

COLLECTIVE AGREEMENT

between

SMITHERS PUBLIC LIBRARY

and

**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 1570-01**

JANUARY 1, 2023 to DECEMBER 31, 2025

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COLLECTIVE AGREEMENT

BETWEEN:

THE SMITHERS PUBLIC LIBRARY

(hereinafter called the "Employer")

Party of the First Part

AND:

CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE)

AND ITS LOCAL 1570-01

(hereinafter called the "Union")

Party of the Second Part

PREAMBLE

Land Acknowledgement

CUPE Local 1570-01 and the Smithers Public Library acknowledge and thank the Gidimt'en Clan and the Witsuwit'en people, for sharing their unceded traditional territory where we live, work and play. We acknowledge that we have a responsibility to listen, learn and unlearn, to activate the Truth and Reconciliation Calls to Action.

ARTICLE 1 OBJECT

1.01 Object

The object of this Agreement is to promote and continue the existing harmonious relations, co-operation and understanding between the Employer and its employees and to:

- (a) recognize the mutual value of joint discussion and negotiations in all matters pertaining to working conditions, hours of work and rates of pay,
- (b) facilitate the prompt, fair and peaceful settlement of grievances.

ARTICLE 2 LABOUR MANAGEMENT RELATIONS COMMITTEE

2.01 Representatives

A Labour Management Relations Committee shall be established consisting of two (2) representatives of the Union and two (2) representatives of the Employer.

2.02 Attendance at Such Meetings

The Committee shall enjoy the full support of both parties and shall meet at the request of either party on a quarterly basis. Employees shall not suffer loss of pay for attendance at such meetings.

2.03 Purpose

Without limiting the purpose of the Committee, it shall concern itself with improving the relations between the Employer and its employees; improving library service to the citizens of Smithers and area; and correcting matters of mutual concern. The Committee shall not amend or alter provisions of the Collective Agreement or deal with grievances filed pursuant to the Collective Agreement.

2.04 Minutes

Minutes of the Committee meetings shall be approved by both parties and copies shall be supplied to the Union and the Employer and held in confidence.

ARTICLE 3 UNION RECOGNITION

3.01 Sole Collective Bargaining Agent

The Employer recognizes the Canadian Union of Public Employees, Local 1570 as the sole collective bargaining agent for all its employees as certified by the Labour Relations Board of British Columbia.

3.02 Assistance For The Union

The Union reserves the right to have assistance from an official of the Canadian Union of Public Employees in its dealings with the Employer.

3.03 Assistance For The Employer

The Employer reserves the right to have assistance from a professional negotiator in its dealings with the Union.

3.04 Work of the Bargaining Unit

Persons (paid or unpaid) who are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit without consent of the Union. Consent from the Union shall not be unreasonably withheld.

It is understood that from time to time a cross-over of duties may exist with the Library Director and bargaining unit members.

ARTICLE 4 NO DISCRIMINATION

4.01 No Discrimination

There shall be no discrimination or coercion by the Employer or by the Union against any employee because of the employee's union or non-union affiliations with other Unions or against any employee because of **their** activity, or lack of activity in Union affairs, or because of race, creed, colour, sex, sexual orientation, handicap, nationality or religion. Unless otherwise herein specifically provided, Union activities shall not be pursued during working hours.

4.02 Definition of Spouse

A person with whom the employee has a **marriage-like** relationship.

This definition shall determine all other familial relationships referred to in this agreement, including, but not restricted to, "child," which shall include the employee's partner's child, and the definition of "in-law," which shall include equivalent relationships flowing from **marriage-like** relationships.

4.03 Harassment

- (a) All employees have the right to work in an environment free from sexual and personal harassment. The parties agree to cooperate in attempting to resolve in a confidential manner all allegations of harassment in the workplace.
- (b) The Employer undertakes to discipline any person in its employment proven to have engaged in harassment of another employee.
- (c) Any complaint of harassment, which is not satisfactorily resolved, shall be subject to the grievance process.
- (d) For purposes of this article, sexual harassment is defined as any comment or conduct of a sexual nature that is known or ought to be reasonably known to be unwelcome.
- (e) For purposes of this article, personal harassment is defined as: verbal threats and/or verbal abuse, derogatory comments that ought reasonably to be known to be offensive, physical threats and/or physical abuse, and/or intimidation.
- (f) Nothing in the above definitions or any application thereof is intended to reduce, restrict or fetter the Employer's right and ability to direct, manage and/or discipline employees.
- (g) When an allegation of harassment proves to be malicious in nature, the complainant may be subject to appropriate discipline.

ARTICLE 5 UNION SHOP

5.01 Union Membership and Authorization Cards

All new employees upon being hired shall **authorize** the deduction of Union dues. Union **initiation** fees shall be deducted from the first pay cheque. Union dues shall then be deducted off each pay period.

5.02 Membership Fees and Monthly Dues

The Employer shall deduct membership fees and monthly dues from the employee. By the 15th day of each month the Employer shall submit to the Union the fees and dues collected and a statement showing the employees for whom the deductions were made.

5.03 New Employees

The parties agree that at the time of hiring, all new employees shall be advised of the current Union Officers and Stewards. In addition, all new employees shall be provided information on Safety and Health and Welfare programs.

5.04 Shop Steward and Union Officials

The Union shall advise the Employer in writing of the names of its Shop Stewards and Union officials within thirty (30) days of any changes in appointments.

5.05 Income Tax (T-4) Slips

At the time the Income Tax (T-4) slips are made available, the Employer agrees to include the amount of Union dues paid by each Union member in the previous year.

ARTICLE 6 MANAGEMENT'S RIGHTS

6.01 Management's Rights

The Union recognizes the rights of the Employer to manage its affairs and operations without restricting the rights of the employees under the terms of this Agreement. It further recognizes the right of the Employer to direct its working force, including the right to hire, to suspend, discipline or discharge for just cause, to promote, to demote, layoff or transfer an employee and the right to assign work.

ARTICLE 7 SENIORITY

7.01 Seniority Defined

Seniority is defined as the length of service in the bargaining unit and shall operate on a bargaining-unit-wide basis.

7.02 Seniority List

The Employer shall maintain a seniority list showing the date upon which each employee's serviced commenced. An up-to-date seniority list shall be sent to the Union and posted on the bulletin board in January of each year.

7.03 Loss of Seniority

Seniority shall be lost in the event the employee:

- (a) resigns and does not withdraw **their** resignation within seven (7) calendar days;
- (b) is discharged for just cause and is not reinstated;
- (c) fails to return to work within ten (10) calendar days after having been notified of recall, unless through illness or other sufficient reason. The employee shall be responsible to inform **their** employer about **their** current address and phone number;
- (d) is laid off for a period in excess of nine (9) months where the person laid off has less than one (1) year of service;
- (e) is laid off for a period in excess of twelve (12) months where the person laid off has one (1) or more years of service.

In the event the employee is laid off due to a pandemic or a pandemic-like circumstance, time limits in (d) and (e) above shall not apply and the employee shall retain their seniority until staffing returns to pre-pandemic levels.

7.04 Transfer and Seniority Outside Bargaining Unit

No employee shall be transferred to a position outside the bargaining unit without their consent. Employees transferred to a position outside the bargaining unit, shall retain their seniority accumulated up to the date of leaving the unit. They shall have the right to return to their former position and rate of pay within **one (1) year** of leaving the unit and such period shall be at no loss in seniority or benefits.

Any other employee promoted or transferred because of the rearrangement of positions shall also be returned to their former position, or to another position with no loss in pay and which is mutually agreeable between the Library and the employee.

ARTICLE 8 LAYOFF AND RECALL

8.01 Definition of Layoff

A layoff is defined as an involuntary reduction in the work force or an involuntary reduction in the hours of work of a regular or probationary employee.

8.02 Layoff by Seniority

In the event of layoff, probationary employees in the affected classifications shall be laid off first, and thereafter, employees shall be laid off in reverse order of seniority.

8.03 Bumping Procedure

- (a) Employees being laid off or displaced shall, within three (3) working shifts of receiving written notification of layoff, submit in writing to the Director notice of:
 - (i) Their intention to exercise their bumping rights;
 - (ii) The position into which they wish to bump; and
 - (iii) Their qualifications for the new position.
- (b) Upon receipt of the employee's notice, the Director will, within three (3) working days, advise the employee as to the acceptability of the employee's application.

8.04 Layoff Notice

- (a) This Article shall apply to those employees who have completed their probationary period.
- (b) In the event that an employee is laid off, the Employer agrees to provide those employees with the following notice:
 - (i) Greater than six (6) months but less than two (2) years' service - two (2) weeks' notice;
 - (ii) Greater than two (2) years' service - an additional week's notice for each year of service up to a maximum of eight (8) weeks' notice.
- (c) In the event that an employee on the recall list has been notified to return to employment which is less than two (2) months in duration, then subsequent notice of layoff is not required.

8.05 Recall by Seniority

Laid off employees shall be entitled to recall in order of seniority, provided they are qualified to do the work available and their **seniority has not been lost as indicated in Article 7.03**.

Notification of recall may either be in the form of **email** or in writing by registered mail to their last known address. Where there is no reply within ten (10) calendar days of **issuing** the recall notice then that employee's seniority entitlement and right of recall shall be cancelled. In instances where an employee receives recall notice and where **they are** unable to return to work for reasons satisfactory to the supervisor then they shall not have their seniority rights cancelled provided they respond to the next recall notice.

8.06 Seniority Retention

Seniority acquired prior to layoff shall be retained when the employee accepts a recall as per Article 8.05.

8.07 Severance Pay

An employee who is laid off may choose, within thirty (30) days after their effective date of layoff, to be paid severance pay. In that event, the employee relinquishes all rights under this Agreement. Severance pay for such employees shall be payable as follows:

- (a) greater than six (6) months but less than three (3) years' service - fifty percent (50%) of monthly gross pay averaged over the previous six (6) month's service;
- (b) greater than three (3) years' service - one hundred percent (100%) of monthly gross pay averaged over the previous six (6) months' service.

ARTICLE 9 PROBATION

9.01 New Employees

All new employees shall be considered to be on probation until the satisfactory completion of three (3) months of service or until thirty (30) days of work have been completed, whichever occurs last. Any number of hours worked in a calendar day constitutes a day of work.

The probation period may be extended up to one (1) month where warranted by performance issues by mutual agreement between the Union and Employer.

9.02 Completion of the Probationary Period

Upon completion of the probationary period, seniority and vacation shall date back to the original date of employment.

ARTICLE 10 HOURS OF WORK

10.01 Regular Work Week

The regular work week shall consist of up to **forty (40)** hours, Monday to Saturday.

10.02 Regular Work Day

The regular workday shall be up to **eight (8)** hours.

Employees working more than five (5) hours per day are entitled to a one-half (½) hour unpaid meal break, and an employee required to work or be available for work during **their one-half (½) hour meal break** shall be paid as time worked.

Employees shall be entitled to one (1) paid ten (10) minute break for each shift up to three and one-half (3½) hours in duration, and two (2) paid (10) minute break for each shift which is more than three and one-half (3½) hours.

10.03 Work Schedule

The work schedule shall be prepared monthly by the Library Director and posted at least ten (10) days prior to the beginning of the month, or at the staff meeting. The Employer shall determine the days and times to be worked. The employees shall, in consultation with the Library Director, attempt to reach a consensus on assignment of employees to the schedule. Where a consensus is reached, amongst the employees, the schedule shall be approved by the Library Director. Where a consensus is not reached, the Library Director shall make the decision and with due regard to seniority.

The schedule shall indicate the hours during which the Deputy Library Director will be "in-charge." Nothing in this Article shall be construed as preventing the Employer from establishing part time positions.

Should the schedule require changes due to the illness or approved absence of an employee, the Library Director shall offer the available hours, in seniority order, to the employees. In order to distribute these hours in an equitable fashion, an employee offered any extra hours for the reasons mentioned herein shall have their name moved to the bottom of the list for the purposes of the next call and the next most senior employee shall be called first.

Employees may indicate the hours/shifts they are willing or not willing to be called in for, i.e. "not evenings," "all hours," "emergencies only," etc.

10.04 Temporary Replacement on Schedule

An employee unable to report for their scheduled shift shall advise the Library Director as soon as possible. The Library Director shall arrange for shift coverage.

10.05 Employees Working More Than Regular Hours

New or additional hours shall be offered by seniority, within the job classification and descriptions.

10.06 Scheduled Shift

An employee reporting to work in fit condition for a scheduled shift shall be paid a minimum of two (2) hours pay at **their** basic rate. Nothing in this Article prevents an employee, of **their** own volition and with the consent of the Library Director, from working flexible hours, but the employee shall be paid for actual hours worked only.

10.07 Flexible Working Hours

The parties recognize that some employees have responsibilities which require them to work irregular working hours. Employees that wish to work outside their regular working hours can request this in writing by way of a flexible working schedule.

Regular employees can request to either amend their start and end times of their shift, within specified core operating hours without changing their daily number of working hours or can extend their regular work day in order to reduce another work day within the same pay period so long as they work their regular number of hours in total within the same pay period.

Flexible working arrangements will only be approved if there will be no additional costs to the Employer (i.e., Overtime or any other cost) and where operations are not negatively affected.

(For example, an employee that works 7 hours per day, 5 days per week, for 70 hours, 10 day pay period could request to work 7 hours and 46 minutes per day in order to work 9 shifts in a pay period, rather than 10.)

ARTICLE 11 OVERTIME

11.01 Authorization

All overtime work must be authorized in advance by the Employer.

11.02 Overtime Hours

Overtime hours worked beyond **eight (8)** hours in any one day or **forty (40)** hours in any one week shall be paid at one and one-half (1½) times the employee's basic hourly rate for the first one (1) hour and at double time thereafter.

11.03 Overtime Hours on Sunday

Overtime hours worked on Sunday shall be paid at double the employee's basic hourly rate.

11.04 Deferred Payment of Overtime

An employee may elect to defer payment for overtime and instead of payment may choose to take the equivalent time off at a later date as mutually agreed between the employee and the Library Director. Whenever possible at least one (1) week's notice of requested time off shall be given by the employee.

ARTICLE 12 EMERGENCY CALL-OUT

12.01 Call-out Defined

Call-out is when an employee is notified that **their** services are required for an emergency. Call-out does not include shift changes or a request by the Employer to temporarily fill in or substitute for another employee.

12.02 Emergency Call-out Rate

Emergency call-out time shall be paid at overtime rates of pay, with a minimum of two (2) hours at two (2) times the basic hourly rates.

12.03 Who Decides the Necessity for Emergency Work

The necessity for emergency call-out and emergency work shall be judged by the Library Director.

ARTICLE 13 ANNUAL VACATION

13.01 Annual Vacation Durations

- (a) Annual vacations may be as long in duration as mutually agreed upon by the employee and the Library Director, subject to the following minimum:
- | | |
|---|-----------|
| 1 st to end of 4 th vacation year | - 3 weeks |
| 5 th to end of 11 th vacation year | - 4 weeks |
| 12 th to end of 16 th vacation year | - 5 weeks |
| 17 th and thereafter | - 6 weeks |
- (b) "First Vacation Year" for the purposes of this Article shall be **from the commencement of employment to December 31st of that year and subsequent vacation years shall run from January - December.**
- (c) Annual vacations shall be requested in writing by all employees **by December 1st of each year, for vacation has to be taken between January 1st and December 31st of the next year.** The vacation request is subject to approval by the Library Director **and once approved, employees will be notified in writing that their vacation requests have been approved. Approved vacation shall be posted at the end of the request period and updated monthly throughout the year.**
- (d) In cases where conflict of requested vacation cannot be resolved between the employees and the Library Director, seniority shall be the deciding factor **for vacations requested prior to December 1st. Vacations requested after December 1st in a year shall be decided in the order in which the request was made.**
- (e) At the time of approving vacation schedules, the Library Director shall attempt to arrange time off to conform with the preference of the employee. However, at the time of approving vacation requests, in instances where the service to the Library users would be disrupted, the Library Director reserves the right to restrict the number of employees as well as the duration of vacation.

13.02 Annual Vacation Pay Entitlement

- (a) Annual vacation pay entitlement shall start to accrue to all employees from the date of hire. The accrual shall be based on gross wages.
- (b) For the first year of employment, annual vacation pay entitlement shall accrue at the rate of six percent (6%) of gross wages.
- (c) In subsequent years, annual vacation pay entitlement shall accrue at the following rates:

From the 1st pay day in the 2nd vacation year until the last pay day in the 4th vacation year, the accrual rate shall be six percent (6%).

From the 1st pay day in the 5th vacation year until the last pay day in the 11th vacation year, the accrual rate shall be eight percent (8%).

From the 1st pay day in the 12th vacation year until the last pay day in the 16th vacation year, the accrual rate shall be ten percent (10%).

From the 1st day in the 17th vacation year and thereafter the accrual rate shall be twelve percent (12%).

(d) Minimum Annual Vacation

Upon written request an employee shall be permitted to defer up to a maximum of two (2) weeks of annual vacation to be taken during the succeeding year.

- (e) Annual vacation pay entitlement shall be paid upon written request from an employee. Employees shall be advanced vacation credits before they are earned in each calendar year (January to December). If the employment of any employee terminates for any reason after **they have** taken their annual vacation in any year, but before that full vacation entitlement has been earned, the Library shall have the right to recoup such overpayment by any method available to it.

13.03 Paid Holidays Falling Within Vacation Period

If a paid holiday to which an employee would otherwise be entitled falls within their annual vacation period, they shall receive one (1) additional day with pay in lieu of said holiday.

13.04 Vacation Disruption

Where an employee's annual vacation is disrupted by bereavement, or accident, or illness requiring hospitalization, that portion of their remaining vacation period shall be observed at a later date as mutually agreed.

ARTICLE 14 STATUTORY HOLIDAYS

14.01 Statutory Holidays with Pay

The Employer shall observe the following days as Statutory Holidays with pay:

New Year's Day	Labour Day
Family Day	National Day of Truth and Reconciliation (BC)
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Eve
Canada Day	Christmas Day
B.C. Day	Boxing Day

and any other day proclaimed by the Federal or Provincial or Municipal Government.

Statutory holiday pay for an employee with a regular schedule who has worked fifteen (15) of thirty (30) calendar days prior to the statutory holiday is entitled to a regular day's pay for the statutory holiday.

An employee who has worked irregular hours on fifteen (15) of the thirty (30) days prior to a statutory holiday is entitled to an average day's pay for the statutory holiday. To calculate an average day's pay, divide the gross wages earned during the thirty (30) day period (excluding overtime) by the number of days worked.

An employee who has worked fewer than fifteen (15) of the thirty (30) days prior to a statutory holiday is entitled to prorated statutory holiday pay. Pro rated statutory holiday pay is calculated by dividing the gross wages earned in the thirty (30) day period (excluding overtime) by fifteen (15).

14.02 Library Closed on All Statutory Holidays

The Library shall be closed on all Statutory Holidays and no employee shall be required to work on such a day.

14.03 Holiday Closure

If a statutory holiday falls on a Saturday or Sunday, the Library shall also be closed on the following Monday. Employees who would be regularly scheduled to work on the Monday shall receive time off with pay equal to their normal scheduled hours in addition to the Statutory Holiday pay as per Article 14.01.

ARTICLE 15 CONTRACTING OUT

15.01 Regular Employee

No regular employee shall be laid-off, or their recall delayed as a result of contracting out of bargaining unit work that is normally and regularly performed by the library's employees.

ARTICLE 16 JOB DESCRIPTIONS

16.01 Employer to Provide Current Job Descriptions

The Employer agrees to provide current job descriptions for all bargaining unit positions. Once presented to the Union, the Union will have thirty (30) days in which to object in writing to the job description.

If the Employer has not received written objection from the Union within the allotted period, the job description shall be considered acceptable. Any disputes arising from this process may be referred to the grievance procedure for resolution.

16.02 Classifications Created or Changed

Any classification created or changed during the life of this agreement shall be subject to the grievance procedure and rates and conditions shall be effective as of the date of the employee's commencement in the classification. The Employer shall notify the Union five (5) working days prior to the posting of a new or changed classification.

16.03 Employer's Right to Set Pay Rates

The Employer has the right to set pay rates on new or significantly changed jobs, and such decisions shall be subject to Union appeal under the grievance procedure.

ARTICLE 17 JOB CLASSIFICATION

17.01 New Position(s)

When a new position is established, the Union shall be advised of the new position, provided with information on the duties and responsibilities and an interim rate of pay. The pay rate shall be subject to negotiation between the Employer and the Union and failing agreement, may be processed through the Arbitration Procedure.

17.02 Posting of a New Position and/or Vacancy

When a vacancy occurs or a new position is established, it shall be posted on the bulletin board in the Library for one (1) week prior to hiring and be sent to all employees by email, excluding casual and temporary jobs of less than two (2) months duration. Present employees shall receive preference based on seniority and qualifications. The successful applicant shall be paid the applicable rate for the position.

17.03 Trial Period

The successful applicant shall be placed on a trial period of three (3) months. Conditional on satisfactory service, the employee shall be declared permanent after the trial period. In the event the successful applicant proves unsatisfactory in the position during the aforementioned trial period or if an employee finds that they are unable to perform the duties of the job classification, they shall be returned to their former position and former rate of pay without loss of seniority and wage or salary. Any other employees promoted or transferred because of the re-arrangement of positions shall also return to their former positions and former rates of pay without loss of seniority and wage or salary.

17.04 Temporary Assignment

(a) Higher paid Position:

When an employee is temporarily assigned to a higher classified position in writing, by the Library Director or Deputy Library Director, and performs the core functions of the job, the employee shall be paid the rate for the higher classified position.

(b) Lower paid Position:

An employee assigned temporarily to a lower paying position (not bumping) shall not have **their** rate reduced.

- **Coverage for Library Director:**

When the Library Director is not available and cannot be reached, a Library Assistant II shall be assigned as Deputy Director to cover the Library Director and shall be paid the Deputy Library Director wage rate will commence at the beginning of the Library Director's absence and will be paid for all hours worked while assigned to this role.

17.05 Payment to Employees

Employees shall be paid bi-weekly. Payment to employees leaving the services of the Library shall be made on the second office working day following termination.

ARTICLE 18 JURY DUTY AND SUBPOENAED WITNESS

18.01 Jury Duty and Subpoenaed Witness

The Employer shall grant leave of absence to an employee who serves as a juror or as a subpoenaed court witness other than on **their** own behalf. Where the employee's scheduled hours of work and this leave conflict, the Employer shall pay such an employee the difference between **their** normal earnings and the payment **they** received for jury duty or court witness, excluding payment for travelling expenses, hotel accommodation and meals.

ARTICLE 19 HEALTH BENEFITS

19.01 Extended Health Benefits

It is recognized that the following benefits are provided under the Town of Smithers and CUPE Local 1570 collective agreement and benefit policy(s). Any changes made to that plan(s) will also be applied to the Library benefit plans.

Upon completion of the probationary period an employee who works at least seventeen and a half (17½) hours per week shall be eligible for the following plans. The Employer shall pay one hundred percent (100%) of the monthly premium costs of:

- (a) The Extended Health Plan, including vision care benefit of **seven** hundred and fifty dollars (**\$750.00**) in a two (2) year period;

Eye exam coverage up to one hundred dollars (\$100.00) every twenty-four (24) months;

A hearing aid benefit of **two thousand** dollars (**\$2,000.00**) every five (5) years.

Chiropractor to a maximum of six hundred and fifty dollars (\$650.00) per year;

Massage to a maximum of six hundred and fifty dollars (\$650.00) per year;

Physiotherapy to a maximum of six hundred and fifty dollars (\$650.00) per year;

The lifetime limit for Extended Health Benefits to be one million dollars (\$1,000,000);

(b) The Dental Plan coverage shall be as follows:

- (i) Level I – Basic Dental Services; one hundred percent (100%) of the approved fee schedule, as stipulated by the insurance carrier.
- (ii) Level II – Supplementary Basic Services; one hundred (100%). The maximum level per year shall be four thousand dollars (\$4,000.00)
- (iii) Level III – Dentures – Seventy percent (70%) of the approved fee schedule, as stipulated by the insurance carrier.
- (iv) Level IV - Major Restorative Services – Seventy percent (70%) of the approved fee schedule, as stipulated by the insurance carrier.
- (v) Orthodontics Level V – Seventy percent (70%) of the approved fee schedule, as stipulated by the insurance carrier.

There shall be no lifetime maximum limit of benefits under Level I, II and III.

Orthodontics lifetime limit: **six thousand five hundred dollars (\$6,500.00).**

- (c) The Group Life Insurance Plan; coverage is two (2) times an employee's annual rate of pay adjusted to the next thousand dollars (\$1,000.00), with an Accidental Death and Dismemberment clause.
- (d) Benefits will not be reduced below the level afforded by the carrier providing coverage at the date of the signing of this Agreement.
- (e) All employees shall participate in the Canada Pension Plan under its terms and conditions.
- (f) Long-Term Disability

The Library will carry a Long-Term Disability Plan, and the employee will be responsible for one hundred percent (100%) of the premiums.

ARTICLE 20 GRIEVANCE PROCEDURE

20.01 Shop Steward or Unit Chair

The Steward **or Unit Chair** shall not leave **their** work during working hours, except to perform **their** duties under this Agreement. No Steward **or Unit Chair** shall leave **their** work without obtaining the permission of the Library Director.

20.02 Settlement of Differences Without a Stoppage of Work

In the event of any difference arising out of the interpretation, application, operation or alleged violation of this Agreement, including any question or differences arising from the suspension or dismissal of an employee and including any question or difference as to whether any matter is arbitrable, such question or difference shall be finally and conclusively settled without a stoppage of work.

20.03 Grievance Steps

Step 1 - The employee or employees shall, with the Union representatives or the Shop Steward **or Unit Chair** in attendance, seek settlement of the matter with the Library Director, within ten (10) working days of the alleged grievance.

Step 2 - If a satisfactory settlement is not reached with the Library Director within three (3) days, then the dispute shall be submitted in writing to the Chairperson of the Library Board who shall meet with the employee or employees and the Shop Steward **or Unit Chair** with a view to resolving the dispute.

Step 3 - If a satisfactory settlement is not reached under Step 2 within ten (10) days after the matter is submitted, the Union may, within a further thirty (30) calendar days, refer the matter to a hearing under the Labour Relations Code as hereinafter defined.

20.04 Policy Grievance Definition

A Policy grievance is defined as a dispute involving a question of general application or interpretation or where a group of employees, the Union or the Library has a grievance.

20.05 Arbitration

Where a difference arises between the parties relating to the dismissal, discipline or suspension of an employee, or to the interpretation, application, operation or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, during the term of the Collective Agreement, **an Arbitrator** agreed to by the parties, shall at the request of either party:

- (a) investigate the difference;
- (b) define the issue in the difference; and
- (c) make written recommendations to resolve the difference within five (5) days of the date of receipt of the request; and, for those five (5) days from that date, time does not run in respect of the grievance procedure.

The parties agree that the decision of the investigator will be final and binding.

20.06 Employer's Replies

The Employer shall reply to all written grievances, stating reasons. However, if the grievance is verbal, the reply can also be verbal.

20.07 General Grievance

The Union may process a general grievance through the various stages of the Grievance Procedure with or without the employee in attendance.

20.08 No Grievance Shall be Deemed Invalid by Reason of Any Defect

No grievance shall be deemed invalid by reason of any defect in form, or any technical irregularity, or any error in procedure that results in denial of natural justice, and **an Arbitrator** shall have power to relieve against such defects, irregularities, or errors of procedure on such terms as may be just and reasonable.

20.09 Employer May Submit a Grievance

- (a) The Employer, through the Library Director, may submit a grievance in writing to the Union and seek settlement of the dispute.
- (b) If a satisfactory settlement is not reached within seven (7) days after the grievance is submitted for settlement, the Employer may refer the grievance to an investigator under Section 87 as heretofore defined.

20.10 Discipline

- (a) Whenever the library is going to impose discipline on an employee, or is conducting a formal investigative meeting that may lead to discipline, it shall provide the employee with advance notice of the meeting, to enable **them** to arrange for a Shop Steward **or Unit Chair** to be present.
- (b) All disciplinary actions, including the reasons for the discipline will be in writing and a copy provided to the Secretary of the Union.

20.11 Adverse Reports

The record of an employee shall not be used against **them** at any time, **and shall be removed from the employee's personnel file** in the following instances:

- (a) When eighteen (18) months have elapsed since the suspension, provided there has been no recurrence of a similar and/or any other serious infraction.
- (b) When twelve (12) months have elapsed since the issuance of a letter or a verbal reprimand, provided there has been no recurrence of a similar and/or other infraction.
- (c) No adverse information shall be added to an employee's personnel file without the employee's prior knowledge.

20.12 Picket Lines

The employees covered by this Agreement shall have the right to refuse to cross a legal picket line. Failure to cross such a picket line shall not be grounds for disciplinary action.

20.13 Sexual Harassment

The Employer agrees that an employee has the right to work without sexual harassment. A claim of sexual harassment by an employee shall be considered a grievance.

Sexual Harassment shall be defined as any sexually oriented practice that undermines the health or job performance of any person employed by the Library, or endangers their employment status or potential. Comment or conduct of a sexual nature that is known or ought to be reasonably known to be unwelcome and shall include, but is not limited to:

- (a) Sexual solicitation or advances; inappropriate touching or sexual comments; or**
- (b) Any threat of reprisal which might reasonably be perceived as placing a condition on employment by a person in authority after the above conduct has been rejected.**

20.14 Personal Harassment

Personal harassment shall be defined as verbal threats and/or verbal abuse, derogatory comments that ought reasonably to be known to be offensive, physical threats and/or physical abuse, and/or intimidation or actions that demean and belittle an individual or cause personal humiliation.

20.15 Access to Personnel Records

An employee shall have access to, and a copy of, their personnel record upon request.

ARTICLE 21 APPROVED ABSENCE

21.01 Approved Absence in this Agreement Means:

- (a) General leave of absence;
- (b) Annual vacation;
- (c) Service with the Armed Forces during a national emergency;
- (d) Sick leave;
- (e) Leave to serve on jury duty or subpoenaed witness;
- (f) Bereavement leave;
- (g) Maternity leave;
- (h) Education leave;
- (i) Union leave;
- (j) Public Duty;
- (k) Parental Leave;
- (l) Compassionate Care Leave;
- (m) **Domestic Violence Leave as per Employment Standards Act;**
- (n) **Cultural Leave.**

21.02 General Leave of Absence Without Pay

An employee may request a general leave of absence without pay not exceeding six (6) months, provided such leave is for good and sufficient reason and having in mind the Employer's requirement to provide an efficient service. Such leave may be granted by the Library Director.

21.03 Pregnancy Leave

An employee upon written request shall be entitled to an unpaid pregnancy leave on the following basis:

- (a) Leave shall normally be for a period of seventeen (17) consecutive weeks, or such longer period as the parties mutually agree, or a shorter time as the employee requests;
- (b) Leave may commence **thirteen (13)** weeks prior to the anticipated birth;
- (c) The time on pregnancy leave shall be considered as time worked for the purposes of seniority accumulation and wage related benefits and salary increments;
- (d) The employee shall be placed in **their** former job or another which is consistent with **their** seniority, qualifications and former salary;
- (e) In instances where a pregnancy is terminated, the affected employee may claim an unpaid leave of six (6) weeks, or in the case of medical complications substantiated by a doctor's certificate, for an additional six (6) weeks;
- (f) In instances where a pregnant employee is concerned about exposure to Video Display Terminals having a cathode ray tube, then such employee may, if alternate work is available, be assigned to perform such work. Where alternate work is not available, the employee may choose to take unpaid leave of absence until **they are** eligible for pregnancy leave. Seniority shall continue to accumulate and benefits shall continue on the same basis as if the employee were on pregnancy leave.
- (g) Pregnancy shall not disqualify an employee from any benefit arising in this agreement.

21.05 Parental Leave

An employee, upon written request, shall be entitled to a parental leave of absence from work, without pay and without loss of benefits.

The employee is entitled to parental leave for a period of **sixty-one (61)** consecutive weeks or a shorter period the employee requests, commencing, in the case:

- **of a natural mother, immediately following the end of the pregnancy leave taken under article 21.04 unless the Employer and employee agree otherwise.**
- **of the birth parent, following the birth of the child and within the seventy-eight (78) week period after the birth date of the new born child, and**

- of an adopting mother or father, following the adoption of the child and within the seventy-eight (78) week period after the date the adopted child comes into the actual care and custody of the mother or father.
- the new born child or adopted child will be or is at least six (6) months of age at the time the child comes into the actual care and custody of the mother or father, and
- it is certified by a medical practitioner or the agency that placed the child that an additional period of parental care is required because the child suffers from a physical, psychological or emotional condition, the employee is entitled to a further parental leave of absence from work, without pay, for a period not exceeding a total of five (5) consecutive weeks as specified in the certificate, commencing immediately following the end of the parental leave taken under subsection (a).
- this Article will change to include any changes brought forward by government during the term of this agreement.

21.06 Education Leave

Where the Library Director has approved an employee's enrolment in a course having application to **their** employment with the Library, and subject to operational requirements, then such employee shall be granted leave to a maximum of one (1) week with pay to attend such courses. An employee shall be reimbursed for the cost of the course.

21.07 Leave for Public Duties

The Employer recognizes the right of employees to participate in public affairs. Subject to approval by the Library Director, an employee may be granted leave of absence without pay to allow that employee to stand as a candidate in Federal, Provincial, Municipal, School Board or Regional District elections.

- An employee who is elected to Federal or Provincial office may, upon request, be granted leave of absence without pay and without seniority accumulation during the term of office.
- An employee who is elected to Municipal, School Board or Regional District office may be allowed leaves of absence without pay during the term of office.
- Such leaves shall not be unreasonably withheld.

21.08 Bereavement Leave

A maximum of five (5) days bereavement leave or seven (7) days, if travel exceeds six hundred and fifty (650) kilometres one way, with pay will be granted in the event of a death in the immediate family.

The immediate family is spouse, mother, mother-in-law, father, father-in-law, sons and daughters, sons-in-law, daughters-in-law, brothers and sisters, brothers-in-law, sisters-in-law, grandparents, grandchildren and common-law relationships of the employee.

One-half (½) day bereavement leave will be granted to employees acting as Pall Bearers, or as a member of a Local honour guard or mourner at regular rates of pay.

21.09 Sick Leave

- a) Sick leave of one (1) day per month accumulative to a maximum of twenty-four (24) working days will be provided.**
- b) Regular part-time employees shall receive sick leave prorated in accordance with hours of work per month relative to hours of work of a regular full-time employee.**
- c) Sick leave means the period of time a regular employee is permitted to be absent from work with full pay by virtue of being sick or disabled, or because of an accident for which compensation is not payable under the *Worker's Compensation Act*.**
- d) An employee must notify their supervisor of an absence due to illness before the commencement of the employee's regular shift. The Union and the Library agree that sick leave provisions are provided for those employees who are legitimately sick, and therefore agree to work cooperatively in an effort to discourage the abuse of these provisions.**
- e) Up to three (3) days per year can be used from the employee's sick leave for personal leave. Personal leave shall be granted by the Employer so long as operational needs are met.**
 - f) Sick leave can be used to travel to medical appointments out of town as long as written notice is supplied to the supervisor.
 - g) In the case of illness or hospitalization of a dependent child, spouse or **parent** of a regular employee, when no one else at the employee's home other than the employee can provide care, the employee shall be entitled to utilize their accumulated sick leave for this purpose, to a maximum of **ten (10)** days in any one (1) year.

21.10 Compassionate Care Leave

Employees shall be eligible for leave without pay to care for a terminally ill family member in accordance with the Employment Standards Act (Compassionate Care Leave).

21.11 Cultural Leave

Indigenous employees have a right to manifest, practice, develop and teach their spiritual and religious traditions, customs and ceremonies and may require leave from work to exercise these rights.

Definitions:

A ceremonial, cultural, or spiritual event under this section includes any event that is significant to an indigenous employee's culture. Examples of significant cultural all events include, but are not limited to, Hoobiyee, Powwows, Sundance, participation in a sweat lodge, coming of age events, feasts or ceremonies held following a significant family event (including the death of a family member).

"Immediate family" includes an Indigenous employee's parent, step-parent, foster parent, guardian, spouse, child, step-child, foster child, sibling, step-sibling, sibling in law, grandparent, grandchild, parents-in-law, parent's sibling, parent's sibling's child, an Indigenous Elder*, or any individual an Indigenous employee considers family consistent with their Indigenous cultural practices.

*** An Indigenous Elder is designated such by their community.**

- a) An Indigenous employee may take a leave without loss of seniority to participate in ceremonial, cultural, or spiritual event(s). The leave may be taken in one (1) or more blocks of time period leave under this provision is in addition to an indigenous employees' entitlement to bereavement leave as applicable (and per the expanded definition of "immediate family", above).**
- b) Where an Indigenous employee requires leave in a) above for a ceremonial, cultural, or spiritual event, the employee may draw from their available personal leave, vacation and/or overtime banks comma as applicable.**

ARTICLE 22 ABSENCE FROM DUTY OF UNION OFFICIALS

22.01 Union Officials

Union officials shall obtain permission from the Library Director to be absent as hereinafter mentioned and on obtaining such permission shall suffer no loss of pay if such absence is during the official's shift, under the following circumstances:

- (a) Up to two (2) officials for the purpose of negotiations in order to carry on collective bargaining pursuant to the provisions of the Labour Relations Code of British Columbia;**
- (b) Up to two (2) officials to attend salary revision meetings where such revision is provided for under this Agreement;**
- (c) Up to two (2) officials to meet to confer with the designated representatives of the Library regarding matters arising out of the Agreement and discussion of grievances, but not including Section 87 proceedings as provided in 20.03.**

22.02 Section 87 Proceedings

The Union acknowledges that no overtime pay shall be allowed for time spent during Section 87 proceedings.

22.03 Union Conventions, Executive and Committee Meetings

Leave of absence without pay and without loss of seniority shall, up to five (5) work days, be granted upon approval of the Library Director, to a maximum of one (1) employee elected or appointed to represent the Union at Union Conventions, Executive and Committee Meetings of the Canadian Union of Public Employees, and its affiliated bodies. The employee shall request the leave with not less than ten (10) calendar days notice. This leave shall not be unreasonably withheld.

22.04 Education Courses

Leave of absence without pay and without loss of seniority and with the approval of the Library Director, shall be granted to a maximum of two (2) employees for up to five (5) work days, upon request to the Employer, to employees for education courses pertaining to Union business. The employee(s) shall request the leave with not less than ten (10) calendar days notice. This leave shall not be unreasonably withheld.

22.05 Position within CUPE, Canadian Labour Congress or BC Federation of Labour

Upon approval of the Library Director, an employee who is elected or selected for a full time position within CUPE, Canadian Labour Congress or B.C. Federation of Labour, may be granted leave of absence without pay and without seniority accumulation for a period of up to one (1) year. Such leave may be reviewed by the Library Director each year during the term of office. Such leave shall not be unreasonably withheld.

ARTICLE 23 TECHNOLOGICAL CHANGES

23.01 Technological change means:

- (a) the introduction by the Employer of a change in its work, undertaking or business, or a change in its equipment or material from the equipment or material previously used by the Employer in its work, undertaking or business; or
- (b) a change in the manner the Employer carries on its work, undertaking or business related to the introduction of that equipment or material.

23.02 Notify the Union

Three (3) months before the introduction of any technological change, the Employer shall notify the Union of the proposed change.

23.03 Adjudication

The parties shall attempt, in good faith, to reach an agreement on such change before it is implemented. Should they fail to agree, the matter may be referred by either party for adjudication under Article 20.05. Nothing in this article is intended to restrict the Employer from implementing such change prior to reaching agreement with the Union or prior to adjudication under Article 20.05, when it is operational requirements necessitate that the change be made prior to such resolution.

23.04 Displaced Employee and Reduction of Hours

An employee who is displaced from **their** job to a lower paying job or has **their** hours of work reduced by virtue of a technological change shall suffer no reduction in **their** regular earnings.

23.05 Displaced Employee and Opportunity to Fill Other Vacancies

An employee who is displaced from **their** job by virtue of technological change shall be given an opportunity to fill other vacancies according to seniority and qualifications.

23.06 New or Greater Skills

In the event that the Employer should introduce technological changes which require new or greater skills than are possessed by the employee under the present operation, such employees shall, at the expense of the Employer, be given a period of time, not to exceed six (6) months, during which they may acquire the skills necessitated by technological change. There shall be no reduction in wage or salary rates during the training period of any such employee and no reduction in pay upon being reclassified in the new position. If an employee fails to qualify for the new position, **they** shall be returned to another position, as set out in Article 17.03.

ARTICLE 24 PAY SCALE

CLASSIFICATION	01-Jan-22 1.50%	01-Jan-23 4.0%	01-Jan-24 3%	01-Jan-25 3%
Library Assistant I	\$30.31	\$31.52	\$32.47	\$33.44
Library Assistant II	\$32.73	\$34.04	\$35.06	\$36.11
Deputy Library Director	\$35.16	\$36.57	\$37.66	\$38.79
Summer Student	\$19.73	\$20.52	\$21.14	\$21.77
Computer Tutor	\$19.73	\$20.52	\$21.14	\$21.77
Youth Intern	\$19.73	\$20.52	\$21.14	\$21.77
CLASSIFICATION	01-Jan-22 1.50%	01-Jan-23 Minimum wage + 2.50	01-Jan-24 Minimum wage + 2.50	01-Jan-25 Minimum wage + 2.50
Page	\$15.25	\$19.25	TBD	TBD

All employees not receiving benefits, other than summer students, youth interns, pages and casuals will also receive **an additional five percent (5%) of their hourly wage** in lieu of benefits.

Pages will receive an automatic increase in wages when minimum wage increases so that they will never be paid less than \$2.50 per hour above minimum wage.

ARTICLE 25 GENERAL

25.01 Workers' Compensation Act

All employees shall be covered by the Workers' Compensation Act.

25.02 Volunteers

Volunteers at the Library shall not be used to replace paid employees.

Volunteers may only perform duties while a paid employee is working circulation.

Volunteers shall not be used to fill vacancies or while anyone is on lay-off.

25.03 Copyright Infringement

No employee shall be required to copy any material which is protected by copyright.

ARTICLE 26 HEALTH AND SAFETY

26.01 Union-Employer Health and Safety Committee

The Employer agrees to make reasonable and proper provisions for the maintenance of high standards of health and safety in the workplace. The parties recognize the need to have employees who are familiar in matters pertaining to safety. A Health and Safety Committee shall be established with one (1) Union member and one (1) Employer representative. The Health and Safety Committee shall hold bi-monthly meetings, or more often if required, for jointly considering, monitoring, inspecting, investigating, reviewing and improving health and safety conditions and practices. Minutes shall be taken of all meetings, and copies shall be given to the Employer and the Union.

26.02 Health and Safety Committee Pay Provisions

Committee members shall not suffer any loss of seniority, earnings or benefits contained in this Agreement for time spent in attending Health and Safety Committee meetings.

26.03 Time Off for Health and Safety Training

Union members of the Health and Safety Committee shall be granted time off from work by the Employer with no loss of seniority, earnings or benefits contained in this Agreement, to attend educational courses and seminars sponsored by the Union for instruction and upgrading on health and safety matters.

ARTICLE 27 SUMMER STUDENT, YOUTH INTERN, AND CASUAL EMPLOYEES

27.01 Summer Student Employee

The Union agrees to Student Employment as per the agreed upon job description providing the following criteria are met:

1. All participating employees shall be covered by the terms of the Collective Agreement.
2. Students will not be hired to perform work of regular employees.
3. Hiring a student will not result in, nor be made possible by, the layoff or reduction of hours of any employee.
4. Student employees must have been registered as a full-time student in the previous academic year and intend to return to school on a full-time basis in the next academic year.

27.02 Youth Intern

This position may come with restrictions on number of hours per week worked and the length of the position.

Therefore, the Parties agree on a without precedent or prejudice basis to the following terms:

1. The Youth Intern will not be hired to perform work of regular employees. Hours of work will be dependent on available funding.
2. Hiring a Youth Intern will not result in, nor be made possible by, the layoff or reduction of hours of any employee.
3. The terms of the Collective agreement regarding hours of work, days per week, days off work and overtime will be waived.

Any requirement for extension of this agreement will require the express consent of the Union.

In addition, the Union proposes to add Youth Intern into Article 24 Pay Scale with the same wage rates as the Summer Student.

27.03 Casual Employees

A Casual employee is one who is employed on a day-to-day as needed basis, to perform specific short term or occasional functions such as, but not limited to sick leave replacement, vacation, accident, maternity leave, or other approved leaves that shall not exceed two (2) consecutive months without the approval of the Union, which will not be unreasonably denied.

Casual call-ins will be on a rotating basis in an effort to share call-ins as equitably as possible.

Casual employees will be called in after regular employees except for Page coverage, where Casual and Regular employees will be offered work in the same rotation.

Casual employees will accrue seniority by hours worked and will lose seniority if no shifts are worked for a period of one year.

Casual employees will be on probation for the first 50 hours worked.

ARTICLE 28 TERM OF AGREEMENT

28.01 Term of Agreement

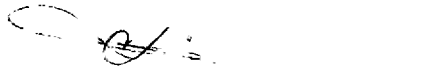
This Agreement shall take effect from January 1, **2023** and shall remain in effect until December 31, **2025** and shall automatically be renewed annually thereafter unless either party hereto shall give notice as provided for in the Labour Relations Code of British Columbia, requiring the other party to commence collective bargaining.

During the period of negotiations, this Agreement shall remain in full force and effect.


Signed this 14 day of November, 2023.

FOR THE SMITHERS PUBLIC LIBRARY:

FOR CUPE LOCAL 1570-01:



Chairperson



Unit Chair (CUPE Local 1570-01)



Library Director

LETTER OF UNDERSTANDING #1

Between

SMITHERS PUBLIC LIBRARY

And

CANADIAN UNION OF PUBLIC EMPLOYEES

LOCAL 1570-01

RE: SOCIAL COMMITTEE

This agreement is to provide social acknowledgement for Smithers Library employees and volunteers. It will operate as outlined below.

Only Social Committee members who pay into the Social Committee Fund by payroll deductions are eligible for Sections 1) and 2) below.

1. RETIREMENT AND FAREWELL GIFTS AND SOCIALS

Party food expense of twenty dollars (\$20.00) and gift in an amount based on years of service. Farewell gifts shall be valued at ten dollars (\$10.00) after one year and an additional ten dollars (\$10.00) for each subsequent year.

*Employees of under one (1) year employment, including Computer Tutor, Pages, Summer Students – will receive a card of thanks – Director will oversee.

2. SPECIAL OCCASIONS

a. Special Events/Occasions:

With the majority approval of Social Committee members, payroll deduction members who pay into the Social Club fund, and family members as specified below, will be acknowledged as follows:

Event/Occasion	Applicability	Form of Recognition	Committee Notified by
Marriages, births, adoptions	All staff	Gifts up to \$50 (including tax)	Supervisor/Staff
Bereavement	All staff, or staff member's partner, mother, father, son, daughter, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law	Card	Supervisor/Staff
Major medical or sick leave	All staff	Gifts up to \$50 and/or Card	Supervisor/Staff

- b. Any staff members may request that a recognition card be sent to any staff member or a member of their family for a special occasion or event. This request can be made to any Social Committee member.

3. EVENTS

- If the Social Committee determines that there are enough funds to cover the above expenses for any future gifts then they might bring to Staff Meeting the suggestion that surplus funds be used for a special event, such as year-end/beginning celebration dinner.
- Expenses are only to cover the cost for staff and not their family members/guests.

4. ACCOUNTING

- A Social Committee financial statement will be completed quarterly and submitted to the Committee. There will be no cap on the amount of money in the Social fund.
- All regularly scheduled staff members that work over 10 hours/week will contribute \$1.00 per pay period into Social Fund and will have their funds matched by the spinners Smithers Public Library.
- All staff members that work under 10 hours/week will contribute \$0.50 per pay period into the Social Fund and will have their funds matched by the Smithers Public Library.
- Staff working under 10 hours/week may opt to increase their contributions to \$1.00 per pay period.
- Pages and Computer Tutors will not be asked to contribute to the Social Fund.
- Term positions under 12 months (including Summer Student positions) are exempt from Social Fund deductions and benefits.

5. MINUTES

- At the monthly staff meeting, 'Social Committee' will be a regular agenda item.

6. MEMBERS

- The Committee consists of three (3) members, including the management and staff.
- Nominations for three (3) positions will be held every two (2) years.
- Participation for payroll deductions is not compulsory but is encouraged.

7. VOLUNTEER RECOGNITION

- **Volunteers who have worked for over one year at the library will receive a card of thanks.**
- **Circulation Supervisor to oversee.**
- **Recognition of significant events such as marriage, birth, adoption, bereavement, or medical or sickness is the responsibility of the library director. Any costs incurred will be the responsibility of Smithers Public Library.**
- **The year 2018 is a year to build funds in the account and if funds are insufficient the Library will cover any shortfall.**

Signed this 14 day of November, 2023.

FOR THE SMITHERS PUBLIC LIBRARY:

Chairperson

Kendy Wright
Library Director

FOR CUPE LOCAL 1570-01:

Enchant
Unit Chair (CUPE Local 1570-01)