum wage rate is increased the hourly rate will be amended accordingly.

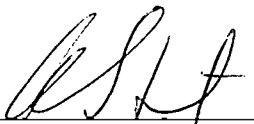
7. House Manager

If an individual is working an event as a House Manager that this position would be paid an additional \$2.00 per hour recognizing their role as a lead for that event.

Signed at Cobourg on this 22nd day of September, 2022.

FOR THE CORPORATION

FOR CUPE LOCAL #25





LETTER OF UNDERSTANDING

Between

The Municipal Corporation of the Town of Cobourg (The Corporation)

And

C.U.P.E Local #25(The Union)

RE: By-law Enforcement – Inclusion of Language

The Employer and the Union agree to the following language inclusions regarding By-law Enforcement as follows;

1. Article 14 - Hours of Work

- a. The following are the normal hours of work for the By-law Enforcement Officers:
 - i. The normal hours of work will be seven (7) hours per shift and will be between 8:30AM and 10:00PM;
 - ii. Hours of work shall be between Monday through to Sunday;
 - iii. The normal standard hours of work shall be 35 hours per week;
 - iv. Hours of work, scheduled overtime, overtime and working on statutory holidays will be distributed equitably among those normally performing the work;
 - v. The term "scheduled overtime" will apply to work scheduled after but not continuous from assigned normal working hours.

2. Article 15 - Standby Hours

- a. One (1) employee shall be on weekly standby from Monday at 8:30AM to the following Monday at 8:30AM;
- b. A weekly standby schedule will be established two (2) months in advance with the requirement of one (1) Officer per week;
- c. As per Article 15.06
 - i. Weekend: Two and one-half (2 ½) hours of straight time per day.
 - ii. Weekly: One and one-half (1 ½) hours of straight time per day. If an employee on weekly standby is also scheduled for weekend standby, such payment shall be in addition to the payment for weekend standby time.
 - iii. Statutory Holiday: Three and one-half (3 ½) hours of straight time per day for any weekly standby day designated as a statutory holiday in Article 13.01.

Letter of Understanding – CUPE Local #25 – #05-2022

3. Article 17 – Overtime

- a. Should hours worked in a shift exceed the scheduled hours, overtime rates will apply. Officers will not be requested to flex their day/week in order to eliminate application of overtime rates.
- b. By-law Enforcement Officers shall be paid a minimum of three (3) hours, at overtime rates for each call-out.
- c. Additional or successive call-outs commencing and concluding within the three (3) hour period shall be regarded as part of the original call-out.

4. Article 18 - Shift Premium

- a. A bonus of one dollar and twenty-five cents (\$1.25) per hour will be paid for all hours worked on a regular second shift. Regular second shifts will start at 12:00PM or later.

5. Article 31 - Clothing and Footwear

a. By-law Enforcement Uniform

- i. By-law Enforcement Officers shall be provided with articles of “approved/authorized uniform” as necessary to maintain a safe, sharp and professional image;
- ii. Approved/authorized uniform standards will be determined by the Director of Legislative Services;
- iii. A clothing committee consisting of the Manager of By-law & Licensing Services and a minimum of two (2) By-law Enforcement Officers shall meet once each year to review articles of clothing choices and styles, as well as allotment and provide recommendations for consideration to the Director of Legislative Services;
- iv. Only approved/authorized articles of uniform will be worn by By-law Enforcement Officers while performing their duties.

Signed at Cobourg on this 22nd day of September, 2022.

FOR THE CORPORATION



FOR CUPE LOCAL #25



LETTER OF UNDERSTANDING

Between

The Municipal Corporation of the Town of Cobourg (The Corporation)

And

C.U.P.E Local #25 (The Union)

RE: Operations Clerk (Public Works and Parks) – Hours of Work

The Employer and the Union agree to the following language inclusions regarding the hours of work for the Operations Clerk (Public Works and Parks) as follows:

1. For the summer schedule of approximately the first Monday in April to the first Friday in November, the Operations Clerk will follow the hours of work schedule for Parks:
 - a. Monday to Thursday 7:00AM to 4:30PM;
 - b. Friday 7:00AM to 11:00AM;
 - c. Total of 40 hours per week.

2. For the remainder of the year, the Operations Clerk schedule will follow the Roads and Sewers winter hours:
 - a. Monday to Thursday 7:00AM to 4:00PM with a lunch break of one-half (1/2) hour;
 - b. Friday 7:00AM to 1:00PM with two (2) fifteen (15) minute meal breaks;
 - c. Total of 40 hours per week.

Signed at Cobourg on this 22nd day of September, 2022.

FOR THE CORPORATION

FOR CUPE LOCAL #25





LETTER OF UNDERSTANDING

Between

The Municipal Corporation of the Town of Cobourg (The Corporation)

And

C.U.P.E Local #25 (The Union)

RE: Arena Cleaners – Hours of Work

The Employer and the Union agree to add the Arena Cleaner to Article 14.08 re Hours of Work.

Signed at Cobourg on this 28th day of September, 2022.

FOR THE CORPORATION

FOR CUPE LOCAL #25







COBOURG

COLLECTIVE AGREEMENT

Between

THE MUNICIPAL CORPORATION OF THE TOWN OF COBOURG
("The Corporation")

-And-

THE CANADIAN UNION OF PUBLIC EMPLOYEES,
Crossing Guards

LOCAL 25
("The Union")

Expiring: December 31, 2024

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ARTICLE 1- GENERAL PURPOSE

1.01 The general purpose of this Collective Agreement is to establish and maintain orderly collective bargaining relationships between the Corporation and its employees. It is the desire of both parties to this agreement to co-operate and maintain harmonious relationships between them and to provide an orderly and amicable method of resolving any differences which may arise between them concerning the interpretation or application of the terms of this agreement or general working conditions.

1.02 It is understood and agreed that persons employed pursuant to the provisions of a federal or provincial government subsidized program shall not do work regularly performed by bargaining unit members so as to cause the lay-off or loss of employment or loss of working hours on the part of such members.

1.03 The Corporation recognizes the right of the Union to have the assistance of a National Representative of the Canadian Union of Public Employees for the purposes of processing grievances as provided for herein, negotiating renewals or amendments to this agreement and for the purposes of consultation between the parties.

ARTICLE 2- MANAGEMENT RIGHTS

2.01 All rights and prerogatives of Management are retained by the Corporation and remain exclusively and without limitation within the rights of the Corporation. Without limiting the generality of the foregoing, the Corporation's rights shall include:

- (a) The right to maintain order, discipline and efficiency, and in connection therewith, to make, alter and enforce from time to time, rules and regulations, policies and practices, to be observed by its employees; the right to discipline and discharge employees for just cause provided that a claim of discipline without just cause may be the subject matter of a grievance and dealt with as hereinafter provided.
- (b) The right to select, hire, transfer, assign to shifts, promote, demote, classify, lay-off, recall, suspend, and retire employees; to select employees for positions excluded from the bargaining unit.
- (c) The right to determine the location and extent of the operations and their commencement, expansion, curtailment, or discontinuance, the direction of the working forces, the services to be furnished; the subcontracting of work; the schedules of work; the number of shifts; the methods, processes and means of performing work; job content and qualifications; quality and quantity standards; the qualifications of employees; the use of improved methods, machinery and equipment; overtime; the number of employees needed by the Corporation at any time; the number of hours to be worked; starting and quitting times; are solely and exclusively the right of the Corporation, subject only to the express provisions of this Collective Agreement.

ARTICLE 3- GRIEVANCE PROCEDURE

- 3.01 Complaints and grievances shall be dealt with in the following manner:
All grievances must be in writing and recorded within seven (7) days of the alleged grievance. Decisions will be given in writing.

Step No. 1

The employee, accompanied by a Steward, shall take the matter up with his/her immediate non-union Supervisor; failing settlement within three (3) working days, the employee may immediately proceed to Step No. 2.

Step No. 2

The employee, accompanied by a Steward and Chief Steward, may take the matter up with the respective Department Head; failing settlement within three (3) working days, the employee may immediately proceed to Step No. 3

Step No. 3

The employee, accompanied by the Chief Steward and/or a full-time representative of the Union, may take the grievance up with the Corporation's committee responsible for grievances at which time any or all of the people concerned may be present.

Step No. 4

Any grievance not settled through the above procedure may be referred to a board of arbitration in accordance with the provisions of the Labour Relations Act for the Province of Ontario, as amended.

- 3.02 All times mentioned in this article may be extended or shortened if both parties mutually agree thereto. The "days" referred to in this article are normal working days excluding Saturdays, Sundays and holidays.
- 3.03 Should a regular employee be suspended or discharged, a letter stating a reason for such action shall be given to such employee and the President of the Union. This notification shall be given within seven (7) days of such action. Should a grievance be filed in such a case, it shall be lodged at Step No. 3 of the grievance procedure within seven (7) days of receipt of the notification provided for herein.
- 3.04 Where a dispute involving a question of general application or

interpretation occurs, or where a group of employees of the Union has a grievance, Step No. 1, and by mutual consent, Step No. 2 of this article may be bypassed.

- 3.05 The employee shall have the right to review his/her personnel file. The employee shall arrange a suitable time with the Human Resources Department and their direct Supervisor that will allow a reasonable length of time for the review to be completed during regular business hours. An employee shall have the right to obtain a copy of any material contained in his/her personnel file and shall also have the right to append to any document in his/her personnel file.

A written warning notice shall be removed from an employee's file, provided the employee has had no similar warning notice for a period of 18 months. A disciplinary or suspension notice shall be removed from an employee's file provided that the employee has no similar disciplinary or suspension notice for a period of 24 months.

ARTICLE 4- ARBITRATION

- 4.01 (a) It is understood that either the Union or the Employer may proceed to arbitration on disputes relating to the interpretation, application or alleged violation of the terms of this Collective Agreement and/or as dictated by other legislation.
- (b) Prior to proceeding to arbitration, the parties may mutually agree to use a Grievance Mediation Officer to settle outstanding grievances.
- 4.02 The party desiring arbitration shall within 30 calendar days after the grievance has been disposed of according to the provisions of Article 5.01,

Step No. 3, proceed by writing to the other party requesting such arbitration and such request shall set out the specific issues to be arbitrated and the provisions of this Collective Agreement which apply and contain the nomination of an Arbitrator for the requisition party. The other party shall the within 15 calendar days of receipt of such request nominate an Arbitrator and advise the requesting party in writing thereof.

- 4.03 The two (2) nominees so named shall immediately hold a conference for the purpose of selecting a Chairperson for the Board of Arbitration. Should they fail to so select a Chairperson within seven (7) days from the commencement of such conference held for such purpose, they shall request the Minister of Labour for the Province of Ontario to appoint an impartial Chairperson.
- 4.04 No person shall be appointed as an Arbitrator who has been involved in an attempt to negotiate or settle the grievance.
- 4.05 The parties hereto will bear the expense equally of the Chairperson of the Board of Arbitration and each party will bear the expense of the nominee appointed by it.
- 4.06 Except by mutual agreement, no matter may be submitted to arbitration which has not been properly carried through all previous steps of the grievance procedure.
- 4.07 The decision of the majority of the Board of Arbitration or failing such majority, the decision of the Chairperson thereof, shall be final and binding upon the parties hereto.
- 4.08 The arbitration board shall not be authorized to make any finding or

decision inconsistent with the provisions of this Collective Agreement, nor shall it have the power to add to, alter, modify, amend or contract from any part of this collective agreement, nor to deal with any matters not covered by this Collective Agreement.

- 4.09 All times mentioned in this article may be extended or shortened if both parties mutually agree thereto. The "days" referred to in this article are normal working days excluding Saturdays, Sundays and holidays.
- 4.10 Either party may request that the grievance be heard by a mutually agreed upon sole arbitrator instead of a Board of Arbitration. If a decision on a sole arbitrator cannot be mutually agreed upon a Board of Arbitration shall be implemented.

ARTICLE 5- UNION RECOGNITION & REPRESENTATION

- 5.01 The Corporation recognizes the Union as the sole Collective Bargaining Agent for all employees working as Crossing Guards for the Town of Cobourg
- 5.02 All employees eligible to be in the bargaining unit shall become and remain members of the Union in good standing as a condition of employment, and all new employees shall become members within 60 days of their employment.
- 5.03 The Corporation will deduct from the wages of each employee who is eligible to be a member of the Union, a sum equal to the current monthly Union dues and remit the amounts so deducted to the Secretary-Treasurer of the Union, not later than the 15th day of the month following, accompanied by a list of all employees from whose wages the deductions

were made. The Employer agrees when issuing T-4 slips to record the amount of Union dues deducted during that taxation year on such T-4. Tax receipts for dues paid will not be issued by the Union.

- 5.04 No employee shall be required to make a written or verbal agreement with the Corporation or its representative which may conflict with the terms of this Collective Agreement.
- 5.05 The Union may elect or appoint one (1) Steward from among Crossing Guard employees who have completed the probationary period, for the purpose of assisting employees with the provisions of this Agreement. The Union shall keep the Corporation notified, in writing, of the name of the current Steward.
- 5.06 The President of the Union shall represent the Crossing Guards during the negotiation process.
- 5.07 When a Supervisor or Manager intends to interview an employee for the purposes of discipline, suspension or discharge, they will remind the employee of their right to request the presence of a Steward.

ARTICLE 6- STRIKES AND LOCKOUTS

- 6.01 The Union will not cause, authorize, sanction, nor permit its members to cause or take part in any sit-down, stay-in or slowdown in any department, or any strike or stoppage of any of the Corporation's operations, or of any curtailment of work, restriction or interference or any picketing of the Corporation's premises during the term of this agreement.

ARTICLE 7- SENIORITY

- 7.01 When an employee is hired, a probationary period of 65 days (162.5 hours) shall apply.
- 7.02 On successful completion of the probationary period, seniority will apply and shall be established as the most recent date of hire being the first day worked. This will include service with the Corporation prior to Certification of the Union.
- 7.03 There shall be a separate seniority list for Crossing Guard employees.
- 7.04 In the event of a work shortage, which causes the layoff of employees and for the purposes of recalling those to work who have been laid off, those employees with the least amount of seniority shall be the first to laid off and the last to be recalled.
- 7.05 For the purpose of this Agreement, one (1) year of service shall be measured by 485 regular hours worked. (Note: 485 is the total normal regular hours worked in one year excluding school breaks, PA days and statutory holidays)

ARTICLE 8- HOURS OF WORK

- 8.01 The Corporation shall schedule regular part time employees to work approximately two and one-half (2.5) hours per day and the employee's pay shall be based on two and one-half (2.5) hours worked per day. Depending on the demand of service, additional time may be required and paid for by the Employer.
- 8.02 Crossing Guard employees shall be paid their hourly rate of pay for all hours that they would normally work if a School Professional Activity Day

(PA day) had not been scheduled. Said paid PA days shall be defined as those falling during the period between the first day the students attend classes in September and the last day the students attend classes in June.

- 8.03 An employee shall notify their Supervisor 48 hours in advance of any scheduled time off.

ARTICLE 9- STATUTORY HOLIDAYS

- 9.01 All employees shall be paid for the statutory holidays recognized by the Employment Standards Act as amended from time to time, which occur during the period September to June. Such payment shall be in accordance with the Employment Standards Act as amended from time to time.

ARTICLE 10- VACATION

- 10.01 (a) Employees with less than five (5) years of service with the Corporation shall receive a payment of four percent (4%) vacation pay each pay.
- (b) Employees with more than five (5) years and less than ten (10) years of service with the Corporation shall receive a payment of six percent (6%) vacation pay for each pay.
- (c) Employees with 10 years or more continuous service with the Corporation shall receive a payment of eight percent (8%) vacation pay each pay.

ARTICLE 11- PROTECTIVE EQUIPMENT

- 11.01 All regular part time Crossing Guards are expected to provide and wear anti-slip winter footwear. Those employees working as of September 15th shall be provided an allowance of Fifty dollars (\$50.00) \$50.00 to

subsidize the employee's purchase of such footwear. Payment shall be made in the fall each year.

- 11.02 All regular part time Guards working on September 15th shall be provided with:
- Either a two (2) piece rain suit or a regular raincoat
 - One (1) winter coat
- 11.03 All employees shall be provided with proper traffic safety equipment. Such equipment shall be used and/or worn during working hours.

ARTICLE 12- WORKPLACE SAFETY AND INSURANCE

- 12.01 In case of injury at work the employee shall complete a Town of Cobourg "Employee Incident/Accident/Injury /Disease Report" at the time of the incident, or as soon as the employee is capable of doing so. Where a WSIB Employers Report of Injury/Disease (Form 7) is required, the Employer will provide the worker with a copy of the completed form. Subsequently, the worker will provide the Employer with a completed copy of the WSIB Worker's Report of Injury/Disease (Form 6).
- 12.02 All employees off work as a result of an accident incurred in the performance of their duties will be provided with hospitalization and medical care as provided by the Workplace Safety and Insurance Act of Ontario.

ARTICLE 13- HEALTH AND SAFETY

The safety and protection of Town employees is a responsibility shared by both the Employer and employees. Therefore, Town officials and employees will adopt the

Corporation's Health and Safety philosophy and abide by its policies and procedures as set out in Article 34.01 while performing their duties as a Town of Cobourg staff member.

13.01 It is acknowledged the parties have entered into an agreement dated February 20, 1996 on health and safety matters and approved by the Minister of Labour on June 7, 1996.

ARTICLE 14- TIME OF PAY

14.01 Employees will be paid by direct bank deposit every two (2) weeks, on Thursday before noon, except in circumstances beyond the control of the Corporation.

ARTICLE 15- REPORTING ABSENCES

15.01 Any employee who, because of illness or injury, is unable to report for work shall notify their immediate supervisor directly as soon as possible, but not later than one (1) hour before the starting time for each day the employee will be absent, unless a medical note is provided indicating a prolonged absence.

ARTICLE 16- APPEARANCE IN COURT

16.01 An employee who is summoned to and reports for jury duty or is subpoenaed as a Crown witness in a court of law will be paid his/her regular rate of pay for regular hours lost from work provided he/she endorses over to the Corporation the amount received from the Court for the service performed and further provided he/she reports for work on any days or half-days he/she is not required to serve or remain in the courtroom.

ARTICLE 17 - TERMINATION AND AMENDMENTS

17.01 This agreement shall continue in force and effect from the 1st day of August 2022 until the 31st day of December 2024.

Either party to this agreement may, within the period of 90 days before the agreement ceases to operate, give notice in writing to the other party of its desire to bargain with a view to the renewal, with or without modifications, of this agreement or to the making of a new agreement.


ARTICLE 18 - WAGES

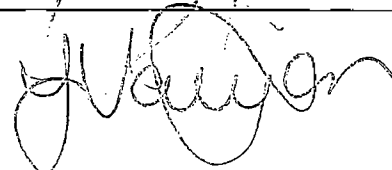
The following wages shall be in effect as follows:

Effective Date	Probationary - 89% of Job Rate	Job Rate
August 1, 2022	16.38	18.40
August 1, 2023	16.38	18.40
August 1, 2024	16.38	18.40

SIGNED AT COBOURG, ONTARIO this 28th day of September, 2022.

FOR THE MUNICIPAL CORPORATION
OF COBOURG





FOR CUPE

