

COLLECTIVE AGREEMENT

BETWEEN

**THE CORPORATION OF THE
COUNTY OF FRONTENAC
(Hereinafter called the “Employer”)**

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND IT’S LOCAL 109-3
MARINE SERVICES CREW
(Hereinafter called the “Union”)**

January 1, 2025– December 31, 2027

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ARTICLE 1 - PREAMBLE

- 1.01 It is the purpose of both Parties to this Agreement:
- (a) To maintain and improve harmonious relations and settle conditions of employment between the Employer and the Union.
 - (b) To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, employment, services, etc.
 - (c) To encourage efficiency in operations, and
 - (d) To promote the morale, wellbeing and security of all employees in the bargaining unit.
- 1.02 It is now desirable that methods of bargaining and matters pertaining to the working conditions of the employees be drawn up in a Collective Agreement.

ARTICLE 2 - MANAGEMENT RIGHTS

- 2.01 The Union acknowledges that it is the exclusive function of the Employer:
- (a) To maintain order, discipline and efficiency.
 - (b) To hire, select, classify, transfer, or promote employees and to discipline or discharge non-probationary employees for just cause.
 - (c) To organize and direct in all respects the services provided for the public and without restricting the generality of the foregoing to determine:
 - (i) The machines, tools, equipment and materials to be used in any operation or series of operations.
 - (ii) The nature of the work to be done and the methods of performing the said work.
 - (iii) The time schedules of operations.

The Corporation agrees that these management functions shall be executed in a manner consistent with the general purpose and intent of this Agreement and subject to the right of an employee to lodge a grievance, as set forth herein.

- 2.02 The Corporation agrees to exercise its management right in a non-discriminatory manner consistent with the terms of this Collective Agreement. Nor shall these rights be used in a manner which would deprive any present employee of their employment save and except as provided in this Collective Agreement.

ARTICLE 3 – RECOGNITION

- 3.01 The Employer recognizes the Canadian Union of Public Employees and Its Local 109-3 as the sole and exclusive collective bargaining agent for all employees of the County of Frontenac at its ferry operations in the City of Kingston save and except for all employees above the rank of Working Foreman.
- 3.02 Persons whose jobs are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit, except in the case of emergency or for the purpose of instructing the employee or unless mutually agreed upon by the Parties. Every effort will be made to secure a replacement from the bargaining unit.
- 3.03 No employee shall be required or permitted to make a written or verbal agreement with the Employer or its representatives which may conflict with the terms of this Collective Agreement.
- 3.04 **Full-Time (FT):** Shall mean a person employed on a full-time basis, in one of the classifications listed on the wage schedule of this Agreement.

Part-Time (PT): Shall mean a person employed who may work up to full-time hours.

PT Ferry Operators are covered by all of the terms of this Agreement with the exception of Article 17 (Paid Holidays), Article 19 (Sick Leave and LTD), and Article 22 (Benefits - Life Insurance, Medical and Dental, AD&D). In lieu of these benefits, PT Ferry Operators shall receive thirteen percent (13%) of their regular hours worked above the rate contained in Schedule "A" of this Agreement. If a PT Ferry Operator is eligible for and chooses to participate in OMERS, the thirteen percent (13%) referred to above shall be reduced by the current rate as set by OMERS.

PT Ferry Operators with less than five (5) years of service shall be paid vacation pay in the amount of four percent (4%) of wages paid in conjunction with each bi-weekly pay. PT Ferry Operators, with five (5) or more years of service shall be paid vacation pay in the amount of six percent (6%) of wages paid in conjunction with each bi-weekly pay. These PT Ferry Operators shall be entitled to time off for vacation in accordance with Article 18, recognizing that no payment will be made other than the four percent (4%) or six percent (6%) of wages referred to above.

Seniority for PT Ferry Operators shall be accumulated on the basis of regular hours worked and shall be calculated every three (3) months.

Casual: Shall mean a person employed for call-in hours only as required.

Seniority for Casual Ferry Operators shall be accumulated on the basis of regular hours worked and shall be calculated every three (3) months.

3.04 Continued

Casual Ferry Operators are covered by all of the terms of this Agreement with the exception of Article 17 (Paid Holidays), Article 19 (Sick Leave and LTD), and Article 22 (Benefits - Life Insurance, Medical and Dental, AD&D). In lieu of these benefits, Casual Ferry Operators shall receive thirteen percent (13%) of their regular hours worked above the rate contained in Schedule "A" of this Agreement. If a Casual Ferry Operator is eligible for and chooses to participate in OMERS, the thirteen percent (13%) referred to above shall be reduced by the current rate as set by OMERS.

Casual Ferry Operators with less than five (5) years of service shall be paid vacation pay in the amount of four percent (4%) of wages paid in conjunction with each bi-weekly pay.

Casual Ferry Operators with five (5) or more years of service shall be paid vacation pay in the amount of six percent (6%) of wages paid in conjunction with each bi-weekly pay.

Student: Shall mean a person employed during the school vacation period (May 1 – September 15).

The Employer agrees that a student retained by the Employer shall be covered by all the terms and conditions of this Agreement with the exception of Article 11 (Discharge, Suspension & Discipline) Article 12 (Seniority), Article 13 (Promotions and Staff Changes), Article 14 (Lay-Off and Recall), Article 17 (Paid Holidays), Article 18 (Vacation), Article 19 (Sick Leave and LTD), Article 20 (Leave of Absence), 21.07 (Safety & Protective Apparel Allowance) and Article 22 (Benefits).

A Student will be paid at the current minimum rate of pay as established by the Employment Standards Act on the student's date of hire.

Temporary: Shall mean a person employed for a specific term when the Employer determines it necessary to temporarily fill a vacancy caused by the absence of a FT or PT Ferry Operator, or persons hired to provide staffing assistance for specific projects or to meet seasonal demands.

- (a) Such employment shall not exceed six (6) months unless agreed to by the Union.
- (b) The Employer agrees that a Temporary employee retained by the Employer shall be covered by all of the terms of this Agreement with the exception of Article 11 (Discharge, Suspension & Discipline), Article 12 (Seniority), Article 13 (Promotions and Staff Changes), Article 14 (Lay-Off and Recalls), Article 17 (Paid Holidays), Article 18 (Vacation), Article 19 (Sick Leave and LTD), Article 20 (Leave of Absence), Article 22 (Benefits).

- 3.04 (c) Vacation pay shall be calculated and paid at the rate of four percent (4%) of gross earnings payable with each bi-weekly pay.
- (d) Should a temporary vacancy occur or additional staffing assistance be required which would require a Temporary employee, the Employer agrees that the most senior applicant who has the ability and qualifications to perform the job shall be allowed to move into the temporary position and then the temporary employee hired shall fill the vacant position.
- (e) Temporary employees may apply for any position within the classifications of the wage schedule based on qualifications. Where a Temporary employee fills one of these positions and completes their probation period, their seniority date shall then be retroactive and pro-rated to their last hire date as Temporary employee.
- (f) The Employer shall notify the Union in writing of any Temporary employee hired including their term of employment.
- 3.05 The Employer agrees that while employees are working at the direction of the Employer at the Township Ferry they shall retain all rights and privileges under this Collective Agreement.

ARTICLE 4 – HARASSMENT AND DISCRIMINATION

- 4.01 No discrimination, intimidation, interference, restraint or coercion will be practiced by either the Employer or the Union or by any of their officers or representatives against any employee based on the provisions of the Ontario Human Rights Code.
- 4.02 Any claim by an employee, the Union or the Employer of harassment or discrimination may be the subject of a grievance which shall be processed in accordance with the grievance procedure.

ARTICLE 5 – UNION MEMBERSHIP REQUIREMENT

- 5.01 All employees who are now members of the Union shall remain members of the Union and all new employees shall become members of the Union after they have completed their probationary period as a condition of employment.

ARTICLE 6 – CHECK OFF OF UNION DUES

- 6.01 The Employer shall deduct from every employee any monthly dues in accordance with the Union constitution and by-laws.

- 6.02 Deductions shall be made from each payroll of each month and shall be forwarded to the Secretary-Treasurer of the Union not later than the 15th day of the following month accompanied by a list of the names, addresses, home/cell phone number, classifications and the number of hours worked that month of employees from whose wages the deductions have been made.
- 6.03 At the same time the Income Tax (T-4) slips are made available, the Employer shall type on the T-4 slip the amount of Union dues paid by such employee in the previous year.
- 6.04 The Union agrees to indemnify the Employer and save it harmless against any and all claims which may arise in complying with the provisions of Article 6.
- 6.05 The Employer agrees to acquaint new employees with the fact that a Collective Agreement is in effect and give the new employee the name of their Steward. The Steward shall provide the new employee with a copy of this Agreement.

ARTICLE 7 – CORRESPONDENCE

- 7.01 All correspondence between the Parties, arising out of this Agreement or incidental thereto, shall pass to and from the applicable Director and the Unit Chairperson of the Union, with a copy to Human Resources, the National Representative and the Secretary of the Union.

ARTICLE 8 – LABOUR-MANAGEMENT COMMITTEE

- 8.01 It is agreed that a Joint Committee will be established with two (2) employees from Local 109-3 Marine Services Crew of the Canadian Union of Public Employees and the Employer. This Committee shall meet at the written request of either Party to discuss matters of mutual concern, which matters may not necessarily be covered by the terms of any existing agreements. Minutes of meeting shall be provided to the parties within one (1) month of the meeting. The fundamental purpose of this Committee shall be to exchange views on matters which affect the duties required by the Employer and the welfare of its employees. This Committee shall have the power to recommend, but no power to affect changes in the existing Agreement.
- 8.02 The Employer agrees to recognize a Union Negotiating Committee of two (2) employees, plus the President of Local 109 and the Recording Secretary of Local 109.
- 8.03 (a) The Employer agrees to recognize a Union Grievance Committee of not more than two (2) employees. The Grievor may be in attendance throughout the grievance procedure.
- (b) If the grievance reaches Step 2, the President or the Chief Steward or designate of Local 109 may join the Grievance Committee.

- 8.04 The Parties agree that the Employer, Union and employees will comply with the provisions of the *Occupational Health and Safety Act, R.S.O. 1990, Chapter 0.1* and amendments thereto and Regulations there under to the extent that they may be applicable to the Employer's operations, and also agree that the Union shall name a Health and Safety representative. The Employer further agrees that the cost of training, loss of regular wages, benefits, accommodation and travel for the worker representative, if necessary, will be paid by the Employer.
- 8.05 Employees on any of the above Committees shall suffer no loss of wages when meeting with Management during their regular working hours.
- 8.06 The Union agrees to notify the Employer, in writing, of the names of the officers, committee members, and stewards who are elected or appointed to act on behalf of the Union. Such notice shall be within fifteen (15) days of their election or appointment before the Employer shall be required to recognize them.
- 8.07 At all Step 2 Grievance meetings and Collective Agreement negotiations with the Employer, and on other occasions as agreed upon with the Employer, the Committees may be accompanied by a representative of CUPE.
- 8.08 The Union shall have the right to have a National Representative at any meeting with the Employer.

ARTICLE 9 – GRIEVANCE PROCEDURE

- 9.01 In order to provide an orderly and speedy procedure for the settling of grievances, the Employer acknowledges the rights and duties of the Union Grievance Committee and the Union Stewards. The Steward shall assist any employee whom the Steward represents in preparing and presenting their grievance in accordance with the grievance procedure.
- 9.02 One (1) Steward and one (1) Unit Chairperson shall cover the Ferry Operators.
- 9.03 The Union shall notify the Employer in writing of the name of the Steward and the name of the Unit Chairperson before the Employer shall be required to recognize them.
- 9.04 The Union recognizes that the Steward is employed by the Employer and that they will not leave their work during working hours except to perform their duties under this Agreement. Therefore, no Steward shall leave their work without obtaining the permission of their supervisor, which permission shall not be unreasonably withheld.
- 9.05 A grievance shall be defined as any difference arising out of interpretation, application, administration, or alleged violation of the Collective Agreement.

9.06 An earnest effort shall be made to settle grievances fairly.

It is understood that an employee has no grievance until they have first given their immediate Supervisor or designate an opportunity to address their complaint. They shall discuss the matter with their immediate supervisor within five (5) working days after circumstances giving rise to the complaint have occurred. The Supervisor has five (5) working days to respond to the complaint.

Step 1

The aggrieved employee(s) will submit the grievance in writing to their Steward. If the employee's Steward is absent, they may submit their grievance in writing to the Unit Chairperson and/or another member of the Grievance Committee. The grievance shall state the facts giving rise to the grievance, the Article of this Collective Agreement allegedly violated, and the remedy sought. The grievance shall be signed by the Grievor, and the Steward or Unit Chairperson. At each step of the grievance procedure, the grievor shall have the right to be present.

Step 2

If the Steward and/or the Grievance Committee consider the grievance to be justified, they will submit the grievance to the applicable Director within five (5) working days following receipt of the grievance from the employee at Step 1. The applicable Director shall submit their answer in writing within five (5) working days of the receipt of the grievance. Failing a resolution of the grievance at Step 1, a mutually agreeable date shall be agreed upon by the Parties for presentation and discussion of the grievance. Such meeting shall take place within twenty (20) working days of the filing of the grievance at Step 2. The applicable Director shall render their decision within five (5) working days after a meeting has been held.

In this Article, "working days" shall exclude Saturdays, Sundays and Statutory Holidays, even though an employee may work on these days.

Step 3

After the grievance procedure as set out in Article 9 has been exhausted, the grievance may be submitted to arbitration within forty-five (45) working days after receipt of the applicable Director's decision. It is understood that the parties will attempt to mediate a resolution prior to commencing arbitration.

9.07 Where a dispute involving a question of general application or interpretation occurs, or where a group of employees or the Union or the Employer has a grievance, such grievance shall commence at Step 2.

9.08 The Union shall have the right to originate a grievance on behalf of an employee, or group of employees, and to seek adjustment with the Employer in the manner provided in the grievance procedure. Such a grievance shall commence at Step 2.

9.09 Grievances and replies to grievances stating reasons shall be in writing at all stages.

ARTICLE 10 – ARBITRATION

- 10.01 After the grievance procedure as set out in Article 9 has been exhausted, and before an Arbitrator or Board of Arbitration is contacted under this Article, either Party may seek the services of a Grievance Mediation Officer to assist in resolving the Parties' differences. It is agreed that the services of a Grievance Mediation Officer will only be retained on the written consent of both Parties. In the event a Grievance Mediation Officer is appointed; a referral to arbitration shall be delayed until after the Grievance Mediation Officer has conducted a meeting of the Parties. The Parties shall jointly share the expense of the Grievance Mediation Officer.
- 10.02 When either Party requests that a grievance be submitted to arbitration, the request shall be made by registered mail or fax addressed to the other Party of the Agreement indicating the name of its appointee on an arbitration board. Within five (5) days thereafter, the other Party shall answer by registered mail or fax indicating the name and address of its appointee to the arbitration board. The two appointees shall then meet to select an impartial Chairperson.
- 10.03 If the Party receiving the notice fails to appoint an Arbitrator, or if the two appointees fail to agree upon a Chairperson within seven (7) days of their appointment, the appointment shall be made by the Minister of Labour upon request of either Party.
- 10.04 The Board shall determine its own procedure but shall give full opportunity to all Parties to present evidence and make representations.
- 10.05 The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Board. The decision of the Board of Arbitration shall be final, binding, and enforceable on all Parties and may not be changed. The Board of Arbitration shall not have the power to change this Agreement or to alter, modify or amend any of its provisions. However, the Board shall have the power to dispose of a grievance by any arrangement which it deems equitable and just.
- 10.06 Each Party shall pay:
- (a) The fees and expenses of the appointee it appoints.
 - (b) One-half (1/2) of the fees and expenses of the Chairperson.
- 10.07 The time limits fixed in both the grievance and arbitration procedure may be extended by the mutual consent of the Parties.

- 10.08 The Employer agrees that any written statement against any member of the Union by another member of the Union shall not be used in an arbitration unless the Union member giving the statement is called as a witness.
- 10.09 Notwithstanding the above, the Parties may agree on a case by case basis to the use of a single arbitrator.
- 10.10 Nothing in this Agreement shall prevent the Union or the Employer from exercising its rights to use Section 49 of the *Labour Relations Act, 1995*.

ARTICLE 11 – DISCHARGE, SUSPENSION & DISCIPLINE

- 11.01 A claim by an employee (who has completed their probationary period and who has been discharged from the employ) that their discharge or suspension was without just cause shall be treated as a grievance if their written statement is lodged with the Employer within three (3) days of their discharge or suspension. Such grievance shall commence at Step 2 of the grievance procedure as herein provided.
- 11.02 Such grievance may be settled by confirming the Employer's action in discharging or suspending the employee, or by reinstating the employee with appropriate compensation, or by any other arrangement which is just and equitable in the opinion of the Parties or, if necessary, a Board of Arbitration.
- 11.03 An employee who has completed their probationary period may be discharged but only for just cause. When an employee is discharged or suspended, they shall be given the reason in the presence of their Steward. Such employee and the Union shall be advised promptly in writing by the Employer of the reason for such discharge or suspension.
- 11.04 The record of an employee shall not be used against them at any time in the following instances:
- (a) When twenty-four (24) months have elapsed since a suspension, provided there has been no recurrence of a similar and/or other infraction.
 - (b) When twelve (12) months have elapsed since the issuance of a letter of reprimand provided there has been no recurrence of a similar and/or other infraction.
- 11.05 Should the Employer forward to any employee a letter of discipline, the Unit Representative and the Recording Secretary of the Union shall also receive a copy.

ARTICLE 12 - SENIORITY

12.01 Seniority for employees who commenced employment with the Employer as full-time is defined as the length of full-time service within the bargaining unit since the original date of employment referred to in Article 12.03, probationary period.

Seniority for employees who commenced employment with the Employer as anything other than full-time is defined as the length of continuous service within the bargaining unit since the date of full-time status, plus one (1) month for every one hundred and eighty-two (182) hours worked for the Employer prior to attaining full-time status.

12.02 The Employer shall maintain a seniority list showing the date upon which each employee's service commenced. An up-to-date seniority list shall be sent to the Area Vice-President and the Recording Secretary of Local 109 and posted on the bulletin board in January of each year.

12.03 A newly hired employee shall be on probation for a period of seven hundred and ninety-five (795) hours worked from the date of hiring excluding any orientation shifts.

During the probationary period, the employee shall be entitled to all rights and benefits of this Agreement except that dismissal shall be at the sole discretion of the Employer. After completion of the probationary period, seniority shall be calculated as outlined in Article 12.01. The Employer may extend the probationary period of employees for a period of up to a further one hundred and eighty-two (182) hours and shall notify the Union and the employee of such extension.

12.04 Subject to the provisions of this Collective Agreement, an employee with seniority shall lose all seniority and shall be deemed to have been terminated if:

- (1) They quit and do not rescind within twenty-four (24) hours.
- (2) They are discharged for just cause and are not reinstated.
- (3) They are absent from work in excess of four (4) working days without sufficient cause or without notifying the Employer, unless such notice was not reasonably possible.
- (4) They fail to return to work within seven (7) calendar days following a lay-off and after being notified by registered mail to do so, unless through sickness or other just cause where they have so notified their Employer.
- (5) They are laid off for a period of longer than two (2) years.
- (6) They are absent from work for a period of two (2) years after exhaustion of sick leave.

12.04 Continued

(7) They are absent from work for a period of two (2) years due to injury covered by Workers' Safety and Insurance Board.

(8) They fail to provide proof of certification(s) within twenty (20) days of request.

12.05 No employee shall be transferred to a position outside the bargaining unit without their consent.

12.06 No employee shall lose their right to accumulate seniority, save and except in the case of leaves of absence in excess of thirty (30) days each calendar year and excluding other leaves provided through legislation.

ARTICLE 13 – PROMOTIONS AND STAFF CHANGES

13.01 When a vacancy or new position is created inside the bargaining unit, the Employer shall notify the Unit Chair and a copy to the local secretary in writing and post notices of the position in the Employer's worksite and on the bulletin board for a minimum of seven (7) working days, so that all members will know about the vacancy or new position. All employees including PT and Casual who have completed their probation period are eligible to apply to the position.

Temporary employees will only be considered if no other qualified FT, PT or Casual Ferry Operators apply. Where a Temporary employee fills one of these positions and completes their probation period, their seniority date shall then be retroactive and prorated to their last date of employment as a temporary employee.

13.02 In making staff changes, transfers or promotions the following factors shall be considered:

(a) qualifications, skill, ability, and experience to do the work required, and

(b) seniority.

Where the factors in (a) are relatively equal seniority shall govern.

13.03 The successful applicant shall be placed on trial for a period of seven hundred and ninety-five (795) hours worked. Conditional on satisfactory service and suitable ability, the employee shall be declared permanent after the period of seven hundred and ninety-five (795) hours worked. In the event that the successful applicant proves unsatisfactory in the position during the trial period, or if the new employee is unable to perform the duties of their new job classification, they shall be returned to their former position, wage or salary rate, without loss of seniority. Any other employee promoted or transferred because of the re-arrangement of positions shall also be returned to their former position, wage or salary rate, without loss of seniority.

- 13.04 The Union shall be notified of all appointments, hiring's, lay-offs, transfers, recalls and terminations of employment within the bargaining unit.
- 13.05 When selecting employees under Article 13.02, temporary employees or applicants outside the bargaining unit shall not be eligible for consideration until assessment of internal applicants has been completed and those applicants have been advised of the Employer's decision.
- 13.06 When the Employer is notified that a full-time employee will be absent for four (4) weeks or longer, the shifts will be offered to the most senior part-time employee for the length of the absence beginning on the start of the next pay period. If the part-time employee refuses the offer, it will be offered to the remaining part-time employees in order of seniority. Upon the return of the full-time employee, the part-time employee will return to their original part-time position and the posted four (4) week schedule will not be adjusted to accommodate their return to their part-time position. The returning part-time employee will be offered shifts as they arise to the equal number of shifts being offered to the other part-time employees during that pay period. When the schedule is posted, the part-time employee will resume their position on the seniority list. If two (2) or more part-time employees are covering shifts for full-time employees that are absent for four (4) weeks or longer then the most junior part-time employees will return to their original part-time position upon the return of a full-time employee. The more senior part-time employee(s) shall continue to cover the remaining full-time shifts.

In the above scenario, when the part-time employee returns, the assigned shifts for the vacation periods (January to June; July to December) will be reviewed and adjusted to ensure equal distribution of the remaining shifts in that vacation period. This redistribution will be done in consultation with Management and the CUPE Local 109-3 Unit Chair and/or Shop Steward (Marine Services).

ARTICLE 14 – LAY-OFFS AND RECALLS

- 14.01 Both Parties recognize that job security should increase in proportion to length of service. Therefore, in the event of a lay-off, employees shall be laid off in the reverse order of their seniority, provided employees being retained are qualified to do the work available.
- 14.02 Employees shall be recalled in the order of the seniority list, provided they are qualified to do the work available and have not resigned from their position.
- 14.03 No new employee shall be hired into the bargaining unit until those laid off have been given an opportunity of recall, subject to Article 12.04.

14.04 For employees with over five (5) years' seniority who are to be laid off, those employees shall receive a minimum of thirty (30) working days' notice prior to the effective date of the lay-off or shall be paid a minimum of thirty (30) days' pay in lieu of notice at the option of the Employer.

For employees with less than five (5) years' seniority who are to be laid off, those employees shall receive a minimum of twenty (20) days' notice prior to the effective date of the lay-off or shall be paid a minimum of twenty (20) days' pay in lieu of notice at the option of the Employer.

Employees working less than twenty-two (22) hours per week shall receive a minimum of ten (10) days' notice or shall be paid a minimum of ten (10) days' pay in lieu of notice. The above shall not apply to student employees who shall receive notice as required under legislation.

14.05 The Employer agrees to pay its share of the premiums for all employee benefit plans under Article 22.02 for employees laid off for periods of ninety (90) days or less, provided that the employee pays their share of the premiums monthly in advance and conditional that an employee who takes employment outside of the bargaining unit shall forfeit their rights under this Article.

14.06 For employees who are members of the bargaining unit, grievances concerning lay-offs and recalls shall be initiated at Step 2 of the grievance procedure.

14.07 Technological Change

The Employer will notify the Union in advance, so far as practicable, of any technological changes which the Employer has decided to introduce which will significantly change the status of employees within the bargaining unit.

The Employer agrees to discuss with the Union the effect of such technological changes on the employment status of employees and to consider practical ways and means of minimizing the adverse effect, if any, upon employees concerned.

Where new or greater skills are required by the Employer, employees shall be given a period of training to acquire the necessary new or greater skills. The Employer will assume the cost of tuition and travel where such training is required by the Employer and the training is not provided in-house.

There shall be no reduction in normal earnings during the training period of any such employee. Training shall be given during the hours of work whenever possible and may extend for up to six (6) months.

14.08 Merger and Amalgamation Protection

If the Employer merges, transfers, sells or amalgamates with any other employer with respect to the provision of ferry services within the County of Frontenac, the Employer will:

- (a) Request that the entity assuming responsibility for the ferry services recognize employees' seniority rights, vacation credits, conditions of employment, wage rates, pension and all other benefits, and;
- (b) Request that no employee shall suffer a loss of employment as a result of such merger, transfer, sale or amalgamation.

ARTICLE 15 – HOURS OF WORK

- 15.01 (a) (i) The normal hours of work for full-time Ferry Operators shall be eighty-four (84) hours per pay period. Shifts shall be twelve (12) hours.

The shifts shall be as follows:

06:30 a.m. – 18:30 p.m.
18:30 p.m. – 06:30 a.m.

All hours beyond eighty-four (84) bi-weekly or twelve (12) hours per day shall be at time and one-half (1½).

- (ii) The normal hours of work for the full-time Ferry Operator working Monday to Friday daytime shifts shall be eighty (80) hours in a pay period inclusive of eating periods and rest periods. Shifts shall be eight (8) hours.

The shifts shall be as follows:

08:30 a.m. – 16:30 p.m.

All hours beyond eighty (80) hours bi-weekly or eight (8) hours per day shall be at time and one-half (1 ½).

- (b) (i) Shift premium shall be paid in the amount of one dollar and fifty cents (\$1.50) per hour for all hours worked on a night shift.

15.02 Employees shall be entitled to two fifteen (15) minute rest periods and one-half (1/2) hour paid lunch period during their shift, as operationally appropriate and so as not to violate the *Employment Standards Act*.

15.03 Any employee reporting for work shall receive a minimum of four (4) hours work or four (4) hours pay at the applicable hourly rate.

Employees required to report to a meeting called by the Employer outside of regular working hours shall be paid time and one half (1½) for the time in attendance at the meeting for a minimum of two (2) hours if the meeting is scheduled to commence more than one (1) hour from the beginning or end of the employee's shift, or one and one half (1½) hours if the meeting is scheduled to commence within one (1) hour of the beginning or end of the employee's shift.

15.04 If an employee is required to attend a conference, workshop, seminar, or meeting that is approved by the Employer in advance, they shall be paid their regular salary plus approved expenses.

15.05 The Union hereby agrees on behalf of Local 109-3 and each employee in the bargaining unit that such employees may agree to work up to a maximum of sixty (60) hours of work in a week if required by the Employer. This agreement is made in accordance with the relevant provisions of the *Employment Standards Act*.

ARTICLE 16 - SCHEDULING & SHIFT REFUSALS

16.01 Part-time Ferry Operators

Up to four (4) shifts per pay period may be offered to the Part-time Ferry Operators when required by operational needs based on the order of their seniority. These shifts will be offered based on the first shifts available in the order of leave requests.

- i) A Part-time Ferry Operator who accepts a shift, refuses a shift, or cannot be contacted for an available shift, will be credited with the shift for the purpose of this clause, and the next more senior person will be offered that work.
- ii) If shifts remain available in the pay period following the process in (a) they shall be offered to Part-time Ferry Operators on a seniority rotational basis. This shall not result in overtime to the Employer.

It is understood that emergency call-ins and shifts of six hours (6) or less, are not considered opportunities for the purpose of this Article.

Notwithstanding Article 12.04, Part-time Ferry Operators who are offered work and decline the offered shift four (4) or more times within a three (3) month period (quarterly) without reason acceptable to the Employer, shall be placed in the casual pool. On the first occurrence the Employee shall be returned to part-time status after three (3) months. Further occurrences shall result in the Employee remaining a casual employee until such time as they are successful in posting to a part-time position.

- 16.02 i) If there are shifts which cannot be filled by the Part-time Ferry Operators, those shifts will be offered to the Casual Ferry Operator(s) who have submitted availability for the shift being offered.
- ii) If more than one Casual Ferry Operator has provided the same availability, then the shift will be offered to the Casual Ferry Operator(s) with submitted availability and the least number of hours worked.
- iii) Where the Casual Ferry Operators who have submitted availability have an equal number of hours, seniority shall govern.
- iv) When Sections (i) to (iii) above have been exhausted, then the shift will be offered to the Casual Ferry Operator(s) who have not submitted availability and who have the least number of hours. Where all Casual Ferry Operator(s) have an equal number of hours, seniority shall govern.

16.03 AVAILABILITY

a) Part Time:

As a condition of employment Part-time Ferry Operators shall provide and maintain their availability for a minimum of fifteen (15) shifts per calendar month which shall include a minimum of four (4) weekend shifts. (Weekend shifts are comprised of a Friday night, a Saturday day or night and/or Sunday day or night.) Availability for different shifts on the same calendar day shall constitute one shift of availability.

b) Casual:

Casual Ferry Operators are encouraged to provide their availability as outlined in 16.03 (d).

As a condition of employment Casual Ferry Operators shall provide and maintain their availability for a minimum of three (3) shifts per calendar month which shall include a minimum of one (1) weekend shift. (Weekend shifts will be comprised of one of the following: Friday night, a Saturday day or night and/or Sunday day or night). Availability for different shifts on the same calendar day shall constitute as one shift of availability.

- c) As a condition of employment Part-time Ferry Operators shall be available to work a shift within either of the two (2) periods referenced below in a calendar year:
- i) Starting on the night of Christmas Eve through to and including the night of Boxing Day; or
- ii) Starting on the night of New Year's Eve through to and including the night of New Year's Day.

16.03 Continued

- d) Part time and Casual Ferry Operators must submit availability into the scheduling software as follows:
 - By: February 1st for the April to June period
 - By: May 1st for the July to September period
 - By: August 1st for the October to December period and
 - By: November 1st for the January to March period.
- e) Any revisions to the employee's availability must be emailed to the Administrative Clerk or designate.

16.04 Ownership of Shifts

- a) Upon accepting a shift offered, the part-time/casual employee will then own that shift.
- b) If a part-time/casual employee accepts a shift and then decides they cannot work the shift, a shift exchange must be completed and approved prior to the employee who owns the shift being released from their obligation to work the shift(s). A shift exchange can be considered as long as both employees agree to the trade. Shift exchanges must be submitted into the scheduling software and approved prior to any change on the schedule.
- c) The shift exchange will not result in any overtime for the Employer nor create any scheduling conflicts.
- d) In the above procedure, the original part-time/casual employee who owned the shift will not be considered as refusing a shift.
- e) A part-time/casual employee who declines an offered shift based on submitted availability (except in an emergency situation) without providing a reasonable explanation to the Employer will be considered as a refusal.

16.05 Scheduled Shift Offers

- a) When offering scheduled shifts, the Employer shall communicate the offer to the Part-time or Casual employee's "preferred method" (work email or personal email or home phone number or mobile phone number) of contact. It is the responsibility of the employee to ensure the Administrative Clerk has current preferred contact information on file. If the "preferred method" of contact is not on file, the offer shall be made via email to the Part time or Casual employee's work email address.

16.05 Continued

They shall respond to the offer within twenty-four (24) hours. If the Employer does not receive a response within twenty-four (24) hour time frame the shift shall be offered to the next eligible employee.

If the employee has provided availability as outlined in Article 16 and refuses the shift or fails to respond, the shift offered will be considered a refusal.

If the Employee fails to respond due to extenuating circumstances acceptable to the Employer, the failure to respond shall not be considered a refusal.

16.06 Emergency Call-ins

- a) Emergency call-ins have been defined as any call to part-time/casual relief that is for coverage of the current or next shift.
- b) Any emergency call-in is offered to the most senior part-time employee first. There is no time frame for waiting on a response. The first employee to return the call and accept the shift will own that shift.
- c) If there is no response from part-time or casual, the full-time staff will be contacted in seniority order and offered the shift as overtime.
- d) If no part-time, casual or full-time staff accepts the shift the supervisor must be called for further instructions.
- e) Emergency call-ins are not recognized as an opportunity to work, and will not be counted as a refusal.

16.07 Scheduling Errors

- a) If a scheduling error occurs and is corrected within four (4) hours of the shift being filled there will be no penalty to the Employer.
- b) If a scheduling error occurs and is not corrected within four (4) hours of the shift being filled, both the employee who was contacted in error and the employee who should have been called in for the shift and accepts the shift, will work the shift. If the shift has passed before the error is caught, a makeup shift will be offered.

ARTICLE 17 – OVERTIME

17.01 All authorized hours worked outside of their regular schedule shall be paid at the rate of time and one-half (1½). All authorized overtime hours worked on a Holiday shall be paid at the rate of double time (2) plus the provisions of Article 17.03.

17.02 The employees shall be entitled to the following regarding authorized overtime payment:

- (a) the employee shall be paid; or
- (b) employees shall be allowed to accumulate their overtime at the same rate it is earned to a maximum of twelve (12) hours. If lieu time is scheduled by the last pay of the year, then the Employer shall pay out to the employee all hours earned at the appropriate rate;
- (c) time off shall be by mutual agreement, but it is understood that employees exercising this option will not deny other employees of vacation entitlement during the summer months.

17.03 Opportunities for overtime and call back time shall be divided as equally as is practicable among employees who are willing and qualified to perform the available work.

17.04 Employees who work a shift that falls on Daylight Savings Time (spring ahead) shall be paid eleven (11) hours. The Employer shall offer the affected Employee(s) the opportunity to work an additional hour of work to make them whole.

Employees who work a shift that falls at the end of Daylight Savings Time (fall back) shall be paid twelve (12) hours at regular time and one-half (1½) the hourly rate for the thirteenth hour (13th).

ARTICLE 18 – PAID HOLIDAYS

18.01 The Employer recognizes the following as Paid Holidays:

New Year's Day	Labour Day
Family Day	National Day for Truth and Reconciliation
Good Friday	Thanksgiving Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	Two (2) Float Days
Civic Holiday	

18.02 (a) When a Paid Holiday falls on a Saturday or Sunday for the Monday to Friday scheduled Ferry Operator, or any other position that may be added to the wage schedule for which the hours worked are between Monday to Friday, the following Monday shall be declared the holiday.

(b) When a Paid Holiday falls on a Saturday or Sunday, for all other classifications in the Wage schedule for the purpose of premium pay, it shall be the actual holiday.

18.03 Employees working on those days covered in Article 17.01 shall have the option of having the lieu day off with pay or receiving the day's pay at their regular rate. If the employee chooses the lieu day, the actual days off shall be by mutual agreement, with the Ferry Operator giving the Employer at least seven (7) days' notice. In the event a Ferry Operator, who has already worked eighty-four (84) hours in a bi-weekly pay period and who is not scheduled to work on a paid holiday, chooses to be paid for that day, it shall be at the employee's regular rate.

No employee shall accumulate more than one hundred and twenty-six (126) hours, which shall be replenishable.

- (a) In order to qualify for holiday pay for any holiday, as set out above, an employee must work their scheduled shift on the working days immediately prior to and following the holiday except where absence on one or both of the said qualifying days is due to a satisfactory reason.
- (b) An employee who has been scheduled to work on a holiday, as set out in 18.01 above, and is absent due to illness or otherwise, shall not be entitled to holiday pay.

Note All hours accumulated in the lieu bank as of the last pay period of the fiscal year in which they were earned shall be paid out on the last pay of that fiscal year, at the current rate of pay.

18.04 Employees shall be paid their normal number of hours that they would have been scheduled to work on that day had work been performed.

The minimum payment shall be twelve (12) hours or eight (8) hours for Ferry Operators depending on what shift was scheduled.

18.05 Excluding annual vacation requests all other requests for time off must be provided to the Administrative Clerk or designate and responses will be provided by the Employer in six (6) working days. For the purpose of this article only, "working days" is understood to exclude Saturdays, Sundays and Statutory Holidays.

ARTICLE 19 – VACATIONS

19.01 A full-time employee shall earn an annual vacation with pay in accordance with their years of employment based on their adjusted seniority date and the number of months worked as full-time in the previous year.

- Vacation requests shall be a minimum of four (4) hours.
- All vacation entitlements will be credited to the employee on January 1st for the calendar year.

19.01 Continued

- If an employee reaches a milestone which affects their vacation entitlement during the calendar year they will be credited with this entitlement on January 1st of the calendar year in which the milestone falls.
- All vacation entitlement accrues on a monthly basis throughout the year. In the event the employee leaves the employ of the County after taking vacation time, the value of any unearned time will be repaid to the County at the time of final financial settlement. The employee will have the owing amount deducted from any outstanding payments.
- Entitlement is as follows:
 - Less than one (1) year – one (1) working day for each month up to a maximum of ten (10) working days.
 - In the calendar year of the 1st anniversary – two (2) weeks.
 - In the calendar years of the 2nd anniversary and each year thereafter – three (3) weeks.
 - In the calendar year of the 7th anniversary and each year thereafter – four (4) weeks.
 - In the calendar year of the 14th anniversary and each year thereafter – five (5) weeks.
 - In the calendar year of the 25th anniversary and each year thereafter – six (6) weeks.
 - Increase vacation entitlement at twenty-five (25) years of service by an additional day.
 - Increase vacation entitlement at twenty-seven (27) years of service by an additional day.
 - Increase vacation entitlement at thirty (30) years of service by an additional day.

19.02 A Vacation Entitlement Roster, indicating the vacation entitlement for all employees will be posted on the bulletin board not later than April 15th of each year.

- 19.03 (a) For scheduling purposes, employees are required to notify the Administrative Clerk or designate as to their vacation preference by:
- February 1st for the April to June period
 - May 1st for the July to September period
 - August 1st for the October to December period
 - November 1st for the January to March period
 - The vacation year is January 1st to December 31st
- In scheduling vacations consideration will be given to the employee's preference and classification, and operational efficiency and readiness.
- Where employees have submitted their preference by the dates noted above and the preference of employee's conflict as to the time period, then seniority shall govern.
- (b) The Employer shall notify an employee who has complied with the provisions of this Article whether their vacation has been granted by:
- March 1st for the April to June period
 - June 1st for the July to September period
 - September 1st for the October to December period
 - December 1st for the January to March period
- (c) All vacation requests submitted outside of the annual vacation process Article 19.03 (a) must be entered into the scheduling software at least six (6) working days in advance of the request and will be approved or denied on a first come, first serve basis, based on operational requirements.
- (d) Notwithstanding (c) above if a request is received with less than six (6) days' notice and a part-time or casual staff is available for coverage, all efforts will be made by management to approve the request. The only exception is if a conflict arises with a part-time employee's request for vacation.
- 19.04 An Employee shall be entitled to receive their vacation in an unbroken period unless otherwise mutually agreed upon between the employee concerned and the Employer.
- 19.05 Annual vacations will be taken in the calendar year of any given year and cannot be accumulated unless otherwise mutually agreed upon between the employee concerned and the Employer.

19.06 Cancellation of Vacation Requests

- a) A full-time employee is permitted to cancel vacation requests by providing a minimum of (2) two weeks written notice.
- b) Once a cancellation of vacation has been approved the Administrative Clerk or designate will adjust the pay period to ensure operational requirements are met and scheduled shifts as per the Collective Agreement.

19.07 Unpaid time off process for part-time staff

- a) Unpaid vacation entitlements for part-time/casual staff will be calculated based on the number of regular hours worked since their hire date following Article 19 of the Collective Agreement. One (1) year equals 2184 hours of work. Part-time staff will receive unpaid vacation each year as per the ESA followed by increases laid out in Article 19 of the Collective Agreement. Two (2) weeks of vacation will total 84 hours. Individual unpaid days requested off will be calculated as twelve (12) hours. One week of unpaid vacation will be calculated as forty-two (42) hours. After an employee accumulates 4,368 hours worked their unpaid vacation entitlement will increase to three (3) weeks (126 hours). Once an employee reached 15,288 hours unpaid vacation will be increased to four (4) weeks (168 hours).
- b) A list will be posted January 1st each year with the part-time/casual entitlements for the vacation calendar year.
- c) Part-time employees will not have vacation request approved during the peak holiday seasons which includes from December 15th to January 15th of each year and from May 15th to September 15th each year. Vacation requests submitted by part-time staff into the scheduling software will be processed within six (6) working days of the request to ensure that no full-time staff will be denied.
- d) Unpaid vacation days taken by part-time staff will not count as opportunities to work.
- e) Determining Unpaid Time Off for Part-time Employees in a Temporary Full-time Contract
Employees in a temporary full-time contract will be eligible to request unpaid vacation time, based on the following process:

The time off will be:

1. Pro-rated by calculating the applicant's seniority at the time of the posting and the term of the contract (in calendar days);

19.07 e) 2. Honoured, if:

- a. requested at the beginning of the contract resulting from prior commitments; and
- b. are within the amount allowed as per above;
- c. no full-time employee has been previously denied the shift off; and
- d. subject to the same rules and procedures that apply to full-time employees requesting time off.

The Employer will follow the *Employment Standards Act, 2000* for any leaves of absence for part-time and casual employees.

ARTICLE 20 – SICK LEAVE AND L.T.D.

20.01 All full-time employees shall be covered for sickness after three (3) months of full-time employment.

20.02 The Employer will cover the employee for sickness for the first fifteen (15) weeks of such sickness. The weekly amount to be paid to the employee shall be based on the length of service based on their adjusted seniority date.

Length of Service	Number of Weeks at 100% of Wages	Number of Weeks at 75% of Wages
3 months – 1 year	-	15
1 year – 2 years	1	14
2 years – 3 years	2	13
3 years – 4 years	3	12
4 years – 5 years	4	11
5 years – 6 years	5	10
6 years – 7 years	6	9
7 years – 8 years	7	8
8 years – 9 years	8	7
9 years – 10 years	9	6
10 years – 11 years	10	5
11 years – 12 years	11	4
12 years – 13 years	12	3
13 years – 14 years	13	2
14 years – 15 years	14	1
Over 15 years	15	-

- a) After the sixth (6) occasion of illness in a calendar year on the seventh (7) and all subsequent occurrences of absence in a calendar year, the first two (2) days will be unpaid. If an employee returns to work and is required to be off as a result of the same illness or condition within a six (6) month period, then it will not count as an additional occurrence.

20.03 Benefits are payable for a maximum of fifteen (15) weeks for each incident of absence due to unrelated illness or non-occupational injury. Where an employee has returned to work and has worked continuously for a six (6) month period with no absence due to the same condition, any further absence for that condition will be considered a new unrelated incident and the employee shall be restored to their full entitlement.

20.04 A Sick Leave Request Form may at any time be required after three (3) days of each occasion of disability.

Further, a Sick Leave Request Form may be required at any time after an employee has had five (5) occasions off sick in any twelve (12) month period.

The Employer shall pay for Sick Leave Request Forms that they request.

The Employer shall have the right at any time to require that an employee who is absent by reason of sickness or accident be examined and reported upon by a physician to be designated by the Employer. The Employer agrees to notify the Union in writing regarding such examination. The employee shall not suffer a loss of pay as a result of such medical appointment and the Employer shall be responsible for any related physician fee.

20.05 The Employer agrees that there shall be no deduction in wages for employees who are attending medical appointments at the request of the Employer

20.06 The Employer shall provide a Long-Term Disability Plan at no cost to the full-time employees, on the basis that the premiums shall be paid one hundred (100%) percent by the Employer. The Plan shall commence payments after fifteen (15) weeks of disability and shall continue as provided in the Long-Term Disability Plan.

While eligibility for and entitlement to payment of benefits are subject to the terms and conditions of the policy of the insurance provider for such benefits, the Employer agrees to use its best efforts on behalf of the employee in the event of a dispute.

20.07 The Long-Term Disability Plan shall, upon approval of the insurance provider provide seventy-five (75) percent of the employee's wages at date of disability. Individuals in receipt of long-term disability payments under the Plan shall have their payments increased annually by the lesser of the Consumer Price Index or three (3) percent.

20.08 A copy of the sick leave plan and the L.T.D. plan shall be given to each employee after three (3) months of employment.

20.09 (a) Employees taking ill or suffering an accident during working hours will notify their supervisor, or a person designated by the supervisor, before the employee leaves their duties.

- 20.09 (b) Where the illness or accident takes place at times other than the employee's normal working hours, the employee will notify their supervisor, or a person designated by the supervisor, as soon as possible prior to the day shift. When working on a night shift, the employee will give at least four (4) hours' notice prior to the beginning of the shift except where circumstances are beyond their control.

ARTICLE 21 – LEAVE OF ABSENCE

21.01 The Employer may grant leave of absence without pay to an employee for any reason which is regarded by the Employer as legitimate and acceptable. A request for such leave shall be made in writing along with the reasons to the applicable Director. A leave of absence shall not be taken without first obtaining the formal approval of the Employer.

21.02 (a) Leave of absence without pay shall be granted upon written request by the Union to the Employer at least two (2) weeks in advance of the start of such leave to not more than two (2) employees at any one time to attend Union Conventions, Educational Seminars or Local Union business. Such leave of absence shall not exceed a total of sixty (60) working days in any one calendar year, or longer by mutual agreement.

(b) An employee who is elected or selected to a full-time position with the Union or anybody affiliated shall be granted leave of absence without pay and benefits and without loss of seniority for the term of office/selection. Should an employee be re-elected or selected a further extension under this clause shall be granted. Every effort will be made to provide thirty (30) days' advance notice.

21.03 Bereavement Leave

Leave of absence without loss of pay will be granted to employees upon request in case of death of a relative of the employee in accordance with the following entitlement:

In case of death of a spouse for the purposes of bereavement leave will also include a partner of the same sex, mother, father, brother, sister, daughter and son, step-parent, step-child, grandchild five (5) consecutive working days, including the day of the funeral.

In case of death of a paternal grandparents and maternal grandparents, daughter-in-law, son-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law and step-sibling, three (3) consecutive working days, including the day of the funeral.

An employee who becomes eligible for Bereavement Leave during a period of a scheduled vacation shall have that portion of vacation period considered Bereavement Leave.

21.03 Continued

An Employee may elect to defer two (2) days of bereavement leave within six (6) months, for the actual internment/service.

Note:

Part Time Ferry Operators

The entitlement for Part Time Ferry Operators shall be five (5) consecutive calendar days in paragraph 2 and three (3) consecutive calendar days in paragraph 3.

21.04 Pallbearer Leave

One (1) day leave shall be granted without loss of salary or wages to attend a funeral as a pallbearer, except when leave is granted under Article 21.03.

21.05 Public Affairs Leave

- (a) The Employer recognizes the rights of employees to participate in public affairs. Therefore, upon written request, the Employer will grant leave of absence for a period not to exceed three (3) months without loss of seniority and without pay for employees who are candidates in a federal, provincial or municipal election.
- (b) An employee who is elected to public office shall be granted leave of absence with loss of seniority and without pay and benefits for the term of office.

21.06 Jury/Witness Leave

The Employer shall grant leave of absence without loss of seniority to an employee who serves as a juror or subpoenaed witness in any court. Providing the employee presents proof of service and reports for work on any day or half day they are not required as a juror or required to remain in the court room, the Employer shall pay the employee their regular earnings per day providing the employee pays the Employer the amount they receive for jury service or subpoenaed witness for each day served within 10 calendar day of receipt, excluding payment for travelling, meals or other expenses.

21.07 Pregnancy/Parental Leave

- a) Pregnancy leave will be granted in accordance with the provisions of the *Employment Standards Act*, except where amended in this provision. The service requirement for eligibility for pregnancy leave shall be thirteen (13) weeks of continuous service.
- b) The employee shall give written notification at least two (2) weeks in advance of the date of commencement of such leave and the expected date of return. At such time they shall also furnish the Employer with the certificate of a legally qualified medical practitioner stating the expected birth date.

21.07 c) The employee shall reconfirm their intention to return to work on the date originally approved in subsection b) above by written notification received by the Employer at least two (2) weeks in advance thereof.

d) On confirmation by the Canada Employment Insurance Commission of the appropriateness of the Employer's Supplementary Unemployment Benefit (SUB) Plan, a full-time employee who is on pregnancy leave as provided under this Collective Agreement who has applied for and is in receipt of Employment Insurance pregnancy benefits pursuant to Section 22 of the *Employment Insurance Act* shall be paid a supplemental unemployment benefit as noted below. Receipt by the Employer of the employee's employment insurance bi-weekly pay remittance shall constitute proof that they are in receipt of Employment Insurance pregnancy benefits.

The supplement, subject to the maximum allowable SUB payment under Employment Insurance legislation, shall be equal to the difference between the payments received from the Employment Insurance Commission and seventy-five percent (75%) of the employee's regular straight time pay for a maximum of fifteen (15) weeks, minus any statutory deductions, to be paid by the Employer.

The supplement payment will begin in the first pay period following receipt by the Employer that the employee is in receipt of Employment Insurance pregnancy benefits.

A full-time employee who is on pregnancy leave as provided under this Collective Agreement and who is subject to the Employment Insurance waiting period, will receive payments for this period equivalent to seventy-five percent (75%) of the regular straight time pay for the employee's classification which they were receiving on the last day worked prior to commencement of the pregnancy leave.

Notwithstanding the foregoing, in no event will the top-up exceed the difference between seventy-five percent (75%) of the full-time employee's normal weekly earnings that they were receiving on their last day worked and the employee's employment insurance benefit calculated without regard to any election by the employee to receive a lower employment insurance benefit spread over a longer period of time, as may be permitted under the *Employment Insurance Act*.

e) Subject to any changes to the full-time employees' status, which would have occurred had they not been on pregnancy leave, the employee shall be reinstated to their former duties, on the same shift, in the same classification and at the current rate of pay. An employee in a temporary full-time contract will return to their part-time status should the temporary full-time contract no longer be available. In accordance with Article 13.06.

f) The Employer will continue to pay its share of the contributions of the subsidized employee benefits, if any, in which the employee is participating while the employee is on pregnancy leave.

- 21.07 g) Credits for service and seniority shall accumulate while a full-time employee is on pregnancy leave on the basis of what the employee's normal regular hours of work would have been.

Credits for service and seniority shall accumulate while a part-time or casual employee is on pregnancy leave on the basis of the average hours worked in the prior six (6) weeks prior to the commencement of the leave.

Parental Leave

- a) Parental leaves will be granted in accordance with the provisions of the *Employment Standards Act*, except where amended in this provision. The service requirement for eligibility for parental leave shall be thirteen (13) weeks of continuous service.
- b) An employee who qualifies for parental leave, other than an adoptive parent, shall give written notification of at least two (2) weeks in advance of the date of the commencement of such leave and the expected date of return.
- c) For the purposes of this Article, parent shall be defined to include a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as their own.
- d) An employee who is an adoptive parent shall advise the Employer as far in advance as possible of having qualified to adopt a child, and shall request the leave of absence, in writing, upon receipt of confirmation of the pending adoption. If, because of late receipt of confirmation of the pending adoption, the employee finds it impossible to request the leave of absence in writing, the request may be made verbally and subsequently verified in writing.

An employee shall reconfirm their intention to return to work on the date originally approved in subsection b) above by written notification received by the Employer at least two (2) weeks in advance thereof.

- e) On confirmation by the Canada Employment Insurance Commission of the appropriateness of the Employer's Supplemental Unemployment Benefit (SUB) Plan, a full-time employee who is on parental leave as provided under this Collective Agreement who has applied for and is in receipt of Employment Insurance parental benefits pursuant to Section 22 of the *Employment Insurance Act* shall be paid a supplemental unemployment benefit as noted below. Receipt by the Employer of the employee's employment insurance bi-weekly pay remittance shall constitute proof that they are in receipt of Employment Insurance parental benefits.

21.07 Parental Leave e) Continued

The supplement, subject to maximum allowable SUB payment under Employment Insurance legislation, shall be paid the difference between the payments received from the Employment Insurance Commission and seventy-five (75%) percent of the employee's regular straight time pay for a maximum of ten (10) weeks, minus any statutory deductions, to be paid by the Employer. The supplemental payment will begin in the first pay period following receipt by the Employer that the employee is in receipt of Employment Insurance parental benefits.

A full-time employee who is on parental leave as provided under this Collective Agreement and who is subject to the Employment Insurance waiting period, will receive payments for this period equivalent to seventy-five percent (75%) of the regular straight time pay for the employee's classification which they were receiving on the last day worked prior to the commencement of the parental leave.

Notwithstanding the foregoing, in no event will the top-up exceed the difference between seventy-five percent (75%) of the full-time employee's normal weekly earnings that they were receiving on their last day worked and the employee's employment insurance benefit calculated without regard to any election by the employee to receive a lower employment insurance benefit spread over a longer period of time, as may be permitted under the *Employment Insurance Act*.

- f) Subject to any changes to the full-time employee's status, which would have occurred had they not been on parental leave, the employee shall be reinstated to their former duties, on the same shift, in the same classification and at the current rate of pay.

An employee in a temporary full-time contract will return to their part-time status should the temporary full-time contract no longer be available. In accordance with Article 13.06.

21.08 Education Leave

The Employer may allow employee's education leave of up to one (1) year without pay and without loss of seniority and such agreement shall not be unreasonably withheld. The purpose of this leave shall be for employees who are desirous to improve their education as it relates to their work and the opportunity of advancement.

Seniority shall accrue during education leave for up to one (1) year.

21.09 Severe Weather

The Employer agrees that, in the event of extremely severe weather, (i.e. cancellation of bus or all ferry transportation which impacts the employee, or if a public road is not ploughed (i.e. impassable), the employee may use their entitlements, (vacation, stat time, lieu time, floaters) to cover the lost shift.

21.10 Job Protected Leaves

Upon written request, leave of absence without pay and without loss of seniority shall be granted for job protected leaves such as emergency leave, family caregiver leave, family medical leave, critically ill child care leave, organ donor leave, reservist leave, and crime-related child death or disappearance leave in accordance with the *Employment Standards Act 2000, Chapter XIV, 49.1 to and including 50.2* and amendments thereto.

During job protected leaves, the Employer agrees to pay the employee's share of premium for benefits covered in Article 23.02 providing the employee pays their share monthly in advance.

ARTICLE 22 – PAYMENT OF WAGES AND ALLOWANCES

22.01 The Employer shall pay salaries and wages every two (2) weeks in accordance with Schedule "A" attached hereto and forming part of this Agreement.

22.02 Call-back Pay

An employee who has left the work premises who is called back to work outside their regular hours or outside overtime hours immediately before or after their regular hours shall be paid:

- (i) a minimum of three (3) hours at time and one-half (1½), or
- (ii) on a Sunday or paid holiday, a minimum of three (3) hours at double (2x) time.

22.03 When an employee temporarily relieves in or performs the duties of a higher paying classification for one (1) day or more, they shall receive the rate of pay for that classification.

22.04 No employee shall be required to use their personal vehicle for County of Frontenac business. Should an employee agree to use their personal vehicle for County of Frontenac business, the Employer agrees to pay an allowance at the prevailing rates paid to County of Frontenac members.

22.05 When an employee's regular work duties cannot be reasonably continued during work hours by reason of inclement weather, the Employer shall provide alternative work for employees. Refusal of such work shall result in the employee being sent home for the remainder of the shift without pay.

22.06 When an employee is requested by the Employer and agrees to attend conventions or conferences on behalf of the Employer as a result of their job function, they shall be paid their regular salary and their expenses shall be paid in accordance with the prevailing County policy.

22.07 Safety & Protective Apparel Allowance

Uniforms

The Employer will provide each Ferry Operator with a complete uniform upon hiring as well as a complete uniform to all existing employees:

For Full-Time Employees:

Work Pants including Ventilated Work Pants	Four (4) pairs
Work Shirts	Six (6)
Work Coat	One (1) (3-in-1 style)
Baseball Styled Caps	Two (2)
Winter Toque	One (1)
Winter Coveralls or Insulated Winter Pants	One (1)
Rain Suit	One (1)
Hi-Visibility Safety Thermal Hooded Jacket	One (1)
Hooded Sweatshirts	One (1)
Cargo Shorts	Three (3) pair

For Part-Time and Casual Employees:

Work Pants including Ventilated Winter Pants	Two (2) pairs
Work Shirts	Three (3)
Work Coat	One (1) (3-in-1 style)
Baseball Styled Caps	Two (2)
Winter Toque	One (1)
Winter Coveralls or Insulated Winter Pants	One (1)
Rain Suit	One (1)
Hi-Visibility Safety Thermal Hooded Jacket	One (1)
Hooded Sweatshirts	One (1)
Cargo Shorts	Three (3) pair

The employee must notify the Employer immediately upon losing any item.

22.07 Continued

The Employee will be responsible for the cost of replacing the lost item.

These items will be repaired or replaced on an as required basis. Items replaced shall be returned to the Employer unless the employee has notified the Employer that the item has been lost.

Employees will be required to wear the issued uniform while on duty.

Employees who wear cargo shorts will wear the overalls provided when entering below decks.

Employees will be required to return a full complement of uniform items at time of termination.

All full-time employees will receive an allowance of three hundred dollars (\$300.00) per calendar year for safety footwear.

All Part-Time and Casual employees will receive an allowance of three hundred dollars (\$300.00) per calendar year upon completion of seven hundred and ninety-five (795) hours for safety footwear.

Note: The above noted allowance for full-time and any employee that is above the seven hundred and ninety-five (795) hours shall be paid on the second pay period of the calendar year.

22.08 The Employer shall adjust shift schedules or pay straight time wages on days off for Employees to attend the Marine First Aid Course or equivalent. The Employer shall pay the course costs.

ARTICLE 23 – EMPLOYEE BENEFITS

23.01 Retirement

(a) **O.M.E.R.S. Basic Plan**

Every full-time employee shall, as a condition of employment, become a member of the Ontario Municipal Employees Retirement System. The Employer will pay its share of the plan for all full-time and other employees who may be eligible from time to time.

23.02 (a) The Employer shall pay one hundred percent (100%) of the premiums for the following benefit plans for all eligible employees and their dependents:

(i) Group Life Insurance, including Accidental Death and Dismemberment, equal to two times (2x) the employee's annual salary.

- 23.02 (a) (ii) Extended health benefits (\$10/\$20 deductible) on the understanding that the drug portion of the extended health benefits shall be based on the Ontario Drug Benefit Formulary.

If the drug is an original drug which has a generic equivalent, the amount payable will be based on the lowest priced interchangeable drug. However, if the insured person provides proof satisfactory to the insurer that due to a valid medical reason as verified by their attending Physician, that they must take the original drug, the insurer will make payment based on the cost of the eligible drug prescribed.

- (iii) A dispensing fee cap of nine dollars (\$9.00) per prescription will apply.
- (iv) Paramedical coverage:

<u>Paramedical Practitioners:</u>	<u>Maximums Per Insured Person per Calendar Year:</u>
Audiologist, Chiropractor, Massage Therapist, Naturopath, Osteopath, Psychiatrist and Speech Therapist.	Seven hundred and fifty dollars (\$750.00) for each practitioner
Psychologist and Psychotherapist, Social Worker	Eight hundred dollars (\$800.00) combined maximum per practitioner
Chiropodist (applicable in Ontario and Saskatchewan only) and Podiatrist.	Seven hundred and fifty dollars (\$750.00) combined maximum
Physical Rehabilitation Therapist and Physiotherapist	Seven hundred and fifty dollars (\$750.00) combined maximum
X-Rays for Chiropractor	Fifty dollars (\$50.00)
Orthodontics	Two thousand dollars (\$2,000.00) per lifetime.

- (b) The Employer shall pay seventy-five percent (75%) and the employee twenty-five percent (25%) of the premiums for the dental plan.
- (c) The O.D.A. rates to be used for the dental plan shall be based on the O.D.A. schedule for the current year.
- (d) The benefit plans referred to in this Article which are currently covered by the County of Frontenac may be transferred to another carrier with the understanding that the new coverage shall be equivalent or improved and the Employer shall give the Union sixty (60) days' notice of its intention and further, provide the Union with appropriate copies of the Plans and coverage of the proposed new carrier.

23.03 Vision Care Plan

The Employer shall fund a Vision Care Plan which will provide a maximum of four hundred and fifty dollars (\$450.00) for the employee and their dependents as defined in the Extended Health Care Plan every twenty-four (24) months for corrective lenses or corrective laser surgery. Provide one hundred and twenty-five dollars (\$125.00) towards the cost of an eye examination for employees and eligible dependents as defined in the Extended Health Care Plan every twenty-four (24) months. Receipts to prove the expenditures must be provided.

23.04 It is agreed that the full employee's portion of any reduction in Employment Insurance premiums resulting directly from E.I. approval of the wage loss replacement plan contained herein is included as part of the improved benefits to the employees contained in the Collective Agreement.

23.05 The amount of benefits paid for third party services/products are subject to the insurer's policies regarding reasonable and customary costs.

ARTICLE 24 – GENERAL

24.01 The Employer agrees to allow the Union to post on existing bulletin board, notice of Union meetings and such other Union notices that may be of interest to the employees, keeping with the general spirit and intent of the Collective Agreement.

24.02 When any position not covered by Schedule "A" is established during the term of this Agreement, the rate of pay shall be subject to negotiations between the Employer and the Union. If the Parties are unable to agree on the rate of pay of the job in question, such dispute shall be submitted to arbitration.

24.03 The Union and the Employer desire every employee to be familiar with the provisions of this Agreement and their rights and obligations under it. For this reason, the Employer shall, within thirty (30) days of signing, have printed thirty (30) copies of the Agreement in a Union shop. The cost of printing shall be shared equally between the Parties.

24.04 No employee will be disciplined for refusal to work on a job which is unsafe pursuant to the *Occupational Health and Safety Act, R.S.O. 1990, Chapter O.1* and amendments thereto.

24.05 All employees shall keep the Administrative Clerk or designate informed of their current address and telephone number.

24.06 All revised provisions of the Collective Agreement will be effective the date of ratification with the exception of Wages which will be retroactive to January 1, 2025.

- 24.07 All employees will submit a valid Transport Canada marine medical on a frequency as required by Transport Canada, and from a doctor certified to perform a marine medical examination. The cost will be borne by the Employer and the Employer shall arrange to prepay the cost of the marine medical. Where additional testing is required to complete the marine medical examination, the Employer will pay for the required additional testing for employees, provided a valid receipt is submitted.
- 24.08 All Marine Services employees who live on the Island shall receive a fifty percent (50%) discount on one yearly ferry pass.
- 24.09 The Employer shall provide to the Union a contact list of all the employees in the bargaining unit. This list will include the person's name, job classification, home mailing address, home/cell phone number and personal email address, where available. This contact list shall be sent to the Area Vice-President and the Recording Secretary of Local 109 in April and October of each year.

ARTICLE 25 – DURATION OF AGREEMENT

- 25.01 This Agreement shall be binding and remain in effect from January 1, 2025 to December 31, 2027 and shall continue from year to year thereafter unless either Party gives the other Party notice in writing not earlier than ninety (90) days before the expiry date that it desires its termination amendment.
- 25.02 Any changes deemed necessary in this Agreement may be made by mutual agreement at any time during the existence of the Agreement. Any changes are subject to ratification by the Parties.
- 25.03 Unless there is mutual agreement to the contrary, within thirty (30) days after a notice of intention to terminate or amend the Agreement has been received, the Parties shall enter into negotiations for a new Agreement.


SIGNED at Kingston, Ontario this 20th day of August, 2025.


ON BEHALF OF:


THE CORPORATION OF THE
COUNTY OF FRONTENAC

ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 109-3
MARINE SERVICES CREW


Luis Talado President CUPE 109 (Aug 20, 2025 16:18:18 EDT)


Elizabeth Drew (Aug 21, 2025 11:45:24 EDT)


Elizabeth Drew (Aug 22, 2025 10:20:01 EDT)

SCHEDULE "A" – WAGES

Hourly rates for the period January 1, 2025 – December 31, 2027

	Jan. 1, 2025	Jan. 1, 2026	July 1, 2026	Jan. 1, 2027
Working Foreman	\$30.74	\$31.28	\$31.82	\$32.78

	Jan. 1, 2025	Jan. 1, 2026	July 1, 2026	Jan. 1, 2027
Ferry Operator (Full-Time, Part-Time & Casual)	\$28.10	\$28.59	\$29.10	\$29.97

Persons who were employed in the period from January 1, 2025, onwards, but who are no longer employed, will also be entitled to payment of retroactivity in accordance with the Employment Standards Act. The Employer shall contact the former employee within three (3) pay periods of the date of ratification to the last known address or email address of each such former employee, advising them of their right to retroactivity.

SCHEDULE "B" - 4 WEEK ROTATION

Mon	Tue	Wed	Thur	Fri	Sat	Sun	Mon	Tue	Wed	Thur	Fri	Sat	Sun	Mon	Tue	Wed	Thur	Fri	Sat	Sun	Mon	Tue	Wed	Thur	Fri	Sat	Sun
		N	N				D	D			N	N	N			D	D				N	N			D	D	D
		D	D				N	N			D	D	D			N	N				D	D			N	N	N
D	D			N	N	N			D	D				N	N			D	D	D			N	N			
N	N			D	D	D			N	N				D	D			N	N	N			D	D			
N	N			D	D	D			N	N				D	D			N	N	N			D	D			
		D	D				N	N			D	D	D			N	N				D	D			N	N	N
		N	N				D	D			N	N	N			D	D				N	N			D	D	D
D	D			N	N	N			D	D				N	N			D	D	D			N	N			

LETTER OF UNDERSTANDING – RE: PAID HOLIDAYS

BETWEEN

**The Corporation of the County of Frontenac
(The Employer)**

And

**CUPE and its Local 109-3 – Marine Services Crew
(The Union)**

In the course of collective bargaining the Union tabled a proposal to allow employees who work on those days covered in Article 17.01 to bank up to twenty-four (24) hours to be used at a later date. The County was concerned with respect to the legality of such an arrangement.

The Union agrees that the County shall not be held liable nor be required to incur any costs with respect to this matter, nor shall the County be held responsible for any costs, fines, or other financial penalties levied by the Canada Revenue Agency as a result of any arrangements agreed upon by the parties under this Letter of Understanding.


SIGNED at Kingston, Ontario this 20th day of August, 2025.

ON BEHALF OF:

THE CORPORATION OF THE
COUNTY OF FRONTENAC

ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 109-3
MARINE SERVICES CREW



CUPE Tabled Proposal (1:45 PM Aug 24, 2025 14:45:10 EDT)



CUPE Local 109-3 (Aug 21, 2025 07:45:18 EDT)

Elizabeth Drew

Elizabeth Drew (Aug 22, 2025 10:35:01 EDT)



CUPE Local 109-3 (Aug 19, 2025 14:11:24 EDT)

factory

LETTER OF UNDERSTANDING – RE: WORKING FOREMAN POSITION

BETWEEN

**The Corporation of the County of Frontenac
(The Employer)**

And

**CUPE and its Local 109-3 – Marine Services Crew
(The Union)**

Whereas, during the course of collective bargaining Management informed the union that the position of Working Foreman is redundant.

THEREFORE, the parties agree to the following:


1. Effective January 1, 2018 the position of Working Foreman will be deemed redundant.
2. The position of Working Foreman will remain in the wage schedules.
3. The current incumbent will be reclassified to the position of Ferry Operator, fulfilling the duties as a third staff member on the ferry boat.
4. The new position will maintain the current rotation (Monday–Friday, working eight (8) hour shifts) This rotation is not required to work on statutory holidays.
5. This position will require the current incumbent to cover all break periods and be responsible for carrying out all other duties included in the job description for a Ferry Operator.


SIGNED at Kingston, Ontario this 20th day of August, 2025.

ON BEHALF OF:
THE CORPORATION OF THE
COUNTY OF FRONTENAC

ON BEHALF OF:
THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 109-3
MARINE SERVICES CREW


Live Update President CUPE 208 (Aug 22, 2025 18:11:40)


Live Update President CUPE 208 (Aug 22, 2025 18:11:40)


Elizabeth Drew (Aug 22, 2025 10:20:01 EDT)


Live Update President CUPE 208 (Aug 22, 2025 18:11:40)

LETTER OF UNDERSTANDING – RE: TEAM LEAD

BETWEEN

**The Corporation of the County of Frontenac
(The Employer)**

And

**CUPE and its Local 109-3 – Marine Services Crew
(The Union)**

WHEREAS changes in organizational structure within the Marine Services department resulted in scheduling duties for Marine Services staff no longer being the responsibility of the Administrative Clerk – Frontenac Paramedics;

AND WHEREAS, new positions of Administrative Clerk – Marine Services and a Manager of Marine Services position were created;

AND WHEREAS, the Administrative Clerk – Marine Services does not provide scheduling duties on evenings, nights, weekends and public holidays and therefore, unexpected scheduling absences will need to be addressed;

THEREFORE, the parties agree to the following:

1. A new position of Team Lead will be introduced to perform unexpected scheduling absences outside of regular business hours (8:00 a.m.– 4:00 p.m.).
2. The Employer will post an “Expression of Interest” annually, to determine which Ferry Operators would like to perform the duties of the Team Lead.
3. Based on those Ferry Operators who have submitted an “Expression of Interest,” and meet the qualifications, where the Administrative Clerk and/or the Manager of Marine Services are not present, during evenings, nights, weekends and public holidays, the most senior Ferry Operator on duty will assume the Team Lead responsibility.

Qualifications include:

- Must be a full-time or part-time Ferry Operator with required qualifications;
- Minimum three (3) years' experience operating a cable ferry;
- Demonstrated ability to use the electronic scheduling system to backfill shifts;
- Demonstrated safe operating record;

- Consistent demonstration of the County's core competencies including professionalism, respect and integrity; client service orientation; communication; accountability, commitment and perseverance; innovation and process improvement, and teamwork;
 - Demonstrated ability to guide staff from diverse backgrounds in an inclusive work environment;
 - Demonstrated record of following policies and procedures.
4. Where there is not a Ferry Operator on shift (outside of regular business hours) who has submitted an "Expression of Interest", and meets the qualifications above, a non-union employee may fulfill the duties.
 5. The Team Lead will continue to perform the duties of the Ferry Operator, however, will backfill staff for unexpected absences outside of regular business hours, update communication on the electronic notification system, provide direction and guidance to Ferry Operators, as necessary and act as Competent Supervisor under the Occupational Health and Safety Act. Training will be provided and compensated by the County of Frontenac.
 6. The Team Lead will be paid a premium of one dollar (\$1.00) per hour for the entire shift on a Saturday, Sunday or Public holiday. For shifts worked Monday to Friday, the Team Lead will be paid the above premium during the following hours:
 - 0630 – 0800
 - 1600 – 0630
 7. This Letter of Understanding will be in effect for the duration of the Collective Agreement ending December 31, 2027, at which time the parties have the option of renewing the Agreement.

SIGNED at Kingston, Ontario this 20th day of August, 2025.

ON BEHALF OF:

THE CORPORATION OF THE
COUNTY OF FRONTENAC

ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 109-3
MARINE SERVICES CREW

Line Talbot President (Aug 1, 2025 16:18)

Elizabeth Drew (Aug 22, 2025 20:20) - EDT

Ian Chesebrough (Aug 19, 2025 18:11 24 EDT)

LETTER OF UNDERSTANDING – RE: TRAINING NEW HIRES PREMIUM

BETWEEN

**The Corporation of the County of Frontenac
(The Employer)**

And

**CUPE and its Local 109-3 – Marine Services Crew
(The Union)**

The Union and Employer hereby agree to the following with respect to training and mentoring new hires.

Ferry Operators who are qualified, assigned and agree to train and mentor new hires, will receive a premium of one dollar (\$1.00) per hour for each hour while training and mentoring the new hire(s).

Team Leads who are in receipt of the Team Lead premium as set out in the Team Lead MOU, will receive an additional thirty-five cents (\$0.35) per hour while training and mentoring new hires. While not in the Team Lead role during their shift and training and mentoring new hires, they will receive one dollar (\$1.00) per hour for training and mentoring new hires.

1. Selection of Ferry Operators who train and mentor new hires shall be in accordance with Article 13 of the Collective Agreement and the following qualifications:
 - Must be a full-time Ferry Operator with required qualifications
 - Minimum five (5) years' experience operating a cable ferry
 - Demonstrated safe operating record
 - Consistent demonstration of the County's core competencies including, professionalism, respect and integrity; client service orientation; communication; accountability, commitment and perseverance; innovation and process improvement; and teamwork.
 - Demonstrated ability to mentor staff from diverse backgrounds in an inclusive work environment
 - Demonstrated record of following policies and procedures
2. The Employer will orientate those Ferry Operators who are selected to train and mentor new hires to the Familiarization policy.
3. While training, they shall continue to work their normal schedule based on current shift rotation. If shift start times and/or shift rotation is required to be altered the Employer and union shall meet to discuss.

- 4. The parties agree that this LOU will be on a trial basis for the duration of the Collective Agreement.


SIGNED at Kingston, Ontario this 20th day of August, 2025.


ON BEHALF OF:

THE CORPORATION OF THE
COUNTY OF FRONTENAC


ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 109-3
MARINE SERVICES CREW


Liam Chesebrough President CCOPE 109 (Aug 20, 2025 18:16:18 EDT)


Jim McLeod (Aug 20, 2025 07:45:18 EDT)

Elizabeth Drew
Elizabeth Drew (Aug 20, 2025 14:01:07)


Liam Chesebrough (Aug 19, 2025 16:11:24 EDT)

Liam Chesebrough