

# COLLECTIVE AGREEMENT

BETWEEN

THE MUNICIPALITY OF CROWSNEST PASS



- AND -

**CUPE**  
CANADIAN UNION OF PUBLIC EMPLOYEES,  
LOCAL 812

**January 1, 2023 to December 31, 2026**



Canadian Office & Professional Employees  
BB sbk /COPE#491

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## **ARTICLE 1: PURPOSE**

- 1.01 The purpose of this Agreement is to provide services for the operation of the Employer with safety, economy of operation, protection of property, and welfare of Employees and the public.
- 1.02 It is further the purpose of this Agreement to foster communication and maintain a harmonious and cooperative relationship between the Employer, management personnel, and the Employee members of the Union.
- 1.03 It is further the purpose of this Agreement to define methods of settling any differences or grievances which may arise between the Employer and Employees.

## **ARTICLE 2: DEFINITIONS**

### **2.01 Casual Employee:**

"Casual Employee" shall mean one who is:

- (a) Not regularly scheduled, but works on a call or irregular basis; and/or
- (b) Scheduled to relieve in the case of absences for illness, injury, leaves of absence of thirty (30) days or less and/or vacation of other Employees.

The provisions of this Collective Agreement shall not apply to Casual Employees except for the following Articles:

Article 1: Purpose  
Article 3: Management Rights  
Article 4: Union Recognition  
Article 7: Seniority – Clauses 7.05, 7.06, 7.07 and 7.08  
Article 10: Overtime  
Article 11: General and Declared Holidays – Clause 11.09  
Article 12: Vacations – Clause 12.02  
Article 19: Health and Safety  
Article 20: Clothing and Equipment – Clause 20.01(d)  
Article 22: General  
Article 23: Payment of Wages  
Article 24: Wages  
Article 28: Labour/Management Committee  
Article 29: Term of Agreement

### **2.02 Probationary Employee**

The term "Probationary Employee", when used in this Agreement, shall be defined as meaning any Employee filling a position coming within the scope of this Agreement serving the required probationary period. The employment of probationary Employees may be terminated within ninety (90) calendar days, without recourse to the grievance procedure.

### 2.03 Probationary Period

The “probationary period” for employment shall be considered ninety (90) calendar days.

### 2.04 Permanent Employee

A Permanent Employee is an Employee who has completed the probationary period and who works on a full time or part time basis:

- (a) Full time shall mean an Outside Employee who is regularly scheduled to work forty (40) hours per week, or an Inside Employee who is scheduled to work thirty-five (35) hours per week;
- (b) Part time shall mean an Employee who is regularly scheduled to work less than full time hours set out in Article 2.04(a).

### 2.05 Emergency

“Emergency” as referenced in this Collective Agreement including Article 4.05, shall mean a situation imposing an immediate threat to life, property or environment where the Emergency Operations or Command Centre is activated.

### 2.06 Qualifications

“Qualifications” when used in this Collective Agreement shall mean the necessary knowledge, abilities, skill, training, and experience as required to perform the functions for the position as we describe in the Job Description.

### 2.07 Supervisor

The term “Supervisor”, when used in this Agreement, shall be defined as meaning the person from whom an Employee normally receives their work assignments.

### 2.08 Temporary Employee

The term “Temporary Employee”, when used in this Agreement, shall be defined as meaning an Employee who is employed for a continuous period of time of not more than eighteen (18) months including seasonal staff.

A Temporary Employee’s seniority shall be considered broken, and seniority lost by reason of:

- (a) Dismissal for just cause; or
- (b) Voluntary resignation.

The provisions of this collective agreement shall not apply to the Temporary Employees except for the following Articles:

- Article 1: Purpose
- Article 3: Management Rights
- Article 4: Union Recognition
- Article 7: Seniority – Clauses 7.05, 7.06, and 7.07
- Article 10: Overtime
- Article 11: General and Declared Holidays – Clause 11.09
- Article 12: Vacations – Clause 12.02
- Article 17: Medical Coverage Clause 17.05 and 17.08
- Article 19: Health and Safety
- Article 22: General
- Article 23: Payment of Wages
- Article 24: Wages
- Article 28: Labour/Management Committee
- Article 29: Term of Agreement

#### 2.09 Student

A Student is a person who will be attending high school or post-secondary education in the term following the employment term.

#### 2.10 Trial Period

Any Employee awarded a posted position shall be in a trial period for sixty (60) working days, and upon its completion shall be declared permanent in the position. If the Employee proves unsatisfactory during the trial period, or is not satisfied with the position, the Employee will revert to the Employee's former position and wage without loss of seniority. And other Employees affected by this reversion shall also revert to their former position and wage without loss of seniority.

#### 2.11 Union Officer

The term "Union Officer", when used in this Agreement, means an Employee who has been selected or appointed as President or Vice-President or who represents the Union at meetings with Management and was authorized to represent the Union.

#### 2.12 Union Representative

The term "Union Representative", when used in this Agreement, means a National Representative of the Union.

#### 2.13 Working Days

The term "working days", when used in this Agreement, shall be defined as meaning regularly scheduled working days as per Article 9.

### **ARTICLE 3: MANAGEMENT RIGHTS**

- 3.01 The Employer reserves all rights not specifically restricted nor contrary to this Collective Agreement.
- 3.02 The Union recognizes the right of the Employer to operate and manage in accordance with its commitments and responsibilities and to make and alter, from time to time, rules, and regulations to be observed by Employees, which rules, and regulations shall not be contrary to any provisions of this Agreement. Such rules and regulations or amendments shall be communicated in writing to the Union. The Employer shall have the right to hire, discipline, demote and discharge Employees for proper cause, subject to this Agreement.
- 3.03 The Employer agrees to be fair and reasonable in the application, administration, and operation of this Collective Agreement.

### **ARTICLE 4: UNION RECOGNITION**

#### **4.01 Bargaining Agent**

Municipality of Crowsnest Pass recognizes the Canadian Union of Public Employees, Local 812 as the sole bargaining agent for its Employees covered under this Agreement, and as provided for in *Alberta Labour Relations Board Certificate Number: 176-92*, or any amendments thereto.

- 4.02 The Employer will notify the Union of any new hires within the membership. The Union will be responsible for signing of new members and will be afforded thirty (30) minutes to introduce Union Representative and orientate new hires. The Employer will provide an electronic copy of the Collective Agreement to all new Employees.
- 4.03 The Employer agrees not to bargain collectively with any other labour organization affecting the Employees covered by this Agreement during the life of this Agreement.
- 4.04 (a) No Employee shall be asked to make a written or verbal agreement with the Employer covering hours of work, wages, or conditions during the term of this Agreement except as specifically provided for in this Agreement, or by written agreement of both Parties. Exceptions include the letter of employment including moving allowances and other normal employment conditions.
- (b) If the Employer spends over One Thousand Dollars (\$1,000.00) on training an Employee (registration and accommodations), the Employee must commit to remain employed with the Employer in the position for which the Employee has been trained for two (2) years from the date that the training is completed. Otherwise, the Employee shall repay a monthly pro-rated portion of the training costs to the Employer. The Employee will be provided with a written agreement clarifying the repayment term.

- 4.05 Employees, who are not in the bargaining unit, shall not work on any jobs which are included in the bargaining unit during the term of this Agreement except in an emergency, or by written agreement of both Parties. No Permanent Employee presently employed by the Municipality within the scope of this Agreement shall lose their employment or have a reduction of regular hours of work with the Employer, during the life of this Agreement, as a result of contracting-out. The Employer will notify the Union when contracting out takes place.
- 4.06 During States of Local Emergency or Activation of the Emergency Command Centre, the following procedure shall apply:
- (a) Employees shall be notified of the State of Local Emergency via the Alberta Emergency Alert phone application. This notification shall be followed with an email to all staff.
  - (b) Following notification, Employees shall self-identify as soon as possible if they are available for overtime work with either their immediate Supervisor or the Operations Chiefs.

Overtime will be distributed equitably in accordance with Article 10.02 for those Employees that self-identify.

- 4.07 The Union shall have the right, at any time, to have the assistance of representatives of the Canadian Union of Public Employees, or any other advisors when dealing or negotiating with the Employer.
- 4.08 The Employer shall allow a maximum of five (5) Employees leave with pay for purposes of attending collective bargaining negotiations when such negotiations are held during regular hours. Such time will be with pay and Union will be billed for those hours incurred by two (2) of the five (5) Employees attending the collective bargaining negotiations.
- 4.09 Every Employee upon commencement of employment, subject to Section 29(2) of the *Labour Relations Code*, will be a member of the Union and shall maintain their membership in the Union as a condition of employment.
- 4.10 The Employer agrees to deduct from each Employee union membership dues as directed by the Union in writing. Union membership dues will be deducted for and on behalf of all Employees who are covered under this Collective Agreement, from each pay cheque, and forwarded to the Secretary-Treasurer of the Union not later than the last day of each month.
- 4.11 All monies paid to the Secretary-Treasurer of the Union shall be accompanied with a list of names of all Employees for and on behalf of whom such deductions have been made, and with a list of all additions and deletions of staff.
- 4.12 The Employer shall indicate on the income tax (T4) slip of each Employee the amount of Union dues paid in the previous year.
- 4.13 All correspondence shall be directed to the President of the Union and the National Representative.

4. 14 The Union shall notify the Employer in writing within thirty (30) days of the election of the Local Union Officers.
4. 15 Seasonal Employees at the Ski Hill (except Millwrights), Community Pool and Students along with Casual Instructors are not covered by the Collective Agreement.

#### **ARTICLE 5: GRIEVANCE PROCEDURE**

- 5.01 (a) A grievance shall be defined as any difference arising out of the interpretation, application, administration, or alleged violation of the Collective Agreement.
- (b) The Employee or the Local Union shall have the right, at any time, to have the assistance of a CUPE Representative.
- (c) The Employer agrees that the Union Officer will be allowed to perform their duties during working hours at time mutually agreed upon by the Union Officer and Management Supervisor.
- (d) Policy grievances and grievances involving suspension or termination shall start at Step Two of the Grievance Procedure.
- (e) During any and all proceedings outlined in this Article, the Employee shall continue to faithfully perform their duties unless they have been suspended or discharged for just cause.
- (f) The time limit specified throughout the Steps of the grievance procedure may be extended by mutual consent, in writing, between the Union and the Employer.
- (g) The parties agree that the purpose of the Grievance Procedure is to:
- (i) encourage open, face to face dialogue between the parties;
  - (ii) achieve timely and equitable resolutions to identified issues;
  - (iii) contribute to and support a positive, harmonious work environment;
  - (iv) minimize the time and costs involved in resolving disputes; and
  - (v) achieve solutions that are consistent with the terms of the Collective Agreement.
- (h) A sincere attempt shall be made by both parties through discussion to resolve a grievance at each step of the process.
- (i) Policy Grievance
- Where a dispute involving a question of general application or interpretation occurs, affecting more than one (1) Employee, the Union may proceed on a policy grievance and may bypass Step 1.
- (j) Replies to grievances shall be in writing at all stages.
- (k) The Employer shall supply the necessary facilities for joint grievance meetings.

- (l) Working days, for the purposes of this Article and Article 6.03, shall exclude Saturdays, Sundays, and General Holidays.

## 5.02 Time Limits

### (a) Discussion

An Employee who believes that they have a problem arising out of the interpretation, application, administration or alleged violation of this Collective Agreement, may, within ten (10) working days of the date of the day they became aware of, or reasonably should have become aware of the occurrence, first discuss the matter with their Management Supervisor.

- (b) Should the Employee or the Union fail to comply with any of the time limits specified in the grievance procedure, the grievance will be considered to be abandoned unless the parties have mutually agreed in writing to extend the time limits.
- (c) Should the Employer fail to comply with any of the time limits specified in the grievance procedure, the grievance shall automatically move to the next step on the day following the expiry of the particular time limit, unless the parties have mutually agreed in writing to extend the time limits.

## 5.03 Settling of Disputes and Grievances

To ensure that any difference between the parties are remedied as quickly as possible the parties agree they shall attempt to resolve issues through an informal complaint process involving their Management Supervisor, prior to filling out a written grievance.

Before filing a grievance, the parties shall meet and try to resolve the difference. Time limits for filing a grievance will begin the day following the meeting.

### Step 1

The Management Supervisor or designate, may meet with the Grievor(s) and the Local Union Representative(s) within five (5) working days of receipt of the grievance and shall render a written decision within five (5) working days of this meeting.

### Step 2

The Chief Administrative Officer (CAO) or designate, may meet with the Grievor(s) and the Local Union Representative(s) within five (5) working days of receipt of the grievance and shall render a written decision within fifteen (15) working days of this meeting.

### Step 3: Non-Binding Mediation

In conjunction with a grievance being submitted to arbitration, either Party may request the assistance of a grievance mediation service. If the Parties mutually agree to utilize this process, the time limits for a grievance to proceed to arbitration will not be suspended.

The Union shall be allowed to have up to two (2) Employees in attendance during a grievance mediation meeting, one of whom shall be the Chairperson of the Local or designate.

The costs of the grievance mediation services will be jointly shared by the parties.

#### 5.04 Arbitration

Should satisfactory settlement not be reached, the Union, within twenty-five (25) calendar days, may submit the matter to Arbitration as follows:

- (a) The Parties agree that the arbitration shall be heard by a single arbitrator mutually agreed upon by the parties.
- (b) Within ten (10) working days of the receipt of notification by one party, the other party to an arbitration shall nominate its choice of arbitrator by notice in writing.
- (c) In the event that the Employer and the Union are unable to agree upon the selection of the Arbitrator (within twenty-five (25) days of notification by either Party), application shall be made to the Director of Alberta Mediation Services to appoint an Arbitrator pursuant to the provision of the *Alberta Labour Relations Code*.
- (d) The Arbitrator has all the powers granted to arbitrators under the *Alberta Labour Relations Code* in addition to any powers which are contained in this Agreement.
- (e) The Arbitrator shall hear and determine the difference or allegation as well as whether any such difference can be the subject matter of arbitration and shall issue a decision and that decision is final and binding upon the Parties and upon any employee affected by it.
- (f) The award of the Arbitrator shall be signed by the arbitrator and copies provided to the Employer and the Union.
- (g) The arbitrator shall not have the authority to alter or amend any of the provisions of this Agreement, or to substitute any new provisions in lieu thereof, or to render any decision contrary to the terms and provisions of this Agreement, or to increase or decrease wages.

- (h) The Employer and the Union shall each pay one-half of the remuneration and expenses of the Arbitrator and each Party shall bear its own expenses of every such arbitration.

## **ARTICLE 6: DISMISSAL PROCEDURE**

### **6.01 Warning Notices and Discipline**

All discipline shall be issued in a timely manner. Depending on the nature and circumstances of an incident, discipline will normally be progressive and bear a reasonable relationship to the violation.

- 6.02 When an Employee is to be disciplined or dismissed by the Employer, the Employee shall be advised that they have the right to have a Union Officer present at which time the Employee will have an opportunity to be heard.

Employees will be notified of the reason or incident under investigation except where doing so may reasonably compromise the investigation.

When an Employee is to be dismissed, it shall be in the presence of a Union Officer.

- 6.03 An Employee shall be given written particulars of a written warning, suspension or discharge. No letter of discipline may be placed on an Employee's personnel file without the Employee's knowledge. Copies of all warning notices or notices of discharge, suspension or other discipline shall be provided to the Union within five (5) working days of the notice, indicating the nature of the cause for the disciplinary action.
- 6.04 Upon expiration of twenty-four (24) months from the date of a letter of discipline, provided there has been no further discipline the letter shall be removed from the Employee's personnel file.
- 6.05 No Employee shall be disciplined or dismissed without just cause. Where an Employee has been dismissed, the first Step of the grievance procedure shall be omitted, and the grievance shall commence at Step 2.
- 6.06 An Employee has the right to view their personnel file in the presence of the Employer with two (2) working days' notice, however if a grievance has been filed, an Employee shall be granted access to their personnel file with one working day notice.

## **ARTICLE 7: SENIORITY**

- 7.01 Seniority of an Employee shall be bargaining unit wide and be established and calculated from the date of commencement of unbroken employment with the Employer within the bargaining unit. Any Employee subsequently awarded a permanent position within the bargaining unit shall have most recent previous continuous service in the bargaining unit calculated to reflect a seniority date of actual time employed, pro-rated, if necessary, subject to Article 7.04.

An Employee's service shall be considered broken, and seniority lost by reason of:

- (a) Dismissal for just cause;
- (b) Voluntary resignation;
- (c) Continuous layoff due to lack of work for a period in excess of twelve (12) months;
- (d) An Employee, who fails to notify the Employer within three (3) working days of receipt of being notified to report to work following a layoff, stating whether or not they will return, shall be deemed to have terminated their services;
- (e) Promotion to an out-of-scope position for a period longer than sixty (60) working days in any calendar year unless both Parties agree to an extension. The Employee shall not accrue seniority while performing an out-of-scope position, unless the Employee is covering for vacation, not to exceed fifteen (15) working days at any one (1) time or sick time;
- (f) Transfer or promotion to a posted term position outside the bargaining unit.

7.02 Seniority shall not accrue during periods while on layoff, in receipt of long-term disability benefits or on an unpaid leave of absence in excess of thirty (30) calendar days.

7.03 In the case of Probationary Employees, seniority shall be established from the date when they first entered the service of the Employer and will remain established at that date if the Employee successfully completes the probationary period.

7.04 Temporary and Casual Employees shall be placed on a separate Temporary and Casual List that will accompany the Seniority List.

7.05 On becoming a Permanent Employee, an Employee who has worked in the same classification as a Temporary Employee will have all hours so worked as a Temporary Employee in the same classification applied to their probation period as defined in Article 2.03.

7.06 A Temporary and Casual Employee's seniority shall be considered broken, and seniority lost by reason of:

- (a) Dismissal for just cause; or
- (b) Voluntary resignation.

7.07 An updated seniority list shall be posted the 1<sup>st</sup> of January and the 1<sup>st</sup> of July of each year, with a copy to the Union.

7.08 A Casual Employee as defined in Article 2.01 shall be removed from the Casual List where the Employee has not accepted a shift that has been offered in a one hundred and twenty (120) consecutive calendar day period unless the Casual Employee:

- (a) Has been unavailable for a reason that has been communicated and deemed mutually acceptable to both the Employer and the Union during the 120-day period; or
- (b) Has been absent due to a workplace compensable injury during the 120-day period.

## **ARTICLE 8: LAYOFFS, RECALLS, REDUCTIONS, INCREASES, PROMOTIONS AND VACANCIES**

8.01 When increasing staff, Permanent Employees laid off on account of reduction of staff shall be returned to service in order of seniority, ability and qualifications being sufficient to perform the duties required for the position to be filled.

8.02 Layoffs shall occur in reverse order of seniority within the department affected by the layoff, that is, the least senior Permanent Employee shall be the first Permanent Employee laid off within the department, provided that the remaining Permanent Employees have the required knowledge, abilities, and skills to perform the remaining work. In the event of a layoff, the Employer will have the final decision as to which Permanent Employees have the required knowledge, abilities, and skills to perform the remaining work.

8.03 The bumping procedure is recognized and accepted by the Employer; therefore, providing the Employee being laid off is qualified, they shall be permitted to bump a less senior Employee.

8.04 The onus and responsibility for bumping shall rest on the Employee who shall notify the Employer. The Employer shall notify the Union and affected Employees.

8.05 An Employee bumping into a job shall be prepared to demonstrate competence in performing specific and pre-determined duties of the position to be assumed. Where the Employer requires an Employee to demonstrate competence, the Employer shall be given written notification within seven (7) working days of assuming the position. Such notification shall set forth exactly what skills will be tested. This test must be conducted not later than twenty (20) working days from the written notification.

8.06 When a vacancy occurs, or a new position is created, the posting shall be distributed for a minimum of five (5) working days prior to closing. Copies of all postings shall be mailed to the Secretary of the Union and/or designate. All postings shall contain the necessary requirements and qualifications. The Union acknowledges the Employer's right to determine when any position shall be posted and, therefore, where a position will not be filled the Employer shall so notify the Union, in writing, within ten (10) working days of the vacancy occurring. Internal and External Job Postings may be done concurrently; however, all internal applicants shall be considered first before external applications.

The determining factors in filling the vacancy or new position shall be the qualifications outlined in the job description, education as related to the job classification, ability, and skills, and where these factors are relatively equal, seniority shall be the deciding factor.

- 8.07 An Employee awarded a posted position shall be in a trial period pursuant to Article 2.10.

Within the trial period, at a time mutually acceptable to this Employee and their immediate Supervisor, they shall be prepared to demonstrate competence in performing the specific and predetermined duties of the new position. If an Employee is asked to demonstrate competence, the Employee shall be advised, in writing at least five (5) working days prior, exactly what skills shall be tested. Should they not qualify within the trial period, they shall revert to their former position, without prejudice or loss of seniority.

- 8.08 Temporary work assignments covering absences of Permanent Employees of up to fifteen (15) working days will be appointed by the Employer, in writing, without the need to post the position. When the Employee is assigned to the temporary position described above, and the position pays a higher rate of pay, the Employee shall receive the higher rate of pay for all hours worked in said position. Such temporary work assignments shall be filled by qualified Permanent Employees, subject to operational requirements, on the basis of seniority.

- 8.09 In the case of job opportunities requiring higher qualifications than those held by any interested Employees, Management agrees to consider a senior Employee willing to undertake adequate training for a promotion providing the deficiency is a trainable qualification. This Article will also have application to an Employee who is laid off pursuant to Article 8.02. Any such Employee filling the position in this scenario will be given a trial period in accordance with Article 2.10. Trainable qualifications are deemed to be those that can be obtained within a sixty (60) day trial period, and excludes degrees, diplomas, certifications, and any other accreditation that exceeds the time period. Management may at their discretion permit qualifications to be undertaken that exceed the sixty (60) day period.

- 8.10 Within seven (7) calendar days the Union shall be notified of all promotions, hiring, layoffs, transfers, recalls, resignations, retirements, deaths, or other termination of employment.

- 8.11 The Employer will maintain a system of on-the-job training. Mandatory training that is a requirement for the Employee will be provided by the Employer. Optional training or professional development will be at the discretion of the Employer, not to be unreasonably denied.

- 8.12 A newly hired Employee shall serve a Probationary period as defined in Article 2.02 of the Collective Agreement. Should the Employer determine that an extension of the Probationary Period is required, such extension shall be communicated to the Employee in question, at least five (5) days prior to the completion of the Probationary Period. The extension of the Probationary Period shall not exceed sixty (60) working days with consultation and mutual agreement of the Union. The employment of the Probationary Employee whose Probationary Period has been extended for the additional sixty (60) days may be terminated with that 60 working day period, without recourse to the Grievance Procedure.

- 8.13 When the Employer is considering the introduction of technological change:
- (a) The Employer agrees to notify the Union as far as possible in advance of their intentions, and to update the information provided as new developments arise and modifications are made;
  - (b) The foregoing notwithstanding, the Employer shall provide the Union at least one hundred and twenty (120) working days before the introduction of a technological change that affects the level of manpower, with a detailed description of the project it intends to carry out disclosing all foreseeable effects on Employees.

## **ARTICLE 9: HOURS OF WORK**

9.01 The standard work week, together with the hours of work per day, may be varied upon mutual agreement between the Employer and the Union.

### **9.02 Outside Worker**

The standard work week shall consist of five (5) consecutive days, Monday to Friday, with an eight (8) hour day, between the hours of 7:00 a.m. and 4:30 p.m., and one-half (1/2) hour unpaid lunch period. If ten (10) hour shifts are utilized, the standard work week would be forty (40) hours, Monday to Friday, between the hours of 6:00 a.m. and 6:00 p.m. If working a ten (10) hour shift, when there is a General Holiday that falls in the week, the entire week reverts back to normal five (5) days per week with eight (8) hour day routine.

#### Community Peace Officer

The standard work week shall consist of eighty (80) hours bi-weekly. This position may require flexible scheduling of daily and/or weekly hours depending on work demands.

The employer agrees to provide forty-eight (48) hours' notice of a shift change, unless mutually agreed.

#### Agricultural Fieldperson

The standard work week shall consist of eight (8) hours per day, forty (40) hours per week. This position may require flexible scheduling of daily and/or weekly hours from May 1 to October 31 each year.

The employer agrees to provide forty-eight (48) hours' notice of a shift change, unless mutually agreed.

### **9.03 Inside Worker**

The standard work week shall consist of five (5) consecutive days, Monday to Friday, with a seven (7) hour day, from 8:30 a.m. to 4:30 p.m., with a one (1) hour unpaid lunch period.

9.04 (a) Community Service Operators

Community Service Operator hours of work for the period of May 1<sup>st</sup> to August 15<sup>th</sup> shall be based on the standard work week as set out in Article 9.02 above.

Casual Employees may be hired to work outside regular hours of work in May and June of each year.

Casual Employees may be hired to work outside regular hours of work for the period of July 1<sup>st</sup> to August 15<sup>th</sup> of each year provided permanent full-time employees have been offered overtime shifts first.

For the period of August 16<sup>th</sup> to April 30<sup>th</sup>, the operation of many Recreation Facilities shall be on a seven (7) day basis, with normal hours of work and shifts scheduled by the Employer.

Employees in Recreation Facilities shall have at least one (1) consecutive Saturday and Sunday off every second week and shall receive two (2) other consecutive days off each two (2) week period. Such Employees whose hours of work commence prior to 7:00 a.m., or extend after 6:00 p.m., shall be paid nine (9) hours regular pay for eight (8) consecutive hours, unless otherwise agreed by the Employee. Hours of work outside of the period August 1<sup>st</sup> to April 30<sup>th</sup> shall be as per Clause 9.02 Outside.

- (i) In respect to the number of Employees within the Parks Department, it is agreed that a minimum of three (3) people will be compensated at the Community Services Operator rate.

Additional staff will be compensated at the Labourer rates unless they are doing the work of a Community Services Operator, at which time they will be compensated for the hours worked at the Community Services Operator rate.

- (ii) Community Services Operators performing scheduled inspections of arena (arena checks) shall be reimbursed at one (1) hour regular rate of pay/straight time per inspection. Unscheduled callouts will be reimbursed at the appropriate overtime rate in accordance with the Collective Agreement. Time off in lieu for arena checks may be banked to a maximum of eight (80) hours per year in any combination of Article 10.03, and this Article; and the total hours banked in one (1) year by an Employee performing arena checks cannot exceed eight (80) hours in any case.
- (iii) The Employer agrees to:
  1. Post the schedules no later than Wednesday of the preceding work week;
  2. Schedules to rotate between days and evenings as equally as possible;

3. Provide forty-eight (48) hours' notice of shift changes, unless mutually agreed;
4. Permanent Employees shall receive their preferred shifts over Temporary and Casual Employees.
5. Employees shall receive one (1) consecutive Saturday and Sunday off per pay period as well as two (2) additional consecutive days off in the same pay period.
6. Shifts will be distributed as equally as possible including rotation between days and evenings.

(b) Sewer and Water Plant Operators

The operation of the Sewer and Water Plants shall be on a seven (7) day basis with shifts scheduled by the Employer, Employees in this department shall have two (2) consecutive weekends off, and in the third week the two (2) days off shall be consecutive. If changes in Provincial legislation or regulations affect the Employer's staff requirement at the Water or Waste Water Treatment Plants, the Employer and the Union will meet to amend the above schedule as required.

(c) Utility Operator I

The Employer will recognize this position after six (6) months of continuous service in the sewer and water treatment plants, provided that the Employee has commenced the education course toward certification in Waste Water Collection and Treatment, and Water Treatment and Distribution. Furthermore, for an Employee to remain in this position the Employee must be in possession of a Level I Water Treatment and Distribution Certificate and a Level I Waste Water Collection and Treatment Certificate within eighteen (18) months of being recognized in this position. Failure to obtain the certificates as set out herein will result in the Employee reverting to their former position, if applicable. An extension of time may be granted for special circumstances.

The Employer will ensure the Employee is given the opportunity to enroll, and permitted to attend necessary training programs, and to work the required hours in order to retain proper certification(s).

(d) Utility Operator II

Must be in possession of Level III Waste Water Treatment, Level II Wastewater Collection, and a Level I Water Treatment and Distribution Certificate. If changes in Provincial legislation or regulations affect the Employer's Water or Waste Water Treatment Plants facility certification levels, the Employer and the Union will meet to address Operator Certification levels, the Employer and the Union will meet to address Operator Certification and scheduling. The Employer will ensure the Employee is given the opportunity to enroll and shall be permitted to attend necessary training programs, and to work the required hours in order to retain proper certification.

9.05 Should the Employer request the Employees to work any shift other than established in Articles 9.02 to 9.04, then the Employee shall be paid eight (8) hours of pay for seven (7) hours work, except in the case of a Recreation Facility Employee where they shall be paid nine (9) hours regular pay for eight (8) hours of work.

## GENERAL

9.06 Permanent Employees whose standard work week includes work on Saturday and/or Sunday shall be paid one (1) extra hours pay for each Saturday and/or Sunday or work, provided no other premium is being paid.

9.07 (a) Permanent Employees with shifts commencing before 7:00 a.m. or extending past 6:00 p.m. shall be paid one extra hour's pay provided no other premium is being paid.

(b) Employees with shifts extending past Midnight shall be paid one extra hour's pay provided no other premium is being paid.

9.08 In the event of an Employee reporting for work on any day and being sent home before commencing work, they shall be paid for two (2) hours at the regular rate.

9.09 All Employees shall be allowed a fifteen (15) minute rest period in each half of the shift with pay; the time and place to be decided by the immediate Supervisor. Rest periods will not be scheduled in conjunction with meal periods, starting time, and quitting time or taken together except by mutual agreement of the Employee and the immediate Supervisor.

### 9.10 Water/Sewer Division and Operations Department Standby

#### (a) Water/Sewer Plant

Employees are required on an individual basis, to be on-call every third (3<sup>rd</sup>) week, or as mutually agreed upon. Employees will be required to have provided one (1) year of service to the Employer prior to being placed on the standby schedule.

#### (b) Operations Department

Equipment Operators in the Operations Department are required, on an individual basis, to be on-call based on a rotational schedule or as mutually agreed upon. All Employees will be required to have passed the probationary period and be signed off on required competencies prior to being placed on the standby schedule.

(c) On-call is restricted to non-regularly scheduled hours of work.

- (d) Remuneration for standby will be provided on the following basis:

An Employee on standby during the week, Monday to Sunday, will be remunerated on the basis of sixteen (16) hours straight time at the appropriate rate (Utility Operator II rate or the Leadhand rate) set out in Article 24: Wages. The standby rate of sixteen (16) hours will be divided as follows: three (3) hours on Saturday, three (3) hours on Sunday, and two (2) hours Monday to Friday.

An Employee required to be on standby on a General Holiday shall be remunerated on the basis of two (2) hours straight time per day at the appropriate rate (Utility Operator II rate or the Leadhand rate) set out in Article 24: Wages in addition to the weekly standby rate (i.e., a total of four (4) hours pay for a week day General Holiday and five (5) hours for a weekend General Holiday).

Any service call required will be remunerated as per Article 10: Overtime.

- (e) Time earned from standby provisions can be banked to a maximum of eighty (80) hours per year in any combination of Article 10.02 and this Article, and the total hours banked in one year by an Employee on standby rotation cannot exceed eight (80) hours in any case.

#### **9.11 Utility Operator, Community Peace Officer, Recreation Department**

Time off in lieu for shift differential may be banked to a maximum of eighty (80) hours per year in any combination of Article 10.2 and this Article; and the total hours banked in one (1) year by an Employee earning shift differential cannot exceed eighty (80) hours in any case.

- 9.12** Employees who are not on an on-call rotation but whose phone number is a dialer contact shall receive an allowance of Three Hundred Dollars (\$300.00) per year in addition to the call-out rates for all time attending such calls.

#### **9.13 Flexible Scheduling for Ski Hill**

The standard work week shall consist of eight (8) hours per day, forty (40) hours per week. This position may require flexible scheduling of daily or weekly hours depending on work demands.

A temporary compressed work week may be utilized when doing tower maintenance during July and August.

#### **9.14 Compressed Work Week**

In relation to street sweeping operations, for a six (6) week time period in the Spring of each year of the term of the Collective Agreement, the hours on the schedule will be set on a rotating basis to accommodate a ten (10) hour shift for four (4) days per week.

For the time period of December 1 through to March 31, when weather and road conditions require, the Parties agree to set the hours and schedule on a rotating basis to accommodate ten (10) hour shifts for four (4) days per week.

## **ARTICLE 10: OVERTIME**

- 10.01 Overtime in excess of the Employees regular shift shall be paid at time and one-half (1½) for the first two (2) hours and double (x2) time thereafter.
- 10.02 The Employer agrees to distribute overtime as equitable as possible between the Employees, with Permanent Employees being given first opportunity for callouts or scheduled overtime. Overtime required for any states of local Emergency or activation of the Emergency Operations Centre or Emergency Command Centre will be distributed first to Employees that have either been provided with positions in the Emergency Operations Centre or Emergency Command Centre or required due to their areas of expertise. All other overtime will be distributed as equitably as possible between Employees, with Permanent Employees being given first opportunity for callouts or scheduled overtime. Employees that work overtime in states of local emergency will receive overtime in accordance with Article 10 and will be paid their regular hourly rate if an emergency does fall within their regularly scheduled shift.
- 10.03 No Employee shall be required to take time off in lieu of overtime but may do so at the applicable overtime rate. Full-time Employees may accumulate a total of eighty (80) hours for an outside employee and seventy (70) hours for an Inside employee per calendar year and may take these days as work schedule permits. However, the balance of the overtime bank account as of the last pay period of the payroll year shall be paid out.
- Banked time for all Permanent Part-time Employees shall be pro-rated according to the hours worked.
- 10.04 All overtime hours paid or taken in lieu shall be provided to CUPE after every second pay period.
- 10.05 Employees required to come back to work and complete minute-taking after departing the workplace from their regularly scheduled hours of work shall be paid an additional minimum of two (2) hours at the applicable overtime rate of pay. All additional hours worked will be paid at double time. Employees asked to take minutes that extend beyond their regularly scheduled shift will receive overtime at the applicable rate for their time worked and will not be eligible for the two (2) hour minimum payment.
- 10.06 Where it is mutually agreed that the Employer will send an Employee to a professional development course and/or conference, the cost of the professional development course and/or conference will be provided by the Employer and the Employee will not be eligible for overtime. If attendance at the professional development course and/or conference is required by the Employer, the Employee will be eligible for overtime.
- 10.07 Callouts shall be paid at double (x2) the regular rate of pay with guaranteed minimum of two (2) hours. Calls within two (2) hours of each other shall be considered one (1) call for the purpose of computing minimum pay for an Employee called out.
- 10.08 Employees required to work on their days off shall be paid at the rate of time and one-half (1½) for the first two (2) hours, and double (x2) time thereafter.

## **ARTICLE 11: GENERAL AND DECLARED HOLIDAYS**

### General Holidays

11.01 The Employer recognizes the following as paid holidays:

- |                    |   |
|--------------------|---|
| 1. New Year's Day  | 8. Labour Day                                 |
| 2. Family Day      | 9. Thanksgiving Day                           |
| 3. Good Friday     | 10. Christmas Day                             |
| 4. Remembrance Day | 11. Boxing Day                                |
| 5. Victoria Day    | 12. Easter Monday                             |
| 6. Canada Day      | 13. National Day for Truth and Reconciliation |
| 7. August Civic    |   |

And any other day proclaimed as a Holiday by the Federal, Provincial or Municipal Government.

11.02 (a) An Employee must have worked at least thirty (30) working days during the twelve-month period prior to a General Holiday in order to qualify for such a holiday with pay.

(b) An Employee must have worked their scheduled shift immediately preceding and immediately following the General Holiday except where the Employee is absent due to illness or an approved leave of absence.

11.03 All Permanent and Temporary Employees shall receive the recognized General Holidays for which they are eligible with pay, or other days with pay in lieu of such General Holidays, providing they are available for work in accordance with their regular hours of work preceding, during and following the designated day for observance of the holiday.

11.04 If the General or declared holiday falls on a weekend for those Employees working on a Monday to Friday schedule, the Holiday will be scheduled on the following Monday by the employer. If the General or Declared Holiday falls on a Full-Time Employee's regular day off for those working seven (7) days a week, they shall be entitled to an extra day's pay for same, or be given a day off with pay, such day off to be arranged at the mutual convenience of both Parties.

11.05 If the General Holiday occurs on a day that is not the Employee's regular scheduled day of work and the Employee is required to work, they shall be paid two (2) times their basic rate of pay for each hour worked.

11.06 If the General Holiday occurs on an Employee's regularly scheduled day of work, and the Employee is called in and required to work, they shall receive:

(a) two (2) times their basic rate of pay for all hours worked;

(b) for Permanent Full-Time Employees:

- (i) a day off with pay within ninety (90) days or to the end of the year, whichever is later, to be taken at a time mutually agreed between the Employer and the Employee, paid at their basic rate of pay for full-time hours as per Article 9; or
- (ii) the hours worked shall be banked in the overtime bank to be taken as time off at a time mutually agreed between the employer and the Employee.

(c) for Permanent Part-Time Employees, a day off with pay to be taken within ninety (90) days or to the end of the year, whichever is later, at a time mutually agreed upon between the Employer and the Employee, equal to their regular wages earned during the nine (9) weeks preceding the week in which the General Holiday occurs, divided by the number of days worked in that period.

11.07 Temporary and Casual Employees shall be paid two times (2x) their basic rate of pay for all hours worked on a General Holiday.

11.08 An Employee absent from work while:

- (a) on layoff; or
- (b) in receipt of compensation from the Workers' Compensation Board; or
- (c) on an unpaid absence during which they are in receipt of weekly Indemnity through the Long-Term Disability Income Insurance Plan; or
- (d) on sick leave in excess of thirty (30) calendar days

Shall not be entitled to:

- (i) a day off with pay, or
- (ii) payment in lieu thereof,

For the aforementioned General Holidays.

## ARTICLE 12: VACATIONS

12.01 (a) The vacation schedule for Permanent Full-time Inside Employees shall be as follows:

CALENDAR YEAR	VACATION DAYS	CALENDAR YEAR	VACATION DAYS
0-1	7 hours / month	11	154 hours / year
2	91 hours / year	12	161 hours / year
3	98 hours / year	13	168 Hours / year
4	105 Hours / year	14	175 Hours / year
5	112 hours / year	15	182 hours / year

CALENDAR YEAR	VACATION DAYS	CALENDAR YEAR	VACATION DAYS
6	119 hours / year	16	189 hours / year
7	126 hours / year	17	196 hours / year
8	133 hours / year	18	203 hours / year
9	140 hours / year	19	210 hours / year
10	147 hours / year	20+	210 hours / year

(b) The vacation schedule for Permanent Full-time Outside Employees shall be as follows:

CALENDAR YEAR	VACATION DAYS	CALENDAR YEAR	VACATION DAYS
0-1	8 hours / month	11	176 hours / year
2	104 hours / year	12	184 hours / year
3	112 hours / year	13	192 hours / year
4	120 hours / year	14	200 hours / year
5	128 hours / year	15	208 hours / year
6	136 hours / year	16	216 hours / year
7	144 hours / year	17	224 hours / year
8	152 hours / year	18	232 hours / year
9	160 hours / year	19	240 hours / year
10	168 hours / year	20+	240 hours / year

12.02 (a) The Employer shall pay Casual Employees vacation pay at a rate of five percent (5%).

(b) The Employee shall bank vacation pay at a rate of five percent (5%) for Temporary Employees, unless otherwise mutually agreed.

12.03 Where a paid holiday occurs within an Employee's annual vacation, the vacation day will not be charged to the paid holiday.

12.04 Vacation days may be scheduled and taken at any time during the calendar year. If an Employee's service be discontinued for any reason during the course of the year after vacation has been taken, such vacation days shall be pro-rated, and any unearned vacation shall be reimbursed to the Employer.

12.05 Employees will not be permitted to carry vacation entitlement into the year following the year when it is to be taken except if the Employee is receiving Long-Term Disability or Workers' Compensation benefits. Where an Employee has failed to take their vacation entitlement or declare vacation entitlement within the timeframe set out herein, the Employer reserves the right to schedule the vacation for the Employee.

12.06 Employees are required to schedule at least seventy percent (70%) of their vacation allocation by March 31<sup>st</sup> of each year. At this time, vacations may be scheduled for up to December 31<sup>st</sup>. The remaining thirty percent (30%) must be scheduled by September 30<sup>th</sup> of that year. The Employer will confirm in writing all holiday requests within two (2) weeks (April 14<sup>th</sup> and October 14<sup>th</sup>). Vacation time will be approved on the basis of seniority.

- 12.07 Vacation accumulation shall be pro-rated for any Employee who works less than 2080 hours for Outside Employees, or 1,820 for Inside Employees, per calendar year, except for time missed due to sick leave or Workers' Compensation leave. Vacation and General Holidays shall be counted as working days.
- 12.08 It is understood that for the purposes of Article 12.01, regular earnings for Permanent Part-Time Employees shall include the regularly scheduled shifts with the Employer while they are taking vacation in accordance with Article 12.01.
- 12.09 Employees shall not accrue vacation days while:
- (a) on layoff, or
  - (b) an unpaid absence during which they are in receipt of weekly Indemnity through the Long-Term Disability Income Insurance Plan; or
  - (c) on other leaves of absence in excess of thirty (30) calendar days.
- 12.10 Operations staff who are off on vacation at Christmas and are willing to come back to assist with plowing on an as-needed basis without additional penalties, may carry over their forfeited vacation days until April 30 of the following year.
- 12.11 In relation to vacation days requested after March 31<sup>st</sup>, a minimum of seven (7) calendar days' working notice is to be given to the Employee's supervisor in writing. The Employer shall respond to such requests for absences from work within five (5) calendar days of the request being made by the Employee.
- 12.12 Vacation that has been approved in writing cannot be swapped out for another type of leave (i.e., banked). Vacation requests can be cancelled at any time until two (2) working days prior to the start of vacation. Once vacation has commenced it cannot be swapped out for another type of leave with the exception of an Employee being admitted to hospital or in the instance of bereavement leave.

### **ARTICLE 13: SICKNESS BENEFITS**

- 13.01 (a) Permanent Full-Time Employees hired before July 1, 2008 (as Permanent Employees) shall receive two (2) days sick leave for each month of employment, up to a total accumulation of one hundred and twenty (120) working days. Permanent Full-Time Employees hired after July 1, 2008 (as Permanent Employees), shall receive one and one-half (1½) days sick leave for each month of employment, up to a total accumulation of one hundred and twenty (120) working days. Any Employee on sick leave shall be paid for the period of such leave at their regular rate of pay on the same basis as though they were working, and the number of days thus paid for shall be deducted from their sick leave credits.
- (b) Permanent Part-Time Employees shall accumulate sick leave on a pro-rated basis calculated on hours worked as compared to Full-Time Employees.

13.02 "In cases of lengthy illness, in excess of five (5) days, the Employer may request from the Employee information from the Employee's physician identifying restrictions associated with their inability to work, prognosis, need for any modified duties and other information relating to the Employer's duty to accommodate. The cost of a medical certificate, if requested by the Employer, will be reimbursed by the Employer provided proper proof of payment has been submitted.

In circumstances where the Employer has reasonable cause to doubt the justification for the Employee's absence, the Employee after written notification may be requested to provide a doctor's certificate for all absences due to illness. Such notification may extend for a period of six (6) months from the date of notification.

13.03 In the event the Employee does not provide the required certificate as set out in Article 13.02, then the Employee may be requested to terminate their employment with the Employer or not be paid any wages for the period of absence. Where an Employee is absent due to illness on either the last working day prior to, or the first working day following a General Holiday, the Employee, in order to qualify for payment on the holiday, must provide a doctor's certificate attesting that the Employee was unable to work due to illness.

13.04 Sick leave without pay shall be granted to a Permanent Employee who has run out of sick leave accumulation.

13.05 For the purpose of this Article, sickness shall include complications of pregnancy and injury, other than accidental injury, arising out of and in the course of employment by the Employer.

13.06 Upon death (after five [5] years of service) or retirement (after ten [10] years of service) fifty percent (50%) of accumulated sick pay shall be payable upon retirement, in accordance with the Local Authorities Pension Plan, to the Employee or beneficiary.

13.07 The Employee's immediate Supervisor shall be notified of an Employee's illness prior to the commencement of the day's work on the first day of illness or lose the first day's pay. Exceptions to this rule may be made under extenuating circumstances.

13.08 The Employer may require that an Employee be examined by an independent medical practitioner where:

- (a) there is prolonged frequent absence from work due to illness;
- (b) there is apparent misuse of sick leave;
- (c) there is concern about the Employee's ability to satisfactorily perform the required duties, due to disability or illness; or
- (d) there is concern about public and/or co-worker safety.

Information from the independent medical practitioner may identify restrictions associated with their inability to work, prognosis, need for any modified duties and other information relating to the Employer's duty to accommodate.

- 13.09 Sick leave credits shall not accrue during periods of illness or injury, layoff or leave of absence in excess of one (1) month.
- 13.10 Sick leave means the period of time a Permanent Employee is absent from work with pay due to sickness or injury that does not come under the provisions of the *Workers' Compensation Act*.
- 13.11 (a) All Permanent Full-Time Employees shall receive Long-Term Disability coverage. The Employer will administer the enrolment and remittance of the bi-weekly payroll deduction. The Employees agree to pay, by biweekly premium deductions, one hundred percent (100%) of the premium costs towards a plan.
- (b) All Permanent Part-Time Employees working more than twenty (20) hours per week may participate in the benefits program on a pro-rated basis.
- (c) Employees on approved long-term disability claims will have their benefits costs covered by the Municipality for twelve (12) months. If the claim continues longer than twelve (12) months, the costs for benefit for the next twelve (12) month period shall be at a 50/50 split between the Municipality and the Employee. If the claim continues longer than the period specified, the Employee shall compensate the Municipality for one hundred percent (100%) of the costs for the period, if any, until the Employee's employment is terminated.

#### **ARTICLE 14: LEAVE OF ABSENCE**

- 14.01 Leave of absence will be granted to any Employee by mutual agreement for just cause without loss of seniority and provided all vacation and banked time is used up.
- 14.02 For leave of absence of three (3) days duration or less, a minimum notice of forty-eight (48) hours given to the Employee's Supervisor in writing is required.
- 14.03 For leave of absence longer than three (3) days, minimum notice of ten (10) working days (or two [2] calendar weeks) given in writing to the Employee's Supervisor is required.
- 14.04 Irrespective of the foregoing, the Employer agrees that leave of absence without pay and without loss of seniority shall be granted to any designated Employee for the conducting of Union business at large. Any Employee engaged in Union activity during their regularly scheduled shift, including representation for purpose of discipline, attending to speak to Management on an Employee's behalf or to meet with Union members, shall submit a Union Request Leave form to the Supervisor, with as much notice as is feasible, indicating the approximate time off requested. An Employee granted any leave for Union business shall continue to be paid by the Employer, and subsequently, the Union shall reimburse the Employer for time and benefits, including pension, as well as mileage in Municipal vehicles. Exceptions for requesting a leave for Union business include disciplinary meetings, grievance meetings, Joint Occupational Health & Safety Committee, Labour/Management Committee meetings or any other meetings approved by the Employer. Details of these absences are to be recorded on the Employee's time sheets.

14.05 Where leave of absence without pay for Union business is approved, the Employer agrees to continue payment of regular wages to said Employee during such leave. The Union agrees to reimburse the Employer for any wages and benefit costs, including pension, upon being invoiced by the Employer.

14.06 The Employee on an approved Leave of Absence except for Compassionate Care, Death or Disappearance, and Critical Illness Leave, in excess of thirty (30) days is responsible to prepay one hundred percent (100%) of the benefit and pension premium costs on a monthly basis during the length of time they are on leave.

14.07 Death or Disappearance of a Child Leave

- (a) An Employee who has been employed for a least ninety (90) days is entitled to a period of unpaid leave of fifty-two (52) weeks if the Employee is the parent of a child who has disappeared and it is probable, considering the circumstances, that the child disappeared as the result of a crime.
- (b) An Employee who has been employed at least ninety (90) days is entitled to a period of unpaid leave of up to one-hundred and four (104) weeks if the Employee is the parent of a child who has died and it is probable, considering the circumstances, that the child died as a result of a crime.
- (c) The Employee will not be entitled to Death or Disappearance of Child Leave if they are charged with a crime that resulted in the death or disappearance of the child.
- (d) The period during which the Employee may take Death or Disappearance of Child Leave begins on the date on which the death or disappearance, as the case may be, occurs and ends in the case of disappearance fifty-two (52) weeks after the date on which the disappearance occurs or, in the case of death, one-hundred and four (104) weeks after the date on which the death occurs.
- (e) An Employee who wishes to take Death or Disappearance of Child Leave must give the Employer written notice as soon as reasonable and practical in the circumstances, which notice must include the estimated date of the Employee's return to work.
- (f) In the case of a child who disappears and is subsequently found alive, the Employee is to return to work fourteen (14) days after the date on which the child is found but no later than the end of the fifty-two (52) week period or, if the child is found dead, one-hundred and four (104) weeks after the day on which the disappearance occurred.
- (g) An Employee who has been on Death or Disappearance of Child Leave must provide at least forty-eight (48) hours of written notice of the date on which the Employee intends to return to work unless the Employer and the Employee agree otherwise.

#### 14.08 Critical Illness Leave

- (a) An Employee who has been employed for a least ninety (90) days and is a parent of a critically ill child is entitled to unpaid Critical Illness of Child Leave of up to thirty-six (36) weeks for the purposes of providing care or support to the child;
- (b) An Employee who has been employed for a least ninety (90) days and is a family member of a critically ill adult is entitled to unpaid Critical Illness of Adult Leave of up to sixteen (16) weeks for the purposes of providing care or support to the adult.
- (c) If more than one parent is employed by the Employer, the Employer is not required to grant the Critical Illness of Child Leave or Critical Illness of Adult Leave to more than one Employee at a time.
- (d) If more than one child of the parent is critically ill as a result of the same event, the period in which the Employee may take Critical Illness of Child Leave begins on the date specified in the medical certificate issued in respect of any child who is critically ill and ends:
  - (i) on the date of the last day of the work week in which the last critically ill child dies;
  - (ii) the expiration of thirty-six (36) weeks following the date leave began;
  - (iii) the expiration of the last period referenced within the medical certificate for the critically ill children; or
  - (iv) the last day of the work week in which the Employee ceases to provide care and support to the last of the critically ill children.
- (e) Critical illness of Adult Leave begins on the date specified in the medical certificate issued in respect of the adult who is critically ill and ends:
  - (i) on the date of the last day of the work week in which the critically ill adult dies;
  - (ii) the expiration of sixteen (16) weeks following the date leave begins;
  - (iii) the expiration of the last period referenced within the medical certificate for the critically ill adult; or
  - (iv) the last day of the work week in which the Employee ceases to provide care and support to the critically ill adult.

- (f) The Employee must provide the Employer with a medical certificate issued by a physician stating:
  - (i) that the child or adult is critically ill and requires care and support;
  - (ii) the start date of the period during which the child or adult requires that care and support;
  - (iii) the end date of the period during which the child or adult requires that care and support; and
  - (iv) if the leave was begun before the certificate is issued, the day leave began.
- (g) An Employee who wishes to take Critical Illness of Child or Adult Leave must give the Employer at least two (2) week's written notice which notice must also include the estimated date of the Employee's return to work, unless a shorter notice period is necessary in the circumstances, in which case notice must be provided as soon as reasonable and practical in the circumstances.
- (h) Critical Illness of Child or Adult Leave may be taken in one or more periods, but no period of leave may be less than one (1) week's duration.
- (i) If an Employee has been on Critical Illness of Child or Adult Leave, they must provide at least forty-eight (48) hours' notice of the date on which the Employee intends to return to work, unless the Employer and the Employee agree otherwise.

#### 14.09 Long-Term Illness or Injury Leave

- (a) An Employee who has been employed by the Employer for a least ninety (90) days is entitled to unpaid leave due to the illness or injury or quarantine of the Employee.
- (b) The Employee is entitled to no more than sixteen (16) weeks of Long-Term Illness or Injury Leave in a calendar year.
- (c) The Employee must provide the Employer with a medical certificate issued by a physician stating the estimated duration of the leave.
- (d) The Employee must provide at least forty-eight (48) hours' written notice of the date on which the Employee intends to return to work unless the Employer and the Employee agree otherwise.

#### 14.10 Domestic Violence Leave

- (a) Domestic Violence Leave occurs when an Employee, the Employee's dependent child or a protected adult who lives with the Employee is subjected to any intentional or reckless act or omission that causes injury or property damage and that intimidates or harms a person; any act or threatened act that intimidates a person by creating a reasonable fear of property damage or injury to a person; conduct that reasonably, and in all circumstances, constitutes psychological or emotional abuse; forced confinement; sexual contact of any kind that is coerced by force, threat of force or stalking.
- (b) An Employee who is the victim of domestic violence and has been employed for at least ninety (90) days is entitled to unpaid Domestic violence Leave of up to ten (10) days in a calendar year.
- (c) The Employee may take Domestic Violence Leave for one or more of the following purposes:
  - (i) to seek medical attention for the Employee or the Employee's dependent child or protected adult in respect of the physical or psychological injury or disability caused by the domestic violence;
  - (ii) to obtain services from a victims' services organization;
  - (iii) to obtain psychological or other professional counselling for the Employee or the Employee's dependent child or a protected adult;
  - (iv) to relocate temporarily or permanently; and
  - (v) to seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from the domestic violence.
- (d) Before taking Domestic Violence Leave, the Employee must give the Employer as much notice as reasonable and practicable in the circumstances.
- (e) The Employee must provide at least forty-eight (48) hours' written notice of the date on which the Employee intends to return to work unless the Employer and the Employee agree otherwise.

#### 14.11 Personal or Family Responsibility Leave

- (a) An Employee who has been employed for a least ninety (90) days is entitled to up to five (5) days of unpaid leave in a calendar year, but only to the extent that the leave is necessary for the health of the Employee or for the Employee to meet their family responsibilities in relation to a family member.
- (b) Before taking Personal or Family Responsibility Leave, the Employee must give the Employer as much notice as is reasonable and practicable in the circumstances.

- (c) The Employee must provide at least forty-eight (48) hours' written notice of the date on which the Employee intends to return to work unless the Employer and the Employee agree otherwise.

#### 14.12 Leave for Citizenship Ceremony

- (a) An Employee who has been employed for a least ninety (90) days is entitled to up to one-half (1/2) day of unpaid leave to attend a Citizenship Ceremony to receive a certificate of citizenship as provided for under the *Citizenship Act (Canada)*.
- (b) Before taking a Leave for Citizenship Ceremony, the Employee must give the Employer as much notice as is reasonable and practicable in the circumstances.

#### 14.13 Compassionate Care Leave

- (a) An Employee who has been employed for a least ninety (90) days is entitled to unpaid compassionate care leave for a period of up to twenty-seven (27) weeks for the purposes of providing care or support to a seriously ill family member.
- (b) Family member will include:
  - (i) a spouse or common law partner of the Employee;
  - (ii) a child of the Employee or child of the Employee's spouse or common law partner;
  - (iii) a parent of the Employee or spouse or common law parent of the parent; and
  - (iv) other person who is a member of a class of persons designated in the *Regulations* or defined by the *Employment Standards Code*.
- (c) If both parents are Employees, the Compassionate Care Leave may be shared between the Employees as long as the combined period of Compassionate Care Leave does not exceed twenty-seven (27) weeks.
- (d) The Employee must provide to the Employer a medical certificate issued by a physician stating that the family member named in the certificate has a serious medical condition with a significant risk of death within twenty-six (26) weeks from the date of the certificate is issued or, if the leave was commenced before the certificate was issued, the day the leave began and that the family member requires the care and support of one or more family members.
- (e) An Employee who wishes to take Compassionate Care Leave must give the Employer at least two (2) weeks' written notice which must also include the date of the Employee's return to work, unless a shorter period of notice is necessary in the circumstances, in which case notice must be provided as soon as reasonable and practical in the circumstances.
- (f) Compassionate Care Leave may be taken in one or more periods, but no period of leave may be less than one (1) week in duration.

- (g) Compassionate Care Leave ends on the earliest of the following:
  - (i) The last day of the work week in which the family member named in the medical certificate dies;
  - (ii) the twenty-seven (27) weeks' Compassionate Care Leave ends; or
  - (iii) the last day of work of the week in which an Employee ceases to provide care or support to the seriously ill family member.
- (h) An Employee who has been on Compassionate Care Leave must provide at least forty-eight (48) hours of written notice of the date on which the Employee intends to return to work unless the Employer and the Employee agree otherwise.

**ARTICLE 15: BEREAVEMENT LEAVE**

15.01 All Employees will be entitled to Bereavement leave up to five (5) days, with pay, on the death of the following:

Child/Stepchild	Spouse/Common-law Spouse
Parent/Step-Parent	Brother/Sister
Mother-in-law/Father-in-law	Brother in-law/Sister-in-Law

All Employees will be entitled to Bereavement leave up to three (3) days, with pay, on the death of the following:

Grandchild	Grandparent
Aunt/Uncle	Niece/Nephew

The above listed relatives shall be deemed to include relatives of the Employee's spouse. Where the funeral is in excess of five hundred (500) kilometers from the Municipality, up to two (2) additional days with pay will be given for travel purposes.

15.02 All Temporary Employees, if scheduled to work during that period, will be entitled to compassionate leave up to three (3) days with pay on the death of the following:

Child/Stepchild	Spouse/Common-law Spouse
Parent/Step-Parent	Brother/Sister

15.03 Should bereavement or Celebration of Life be delayed beyond thirty (30) days, the Employee will provide written notice to Human Resources within thirty (30) calendar days advising of the delay and any other known information.

## ARTICLE 16: COMPENSATION

16.01 Workers Compensation Board (WCB) coverage will be provided by the Employer for all Permanent Employees.

All Permanent Employees who are incapacitated and unable to work as a result of an accident sustained while on duty in the service of the Municipality of Crowsnest Pass, within the meaning of the *Workers' Compensation Act*, shall receive their basic rate of pay, providing they assign over to the Employer, on proper forms, the monies due to them from WCB for the time lost due to the accident. A deduction of one-tenth (1/10) day shall be charged against sick leave credits for each day an Employee is off work due to an accident within the *Workers' Compensation Act*. An Employee shall only receive ten percent (10%) from the sick bank to the extent that sick leave credits can be deducted from the Employee's sick bank. The Employer will cease paying the Employee after two (2) years from the date of the compensable injury.

The Employer's share of benefits (i.e., LAPP, Dental, AHC, EHC, etc.), premiums shall cease to be paid after the expiration of two (2) years from the date of the compensable injury. If the injury recurs within four (4) months of the Employee's return to work the time off will accrue against the initial time off for the purposes of calculating the two (2) year period during which the one hundred percent (100%) of wages is provided.

The Employer shall recognize the Employee's seniority while on compensation.

The Employee shall immediately notify the Employer of any work-related incident or injury.

16.02 Employees shall not be entitled to a compensating day off in lieu of a General Holiday from the Employer while receiving benefits from Workers' Compensation.

## ARTICLE 17: MEDICAL COVERAGE

17.01 Health and Group Benefits

All Permanent Employees shall be entitled to coverage as follows:

Health and Group Benefits:	Employer paid	Employee paid
Health and Vision	100%	--
Dental	100%	--
Life Insurance	100%	--
Long-Term Disability Insurance	--	100%
Travel Insurance	--	100%
Voluntary optional coverages	--	100%

17.02 The Health and Vision Plan will provide direct billing of prescriptions drugs at twenty percent (20%) Employee and eighty percent (80%) Employer paid directly applied to the Health and Vision Plan provider for payment.

- 17.03 The Employer agrees to cover all Permanent Full-Time Employees under the Group Insurance Plan and pay one hundred percent (100%) of the premiums.
- 17.04 The Employer agrees to cover all Permanent Full-Time Employees with a Dental Plan, as well as major restorative at eighty percent (80%) with an increased combined maximum to Three Thousand Dollars (\$3,000.00) and pay one hundred percent (100%) of the premiums.
- 17.05 Temporary Employees in terms longer than six (6) months shall receive benefits (one hundred percent [100%] Employer paid premiums) based on their service in hours according to the following:

QUALIFYING HOURS

Inside Employees..... 1365  
 Outside Employees..... 1560

BENEFIT

Health and Vision  
 Dental  
 Life Insurance

Eligibility is subject to the requirements of the benefit provider.

- 17.06 The Employer will provide a Health and Wellness Spending Account for all Permanent Employees in the amount of Seven Hundred and Fifty Dollars (\$750.00) per year. The Permanent Employees may seek reimbursement for expenses in relation to the Health and Wellness Spending Account once per year. The Permanent Employees are to provide receipts in order to be reimbursed.
- 17.07 All Permanent Part-time Employees working more than 24 hours per week may participate in medical coverage pursuant to Article 17.01 through Article 17.05.
- 17.08 The Employer will contribute a matching amount of five percent (5%) of basic rate of pay earnings for each eligible Temporary Employee working a term of longer than six (6) months to a Registered Retirement Saving Plan held in the Employee's name. Employee contributions will be made by bi-weekly payroll deduction.
- 17.09 The Employer reserves the right to change plans and insurance with notification to the Union, provided the level of coverage does not fall below current levels.

**ARTICLE 18: PENSION**

- 18.01 The Employer agrees to cover all eligible Permanent Employees under the Local Authorities Pension Plan (LAPP).

## **ARTICLE 19: HEALTH AND SAFETY**

- 19.01 The Employee shall immediately notify the Employer of any work-related incident or injury.
- 19.02 Careful observance of safety regulations, the proper use of safety equipment, and adherence to safe work methods is required by all Employees. The Union and Employer shall cooperate in promoting and improving rules and practices, which promote an occupational environment, which will provide protection from factors adverse to Employee health and safety.
- 19.03 The Employer shall make reasonable provision for the safety and health of all Employees during the hours of their employment, and provide protective devices, safety vests, and other equipment necessary to protect the Employees properly from injury and illness.
- 19.04 The Employer agrees to provide and maintain suitable first aid equipment on all job sites, and in all vehicles as required by the *Occupational Health and Safety Act*.
- 19.05 A Health & Safety Committee shall be established which is composed of an equal number of Union and Employer representatives but with a minimum of two (2) members representing each. The Health & Safety Committee shall hold meetings every two (2) months (except July and August), or as requested by either party for jointly considering monitoring, inspecting, investigating, and reviewing health and safety conditions and practices, and to improve existing health and safety conditions and practices. Minutes shall be taken of all meetings, and copies shall be sent to both the Employer and the Union with a copy posted/distributed/shared with all employees in each workplace.
- 19.06 Notwithstanding the foregoing, the Union or any Employee may, at any time, bring to the attention of the Employer any suggestions regarding safety and health, and such matters shall be subject to negotiations between the Employer and the Union.
- 19.07 Notwithstanding any of the foregoing, the Employer may for reasons of public safety in the performance of their duties require an Employee to undergo an independent medical examination by a specialist in a field related to the area of concern.

## **ARTICLE 20: CLOTHING AND EQUIPMENT**

- 20.01 (a) All Employees will be supplied with:
- (i) Coveralls suitable to the work being performed.
  - (ii) Safety boots suitable to the workplace at a cost of four hundred dollars (\$400.00) every second year upon submission of a receipt.

A committee of Union and Management shall meet as necessary to discuss the type and quality of this safety equipment. Such clothing will remain the property of the Employee except that if replacements are required more than twice a year the Employee must return the worn clothing to the Employer.

- (b) Each Employee shall receive work gloves at no cost to the Employee. These gloves will be obtained by trading in their used gloves for a new pair at the Warehouse when the gloves wear out.
- (c) All Permanent Outside Employees will be supplied with one (1) reflective safety jacket with a replacement jacket being provided by trading in the used jacket when it is no longer suitable for use.
- (d) Casual Employees shall be supplied with gloves, safety glasses, hard hat, and safety/reflective vest. Replacement gloves will be obtained by trading in their used gloves for a new pair at the warehouse when the gloves wear out.
- (e) The Employer shall provide a Safety Glass Allowance of Two Hundred and Fifty Dollars (\$250.00) per year to each Permanent Employee that is required to wear safety glasses, for the purchase of prescription safety glasses.

#### 20.02 Community Peace Officer

The Employer shall provide, clean, and maintain one (1) summer uniform, one (1) winter uniform, one (1) additional summer shirt, one (1) additional winter shirt, and one (1) pair of pants.

The Employer shall supply the initial issue for a two (2) year period with replacement(s) at the Employer's discretion during the period. The Employer shall be responsible for cleaning and maintenance of the issue, except the shirts.

If the Employee resigns within twenty-four (24) months of being hired, they will be required to reimburse the Employer for one-half (1/2) of the cost of the clothing issued on a pro-rated basis.

20.03 Permanent Inside Employees will be entitled to a maximum of One Hundred and Fifty Dollars (\$150.00) per year for clothing allowance with receipts. Employees required to attend council meetings as part of their regular duties will be provided with an additional allowance of one hundred dollars (\$100.00) for business professional clothing to attend these meetings.

- 20.04 (a) Certified Journeymen Electricians and Plumbers shall receive an annual tool allowance of up to Four Hundred Dollars (\$400.00) upon submission of receipts.
- (b) Certified Journeymen Mechanics and Millwrights shall receive an annual tool allowance of up to Six Hundred Dollars (\$600.00) upon submission of receipts.

## **ARTICLE 21: NO DISCRIMINATION OR HARASSMENT**

21.01 The Employer and the Union shall not discriminate against any Employee on the basis of race, religious beliefs, gender, gender identity, gender expression, sexual orientation, colour, mental disability, physical disability, marital status, family status, source of income, age, ancestry, or place of origin of that person. The Employer shall not discriminate against any of its Employees on account of political beliefs nor by reason of their membership or activity in the Union.

21.02 The Employer and the Union acknowledge a shared responsibility to prevent harassment and promote a safe, abuse-free working environment.

- (a) Abuse shall be defined as a single or series of incidents occurring in the workplace that is known, or reasonably ought to be known, to be unwelcomed causing unnecessary psychological, emotional and/or physical harm. This may include but is not limited to physical violence or non-consensual physical or sexual contact, verbal or written threats, physical or psychological bullying, humiliation, intimidation or coercion.
- (b) Harassment shall be defined as a single or repeated incidents of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows or ought reasonably to know will or would cause offence or humiliation or pattern of behaviour intended or likely to intimidate, offend, degrade or humiliate a person or group, and shall be characterized by inappropriate, unwelcome, or coercive behaviour in any form. Harassment includes personal, sexual or workplace harassment, coming from unwelcome physical, verbal, or non-verbal conduct that demeans, belittles, or causes personal humiliation or embarrassment.
- (c) Internal Investigations involving allegations of discrimination or harassment must commence within ten (10) working days following the receipt of a formal complaint. The affected Employee(s) will be fully apprised of the specific allegations being investigated.

The affected Employee(s) shall have the right for Union Representation to be present in all investigations.

## **ARTICLE 22: GENERAL**

22.01 The Employer agrees to allow the Union to erect a bulletin board in the Municipal shops and offices for the purpose of posting notices of interest to the union.

22.02 Travel rates paid to any Employee agreeing to use their own vehicle for Municipal business shall be paid as per the Travel Policy. Said rate is subject to change from time to time. Employees consenting to use their personal vehicle are responsible for ensuring adequate insurance coverage on their policy to compensate for work purposes.

22.03 The Employer agrees to provide a locker for each Outside and Recreation Permanent Employee.

22.04 For the months of April through August the Employer may hire students to carry out the following responsibilities, between 7 a.m. – 4:30 p.m. Monday – Friday, with no change in the rate of pay:

- Landscaping;
- Green space maintenance including cemeteries;
- Painting (inside and outside);
- Building clean-up during inclement weather;
- Operating motorized lawn mowers;
- Event set-up and clean up;
- Agriculture field services; and
- Bylaw enforcement.

The Union shall be notified whenever a student is required to perform bargaining unit work, excluding those duties noted above.

22.05 Co-op Student / Internships

No more than two students may be employed as a Co-op student / Intern at any one time. The work term may be no more than any eight (8) month period as determined by the post-secondary program the student is enrolled in.

22.06 No Employee within the scope of this Agreement shall lose their employment or have a reduction of regular hours of work with the Employer, during the life of this Agreement, as a result of utilizing students.

22.07 When matters are submitted by either Party to the other with respect to the application or interpretation of the agreement, such submission shall be subject to negotiations between the Parties, and a supplementary document executed by accredited representatives of the Employer and the Union in respect thereof.

22.08 The Employer agrees to maintain three (3) Lead Hand positions at all times.

22.09 The Employer agrees that the number of Temporary and Casual Employees shall not exceed twenty-two and a half percent (22.5%) of the permanent workforce, unless otherwise mutually agreed. This would exclude the replacement of permanent workers on any legislated leave of absence related to illness or injury, lasting five (5) days or more.

22.10 The Employer shall continue to place job postings for Equipment Operator I positions. Equipment Operator I positions shall be promoted subject to successful completion of all training for such positions to Equipment Operator II. Knowledge, performance, and qualifications shall be factors. Job postings for Equipment Operator II positions shall no longer be required.

**ARTICLE 23: PAYMENT OF WAGES**

23.01 Employees shall be paid on a bi-weekly basis.

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

23.03 On each pay the Employer shall provide to each Employee an itemized statement setting forth the total number of hours worked by the Employee during the immediately preceding pay period, the rate of wages applicable, all deductions made, the purpose for such deductions, the total amount actually paid, and such other information as may from time to time be agreed upon by the Parties to this Agreement.

23.04 Probationary Employees will earn 90% of the job rate.

**ARTICLE 24: WAGES (Retroactive to January 1, 2023)**

Bands	Position	Wages effective January 1 of each year			
		Jan 1, 2023 + 4%	Jan 1, 2024 +3%	Jan 1, 2025 +2%	Jan 1, 2026 +3%
<100	Community Services Labourer (Empty)	\$23.34	\$24.04	\$24.52	\$25.25
101-130	Blank Band	\$26.48	\$27.27	\$27.82	\$28.65
131-160	Operations Labourer I	\$27.88	\$28.72	\$29.29	\$30.17
161-190	Clerk I Temporary	\$29.35	\$30.23	\$30.83	\$31.76
191-220	Accounting Clerk I (Empty) Community Services Operator I Building Maintenance I Equipment Operator I Utilities Clerk Receptionist Bus Driver Protective Services Administrative Assistant Assistant Development Officer	\$31.36	\$32.30	\$32.94	\$33.93
221-250	Community Services Operator II Equipment Operator II Utility Operator I Accounting Clerk II – Accounts Payable Taxation Clerk Community Services Administrative Assistant Administrative Assistant – Development, Engineering and Operations Millwright Ski Hill	\$32.52	\$33.50	\$34.17	\$35.19
251-280	Building Maintenance II Equipment Operator III Licensed Weed Applicator (Empty) Communications Coordinator Community Peace Officer Executive Assistant Community Services Programmer FCSS Programmer Community Services Operator III Agricultural Fieldperson	\$34.23	\$35.25	\$35.96	\$37.04

281-300	Community Services Leadhand Operations Leadhand Accounting Clerk III Payroll Practitioner Warehouse Partsperson Health and Safety Advisor Mountain Operations Supervisor Millwright	\$37.65	\$38.78	\$39.55	\$40.74
301-315	Plumbing Inspector Journeyperson (Empty) Utility Operator II Development Officer Peace Office Sergeant	\$39.54	\$40.73	\$41.54	\$42.79
316-340	Electrical Inspector Plumbing and Gas Inspector Building Inspector Fleet Mechanic Millwright Mechanic	\$43.49	\$44.80	\$45.69	\$47.06
341-370	Blank Band	\$45.67	\$47.04	\$47.98	\$49.42

\* Retroactive to January 1<sup>st</sup>, 2023 to all active Employees upon the date of ratification.\*

24.01 Should the Employer experience difficulty in recruiting or retaining Employees within any of the classifications contained in this Agreement, the Employer may set an "out of schedule" hourly pay rate above the negotiated rate. If a classification moves to the "out of schedule" hourly rate of pay, the Employer shall meet and consult with the Union before a classification is moved to the "out of schedule" hourly rate of pay.

## **ARTICLE 25: PAID FAMILY AND EMERGENCY LEAVE DAYS**

25.01 Each Permanent Employee is allowed five (5) working days per year for Paid Family and Emergency Leave Days which must be deducted from the Employee's accumulated sick leave.

Paid Family and Emergency Leave Days are to be used for the following reasons:

- Funeral services
- Moving day
- Children, spouse and family medical appointments
- Need to stay home with dependent who is sick.
- Need to attend a legal matter with police or lawyer.
- Veterinary appointments
- Lawyer appointment
- Realtor appointment
- Banker or investment professional appointment
- Emergency issues and emergency repair visits with home
- Emergency issues with a vehicle
- Emergency issues with Pet
- Emergency issues with children, spouse or family member

Requests for Paid Family and Emergency Leave Days must be submitted to Human Resources.

All other reasons will be denied, however, banked or vacation days could be utilized.

Paid Family and Emergency Leave Days cannot be taken if an Employee has been turned down for another type of leave (i.e., vacation, banked) on the same day.

## **ARTICLE 26: SOCIAL FUND**

26.01 The Parties agree that each member of CUPE Local 812, Municipality of Crowsnest Pass will have One Dollar (\$1.00) deducted from each pay period to be forwarded to the Secretary-Treasurer of Local 812 for the Local's social fund.

## **ARTICLE 27: JURY AND WITNESS DUTY**

27.01 Provided twenty-four (24) hours' notice is received, the Employer shall grant leave of absence without loss of seniority or benefits to an Employee who serves as a juror or subpoenaed witness in any court. The Employer shall pay such an Employee the difference between their normal earnings and the payment received for jury service to court witness, excluding payment for travelling, meals or other expenses. The Employee will present proof of service and the amount of pay received.

Time spent by an Employee required to serve as a court witness in any matters arising out of their employment shall be considered as time worked at the applicable rate of pay.

## **ARTICLE 28: LABOUR/MANAGEMENT COMMITTEE**

28.01 It is mutually agreed that a Labour/Management Committee be established to discuss matters of mutual interest, but not matters under consideration through the grievance procedure.

The Committee shall consist of two (2) Management Employees and two (2) Union representatives. Meetings will be held every three (3) months and other meetings may be called as required.

All time spent in meetings shall be considered to be time worked. Terms of Reference shall be developed and agreed to by the Committee.

## **ARTICLE 29: TERM OF AGREEMENT**

29.01 This Agreement shall remain in full force and effect from January 1, 2023 to December 31, 2026 and from year to year thereafter unless either Party to this Agreement is given notice, in writing, by the other Party to amend or terminate this Agreement not less than sixty (60) days or more than One Hundred and Twenty (120) days prior to the expiry of this Agreement.

\*\*\*\*\* \*\* \*\*\*\*\*

IN WITNESS WHEREOF THE PARTIES HAVE EXECUTED THIS AGREEMENT  
this 29 day of AUGUST 2023.

Signed on behalf of the Employer: THE MUNICIPALITY OF CROWSNEST PASS	Signed on behalf of the Union: CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 812
<i>Bluey</i>	<i>[Signature]</i>
<i>Blair Piant</i>	<i>[Signature]</i>
<i>Dana Dixon</i>	<i>[Signature]</i>
<i>Jean Wood</i>	<i>[Signature]</i>
	<i>[Signature]</i>
	<i>[Signature]</i>

LETTER OF UNDERSTANDING #xx

BETWEEN

THE MUNICIPALITY OF CROWSNEST PASS

-AND-

Canadian Union of Public Employees, LOCAL 812


**RE: Article 14.01**

It is agreed and understood between the Parties:

1. The following shall be added to Article 14.01:

**Employees volunteering to deploy to an Emergency outside of the Municipality of Crowsnest Pass shall be considered on a case-by-case basis. If the deployment is approved and no agreement exists with the Municipality for wage reimbursement, the Employee shall be granted a leave of absence and will not be required to use up all vacation and banked.**

Dated: June 2, 2023

  
On behalf of the Employer

  
On behalf of the Union

LETTER OF UNDERSTANDING #1 2 

BETWEEN

THE MUNICIPALITY OF CROWSNEST PASS

AND

CUPE LOCAL 812

Re: Article 9.04- Hours of Work Community Services Operators

Current

9.04 For the period of August 16 to April 30<sup>th</sup>, the operation of many Recreation Facilities shall be on a seven (7) day basis, with normal work hours and shifts scheduled by the Employer.

Employees in Recreation Facilities shall have at least one (1) consecutive Saturday and Sunday off every second week and shall receive two(2) other consecutive days off each two (2) week period. Such, Employees whose hours of work commence prior to 7am or extend after 6pm shall be paid 9 hours regular pay for 8 consecutive hours, unless otherwise agreed by the Employee. Hours of work outside the period of August 1 to April 30 shall be as per Clause 9.02 Outside.

iii) The Employer agrees to:

- 1) Post schedules no later than Wednesday of the proceeding work week.
- 2) Schedules to rotate between days and evenings as equally as possible

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Trial

**The parties agree to trial the proposed Community Services schedule for the 2024/2025 Winter beginning, September 14 and moving to 10-hour shifts starting October 12, 2024.**


**The proposed schedule is a collaboration that targets improving coverage and department, enhancing staff moral with no negative impact on service levels.**

- **The Parties will trial 10-hour shifts totaling 80 hours biweekly. ~~Employees in Recreation Facilities shall have at least one (1) consecutive Saturday and Sunday off every second week.~~ Employees will have one Saturday or Sunday off each week in their set of 3 days off.**
- **~~Such, Employees whose hours of work commence prior to 7am or extend after 6pm shall be paid 9 hours regular pay for 8 consecutive hours, unless otherwise agreed by the Employee.~~ Employees will not be paid 9 hours instead of 8 for shifts that commence prior to 7am or after 6pm on the trial.**
- **All accruals and usage will be based on 10-hour days, including sick time, paid family and Emergency Leave, general holidays and vacation.**

- **Overtime will be paid on shifts that exceed 10 hours in accordance with Article 10.01**
- **General Holidays during the trial will be paid for 10 hours in accordance with Article 11.**
- **Requests shall be submitted to match hours off requests.**
- **Sickness benefits as per Article 13, based on hours not days.**
- **All Shifts will include a 30-minute unpaid lunch break. 15-minute paid breaks can be taken every 4 hours as needed.**
- **Casual Community Services Operator I's are not included on the 10-hour rotation schedule**
- **Shift start times can be modified for scheduled bookings and department needs.**
- **Shift selection will be offered in accordance with seniority.**
- **The trial can be canceled by consensus of the operator group or Management with 2 weeks' notice reverting to the previous year's 8-hour schedule.**

Signed on September 10, 2024.

  
On behalf of the Employer

  
On behalf of the Union

Updated times to include lunch break as required by law 1\*30 minute unpaid and (2) 15 minute breaks

Aligned pay cycle to payroll scheule

se onsite

Work at both Aera and Complex

MDM Shift

Option 2 - 10 Hour Shifts

Start Of Season

Table with columns for dates from 31-Aug to 13-Sep and rows for Lead, Brandon, Brett, Operator, Derek, Casual 1, and Casual 2.

Table with columns for dates from 14-Sep to 27-Sep and rows for Lead, Brandon, Brett, Operator, Derek, Casual 1, and Casual 2.

Table with columns for dates from 28-Sep to 11-Oct and rows for Lead, Brandon, Brett, Operator, Derek, Casual 1, and Casual 2.

Start of 10 Hr Schedule

Table with columns for dates from 12-Oct to 25-Oct and rows for Lead, Derek, op 2, Brett, Brandon, Casual 1, and Casual 2.

Option 2 - 10 Hour Shifts

Start Of Season

Table with columns for dates from 14-Sep to 27-Sep and rows for Lead, op 5, op 6, op 7, op 8, Casual 3, and Casual 4.

Table with columns for dates from 09-Nov to 22-Nov and rows for Lead, op 1, op 2, op 3, op 4, Casual 1, and Casual 2.

Table with columns for dates from 23-Nov to 06-Dec and rows for Lead, op 1, op 2, op 3, op 4, Casual 1, and Casual 2.

Table with columns for dates from 07-Dec to 20-Dec and rows for Lead, op 1, op 2, op 3, op 4, Casual 1, and Casual 2.

Table with columns for dates from 21-Dec to 03-Jan and rows for Lead, op 1, op 2, op 3, op 4, Casual 1, and Casual 2.



**APPENDICES:**

Job Classification Maintenance Manual

Job Classification Manual

Job Classification Questionnaire

Notice of Rating Form

Reconsideration Form

Appeal Form

Appeal Decision Form

## Job Classification Maintenance Manual

The Municipality of Crowsnest Pass and the Canadian Union of Public Employees, Local 812

JULY 2015

### Article 3 – Point Factors Weights and Scores:

Points/Degree Level	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
Knowledge (15%)	6	18	30	45	60			
Experience (15%)	2.5	7.5	12.5	20	30	40	50	60
Manual Skills (5%)	5	10						
Decision Making (15%)	15	30	45	60				
Leadership (10%)	0	13.33	26.67	40				
Contacts (10%)	8	16	24	32	40			
Physical Effort (5%)	4	8	12	16	20			
Mental Effort (2%)	1.6	3.2	4.8	6.4	8			
Working Conditions (5%)	4	8	12	16	20			
Safety (3%)	3	6	9	12				
Accountability (15%)	12	24	36	48	60			



# Job Classification Maintenance Manual

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The Municipality of Crowsnest Pass and  
the Canadian Union of Public Employees,  
Local 812

**JULY 2015**

## **Article 1 – Purpose**

This Manual is established as an aid to the Municipality of Crownsnest Pass (the Employer) and the Canadian Union of Public Employees, Local 812 (the Union) to:

- (a) Preserve the principles and related provisions from which is established an equitable wage and/or salary rate structure.
- (b) Continue the body of job descriptions and classifications upon which the wage and/or salary rate structure is based.
- (c) Provide the procedure through which to maintain the job descriptions and classifications in adjustment with new and changing conditions.

## **Article 2 – Definitions**

The following are definitions of terms as used herein:

- (a) Collective Agreement – the collective agreement between the Employer and the Union.
- (b) Degree level – the actual measurement level within each factor.
- (c) Duty – a number of tasks.
- (d) Employee or Employees – all persons for whom the Union is the bargaining agent as provided in the Collective Agreement.
- (e) Factors – the criteria against which all jobs are evaluated as described in the Classification Manual.
- (f) Incumbent – an employee assigned to a job.
- (g) Job or Position – a function or a combination of such functions for one or more employees.
- (h) Job Analysis – the process of determining and recording the tasks and duties of a job and the required skill, effort, responsibility and working conditions involved in the performance of that job, through the use of questionnaires, interviews and workplace observations.
- (i) Job Classification Questionnaire – the tool used to collect and record job data which forms part of the job-related documentation.
- (j) Job Description – the written description of a job which includes a summary and a listing of the major duties and responsibilities.
- (k) Job Evaluation – a process which measures the value of jobs in relation to each other; this value is expressed in points.
- (l) Job Evaluation Plan – a measuring tool to rate jobs. It contains factor definitions with corresponding degree levels and notes to raters.
- (m) Maintenance Committee – The committee made up of equal representatives from the Employer and the Union and is responsible for the maintenance of the job evaluation program.
- (n) New job – a job which is added to the workforce that is sufficiently different from work currently being performed in the workplace that it cannot be assigned to an existing job.
- (o) Points – the numerical expression assigned to each degree level within a factor.
- (p) Position – a collection of duties and responsibilities assigned to an employee.
- (q) Rating – the process of relating the facts contained in the job documents to the job evaluation plan and selecting the factor degree levels judged to be appropriate.
- (r) Rating Sheet – Records the facts and rationale for the degree levels assigned to each factor for each job.
- (s) Tasks – a unit of work activity that forms part of a duty; one of the operations that constitute a logical and necessary step in the performance of a duty.
- (t) Total Points – the sum of all points allocated to each job for all factors determined in accordance with the job evaluation plan.

- (u) Wage Rate – a designated wage within the wage schedule found in Article 23.00 of the collective agreement.

### **Article 3 – The Maintenance Committee**

- 3.1 The maintenance committee shall have equal representation and participation from the Employer and the Union, consisting of two (2) representatives from the Employer and two (2) from the local Union.
- 3.2 The Employer and the Union shall designate one of its representatives to act as co-chair. The co-chairs are responsible for:
  - (a) Chairing committee meetings;
  - (b) Scheduling of regular committee meetings; members are responsible to notify their supervisor and make the appropriate plans for their absence so that they may attend the meetings;
  - (c) Establishing the priority of matters to be acted upon by the committee.
- 3.3 Committee members shall be excused from rating their own job, the position of a direct subordinate or any position where the rating of that job may place them in a conflict of interest situation.
- 3.4 Each party may appoint alternate representatives to serve as replacements for absent members. Alternate members shall have the right to make ratings decisions only when replacing a regular committee member who is either absent or unable to attend due to a conflict of interest situation. Alternate members are encouraged to attend all meetings to maintain rating skills.
- 3.5 The Employer will provide administrative support to the committee. The person performing these functions may not be a member of the committee. These functions shall be performed under the direction of the co-chairs and include:
  - (a) The distribution of all committee correspondence to the co-chairs;
  - (b) The preparation and distribution of meeting agendas and notices;
  - (c) The preparation and distribution of minutes;
  - (d) The preparation and distribution of committee documents.
- 3.6 The Union committee members and any alternates appointed by the Union shall be granted leave of absence with pay and without loss of seniority for periods of time spent working on the committee.
- 3.7 Routine business decisions of the committee shall be made by a simple majority. Job rating decisions shall require a unanimous decision of the full committee and shall be final and binding on the parties, subject to the appeal procedure set out in Article 7.
- 3.8 The committee shall meet as necessary at a mutually agreed upon time and place. Each member shall receive notice along with the agenda for the meeting at least forty-eight (48) hours before the meeting. Either party may call a meeting by giving written notice

and this meeting shall take place within seven (7) working days of the delivery of the notice to the other party's co-chair.

- 3.9 Either party to the agreement may engage advisors to assist its representatives on the maintenance committee. Any such advisor shall be entitled to voice but not to vote and shall not be considered to be a member of the committee. Each party shall be responsible for their respective costs of the advisor.

#### **Article 4 – Mandate of the Maintenance Committee**

- 4.1 The maintenance committee shall maintain the job evaluation program by:
- (a) Evaluating all of the jobs using the job evaluation plan;
  - (b) Maintaining the integrity of the program;
  - (c) Recommending to the parties changes to the job evaluation plan, its procedures or methods, as may be deemed necessary from time to time.
  - (d) Recording the results and rationale on the rating sheet and completing the **Notice of Rating Form**. Copies of the Notice of Rating Form and job description will be provided to the maintenance committee, co-chairs, incumbents, supervisor, and the union.
  - (e) Documenting decision criteria and precedents on an on-going basis for future committee reference.

#### **Article 5 – Job Analysis Procedure for Rating Jobs**

- 5.1 The following general procedure shall be used to rate jobs:

##### **Step 1**

A **Job Classification Questionnaire** shall be completed by the incumbent(s) and the supervisor. The completed questionnaire shall be submitted to the maintenance committee along with a copy of the current job description. The questionnaire shall detail any changes to the job resulting from new or changed circumstances in the job.

##### **Step 2**

The employer shall, if necessary, draft a new job description based on the information gathered. Where further information is required, interviews may be held with the incumbent(s) and or the supervisor. The committee may make recommendations for amendments.

##### **Step 3**

The job shall be rated based on the agreed-upon job description in accordance with the job evaluation plan. The committee shall also use the information obtained from the completed questionnaire, interviews with the incumbent(s) and/or supervisor and, if required, a visit to the worksite.

#### Step 4

When the committee has completed rating the job, it will provide the supervisor and the incumbent(s) with a copy of the job description and Notice of Rating Form.

- 5.2 In the application of the job evaluation plan, the following general rules shall apply:
- (a) It is the content of the current job, and not the performance or qualifications of the incumbent(s) that is being rated;
  - (b) Jobs are evaluated without regard to existing wage rates;
  - (c) Jobs are rated at the appropriate degree level in each factor by comparing the specific requirements of the job to each factor definition and the description of each degree level;
  - (d) The job analysis and rating of each job shall be relative to and consistent with the job descriptions and ratings of all other jobs rated under the plan;
  - (e) The factors must have an impact on all jobs being rated;
  - (f) Rating decisions shall include a sore-thumbing process to ensure consistency in committee decisions.

#### **Article 6 – Maintaining the Job Evaluation Plan**

6.1 It is important that the parties maintain accurate job descriptions and job ratings on an on-going basis. Failure to do so will damage the integrity of the program. It is the intention of the parties to review jobs periodically and to complete a review. 12 jobs will be completed annually at a rate of approximately one per month. Following the completion of review of all current positions, a position will only be reviewed in the event the Employer materially changes the job descriptions or a new job description is created. The order of jobs to be evaluated will be guided by the following factors:

1. Evaluate jobs that have never been rated.
2. Evaluate jobs that have changed (for which we received a Reconsideration Form).
3. Evaluate the remaining positions that Reconsideration Forms were not submitted.
4. Evaluate Temporary/Casual positions.

## 6.2 Job Evaluation Procedures for Changed Jobs

Whenever the employer materially changes the duties and responsibilities of a job or the incumbent(s)/union feel that the duties and responsibilities of a job have been materially changed, or that the job description does not reflect the duties and responsibilities of the job accurately, the following procedures shall apply:

- (a) The incumbent(s)/union or the supervisor/employer may request a job evaluation review by completing and submitting a **Reconsideration Form**.
- (b) Upon receipt of a completed Reconsideration Form, the maintenance committee shall gather accurate and current information on the job as outlined in Articles 5 and 6. The gathering of information shall involve requesting the incumbent(s) and supervisor to complete an up-to-date **Job Classification Questionnaire** along with revisions to the job description. Where further information is required, interviews may be held with the incumbent(s) and/or supervisor and/or visits to the worksite may occur. Based on the information, the employer shall update the job description as necessary.
- (c) Where the job description has been changed, the committee shall meet to rate each factor of the job and establish a new rating for the job and advise the incumbent(s) and/or supervisor of its decision using a **Notice of Rating Form**. The rating of the job shall determine the wage rate for the job.
- (d) Any further review of the job cannot be undertaken until thirty-six (36) months have elapsed from the date of the formal appeal review, and then only if significant material changes have occurred.

## 6.3 Job Evaluation for New Jobs

Whenever the employer establishes a new job, the following procedures shall apply:

- (a) The employer shall prepare a draft job description for the job;
- (b) The maintenance committee shall meet and establish a temporary wage placement in the bands for the job based on the draft job description;
- (c) The job shall be posted in accordance with the collective agreement and any person appointed to the job shall be paid the temporary wage rate;
- (d) Six (6) months after appointment to the job, the incumbent(s) and the supervisor shall complete a **Job Classification Questionnaire**. The questionnaire shall be submitted along with a draft job description to the maintenance committee.
- (e) The employer shall finalize the job description and the maintenance committee shall rate the job according to the procedure set out in Article 5 and complete a **Notice of Rating Form**;

- (f) If the wage rate increases as a result of the six (6) month review, the increase shall be paid to the incumbent(s) effective the date of appointment to the job. If the wage rate decreases as the result of the six (6) month review, the incumbent(s) shall be placed at the correct rate in the month following the completion of the review.

### **Article 7 – Appeal Procedure**

7.1 Within thirty (30) days of receipt of the Notice of Rating Form in accordance with Articles 5.1, 6.2 and 6.3, the following procedure shall apply:

- (a) The incumbent(s)/union and or supervisor/employer may request an appeal of the job description and/or the job rating by completing and submitting an **Appeal Form**, stating the reason(s) for disagreeing with the job description and/or the rating of the job.
- (b) The Appeals Committee shall deliberate over the appeal request and make a decision that shall be final and binding upon the parties and all employees affected. The Appeals Committee shall consist of a representative of the Municipality, the CAO or other designate (not a member of the JJE) and the CUPE National Representative. The decision shall be final and binding upon the parties and all employees affected.
- (c) The Appeals Committee shall inform both the incumbent(s) and the supervisor of its decision using the **Appeal Decision Form**.
- (d) In the event that the Appeals Committee is unable to reach agreement on any matter relating to the interpretation, application or administration of the job evaluation program, the Appeals Committee shall advise, in writing, the Employer and the Union of this fact within fifteen (15) working days.

### **Article 8 – Dispute Resolution**

- 8.1 Either party may, by written notice to the other, refer the dispute to a single arbitrator who shall be selected by agreement between the parties. If the parties are unable to agree, either party may request that a single arbitrator be appointed pursuant to Section 137 of the Alberta Labour Relations Code.
- 8.2 The arbitrator shall decide the matter upon which the committee has been unable to agree and the arbitrator's decision shall be final and binding upon the committee, the Employer, the Union and all affected employees. The arbitrator shall be bound by the terms of this Maintenance Manual and the job evaluation plan and shall not modify or amend any of their provisions. The arbitrator's jurisdiction shall be limited to the matter in dispute, as submitted by the parties. Submissions to the arbitrator shall be by written brief.

- 8.3 The arbitrator's fees and expenses shall be shared equally between the parties.
- 8.4 The time limits contained in this article may be extended by mutual agreement of the parties.

**Article 9 – Applying the Ratings to Wage Rates**

- 9.1 Job ratings serve to:
  - (a) group jobs having relatively equivalent point values (this is commonly known as banding);
  - (b) provide the basis upon which wage rate relationships between jobs are established;
  - (c) measure changes in job content;
  - (d) assign jobs into their proper pay rates in the wage schedule in the collective agreement.
- 9.2 The total point allocation shall be used to determine the wage rates for the jobs.
- 9.3 If a job is rated at a wage rate which is higher than the current wage rate for that job, the incumbent(s)'s wage rate shall be adjusted to the higher wage rate on the new wage schedule retroactive to the date of the Reconsideration Form was submitted.
- 9.4 If a job is rated at a wage rate which is lower than the current wage rate for that job, the incumbent(s)'s shall have their wage frozen and shall not receive wage increases until the whole wage band moves up to that value base on bargaining or wage band reviews.

**Article 10 - Conclusion and Implementation**

- 10.1 The maintenance committee shall report its recommendations for changes to the job evaluation plan or to this maintenance manual to the parties for ratification.
- 10.2 This maintenance manual, including all appendices, the job evaluation plan and any other documents agreed to by the parties shall be deemed to be included in the collective agreement, effective the date of signing this maintenance manual.

For Municipality of Crowsnest Pass	For Canadian Union of Public Employees, Local 812
Date: _____	Date: _____

**Appendices:**

Job Classification Manual

Job Classification Questionnaire

Notice of Rating Form

Reconsideration Form

Appeal Form

Appeal Decision Form



# Job Classification Manual

## Factors and Notes to Raters

## Article 1 – Introduction:

The purpose of this manual is to serve as a reference guide for the job classification methodology used to evaluate CUPE positions at the Municipality of Crowsnest Pass.

As the organization continually changes, the information in this manual may become outdated or new information may be added. Information in this manual will be updated as necessary.

Job evaluation is the analysis and evaluation of work for the purpose of determining the relative value of jobs within an organization. Job evaluation may also provide valuable information for organizational analysis and for human resource planning and management strategies such as succession planning, performance management, compensation, etc.

For a job evaluation system to be effective, care must be taken in ensuring the system is as objective as possible. It is important that each job be evaluated on the basis of **current, regular and on-going work conditions and job content**. It is also essential that the focus of the evaluation process be on the purpose, scope and responsibilities of work assigned to the position, and not an incumbent's personal qualities or performance. In other words, the focus is on the position and not the individual(s) in the position.

As jobs are very often affected in some way by organizational change, maintaining the job evaluation system requires that departments periodically review their organization design and structure to determine if significant changes have occurred. Any change in an organization's structure may alter the content of a job, which may result in an adjustment in the evaluation of the job. Ideally the position description should be updated every time there is a substantial change to a position's purpose, scope, and/or responsibilities.

When completing the Job Rating, the Committee will consider internal equity (job to job worth internally to the Municipality) and also external job equity (job to market competitive wages).

The Municipality of the Crowsnest Pass and CUPE 812 signed a Letter of Understanding which established a joint committee to develop a job classification system. The Letter of Understanding required that the committee establish the duties and responsibilities for each job and evaluate all CUPE jobs using this job classification system.

The job evaluation method which follows combines job classification and factor comparison. The method produces job specifications which describe the kind and level of work found in each position. In addition, each position receives a factor level score to establish a job value hierarchy. Where appropriate, job specifications will be created to recognize how similar kinds of jobs may be grouped in a series. For example, within an Administrative Support group, levels I, II, III, and so on may be created.

The Joint Committee's role is to review and evaluate all positions using an objective and consistent approach. To assist the Committee, each position will have a Classification Questionnaire completed by the job incumbent(s). Using the Questionnaire, the Committee will evaluate each job using eleven factors which are as follows:

1. Knowledge – the formal education and training required to perform the job satisfactorily.
2. Experience – the experience required to perform the job satisfactorily.

3. Manual Skills and Dexterity – the physical skills required to operate computers, tools, and equipment.
4. Decision Making and Problem Solving – the types of decisions and problems that face the person performing the job.
5. Leadership, Supervision, and Specialist Advisory – the type of supervision and advisory responsibilities found in the job.
6. Contacts and Relationships – the kind and level of relationships that the job requires.
7. Physical Effort – the physical demands of the job.
8. Mental Effort – the concentration required in the job.
9. Working Conditions – the disagreeable conditions under which the job is performed.
10. Safety of Others – the inherent risks to others when performing the job.
11. Independence, Accountability and Scope of Impact - the overall results and impact of the job.

**Article 2 - Procedures:**

The procedures for maintaining the job classification plan are found in the **Job Classification Maintenance Manual**. The Maintenance Manual also includes appendices which consist of various forms to be used when using the plan.

**Article 3 – Point Factors Weights and Scores:**

<b>Points/ Degree Level</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>	<b>Level 8</b>
Knowledge (15%)	6	18	30	45	60			
Experience (15%)	2.5	7.5	12.5	20	30	40	50	60
Manual Skills (5%)	5	10	15	20				
Decision Making (15%)	15	30	45	60				
Leadership (10%)	0	13.33	26.67	40				
Contacts (10%)	8	16	24	32	40			
Physical Effort (5%)	4	8	12	16	20			
Mental Effort (2%)	1.6	3.2	4.8	6.4	8			
Working Conditions (5%)	4	8	12	16	20			
Safety (3%)	3	6	9	12				
Accountability (15%)	12	24	36	48	60			

## Article 4 – Factor Descriptions, Degree Levels and Notes to Raters:

### 1. Factor - Knowledge:

1. Some education and training but less than a high school diploma.
2. High school diploma or equivalent.
3. High school diploma **plus up to two years of post secondary education including trade apprentices.**
4. High school diploma **plus more than two years of post secondary education including journeyman trades certification.**
5. High school diploma and up to four years of post secondary education including an undergraduate degree.

#### Notes to Raters:

- The level of knowledge is based on today's educational levels and standards.
- The measurement is the level required to attain the job, not the level held by the job's incumbent.
- Refer to the Experience Factor if an equivalent combination of knowledge and experience is accepted.
- Additional training **courses** or certifications should be included under **this factor**.
- If the job requires an apprenticeship, measure only **the actual time spent in the classroom**. Time spent learning **on the job** is measured under the Experience Factor.

### 2. Factor – Experience:

1. Up to three months of experience
2. Four to six months of experience
3. **Six to twelve months of experience**
4. One year of experience
5. Two years of experience
6. Three to four years of experience
7. **Five to six years of experience**
8. **More than six years of experience**

#### Notes to Raters:

- Experience includes the time it takes the incumbent to learn the practical applications of knowledge to perform the work, solve work problems, learn the techniques, methods, practices, procedures, routines, forms, etc.
- Include the time spent apprenticing or in similar training programs, **excluding** actual classroom time.
- This factor does not measure the incumbent's actual job experience or how an incumbent may mature in the job.
- Time required to attain memberships or licenses should be considered under this factor.

**3. Factor – Manual Skills and Dexterity:**

1. The job requires some manual skills and dexterity to operate computers, tools or equipment but is generally required only on an occasional basis (monthly or less) and for relatively short periods of time (a few minutes per occasion).
2. The job requires regular use (daily) of computers, tools, or equipment for up to an hour per occasion or, less frequently but for more than an hour per occasion.
3. The job requires frequent use (many times per day) of computers, tools, or equipment for up to an hour per occasion or, less frequently but more than an hour per occasion.
4. The job requires frequent use (many times per day) of computers, tools, or equipment for several hours per day.

**Notes to Raters:**

- If there are a variety of dexterity requirements, focus on the most frequent tasks with the longest durations.
- Consider if computer, tool, or equipment operations are integral to the job when measuring this factor.
- The application of the computers, tools, and equipment should be considered in this factor.

<b>Applications</b>	<b>Comments</b>
Basic operations (start and stop), data retrieval or input	Low frequency and duration are level 1. If frequency is daily and duration is up to one hour, then level 2.
Create and modify documents, maintain tools and equipment	If frequency is daily and duration is up to one hour then level 2. If either frequency or duration is higher, then level 3.
Trouble shoot and repair, use specialized programs	If frequency is daily and duration is up to one hour, then level 3. If either frequency or duration is higher, then level 4.
Design and/or modify programs, tools, or equipment to suit application	If frequency is daily and duration more than one hour, then level 4.

**4. Factor – Decision Making and Problem Solving:**

1. Decisions and problems are routine in nature. Guidance is readily available from a supervisor, manual, policy, or a well-developed protocol that is gained with experience.
2. Decisions and problems vary from routine to those which require the incumbent to choose between alternatives or apply a policy to resolve. Supervision is readily available for direction, if needed.
3. Decisions and problems are varied and require the incumbent to use some judgement and discretion within policy, codes, and/or legislation. Supervision can be consulted in cases where several options are available.

4. Decisions and problems are varied and require the incumbent to use considerable judgment and discretion. The incumbent may be required to develop policy or new methods of work. Supervision is usually only consulted in complex or unusual situations.

**Notes to Raters:**

- The frequency of problem solving and decision making must be considered in this factor.
- Focus on the most common and frequent decisions.
- Refer to Factor 8 – **Independence, Accountability, and Scope of Impact** for consistency.

**5. Factor – Leadership, Supervisory and/or Specialist Advisory Responsibilities:**

Level 1: No experience: 0 points

Level 2: Supervisory or specialist advisory responsibilities are not normally part of the job but there may be a requirement to show others how to perform the work.

Level 3: Supervisory responsibilities involve supervising the work of others performing similar duties or may involve giving periodic advice or direction to others without supervisory ability.

Level 4: Supervisory responsibilities are a regular part of the job which includes planning, assigning, and reviewing the work of those supervised or, involve the giving of regular advice or direction to others without supervisory authority.

**Notes to Raters:**

- “Supervisory responsibilities” include planning, organizing, scheduling, coordinating work; assigning work or people; maintaining the quality, quantity, accuracy of the work; giving advice, direction, guidance; developing work methods, procedures, or standards.
- Consider the nature of the work group; typically, consistent supervision of a regular permanent workgroup is-level 4.

**6. Factor – Customer Service, Communications, Contacts, and Relationships:**

1. Maintains work relationships.
2. Explains, exchanges information or data.
3. Deals with or settles requests, complaints; clarifies information.
4. Interprets, teaches, instructs, counsels; handles specialized or difficult complaints, resolves problems by obtaining or presenting detailed information.
5. Influences, negotiates, persuades; handles specialised, difficult, or sensitive complaints, resolves problems by securing cooperation from others.

**Notes to Raters:**

- “Work relationships” means contacts with other employees regarding the work.
- Contacts of a supervisory nature are not considered in this factor. These contacts are considered as part of Factor 5 - **Leadership, Supervisory and/or Specialist Advisory Responsibilities.**
- Consider the purpose and nature of the contact. The level of the person contacted is relevant to the extent that it verifies the nature and purpose of the contact.
- Consider frequency as a means to measure the most common and regular contacts found in the job. Some jobs may exhibit a high level of contacts but only on an occasional or infrequent basis.
- Specialized or difficult contacts deal with subjects that are complex and typically require some specific training or considerable experience to allow the incumbent to communicate in a meaningful way.

**7. Factor – Physical Effort and Activity:**

1. Light activity of short duration.
2. Light activity of medium duration or medium activity of short duration.
3. Light activity of long duration or medium activity of medium duration or heavy activity of short duration.
4. Medium activity of long duration or heavy activity of medium duration.
5. Heavy activity of long duration.

**Notes to Raters:**

- Consider how movements may be restricted in this factor.
- Use frequency to verify the duration of the activities.

**Types**

Light activities	Sitting, driving, standing, walking on even surfaces, lifting < 5 kgs
Medium activities	Climbing, walking on uneven surfaces, stooping, lifting <10 kgs
Heavy activities	Crouching, kneeling, pushing, pulling, lifting > 10 kgs

**Duration**

Short	< one hour
Medium	one to two hours
Long	> two hours

**8. Factor – Mental Effort**

Mental effort is gauged by determining the intensity of mental effort (minimal, moderate or intense) of the duties of the job that require mental, visual or other types of concentration or alertness and then examining how frequently this concentration is required (Rare: once a month or even less frequently; Occasional: 2-6 times a month; Frequent: daily or several times a week).

	Description	Concentration	Frequency
1	Minimal mental effort is required to accurately perform job duties	Minimal	Rarely, Occasional or Frequent
2	Some mental effort is required at times to accurately perform job duties	Moderate	Rarely
3	Moderate mental effort is required occasionally to accurately perform job duties	Moderate	Occasional
4	Moderate mental effort is required frequently or intense mental effort is required rarely to accurately perform job duties	Moderate Intense	Frequently Rarely
5	Intense mental effort is required to accurately perform job duties	Intense	Occasionally or Frequent

**Notes to Raters:**

- Attentiveness to job duties is required in all jobs so measure tasks that require concentration.
- Concentration requires the use of one or more senses (sight, taste, smell, touch, and hearing). Measure those tasks that require concentration and lead to mental fatigue.
- Consider how interruptions or multi-tasking affect concentration (some jobs require continued concentration despite frequent interruptions or changing job priorities). Refer to **Working Conditions** section of questionnaire for information on interruptions.

**9. Factor – Working Conditions, Work Environment and Personal Hazards:**

1. The work environment contains little or no exposure to disagreeable conditions or hazards.
2. The work environment contains occasional exposure to minor or little exposure to major disagreeable working conditions.
3. The work environment contains regular exposure to minor or occasional exposure to major disagreeable working conditions.
4. The work environment contains frequent exposure to minor or regular exposure to major disagreeable working conditions.
5. The work environment contains frequent exposure to major disagreeable working conditions.

**Notes to Raters:**

- Focus on conditions that apply to the job throughout the year.
- Use durations to verify the frequency of the exposure.
- Do not consider conditions that are provided for in the collective agreement like shift premium.

Minor conditions include dust, dirt, fumes, heat, cold, noxious odours, noise, vibration, poor lighting, inclement weather, poor ventilation, congested workspace, interruptions, exposure to rudeness or profanity, minimal exposure to infectious disease.
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Major conditions include extreme exposures to dust, dirt, fumes, heat, cold, noxious odours, noise, vibration, poor lighting, inclement weather, poor ventilation, congested workspace, exposure to verbal or physical abuse by members of the public, regular exposure to infectious disease.
--

Little	Condition seldom occurs
Occasional	Weekly to daily but not every day
Regular	Once to several times per day but not continuous
Frequent	Almost every day for almost the whole day

**10. Factor – Safety of Others:**

1. Little degree of care is required to prevent injury or harm to others.
2. Some degree of care is required to prevent injury or harm to others.
3. Considerable degree of care is required to prevent injury or harm to others.
4. High degree of care is required to prevent injury or harm to others.

**Notes to Raters:**

- All job incumbents have a responsibility for their own welfare and the welfare of others in the workplace. However, some jobs include greater inherent risks and exposures to greater hazards than others. Further, there are steps that can be taken to reduce the risks and hazards. Consider the following examples as a guide:

Little	Closing file drawers, ensure supplies are stored safely, read product instructions before using.
Some	Posting hazard notices, cleaning work areas.
Considerable	Operating motorized equipment in secured areas.
High	Using hazardous materials, operating large equipment in public areas.

**11. Factor – Independence, Accountability, and Scope of Impact:**

1. Decisions and actions have minimal effect and are checked routinely.
2. Decisions and actions result in minor losses of time or resources and may affect the work of others.
3. Decisions and actions could result in significant losses of time and resources or cause some embarrassment within the department.
4. Decisions or actions could result in serious losses of time or resources or cause significant embarrassment within the organization and limited impact on public image.
5. Decisions or actions could result in major losses of time and resources or cause severe embarrassment within the organization and serious impact on public image.

**Notes to Raters:**

- Consider the nature of the most serious, probable errors on the job, at what stage errors would be discovered and the effect of those errors.
- Accountability includes: handling money; damage or loss of equipment, supplies or property; disruptions or delays of service; lost time detecting and correcting errors; inaccurate records or reports; safeguarding confidential or restricted information; morale of other employees.
- Consider the seriousness of the error and the embarrassment to the organization or department.



**Municipality of Crowsnest Pass and Canadian Union of Public Employees, Local 812  
Job Classification Questionnaire**

**Introduction**

The purpose of this questionnaire is to help you describe your job and tell us the conditions under which you carry it out so that we may analyze it. Please read this questionnaire carefully and type or write your responses legibly in ink. Please provide as much detail as possible and attach extra pages if necessary. You may find that some of the questions do not relate to your job. If this is the case, please write N/A (not applicable) in the space provided.

This questionnaire **is not** about your job performance and your job performance will have no impact on the evaluation of your position. Employees who are doing the same job are encouraged to discuss their duties with each other. Group submissions are preferred if each person is in agreement with the responses provided and signs the last page.

It is important that supervisors read the employee's responses and are encouraged to make comments. Supervisors are asked not to change an employee's response but rather comment in the space provided.

For further information, please contact one of the following Joint Job Classification Committee members:

_____	_____
_____	_____
_____	_____

You may keep a copy of the questionnaire once you and your supervisor have completed and signed it.

Completed forms should be returned to your Supervisor by no later than \_\_\_\_\_.

Thank you for your help.

## JOB IDENTIFICATION

Job Title & Classification:
Department and Section (if applicable):
Direct Supervisor (Name & Title):

## COMPLETION & REVIEW

Completed By: _____	Date: _____
(Employee or Group)	(Name(s) and Title)
Reviewed By: _____	Date: _____
(Immediate, Exempt Supervisor)	(Name and Title)

## JOB DESCRIPTION – What do you do?

This section is similar to a traditional job description. Please be concise and clear about the responsibilities and tasks. Point form responses are acceptable. Include only those activities that are a regular part of your job; do not include volunteer activities.

### 1. OVERALL PURPOSE OF THE JOB (JOB SUMMARY)

Briefly (in one or two sentences) state the main function or purpose of your job.


**2. DUTIES/FUNCTIONS**

1. List your duties, in order of importance (usually 3-6, however you may add more if necessary). For each duty, indicate the percentage of time devoted to each duty. Please provide detail and examples.

Duties	Percentage of Time (%)
1.	
2.	
3.	
4.	
5.	
6.	

**Supervisor's Comments**

Are the responses to this question complete?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you agree with the contents of this section?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Comments:		
Supervisor's Initials:		

## **JOB CLASSIFICATION INFORMATION – What do you need to know and how is this knowledge applied when you do the work?**

In this section, please outline the typical formal education, training and/or certifications that are **required** to do the job. Then, indicate the types of other knowledge and skills that a person must have and apply to do the job.

### **1. FORMAL EDUCATION**

Indicate the **minimum** type of formal education typically required to do your job, **based on requirements of the work itself, not what you have**.

Some education and training, but less than the equivalent of a high school diploma.

High school diploma or equivalent to about 12 years of formal education.

High school plus up to two years of post-secondary education, including trades apprenticeships. In what? \_\_\_\_\_

High school plus more than two years of post-secondary education, including journeyman trades.

In what? \_\_\_\_\_

High school plus four or more years of post secondary education, including an undergraduate university degree.

In what? \_\_\_\_\_

### **2. EXPERIENCE**

- a. How much previous related experience in related work is typically required to do your job? Please check one box only and provide details.

Less than 3 months
4-6 months
6-12 months
1 year
2 years
3-4 years
5-6 years
If more than 6 years, please state how many. Requires ___ years.

b. After starting the job, how much on-the-job training does it take to become competent in the job? Please check one box only and provide details.

Up to 1 month
1-3 months
3-6 months
1 year
2 years
If more than 2 years, please state how many. Requires ___ years.

**OTHER FORMAL CERTIFICATION**

List any other formal certification that is *required* in your job (e.g., Accounting Designation, Trades Qualifications, special licenses, etc.)

--

How do you acquire the above certification?


**OTHER KNOWLEDGE AND SKILLS**

Indicate other knowledge and skills that are required to perform your job (e.g., machine/equipment operation, writing skills, communication skills, computer-related skills, analytical skills, process/ service/program/regulatory knowledge, etc.).


**Supervisor's Comments**

Are the responses to this question complete?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you agree with the contents of this section?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Comments:		
Supervisor's Initials:		

**3. PHYSICAL SKILLS AND DEXTERITY**

In the following spaces, indicate the nature of the **physical skill requirement** (typically associated with computer use and/or the use of tools or other equipment), the **frequency of application** (e.g., many times a day, daily, weekly, monthly, occasional/infrequent, etc.) and the **typical duration** of each application (e.g., a few minutes, an hour, many hours, etc.).

**Do you use a computer as a regular part of your work?**       Yes       No

If yes, what is the nature of the computer work (e.g., data retrieval/entry, create/modify text documents, create/modify tabular/graphic materials (spreadsheets, etc.), specialized program operation (accounting, GIS, CADD, etc.), programming and/or system modification (installation, troubleshooting, repair, etc.)?

<b>Job Requirement:</b>	<b>Frequency:</b> (e.g., many times a day, daily, weekly, monthly, occasional/ infrequent, etc.)	<b>Typical Duration:</b> (e.g., a few minutes, an hour, many hours, etc.).

Do you use tools or other equipment as a regular part of your work?  Yes  No

What is the nature of the tool/equipment related work  
(e.g., basic start & operate, maintenance, troubleshooting & repair, design and/or modification, etc.)?

<b>Job Requirement:</b>	<b>Frequency:</b> (e.g., many times a day, daily, weekly, monthly, occasional/ infrequent, etc.)	<b>Typical Duration:</b> (e.g., a few minutes, an hour, many hours, etc.).

**Additional Comments**

Please provide any additional information about the requirement to use physical skills and dexterity as a core requirement of your job, if it has not already been noted.


**Supervisor's Comments**

Are the responses to this question complete?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you agree with the contents of this section?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Comments:		
Supervisor's Initials:		

#### 4. DECISION-MAKING AND PROBLEM-SOLVING

##### Examples and Frequency of Decisions/Problems

Give examples that illustrate the kinds of decisions that you are required to make, or the problems you must solve to do your job. How often do you have to make these decisions or solve this type of problem (e.g., many times a day, daily, weekly, monthly, occasional/infrequent, etc.)?

Type of Decision/Problem	<b>Frequency:</b> (e.g., many times a day, daily, weekly, monthly, occasional/infrequent, etc.)

##### Decision Support

How do you solve problems?

Give examples

<input type="checkbox"/> By using my own experience/expertise	
<input type="checkbox"/> By choosing between 2 or more alternatives	
<input type="checkbox"/> By referring to the supervisor/manager	
<input type="checkbox"/> By referring to a manual or policy	
<input type="checkbox"/> By referring to an industry code	
<input type="checkbox"/> By consulting legislation	

**Guideline/Procedure Development**

Are you required to develop new work methods, procedures or practices?  Yes  No

If yes, please explain.

--

**Decisions Referred**

What types of decisions are referred to or reviewed by your supervisor (or higher decision authority)?

<b>Decisions Referred to Supervisor/Higher Level:</b> (i.e., referred to someone who has the FINAL authority to make the decision?)

**Additional Comments**

Please provide any additional information about the decision-making and problem-solving aspects of your job that has not already been noted.


**Supervisor's Comments**

Are the responses to this question complete?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you agree with the contents of this section?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Comments:		
Supervisor's Initials:		

**5. LEADERSHIP, SUPERVISORY AND/OR SPECIALIST ADVISORY RESPONSIBILITIES**

**Level of Supervisory Responsibility**

Check the statements that describe your level of responsibility for the actions and activities of others. *Include employees, volunteers, contractors when answering these questions.*

No formal supervisory responsibility.

Someone else may assign work but you monitor the work of others, and you may perform duties similar to those monitored.

Direct, front-line supervision; you may plan the work for the work unit, assign the work and train employees directly supervised.

You develop work procedures and training for others.

**Nature of the Work Group (Required Only for Supervisory Jobs)**

How many employees are you directly responsible for? \_\_\_\_\_

How many are "permanent" employees? \_\_\_\_\_

How many "non-permanent" employees? \_\_\_\_\_

Are the skills and work requirements of the employees for whom you are responsible "diverse" or relatively similar (give examples to illustrate the diversity, if applicable):


**Project/Team Leadership Responsibility**

Describe any regular, project or team leadership responsibilities that are a regular part of the job.


**Specialist Advisory Responsibility**

Do you function as a Specialist Advisor who provides advice and/or direction to others as a regular expectation of your job, other than in a direct supervisory role?

- Yes       No

If yes, please describe these circumstances

(e.g., provide guidance/instruction/direction, schedule/coordinate work, assign work, oversee work for quality and accuracy, etc.).


**Additional Comments**

If your job cannot be adequately reflected by the above options, select the closest option and provide a brief description of the situation.


**Supervisor's Comments**

Are the responses to this question complete?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you agree with the contents of this section?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Comments:		
Supervisor's Initials:		

**6. CUSTOMER SERVICE, COMMUNICATIONS, CONTACTS AND RELATIONSHIPS**

Indicate the nature of the customer service contacts, communications, relationships and group processes that are typical in your job. Also indicate *very briefly* the nature or purpose for the contact (i.e., to exchange information, explain/interpret, teach/instruct, counsel/ influence, persuade, etc.) and the *typical* frequency (e.g., many times a day, daily, weekly, monthly, occasional/infrequent, etc.).

**Internal to the Municipality (i.e., Municipal employees):**

Position Title/Group? <small>(i.e., position title of the main people or groups within the Municipality with whom you interact )</small>	Nature of Contact (Why?) <small>(i.e., to exchange information, explain/interpret, teach/instruct, counsel/ influence, persuade, etc.)</small>	Frequency? <small>(e.g., many times a day, daily, weekly, monthly, occasional/infrequent, etc.)</small>

**External to the Municipality (i.e., Counsellors, contractors, suppliers, citizens, etc):**

Position Title/Group? <small>(i.e., position/group title for external contractors, suppliers, government officials, general public, Council/committee members, etc. with whom you interact as a job requirement)</small>	Nature of Contact (Why?) <small>(i.e., to exchange information, explain/interpret, teach/instruct, counsel/ influence, persuade, etc.)</small>	Frequency? <small>(e.g., many times a day, daily, weekly, monthly, occasional/infrequent, etc.)</small>

**Additional Comments**

If there are customer service, contact, relationship and/or communication situations in your work that require clarification, use the space below to comment.


**Supervisor's Comments**

Are the responses to this question complete?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you agree with the contents of this section?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Comments:		
Supervisor's Initials:		

## 7. EFFORT AND ACTIVITY

### Physical Effort

In the space below, indicate the major job elements that require physical effort, their frequency and the duration of the activity.

<b>Job Requirement:</b> Check all that apply	<b>Frequency:</b> Check most common frequency	<b>Typical Duration:</b> Check most common duration
<input type="checkbox"/> <b>Sitting</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Driving</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Standing</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Climbing stairs</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Stooping</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Kneeling</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Crouching</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Walking on even surfaces</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Walking on uneven surfaces</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Lifting &lt; 5 kgs</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Lifting &lt; 10 kgs</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Lifting &gt; 10 kgs</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours

**8. Mental Effort**

In the space below, indicate the major job elements that require mental effort, their frequency and the duration of the activity.

<b>Job Requirement:</b> Check all that apply	<b>Frequency:</b> Check most common frequency	<b>Typical Duration:</b> Check most common duration
<input type="checkbox"/> <b>Listening</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Driving</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Interpreting</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Reading</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Watching</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Inputting data</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours

**Additional Comments**

If there are effort and/or activity situations in your work that require clarification, use the space below to comment.


**Supervisor's Comments**

Are the responses to this question complete?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you agree with the contents of this section?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Comments:		
Supervisor's Initials:		

**9. WORKING CONDITIONS, WORK ENVIRONMENT & PERSONAL HAZARDS**

<b>Job Requirement:</b> Check all that apply	<b>Frequency:</b> Check most common frequency	<b>Typical Duration:</b> Check most common duration
<input type="checkbox"/> <b>Dust</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Dirt</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Fumes</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Heat</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Cold</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Noxious odors</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Noise</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Vibration</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Poor lighting</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Inclement weather</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Poor ventilation</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Congested work space</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Interruptions</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours
<input type="checkbox"/> <b>Verbal Abuse</b>	<input type="checkbox"/> many times a day <input type="checkbox"/> daily <input type="checkbox"/> weekly <input type="checkbox"/> monthly <input type="checkbox"/> occasionally	<input type="checkbox"/> a few minutes <input type="checkbox"/> an hour <input type="checkbox"/> several hours

<input type="checkbox"/> <b>Rudeness or Profanity</b>	<input type="checkbox"/> <b>many times a day</b> <input type="checkbox"/> <b>daily</b> <input type="checkbox"/> <b>weekly</b> <input type="checkbox"/> <b>monthly</b> <input type="checkbox"/> <b>occasionally</b>	<input type="checkbox"/> <b>a few minutes</b> <input type="checkbox"/> <b>an hour</b> <input type="checkbox"/> <b>several hours</b>
<input type="checkbox"/> <b>Exposure to Infectious Disease</b>	<input type="checkbox"/> <b>many times a day</b> <input type="checkbox"/> <b>daily</b> <input type="checkbox"/> <b>weekly</b> <input type="checkbox"/> <b>monthly</b> <input type="checkbox"/> <b>occasionally</b>	<input type="checkbox"/> <b>a few minutes</b> <input type="checkbox"/> <b>an hour</b> <input type="checkbox"/> <b>several hours</b>

**Additional Comments**

If there are working conditions present in your work that require clarification, use the space below to comment.


**Supervisor's Comments**

Are the responses to this question complete?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you agree with the contents of this section?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Comments:		
Supervisor's Initials:		

**10. SAFETY OF OTHERS**

**Do you:**

<input type="checkbox"/> Work alone
<input type="checkbox"/> As part of a team or group (whether they work for the Municipality or not) How many people are usually in your group? _____ How long does the group work together? (all day, half days, 1-2 hours) _____

**What potential physical harm or injury could you cause to people? Describe the nature and seriousness.**


**What precautions need to be taken to prevent injury to others?**


**Additional Comments**

If there are special issues that should be considered relative to the safety of others, please note them here.


**Supervisor's Comments**

Are the responses to this question complete? <input type="checkbox"/> Yes <input type="checkbox"/> No
---



Indicate the **major** "effects" of job-related actions, duties and decisions, positive and/or negative, and the procedures or other support tools in place to guide actions and enable success or the ongoing level of preparedness required to minimize risk.

<b>What Action, Duty or Decision:</b> (e.g., physical actions, decisions, directions/instructions, etc.)	<b>Potential Effect:</b> (e.g., safety of yourself & others, financial loss, legal action, public image/ embarrassment, time, materials, other liability, etc.)	<b>What Minimizes the Risk?</b> (e.g., direct supervision, policies, procedures, instructions, guidelines, professional standards, regulations, etc.)

**Additional Comments**

If there are special issues that should be considered relative to the impact of decisions or actions **required in your job**, please note them here.


**Supervisor's Comments**

Are the responses to this question complete?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you agree with the contents of this section?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Comments:		
Supervisor's Initials:		



**Notice of Rating Form**

<b>Job Title:</b>		<b>Department:</b>		
<b>Employee(s):</b>		<b>Date of Rating:</b>		
#	Factor	Rationale	Degree	Points
1	<b>Knowledge</b> – the training required for the job			
2	<b>Experience</b> – the experience needed to do the job			
3	<b>Manual Skills/ Dexterity</b> – the skills required to operate tools and equipment			
4	<b>Decision Making</b> – the types of decisions and how they are made			
5	<b>Leadership/Supervision</b> – measures the supervision and advisory skills needed to do the job			
6	<b>Contacts</b> – the relationships with others			
7	<b>Physical Effort</b> – the level and duration of physical work			
8	<b>Mental Effort</b> – the level and duration of concentration required			

#	Factor	Rationale	Degree	Points
9	<b>Working Conditions</b> – the disagreeable conditions and frequency of exposure			
10	<b>Safety of Others</b> – precautions required to protect others while doing the work			
11	<b>Accountability</b> – the overall results and impact of the job			
<b>Total Points</b>				

Employer Co-Chair:	Union Co-Chair:
Date:	Date:

**Note:** If the incumbent(s)/union and/or the supervisor/employer disagree with the job description and/or the rating established for the job, a request an appeal by completing an Appeal Form and submitting it to the Maintenance Committee within thirty (30) days of receipt of this document. The Appeal Form must provide reasons for disagreeing with the outcome.



**Reconsideration Form**

<b>Employee(s) Name:</b>
<b>Job Title:</b>
<b>Department:</b>

<b>Reason for Request:</b>	<b>Instructions:</b>
<input type="checkbox"/> Creation of new job	Attach draft job description
<input type="checkbox"/> Six-month review of new job	Attach completed Job Classification Questionnaire and draft job description
<input type="checkbox"/> Change in job duties and/or responsibilities	Attach completed Job Classification Questionnaire and draft job description
<input type="checkbox"/> Other	Please specify and explain below

**Explanation for Reconsideration Request:**

Requested by:	
<input type="checkbox"/> Employee(s) <input type="checkbox"/> Supervisor <input type="checkbox"/> Union <input type="checkbox"/> Employer	
<b>Signature:</b>	<b>Date:</b>

**NOTE:** Please send original documents to the Maintenance Committee via Human Resources.



# APPEAL FORM

**Instructions:** Complete this form if you disagree with how your position has been rated.

For each factor below, place the rating value that you believe that the position should have received and provide written reasons to support that rating in the space provided.

You do not need to comment on every factor; only those that you believe were scored incorrectly by the Rating Committee.

**Job Title:**

**Department:**

**Employee(s):**

**Date completed:**

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
1	<b>Knowledge or Education (15%)</b>		<ol style="list-style-type: none"> <li>1. Some education and training but less than a high school diploma.</li> <li>2. High school diploma or equivalent.</li> <li>3. High school diploma plus up to two years of post secondary education including trade apprentices.</li> <li>4. High school diploma plus more than two years of post secondary education including journeyman trades certification.</li> <li>5. High school diploma and up to four years of post secondary education including an undergraduate degree.</li> </ol>

### Appeal Details

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
2	Experience (15%)	(8)	<ol style="list-style-type: none"> <li>1. Up to three months of experience</li> <li>2. Four to six months of experience</li> <li>3. Six to twelve months of experience= four months previous work experience needed to get the position + six months of on the job experience required at the Municipality to fully apply knowledge &amp; previous experience</li> <li>4. One year of experience= six months previous work experience needed to get the position + six months on the job experience required at the Municipality to fully apply knowledge &amp; previous experience</li> <li>5. Two years of experience= one-year previous work experience needed to get the position + one year on the job experience required at the Municipality to fully apply knowledge &amp; previous experience</li> <li>6. Three to four years of experience= two years previous work experience to get position + two years on the job required at the Municipality to fully apply knowledge &amp; previous experience</li> <li>7. Five to six years of experience= three years previous experience needed to get the position + two years on the job experience required at the Municipality to fully apply knowledge &amp; previous experience</li> <li>8. More than six years of experience = six years previous work experience need to get the position + one year on the job experience required at the Municipality to fully apply knowledge &amp; previous experience</li> </ol>

### Appeal Details

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
3	<b>Manual Skills/Dexterity (5%)</b>	<b>(4)</b>	<ol style="list-style-type: none"> <li>1. The job requires some manual skills and dexterity to operate computers, tools or equipment but is generally required only on an occasional basis (monthly or less) and for relatively short periods of time (a few minutes per occasion).</li> <li>2. The job requires regular use (daily) of computers, tools, or equipment for up to an hour per occasion <u>or</u>, less frequently but for more than an hour per occasion.</li> <li>3. The job requires frequent use (many times per day) of computers, tools, or equipment for up to an hour per occasion <u>or</u>, less frequently but more than an hour per occasion.</li> <li>4. The job requires frequent use (many times per day) of computers, tools, or equipment for several hours per day.</li> </ol>

### Appeal Details

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
4	Decision Making (15%)	(4)	<ol style="list-style-type: none"> <li>1. Decisions and problems are routine in nature. Guidance is readily available from a supervisor, manual, policy, or a well-developed protocol that is gained with experience.</li> <li>2. Decisions and problems vary from routine to those which require the incumbent to choose between alternatives or apply a policy to resolve. Supervision is readily available for direction, if needed.</li> <li>3. Decisions and problems are varied and require the incumbent to use some judgement and discretion within policy, codes, and/or legislation. Supervision can be consulted in cases where several options are available.</li> <li>4. Decisions and problems are varied and require the incumbent to use considerable judgment and discretion. The incumbent may be required to develop policy or new methods of work. Supervision is usually only consulted in complex or unusual situations.</li> </ol>

### Appeal Details

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
5	Leadership/Supervision (10%)	(3)	<ol style="list-style-type: none"> <li>1. Supervisory or specialist advisory responsibilities are not normally part of the job but there may a requirement to show others how to perform the work.</li> <li>2. Supervisory responsibilities involve supervising the work of others performing similar duties or may involve giving periodic advice or direction to others without supervisory authority.</li> <li>3. Supervisory responsibilities are a regular part of the job which includes planning, assigning, and reviewing the work of those supervised or, involve the giving of regular advice or direction to others without supervisory authority.</li> </ol>

**Appeal Details**

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
6	Contacts (10%)	(5)	<ol style="list-style-type: none"> <li>1. Maintains work relationships.</li> <li>2. Explains, exchanges information or data.</li> <li>3. Deals with or settles requests, complaints; clarifies information.</li> <li>4. Interprets, teaches, instructs, counsels; handles specialized or difficult complaints, resolves problems by obtaining or presenting detailed information.</li> <li>5. Influences, negotiates, persuades; handles specialised, difficult, or sensitive complaints, resolves problems by securing cooperation from others.</li> </ol>

### Appeal Details

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
7	Physical Effort (5%)	(5)	<ol style="list-style-type: none"> <li>1. Light activity of short duration.</li> <li>2. Light activity of medium duration <u>or</u> medium activity of short duration.</li> <li>3. Light activity of long duration <u>or</u> medium activity of medium duration <u>or</u> heavy activity of short duration.</li> <li>4. Medium activity of long duration <u>or</u> heavy activity of medium duration.</li> <li>5. Heavy activity of long duration</li> </ol>

### Appeal Details

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
8	<b>Mental Efforts</b> (2%)	(5)	<ol style="list-style-type: none"> <li>1. Job requires concentration using one or more senses for less than an hour at a time.</li> <li>2. Job requires concentration using one or more senses for up to one hour at a time.</li> <li>3. Job requires concentration using one or more senses for more than an hour at a time.</li> <li>4. Job requires concentration using two or more senses for up to one hour at a time.</li> <li>5. Job requires concentration using two or more senses for more than an hour at a time</li> </ol>

### Appeal Details

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
9	Working Conditions (5%)	(5)	<ol style="list-style-type: none"> <li>1. The work environment contains little or no exposure to disagreeable conditions or hazards.</li> <li>2. The work environment contains occasional exposure to minor <u>or</u> little exposure to major disagreeable working conditions.</li> <li>3. The work environment contains regular exposure to minor <u>or</u> occasional exposure to major disagreeable working conditions.</li> <li>4. The work environment contains frequent exposure to minor <u>or</u> regular exposure to major disagreeable working conditions.</li> <li>5. The work environment contains frequent exposure to major disagreeable working conditions</li> </ol>

### Appeal Details

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
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10	<b>Safety of Others (3%)</b>	(4)	<ol style="list-style-type: none"> <li>1. Little degree of care is required to prevent injury or harm to others.</li> <li>2. Some degree of care is required to prevent injury or harm to others.</li> <li>3. Considerable degree of care is required to prevent injury or harm to others.</li> <li>4. High degree of care is required to prevent injury or harm to others.</li> </ol>

### Appeal Details

#	Factor /Factor Weightings	Rating Value	Explanation of Rating Values
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<b>11</b> <b>Accountability</b> <b>(15%)</b>	<b>(5)</b> 1. Decisions and actions have minimal effect and are checked routinely. 2. Decisions and actions result in minor losses of time or resources and may affect the work of others. 3. Decisions and actions could result in significant losses of time and resources <u>or</u> cause some embarrassment within the department. 4. Decisions or actions could result in serious losses of time or resources <u>or</u> cause significant embarrassment within the organization and limited impact on public image. 5. Decisions or actions could result in major losses of time and resources <u>or</u> cause severe embarrassment within the organization and serious impact on public image.
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### Appeal Details



**Appeal Decision Form**

<b>Employee Name:</b> _____
<b>Job Classification/Title:</b> _____
<b>Appeal Committee Members:</b> _____
<b>Appeal Date:</b> _____

*FINAL rating on each factor that was raised in the appeal including reasons/rationale.*

<b>Knowledge</b>	Previous Rating _____	Final Rating: _____
Rationale: _____		
<b>Experience</b>	Previous Rating _____	Final Rating: _____
Rationale: _____		
<b>Manual Skills/Dexterity</b>	Previous Rating _____	Final Rating: _____
Rationale: _____		
<b>Decision Making</b>	Previous Rating _____	Final Rating: _____
Rationale: _____		
<b>Leadership/Supervision</b>	Previous Rating _____	Final Rating: _____
Rationale: _____		
<b>Contacts/Relationships</b>	Previous Rating _____	Final Rating: _____
Rationale: _____		
<b>Mental Effort</b>	Previous Rating _____	Final Rating: _____
Rationale: _____		
<b>Working Conditions</b>	Previous Rating _____	Final Rating: _____
Rationale: _____		

<b>Safety of Others</b> Previous Rating _____ Rationale: _____	Final Rating: _____
<b>Accountability</b> Previous Rating _____ Rationale: _____	Final Rating: _____

<b>SUMMARY</b>			
<u>Previous Rating:</u>		<u>Final Rating:</u>	
Knowledge:	_____ x 15% = _____	Knowledge:	_____ x 15% = _____
Experience:	_____ x 15% = _____	Experience:	_____ x 15% = _____
Manual Skills/Dexterity:	_____ x 5% = _____	Manual Skills/Dexterity:	_____ x 5% = _____
Decision Making:	_____ x 15% = _____	Decision Making:	_____ x 15% = _____
Leadership/Supervision:	_____ x 10% = _____	Leadership/Supervision:	_____ x 10% = _____
Contacts/Relationships:	_____ x 10% = _____	Contacts/Relationships:	_____ x 10% = _____
Physical Effort:	_____ x 5% = _____	Physical Effort:	_____ x 5% = _____
Mental Effort:	_____ x 2% = _____	Mental Effort:	_____ x 2% = _____
Working Conditions:	_____ x 5% = _____	Working Conditions:	_____ x 5% = _____
Safety of Others:	_____ x 3% = _____	Safety of Others:	_____ x 3% = _____
Accountability:	_____ x 15% = _____	Accountability:	_____ x 15% = _____
<b>TOTAL PREVIOUS RATING:</b> _____		<b>TOTAL FINAL RATING:</b> _____	

Appeal Committee Member: \_\_\_\_\_

Appeal Committee Member: \_\_\_\_\_

Date: \_\_\_\_\_